

## Diversity

# BCLP EARNS 2023 MANSFIELD RULE RECOGNITION

Nov 13, 2023

BCLP has again been named a Mansfield Rule Certified law firm. Named after Arabella Mansfield, the first woman admitted to the practice of law in the United States, the Mansfield Rule was established in 2017 with the aim of boosting the representation of diverse lawyers in law firm leadership. Now involving over 300 participating firms across the US, UK and Canada, Mansfield is considered one of the industry's top I&D benchmarks.

Diversity Lab, which oversees Mansfield, annually audits participating firms to measure whether they have effectively considered, complied and achieved the certification requirements. We are proud to say that BCLP has achieved the certification every year since our involvement as a founding signatory in the US six years ago, and now similarly, having participated in the UK for the second year.

This year, BCLP achieved Plus designation in the UK. The Plus designation indicates firms that have achieved 30% diverse lawyer representation across various categories, as well as having taken steps to be more transparent across leadership promotion criteria and processes. The transparency questions were introduced to the submission this year, and the Firm has taken this opportunity to look at how they could do better in this respect.

"Inclusiveness and a sense of belonging is a core value for our Firm," said Global Director of Inclusion & Diversity, Lloyd Stephenson. "The framework provided by the Mansfield Rule has proved a useful tool to track how we create an environment where all can flourish and be successful in serving our clients. Ensuring that all talent can thrive and advance in our Firm is fundamental to the ongoing success of our business. Our continuing commitment to Mansfield Rule certification will play a key role in supporting this objective."

Please contact the [Inclusion & Diversity Team](#) with any questions about the Mansfield Rule or BCLP's inclusion and diversity work. Visit the [Diversity Lab website](#) to learn more about the Mansfield Rule.

## MEET THE TEAM



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