



Kaufman Dolowich Achieves Mansfield Certification for 2019; Commits to Mansfield Rule 3.0 to Further Diversity In the Firm's Leadership, Promotion & Recruitment

(September 4, 2019, Woodbury, NY) -Kaufman Dolowich & Voluck LLP (KD) today announced that the firm is one of 64 firms to achieve Mansfield 2.0 Certification for 2019. KD is participating in the Mansfield Rule 3.0 certification program to further enhance diversity among its leadership. KD was one of only 65 law firms nationwide to participate and will be one of 99 firms to participate in Mansfield 3.0.

The Mansfield Rule Certification 2.0 measures whether law firms have affirmatively considered at least 30 percent women lawyers, lawyers of color and LGBTQ+ lawyers for leadership and governance roles, equity partner promotions, formal client pitch opportunities and senior lateral positions. Mansfield 3.0 will also include lawyers with disabilities.

"Mansfield participation has been a tremendous success from both the firm's and our clients' perspectives," said Katherine S. Catlos, KD's Chief Diversity & Inclusion Officer and San Francisco partner. "It's gratifying to see our firm embrace diversity as a core value. We've seen increased teamwork and synergy among our various offices and practice groups. We've seen clients appreciate that we are paying attention to diversity in concrete ways. And we are especially thrilled to see our potential being exercised."

The following KD attorneys were elevated to key leadership positions over the past MR 2.0 year,

- Mary Jo Barry (NY) to Co-Managing Partner, New York City office
- Courtney Curtis-Ives (LA) to Co-Chair, Professional Liability Practice Group
- Avery Dial (FL) to Co-Chair, Data Privacy & Cybersecurity Practice Group
- Nancy Hendrickson (CHI) to Co-Chair, Financial Services Practice Group
- Christine Magarian (LA) to Vice Chair, General Liability Practice Group
- Anna Maria Tejada (NJ) to Co-Chair, Labor & Employment Law Practice Group
- Iram Valentin (NJ) to Co-Chair, Professional Liability Practice Group
- Megan Yllanes (Woodbury) to Co-Chair, General Liability Defense Practice Group

"Diversity Lab's program has motivated us and allowed us to better attract talent, better engage our attorneys, create transparency for leadership positions, and create stronger teams," Catlos said. "This leads to better results benefitting our firm, colleagues and clients. I am excited to see where MR 3.0 takes us in the coming year!"

"We have always been committed to enhancing diversity at our firm and Mansfield Rule 2.0 gave us the structure to improve our process to promote, recruit and retain diverse attorneys as well as to consider the broadest field of talent possible," said Michael A. Kaufman, co-managing partner of KD. "I look forward to building on our achievements over the next year."

KD's newly elevated diverse partners will be attending the Mansfield Client Forums this fall to build relationships and network.

"Clients appreciate and increasingly expect to have diverse attorneys work on their matters," said Ivan J. Dolowich, co-managing partner of KD. "The Mansfield Rule has resulted in excellent service for our clients, enhanced engagement among our lawyers and additional business opportunities."