



# Commitment to Diversity, Equity & Inclusion

## Our Mission

We are taking our efforts to the next level at Hinshaw as we double down on our commitment to diversity and expand our initiatives throughout the firm. We believe that a successful diversity, equity, and inclusion program requires intentionality across three initiatives—attorney development, relationship building, and civic engagement. Our attorney development is aimed at making our diverse attorneys the best in their field. Our relationship building helps form bonds of trust that make our teams stronger and more inclusive. Our civic engagement enables us to be leaders and agents of change in our respective communities. Hinshaw understands that diversity, equity, and inclusion cannot be successful in isolation.

We are proud to share that Hinshaw has committed to the following impactful DE&I initiatives:

- The firm is proud to have achieved back-to-back recognition as a Mansfield Rule Certified Law Firm. In 2022, Hinshaw was certified as a [Mansfield Rule 5.0 law firm](#), and we were certified again in 2023, with [Mansfield Rule 6.0](#). The program, managed by Diversity Lab, aims to increase and sustain diversity in leadership within law firms by broadening the pool of those considered for senior lateral attorney job openings, firm governance opportunities, equity partner promotions, and firm leadership positions. Firms agree to consider broad slates of qualified talent for leadership roles that include at least 30% historically underrepresented lawyers—such as women lawyers, underrepresented racial and ethnic lawyers, LGBTQ+ lawyers, and lawyers with disabilities. Since implementation, Hinshaw has exceeded 44% in representation of diverse talent in leadership appointments and executive management, in addition to gains in recruiting and promotions.
- Our firm has been a founding sponsor of the **Leadership Council on Legal Diversity (LCLD)** program and has been fortunate to have a fellow selected to several classes since 2011. Founded in 2009, the LCLD Committee has grown to an organization of more than 350 Members, who serve as either general counsel of major corporations or managing partners of the nation's leading law firms. United by a spirit of activism and personal commitment, LCLD Committee members participate widely in the programs they've created—leading by example, taking action, and challenging the legal profession to prepare future generations of diverse talent for the highest positions of leadership. View our firm's [LCLD Committee members](#).
- Our **Summer Diversity Scholarship** is offered each year to law students for their final year of law school. This year, we will award two scholarships in the amount of \$10,000 each to 2L (rising 3L) students graduating in Spring 2024 who have articulated ways that they advance diversity, equity, and inclusion; and academic excellence. Visit our [Summer Diversity Scholarship page](#) for more information.
- In 2022, we began offering an **LGBTQ+ Summer Fellowship** to law students who were graduating in Spring 2023 and who had a strong interest in advancing the LGBTQ+ community within the legal profession. We are continuing with this scholarship for law students graduating in Spring 2025 who demonstrate the same commitments. Visit our [Summer LGBTQ+ Fellowship page](#) for more information.

## Diversity Committee

Our Diversity Committee is comprised of key stakeholders across the firm. Members collaborate on a regular basis to review and ensure the advancement of our [three-fold Diversity, Equity & Inclusion initiatives](#) at Hinshaw.