

## Reaching New Heights Together

### HAYNES BOONE DIVERSITY SCHOLARSHIP OPPORTUNITIES

The Haynes Boone Diversity Scholarships have been established to attract outstanding students to the private practice of law while helping these students be successful in law school through both work and mentorship experiences. Our Diversity Scholarships are offered along with the Traditional nine- to ten-week paid summer clerkship with Haynes Boone and are paid during the school year.

**Participating Offices:** Austin, Charlotte, Dallas, Dallas-North, Houston, New York, Northern Virginia, Orange County, 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	<b>\$25,000</b>
	\$7,500 if students receive and accept our 2L summer offer	\$7,500 if students receive and accept our First-Year Associate offer	<b>\$15,000</b>
		\$7,500 if students receive and accept our First-Year Associate offer	<b>\$7,500</b>



“My summer at Haynes and Boone’s Washington, D.C. office was an extremely rewarding experience. I received a plethora of assignments that challenged my research abilities and critical thinking skills in a wide range of subject matters. I also enjoyed the fact that I was able to be involved in a pro bono matter where I received direct contact with the client. In addition to the steady flow of assignments, my time at Haynes Boone was full of social events that gave me the opportunity to network with attorneys from across the firm. Overall, I thoroughly enjoyed my experience at HB and I am glad that I decided to return for my 2L summer!”



**AKEISHA GREGORY**

2022 Diversity Scholar | Howard University  
Washington, D.C.

“The Diversity Scholars 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 Dedman School of Law  
Dallas



## Honors and Awards



Recognized as a **Best Place to Work for LGBTQ Equality** in the Human Rights Campaign Foundation’s 2022 Corporate Equality Index.



Haynes Boone has achieved certification in the **Mansfield Rule 6.0 Plus program 2023**, which measures whether law firms have affirmatively considered and hired women, attorneys of color, LGBTQ+ attorneys, and attorneys with disabilities for recruitment, leadership and governance roles, equity partner promotions, and inclusion in formal pitches to clients.



We have ranked in the top 25 Firms for Diversity, Equity and Inclusion. We have a rank of 23.

## Vision of Success

Excellence in diversity and inclusion is a Haynes Boone core value. 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. 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 recognize that our commitment to diversity and inclusion enhances our other core values of commitment to client service and a teamwork culture.

Haynes Boone has committed to DEI creditable time and an annual DEI bonus opportunity.

## Attorney Diversity, Equity, and Inclusion Committee\*

### INCLUSION NETWORKS

- Asian/Pacific Islander
- Black/African American
- Latin/Hispanic
- LGBTQ+
- Women's Initiative
- Working Parents and Caregivers
- Veterans
- Pipeline Initiatives
- First Generation ("First Gen")
- Next Generation ("Next Gen")

\*Includes Members and Allies.



"Diversity, equity, and inclusion are integral to Haynes Boone, and we believe that our differences make us stronger which enhances 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."

#### TOM CHEN

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



"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 SCHOLARSHIP APPLICATION PROCEDURE:

1. To apply, please visit [haynesboone.com/careers/summer-associates](https://haynesboone.com/careers/summer-associates).
2. Candidates interested in being considered are required to upload their resume, transcript, and a diversity statement to the document section of the application.
3. For offer consideration, 1L applicants must submit their first semester grades once they are released.

For questions about the scholarships, please contact:

Sarah Altman, Recruiting Coordinator at [sarah.altman@haynesboone.com](mailto:sarah.altman@haynesboone.com)