Using Design Thinking to Spur Innovation and Collaboration

How Every Organization Can Supercharge Diversity & Inclusion Efforts
Diversity Lab is an incubator for innovative ideas and solutions that boost diversity and inclusion in law. Experimental ideas are created through Hackathons and piloted in collaboration with more than 50 top law firms and legal departments across the country. Diversity Lab leverages data, behavioral science, design thinking, and technology to further develop and test the ideas, measure the results, and share the lessons learned.
Mansfield Rule - the Basics

Making law firm leadership more than a “Man’s Field”

- Rolled out in 2018 with more than 40 firms
- In Consideration: 30% of candidate pool made up of underrepresented lawyers
- Certified Plus: 30% of roles made up of underrepresented lawyers
Mansfield Rule - the Evolution

Women

Racial/ethnic minorities

LGBTQ+

Lawyers with disabilities

Leadership positions and lateral hiring

Client pitches

Just one in pool

30% of pool
Mansfield Rule - the Progress

Leadership & governance
Sr associate hiring
Partnership hiring
Partnership promotions

100% Tracking
Getting to Mansfield

Innovate
Crowdsourcing
Test
Human-Centered Design Thinking
Human-Centered Design Thinking - Your Turn

**Interview**

**Dig deeper**

**Reflect & look for insights**

Identify the problem

**Radical Solutions**

Share ideas

**Reflect & refine**

Reveal final idea
Continuous Evolution

What can do we do different and better?

Input from our partners.

How can we move the needle farther?
New Initiatives

D&I Dash
#D&IClearinghouse

Huddle
#Real-TimeFeedback

Inclusion Imprint
#GoBeyondTheNumbers
Thank You!

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Visit us on the web:
www.diversitylab.com
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