

# Cozen O'Connor Announced as Mansfield Rule 4.0 Certified

Thursday, September 16, 2021

PHILADELPHIA, September 16, 2021 — Cozen O'Connor is pleased to announce that it has achieved Mansfield 4.0. To be certified, firms had to complete a rigorous 12-month collaboration with Diversity Lab with built-in measurement, transparency, and accountability. Early results show unequivocally that the Mansfield Rule is succeeding at its goal of diversifying law firm leadership .

The Mansfield Rule Certification measures whether law firms have affirmatively considered at least 30 percent women, underrepresented racial/ethnic groups, LGBTQ+ lawyers, and lawyers with disabilities for leadership and governance roles, equity partner promotions, formal client pitch opportunities, and senior lateral positions. Mansfield Certification Plus status indicates that, in addition to meeting or exceeding the baseline certification requirements, Cozen O'Connor has successfully reached at least 30 percent underrepresented lawyer representation in a notable number of their current leadership roles.

“The firm has long been committed to the promotion and retention of diverse and women candidates, so we are very proud to see our hard work and dedication come together to obtain this achievement,” said Vincent R. McGuinness, Jr., President and Managing Partner of Cozen O'Connor. “We will continue to strive toward building a culture that values the needs of each individual and utilize all of the tools that this certification has to offer.”