

HAYNES BOONE

Reaching New Heights Together

HAYNES BOONE DIVERSITY SCHOLARS PROGRAM

The Haynes Boone Diversity Scholars Program has been established to attract outstanding diverse students to the private practice of law while helping these students be successful in law school through both work and mentorship experiences afforded by the program. Our Diversity Scholars Program offers a nine- to ten-week paid summer clerkship with Haynes Boone and a scholarship paid during the school year.

Participating Offices: Austin, Dallas, Dallas-North, Houston, New York, Orange County, Palo Alto, San Antonio, San Francisco, Washington, D.C.

1L DIVERSITY SCHOLARSHIP	2L DIVERSITY SCHOLARSHIP	FIRST-YEAR ASSOCIATE SCHOLARSHIP	POTENTIAL TOTAL SCHOLARSHIP
\$10,000 if students receive and accept our 1L summer offer	\$7,500 if students receive and accept our 2L summer offer	\$7,500 if students receive and accept our First-Year Associate offer	\$25,000
	\$7,500 if students receive and accept our 2L summer offer	\$7,500 if students receive and accept our First-Year Associate offer	\$15,000
		\$7,500 if students receive and accept our First-Year Associate offer	\$7,500

haynesboone.com

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Austin
Charlotte
Chicago
Dallas
Dallas - North
Denver

Fort Worth
Houston
London
Mexico City
New York
Orange County

Palo Alto
San Antonio
San Francisco
Shanghai
The Woodlands
Washington, D.C.

Diversity Scholars – Opportunities During the Summer Program

- Throughout the nine- to- ten-week program, Diversity Scholars have meetings with members of our Diversity, Equity and Inclusion Department for mentorship and professional development training.
- Each Scholar is assigned Partner and Associate mentor(s) during the clerkship. Scholars meet with these attorneys on a weekly basis to provide guidance and assist with workflow.
- Our Scholars are provided opportunities to meaningfully connect with members of the Attorney Diversity, Equity and Inclusion Committee through networking events and presentations.
- Scholars attend various DEI panels and presentations, hosted both internally and outside the firm, which include:
 - The Leadership Council on Legal Diversity. All 1L scholars are invited to attend the annual 2022 1L LCLD Summit.
 - The Houston Bar Association Diversity & Inclusion Committee’s annual Summer Associate Luncheon.
- Scholars also have the opportunity to work on various pro bono projects and participate in community service events during their clerkship.



“I am very grateful for my experience as a 1L summer associate at Haynes Boone’s Washington, D.C. office. I received a variety of projects from across different sections and I was able to connect with multiple attorneys from across different Haynes Boone offices. Overall, the experience was immensely enjoyable despite it being fully remote. I look forward to returning for my 2L summer!”



AKEISHA GREGORY
2021 1L Diversity Scholar | Howard University
Washington, D.C.

“The 1L program at Haynes Boone provided me with a fantastic introduction to life at a large firm. Even though the program was virtual because of COVID, I was able to form relationships with numerous attorneys at the firm that gave me invaluable mentorship and guidance. The experience made it an easy decision to return for my 2L summer.”



BILAL SHERIFF
2020 Diversity Scholar | SMU Deadman School of Law
Dallas



Honors and Awards



Recognized as a **Best Place to Work for LGBTQ Equality** in the Human Rights Campaign Foundation’s 2021 Corporate Equality Index.



Mansfield Rule™
Certified *Plus* 2021 Powered by DIVERSITY.LAB

Achieved **Mansfield 4.0 Certification, Mansfield Certified Plus**, Showing Commitment to Diversity in Leadership, 2021



For a ninth year, we were awarded the **Gold Standard Certification** from the Women in Law Empowerment Forum (WILEF).

Vision of Success

Excellence in diversity and inclusion is a Haynes Boone core value. Haynes Boone is aware of the local and national lack of representation of women, minority, and LGBTQ+ lawyers in large law firms and this program is designed to further increase the representation of such individuals at Haynes Boone. We strive to create an environment in which each individual at every level has the opportunity to succeed professionally, regardless of age, disability, ethnicity, gender, gender identity and expression, national origin, parental status, race, religion, sexual orientation, and/or socio-economic experiences. We recruit the best and the brightest and seek to attract, retain, and promote, individuals who reflect the global marketplace, our clients, and the communities we serve.

Haynes Boone is committed to recruiting, retaining, and advancing diverse lawyers and our Diversity Scholars Program is one of the many initiatives we have implemented to contribute toward enhancing the diversity of our firm and profession.

Attorney Diversity, Equity and Inclusion Committee

SUB-COMMITTEES

- Women’s Initiative
- Minority Attorney Initiatives
- LGBTQ+
- Working Parents
- Pipeline Initiatives



TOM CHEN

Partner, Co-Chair Attorney Diversity, Equity and Inclusion Committee
Orange County, Palo Alto

“Diversity, equity and inclusion are integral to Haynes Boone, and we believe that our differences make us stronger and enhance our ability to deliver outstanding legal services. Recruitment, retention and promotion of diverse attorney talent is essential to our success. We strive to become a market leader in DEI through our innovative programs, initiatives and community involvement.”

“Haynes Boone truly champions diversity, equity, and inclusion and provides meaningful opportunities for all attorneys to get involved in firm DEI efforts. Since I was an associate, I have collaborated with colleagues to help create a more inclusive culture where all attorneys are supported and feel a sense of belonging.”

VERA SUAREZ

Partner, Co-Chair Attorney Diversity, Equity and Inclusion Committee
Dallas



DIVERSITY SCHOLARS PROGRAM APPLICATION PROCEDURE:

1. To apply, please visit haynesboone.com/careers/summer-associates.
2. Candidates interested in being considered for this program are required to upload their resume and a diversity statement to the document section of the application.
3. For offer consideration, first semester grades must be submitted once they are released.
4. Deadline for the completion of this application is January 7, 2022.

For questions about the program, please contact:

Jonathan Baldauf, Recruiting Assistant at jonathan.baldauf@haynesboone.com