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## Robinson+Cole Achieves Mansfield Rule 5.0 Certification

*Firm receives certification aimed to increase the representation of diverse and underrepresented lawyers in leadership positions for third consecutive year*

HARTFORD, CONN (October 18, 2022) – For the third consecutive year, Robinson+Cole has achieved Mansfield Rule Certification after completing a year-long process that began in July 2021. Robinson+Cole is one of only 165 law firms to receive Mansfield Rule 5.0 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.

“Fostering a diverse, equitable and inclusive environment is integral to Robinson+Cole’s core values of collaboration, civility, and inclusion,” said Robinson+Cole Managing Partner [Rhonda Tobin](#). “Our continued participation in Mansfield Rule certification provides us with measurable benchmarks to ensure we are diversifying the leaders of our firm in accordance with those core values.”

Now in its sixth edition, the Mansfield Rule will measure whether Robinson+Cole has 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 the firm. 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 6.0 for 2022-2023 and is undergoing its fourth evaluation process in an effort to maintain certification. Recommitting to the Mansfield Rule is the latest in a number of steps the firm has taken in its ongoing efforts to promote diversity, and inclusion and challenge racial and social inequities. In celebration of Indigenous Peoples Day on October 10, the firm is encouraging lawyers, staff, and their families to visit museums and exhibits that are dedicated to the histories and cultures of Indigenous People and reimbursing the cost of admission through the end of October. On September 28, Robinson+Cole hosted the latest in its firmwide Town Hall Series in recognition of National Hispanic Heritage Month, by presenting a talk with acclaimed documentary photographer, filmmaker and visual artist, [Jon Lowenstein](#) who spoke about his project, “La Familia – Five



Generations and the Slow Search for the American Dream,” a continuation of more than two-decades work documenting the transnational migrant trail from Central America, through Mexico and to a hopeful, resilient and, perhaps, ambivalent assimilation in the U.S. This past June, the firm presented two Town Hall programs. The first was hosted in recognition of Pride Month with Stephanie Battaglini, author of "[Reflections from Both Sides of the Glass Ceiling](#)," who shared highlights from her journey navigating work life from two gender perspectives. Also, in support of the celebration and promotion of the dignity, acceptance, and inclusion of those in the LGBTQ+ community, Robinson+Cole employees were encouraged to complete a training about building a workplace that is supportive of all gender identities and sexual orientations. On June 22, the firm hosted a second firmwide town hall to commemorate Juneteenth, featuring “A Visit with the [Amistad Center for Art & Culture](#).” Kimberly Kersey, Executive Director of The Amistad Center for Art & Culture, discussed the history of Juneteenth, provided a glimpse into the museum collection, and shared a current exhibition celebrating the contributions to African American culture made by Tony Award winning actor and singer Anika Noni Rose.

In 2021, Robinson+Cole announced it will provide billable hour credit for diversity, equity, and inclusion activities and instituted the use of personal pronouns on email communications and social media. The firm also established a breast milk storage and delivery employee benefit.

#### **About Robinson+Cole**

Robinson+Cole is an AmLaw 200 law firm established over 177 years ago, with a deeply-rooted culture of collaboration, civility, and inclusion. The Mansfield Rule Certified-firm has more than 230 lawyers in eleven 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](http://www.rc.com).

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