



**FOR IMMEDIATE RELEASE**

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### **THE COOK GROUP ACHIEVES MANSFIELD RULE PLUS CERTIFICATION**

NEW YORK CITY, NY – The Cook Group proudly announces that it has achieved Mansfield Rule Certification Plus status after completing a rigorous 18-month collaboration with Diversity Lab — beginning in September 2020 — with built-in measurement, transparency, and accountability. As one of the 26 firms included in the inaugural Midsize Certification cohort, The Cook Group has reaffirmed its stated commitment to diversity, equity and inclusion in the practice of law and law firm leadership.

The Midsize Mansfield Rule Certification measures whether law firms with between 25 and approximately 150 lawyers have affirmatively considered at least 30 percent women lawyers, underrepresented racial and ethnic lawyers, LGBTQ+ lawyers, and lawyers with disabilities for attorney positions, leadership and governance roles, equity partner promotions, and formal client pitch opportunities. While working to achieve these benchmarks, midsize firms created internal transparency through the establishment of leadership role descriptions and clear leadership appointment and/or election processes.

As part of the 26 certified firms, The Cook Group is one of only 16 Midsize Mansfield firms that have achieved Certification “Plus” status, which indicates that, in addition to meeting or exceeding the consideration requirements, the firms have successfully achieved 30 percent diverse representation in current leadership roles, formal client pitches, and staffing on key matters.

"We are incredibly proud of – and grateful to – the firms that stepped up to try something new and partner with us to create more diverse and inclusive workplaces in the midsize sector," said Kate Johnston Ryan, Chief Administrative Officer at Diversity Lab. "Despite launching the Midsize iteration of the Mansfield Rule in the midst of a global pandemic, and in many cases with substantially limited resources, these firms were not deterred from taking on challenging systems changes to increase diversity in the profession. We thank and congratulate this truly committed group of firms."

"As a certified women and minority-owned law firm, the principles of diversity and inclusion are part of our law firm's DNA. One of our firm's greatest strengths is our ability to bring diverse backgrounds, identities and perspectives from our attorneys to provide modern, efficient and effective service to our clients to help them achieve results," stated Kerryann Cook, Firm Founder and Managing Partner. "We are so proud to be a Certified Plus firm in the inaugural year of the Midsize Mansfield Rule and to be part of a community of law firms sharing the goal of ensuring inclusive, equitable work environments in the legal profession."

#### **ABOUT THE COOK GROUP**

The Cook Group is a certified women and minority owned law firm practicing in New York, New Jersey, Connecticut, Delaware, Pennsylvania, Florida, Indiana, Illinois and Missouri. With a diverse team of talented and experienced litigators, The Cook Group is distinguished in its commitment to client service with formidable legal talent across multiple jurisdictions and disciplines. The Cook Group – Modern. Efficient. Effective. Learn more about The Cook Group and meet our team at [www.cookgrouplegal.com](http://www.cookgrouplegal.com). Follow us on Twitter and Instagram @cookgrouplegal

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