



October 30, 2023

Gould & Ratner Achieves Mansfield Certification

Gould & Ratner is proud to announce that it has achieved Mansfield Rule Certification for Midsized Law Firms.

Our firm has successfully completed an 18-month process designed to ensure all lawyers have a fair and equal opportunity to advance into leadership and high-visibility positions at Gould & Ratner. We are among only 240 law firms in the United States who achieved this recognition, including approximately 70 midsized firms.

Our focus for 2022-2023 participation in the Mansfield Rule process for midsized law firms was on hiring new attorneys at all levels, as well as teams for new business pitches and continuing client service. We have already committed to participate in the Mansfield certification process for 2023-2024.

Gould & Ratner also committed to greater transparency in its internal governance, particularly in the areas of leadership and promotion guidelines for attorneys, and job duties and selection processes for management roles and committee service.

“This certification recognizes Gould & Ratner’s commitment to the collective diversity of experiences and perspectives among our professionals, clients and communities,” said Amy Blumenthal, a partner and the firm’s Chief Diversity and Inclusion Officer. “We are honored to be among the leaders in producing measurable results in enhancing diversity and inclusion in the legal profession.”

The Mansfield Rule for Midsized Firms’ methodology has proven to build more diverse leadership teams by focusing on changing systems and processes at law firms, not exclusivity or discrimination. Mansfield ensures that opportunities for advancement are inclusive by broadening talent pools instead of instilling quotas, set-asides or requirements unrelated to an individual’s qualifications.

Mansfield’s process involves pursuing specific and measurable objectives to help highlight qualified women, racially and ethnically diverse, disabled, and LGBTQ+ lawyers and professionals who might otherwise go unnoticed for consideration. Its process also encourages law firms to build a pipeline of qualified candidates for future consideration.

The Mansfield Rule for Midsized Firms is administered by the [Diversity Lab](#), an incubator for innovative ideas and solutions that boost diversity and inclusion in the legal profession. [Find more information on the process and participating firms.](#)

[Learn more information on Gould & Ratner’s commitment to diversity.](#)