

DIVERSITY

2025 Diversity Scholarship

Baker Donelson is committed to fostering an inclusive environment where the individual differences among us are understood, respected and appreciated, recognized as sources of strength of the Firm, and valued as qualities that enrich the environment in which we work. Since 2008, we have awarded 34 diversity scholarships.

With this in mind, Baker, Donelson, Bearman, Caldwell & Berkowitz, PC will award three scholarships to three rising 2L law students who will complete their first year of law school by June 2024. Recipients will be awarded a minimum six-week, salaried 2L Summer Associate position for the summer of 2025 in one of our Firm's offices. Additionally, each recipient will be awarded \$20,000, to help defray the cost of law school tuition and related expenses, which will be paid in two disbursements, conditioned on the following:

- \$10,000 will be awarded after the completion of a 2L summer associate clerkship, and
- \$10,000 will be awarded upon acceptance of an associate position and graduation from law school.

The recipients' office preferences will be taken into consideration, but final assignment will depend on the Firm's hiring needs. The recipients may split their summers with other law firms; however, they are required to work during the period that the other Summer Associates in that Baker Donelson office are working.

Eligibility

The application process is open to all law students enrolled in an ABA-accredited law school of any race, color, religion, citizenship, national origin, gender, age, sexual orientation, gender identity, gender expression, marital status, military service, disability, or any other characteristic or condition protected by applicable law.

We consider all applications and consider the following factors in applicants:

1. Have completed their first year of a full-time JD program with an anticipated graduation date of 2026 at the time of application.
2. Demonstrated commitment to promoting diversity, equity and inclusion (DEI) in their communities and/or in the legal profession.
3. Academic and leadership achievements.
4. Obstacles or challenges (financial or otherwise) encountered in advancing career objectives.
5. Life experiences that have shaped values (including a commitment to DEI) and professional goals.
6. A desire to practice in a large law firm.
7. Candidates may not be the recipient of a similar scholarship award from another law firm.

Students of color, members of the LGBTQ+ community, persons with a disability, or whose background or experience would otherwise contribute to the diversity of the legal profession are encouraged to apply.

Application Deadlines

The application process will open on Wednesday, April 3, 2024. All applications must be submitted via the online application portal. You will first need to register to use Baker Donelson technology by clicking [here](#). After registering, you will receive an email allowing you to begin the application process. Once you begin your application, you will have the option to save your entered information and return to the application portal at a later time to complete your application, if needed. You can log back into the portal with the link provided in the

email sent to you. Applications are due by midnight, **Friday, June 14, 2024**. Interviews for selected finalists will take place between July 10 and July 24. Scholarship recipients will be notified by July 29.

Requirements

A completed application package must include the following items:

8. Current Resume including undergraduate and law school GPA and class rank (if available)
9. Personal Statement. This scholarship helps us attract the best and brightest to Baker Donelson and supports our evolving diversity, equity and inclusion efforts. How do you envision contributing to Baker Donelson substantively and culturally if you were to join our firm? Please limit to 500 words.
10. Unofficial Law School Transcript must include 1L Fall and Spring semester grades.
11. Legal Writing Sample. The sample may be from your legal writing course in law school (please limit to 10 pages).
12. Professional Recommendation. One written professional recommendation from a law school professor or employer. Recommendations should be addressed to Rebecca Simon, Director of Associate Recruiting and Engagement. The recommendation document name should be labeled **LastName-FirstName**. It may be uploaded to the application or emailed directly to diversityrecommendation@bakerdonelson.com.



Marisol Gonzalez

Diversity and Baker Women Coordinator

713.210.7416

mgonzalez@bakerdonelson.com



Rachel Mims

Recruiting Assistant

205.250.8349

rmims@bakerdonelson.com