

## Voya Financial Supports 'Mansfield Rule' Initiative to Advance Diversity in Law Firm Leadership

Thursday, August 24, 2017 03:00:00 PM (GMT)

NEW YORK, Aug. 24, 2017 /PRNewswire/ -- Voya Financial, Inc. (NYSE: VOYA), announced today that it has partnered with [Diversity Lab](#) to support the "[Mansfield Rule](#)," an initiative that measures whether law firms are actively considering qualified women and attorneys of color for promotions, senior level hiring and significant leadership roles. The Mansfield rule is inspired by the NFL's Rooney Rule, which has resulted in a 20 percent increase in the likelihood of a diverse candidate filling a head coach vacancy in the NFL. More than forty leading law firms will pilot the program over the next year with a goal of advancing diverse leadership in the legal profession.

The Mansfield Rule assesses whether or not firms consider women or attorneys of color for at least 70 percent of vacant leadership roles in their organization during the review period. Law firms that successfully implement Diversity Lab's criteria will be designated "Mansfield Certified" and invited to send their recently promoted leaders to a two-day Client Forum, where they will have the opportunity to develop relationships with and learn from influential in-house counsel at leading businesses in the United States. Voya Financial's legal department is one of more than 60 publicly-traded, private and nonprofit institutions that have committed to attending the Client Forum in late 2018.

"If we want to be successful in helping all Americans prepare for a secure retirement, then we need to make a conscious decision to build a culture that reflects the diverse makeup of our country," said Voya Financial Chief Legal Officer Trish Walsh. "Our participation in the Mansfield Rule initiative reinforces Voya's commitment to drive better thinking and decision-making through diversity and inclusion at every level of our organization and with our partners. We welcome the opportunity to join our colleagues in the legal profession to support this movement, and advance diversity within the legal and business community."

The Mansfield Rule is named after Arabella Mansfield, the first woman admitted to the practice of law in the United States. The rule was one of the winning ideas from the [2016 Women in Law Hackathon](#), which was sponsored by Diversity Lab, Bloomberg Law and Stanford Law.

Signatories of the Mansfield Rule to date include:

3M	First National Bank	Salesforce
Abercrombie & Fitch Co.	Ford Motor Company	Smiths Group
American Express	Gap Inc.	SurveyMonkey
Bechtel	Google	Target
BASF	Hewlett Packard Enterprise	TCF Bank
Battery Ventures	HP Inc.	Toyota Material Handling USA
Bloomberg L.P.	Mastercard	ThredUP
Boston Children's Hospital	McKesson	Vertex Pharmaceuticals Inc.
Cargill	Medtronic	VMware
CBS Corporation	Microsoft	Voya Financial
Charles Schwab & Co.	PayPal	Waddell & Reed
ClearSlide	PepsiCo	Walmart
Compass Minerals	Plantronics	Workday
CSX	PNC Financial Services	Xcel Energy
Facebook	RPX Corporation	Zuora

### Media Contact:

Jeanne LaCour  
Voya Financial  
Office: (212) 309-8949  
[Jeanne.LaCour@voya.com](mailto:Jeanne.LaCour@voya.com)

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**Countries:** United States

**Industries:** Banking & Financial Services

**Languages:** English

**Primary Identifiers:** VOYA-US

**Related Identifiers:** VOYA-US

**Subjects:** Contracts, Corporate Social Responsibility, Human Interest Groups