



## Cantor Colburn Achieves Mansfield Certification Commitment to Fostering Diversity in Leadership Ranks



**Mansfield Rule**<sup>TM</sup>  
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DIVERSITYLAB

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[Cantor Colburn LLP](#) has achieved Mansfield Certification status, a key industry accreditation that reflects the Firm's commitment to fostering diversity among its leadership ranks. Mansfield Certification is awarded by [The Diversity Lab](#) to law firms that consider at least 30% women, LGBTQ+ lawyers, lawyers of color, and lawyers with disabilities for leadership roles, advancements in the partnership, client pitch opportunities, and in hiring. The Firm is one of 70 law firms of 25-150 lawyers that have completed a rigorous 18-month collaboration with Diversity Lab — from September 2021 to March 2023 — participating in a certification process to grow and sustain diversity in law firm leadership.

Co-Managing Partner Michael Cantor said, "We are very proud of having achieved Mansfield Certification, which signifies our active and ongoing commitment to being a workplace that values diversity, equity, inclusion, and belonging for all employees, for our clients, and for our profession."

Co-Managing Partner Phil Colburn said, "It is part of our business strategy to leverage a diverse pool of top talent to better meet the needs of our clients and communities by providing a team with diverse perspectives, great productivity and innovativeness, and decision-making informed by diverse viewpoints and experience."

The certification measures whether midsize firms have considered at least 30% women lawyers, underrepresented racial and ethnic lawyers, LGBTQ+ lawyers, and lawyers with disabilities for leadership and governance roles, equity partner promotions, formal client pitches, lateral lawyer hiring, and more. While working to achieve these benchmarks, the certified midsize firms also embedded transparency in their advancement processes through written leadership role descriptions and clearly defined pathways to leadership. Mansfield's methods are grounded in behavioral science, including the 30-50% consideration requirement, which researchers show achieves the critical mass in leadership necessary to disrupt biases. The structural elements of the certification process are key to this effort, including: accountability through frequent check-



ins/audits, data collection, and reporting; ongoing collaboration among participants through monthly group knowledge sharing forums; and the transparency of publicly certifying.

Cantor Colburn's diversity, equity, and inclusion efforts, focused on creating a workplace where everyone is valued and can contribute to their fullest. These efforts are led by the Firm's Equity Advancement Committee, made up of partners Karl Barr, Michelle Ciotola, Steve Coyle, Karl Vick, Director of Human Resources and Chief Diversity Office Marnie Rubin and Director of Marketing Jessica Lister. The Firm's partnership tasked the committee to oversee the structural changes and actions taken to broaden the slate of talent considered for internal leadership roles and increasing transparency with written and accessible advancement processes and role descriptions.

During the Firm's certification process, 40% of attorneys and agents joining the Firm were diverse and 30% were women; 30% of promotions were diverse and 30% were women; and more than 75% of pitches included a team with well over 30% women and diverse members.

### **About Cantor Colburn**

Cantor Colburn LLP is one of the largest intellectual property law firms in the country, with attorneys and patent agents providing counsel in patents, trademarks, litigation, and transactions to clients around the world from offices in Atlanta, Hartford, Washington, D.C., Houston, and Detroit. Exceptionally well versed in a wide range of cutting-edge technologies, the Firm's clients work in a wide variety of industries, including chemical, life sciences, pharmaceutical, medical devices, manufacturing, consumer products, energy, software, telecommunications, entertainment, and more.

### **Contact**

Jessica Lister, Director of Marketing

[jlister@cantorcolburn.com](mailto:jlister@cantorcolburn.com)

+1 (860) 286-2929, ext. 1171