

# 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, Charlotte, Dallas, Dallas-North, Houston, New York, 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>

[haynesboone.com](https://www.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 Attorneys in various Diversity, Equity, and Inclusion Networks through networking events and presentations.
- Scholars attend various DEI panels and presentations, hosted both internally and outside the firm.
- Scholars also have the opportunity to work on various pro bono projects and participate in community service events during their clerkship.



“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.



Achieved **Mansfield 4.0 Certification, Mansfield Certified**, Showing Commitment to Diversity in Leadership, 2022



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

**Haynes Boone has committed to DEI creditable time as of December 1, 2022.**

## 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")

### 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.



"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 SCHOLARS PROGRAM APPLICATION PROCEDURE:

1. To apply, please visit [haynesboone.com/careers/summer-associates](https://haynesboone.com/careers/summer-associates).
2. Candidates interested in being considered for this program 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 program, please contact:**

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