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Robinson+Cole Achieves Mansfield Rule 4.0 Certification

Certification reaffirms commitment to increase the representation of diverse and underrepresented lawyers in leadership positions

HARTFORD, CONN (September 14, 2021) – For the second consecutive year, Robinson+Cole has achieved Mansfield Rule Certification after completing a year-long process that began in July 2020. Robinson+Cole is one of only 118 law firms to receive Mansfield Rule 4.0 certification. The certification is developed and facilitated by [Diversity Lab](#) in an effort to increase the representation of diverse lawyers in leadership positions by broadening the pool of women, lawyers of color, lawyers with disabilities, and LGBTQ+ lawyers who are considered for significant governance roles, partner promotions, lateral partner and senior associate hiring and inclusion in business development initiatives.

“Our Mansfield Rule 4.0 certification validates Robinson+Cole’s commitment to fostering a welcoming and inclusive work environment in which the diverse backgrounds of all our lawyers and other professionals are respected and each individual is empowered to succeed,” said Robinson+Cole Managing Partner, [Rhonda J. Tobin](#). “Our continued participation enhances our ability to cultivate a culture in which our increasingly diverse group of lawyers and other professionals can bring their unique ideas and perspectives to the practice of law.”

Now in its fifth year, the Mansfield Rule measures whether Robinson+Cole and other evaluated law firms have affirmatively considered at least 30 percent women, lawyers of color, lawyers with disabilities, and LGBTQ+ lawyers (“historically underrepresented lawyers”) among its field of candidates for significant leadership roles and activities in their firms. Participating law firms are also encouraged to create and post job descriptions for these leadership roles and ensure that the processes for election and/or appointment to these roles are transparent and accessible to all lawyers.

Robinson+Cole is currently participating in Mansfield Rule 5.0 and is undergoing its third evaluation process in an effort to maintain certification. In addition, the firm ranked #6 out of 30 listed in Vault’s recently released 2022 [Best Law Firms For Diversity](#). Firm highlights from those rankings include #5 designations for [Diversity for Individuals with Disabilities](#) and for [Diversity for Women](#) as well as #8 for [Diversity for LGBTQ+ Individuals](#) and for [Racial & Ethnic Diversity](#). Early in 2020, Robinson+Cole hired its first Chief Talent Officer who is responsible for lawyer training,



mentoring, career progression, and overall talent management, and which includes active participation in and support of the firm's diversity, equity and inclusion initiatives. The firm also completed mandatory diversity, equity, and inclusion training for all lawyers and staff. Earlier this year, Robinson+Cole announced it will provide billable hour credit for diversity, equity, and inclusion activities. The firm encourages the use of personal pronouns on email communications and social media, has established a breast milk storage and delivery employee benefit, and continued its town hall series this past June with a Juneteenth program featuring keynote speaker, Shawn Rochester, author of *The Black Tax: The Cost of Being Black in America*.

About Robinson+Cole

Robinson+Cole is an AmLaw 200 law firm established over 175 years ago, with a deeply-rooted culture of collaboration, civility and inclusion. The Mansfield Rule Certified-firm has more than 220 lawyers in ten offices throughout the Northeast, Mid-Atlantic, Florida and California, serving regional, national, and international clients, from start-ups to Fortune 50 companies. Robinson+Cole is a service mark of Robinson & Cole LLP. For more information, please visit www.rc.com.

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