

## NEWS & INSIGHTS

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### LIGHTFOOT ACHIEVES MIDSIZE MANSFIELD CERTIFICATION PLUS FOR SECOND YEAR, REAFFIRMS COMMITMENT FOR 2024-2025

October 2, 2024

Lightfoot, Franklin & White LLC is pleased to announce the firm has received Diversity Lab's Midsize Mansfield Certification Plus for 2023-2024, marking the second year we have met the designation's rigorous qualifications. In addition, Lightfoot reaffirmed its commitment to Midsize Mansfield Certification Plus for the coming year.

Mansfield is a year-long structured certification process from Diversity Lab designed to ensure all attorneys at participating law firms have a transparent, fair and equal opportunity to be considered for advancement into leadership. Each year, firms are asked to recommit to the principles of transparency, accountability and knowledge sharing that are required through the certification process.

"Our continued commitment to Midsize Mansfield Certification Plus has been a significant catalyst for enhancing transparency and the leadership pipeline within our firm," stated **Melody H. Eagan**, Lightfoot's managing partner. "Reaffirming our commitment to Mansfield, we pledge to foster a culture of diversity, equity and inclusion, both within our team and in service to our clients."

Lightfoot first earned Midsize Mansfield Plus Certification in 2023 and joins more than 360 firms in reaffirming its certification this year – making it the largest class to date. Diversity Lab's **data shows** that firms committed and accountable to the Mansfield Certification process year-over-year are making substantial progress in diversifying their leadership and ensuring inclusive opportunities for all talent.

To become Midsize Certified, firms between 25 to 150 lawyers complete a rigorous 18-month collaboration with Diversity Lab to track, measure and achieve diversity in leadership. The process 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. Certified midsize firms must also embed transparency in their advancement processes through written leadership role descriptions and clearly defined pathways to promotion. In order to receive a "Plus" designation, firms must voluntarily provide data to Diversity Lab to demonstrate progress and outcomes for efforts to broaden talent pools and increase the visibility of advancement processes.

Lightfoot is committed to the Midsize Mansfield Certification Plus process and will continue tracking and measuring its leadership pipelines to ensure that all processes for advancement are transparent and inclusive.