

Paul D. White Diversity Scholars Frequently Asked Questions

What is the Paul D. White Diversity Scholars program?

The Paul D. White Diversity Scholars program is a tiered scholarship program available to first-year (1L) and second-year (2L) students designed to provide recipients with unique opportunities and experiences during their summer internship. With early opportunities to build client relationships and serve the community, the program offers annual scholarship amounts over the course of your law school summers and following graduation designed to encourage continued engagement and development with our firm.

1L Scholars will receive summer associate compensation as well as an additional \$7,500 toward tuition or other law school expenses. 2L Scholars, whether new to the program or returning Scholars and who spend their full 2L summer at our firm, will receive summer associate compensation as well as an additional \$10,000 toward tuition or other law school expenses. Scholars who accept offers to join our firm as full-time associates will receive an additional \$10,000 upon joining our firm.

Who is eligible?

Any law student who identifies as a member of a historically underrepresented group in the legal profession, including law students who are members of racial/ethnic minorities, identify as LGBTQ+ or have disabilities and have completed their 1L or 2L year at an ABA-accredited law school. Candidates must not be a recipient of a similar diversity award from another law firm for the same time period and must be a U.S. citizen or otherwise authorized to work in the United States.

Where can I work?

Scholars can work at any office with a Summer Associate Program. Splitting between two BakerHostetler offices may be permitted based upon approval of the respective Hiring Partners. Scholars must spend at least eight weeks with our firm.

When can I apply?

The completed application materials listed below will be accepted for the Atlanta, Cincinnati, Cleveland, Columbus, Denver, Philadelphia and Washington, D.C. offices from November 1, 2022

to January 13, 2023. The completed application materials listed below will be accepted for the Dallas, Los Angeles, Orlando, and San Francisco office from November 1, 2022 to January 31, 2023.

How do I apply?

Complete and submit the following online through the self-apply link: [PDWhite 1L Application](#)

- Application form
- Current resume
- Undergraduate transcript
- Law school transcript
- Personal statement: the statement should discuss what diversity means to you and why you are interested in BakerHostetler; it should be double-spaced and no more than 500 words; more information on the personal statement is available at www.bakerlaw.com/PDWhiteScholars
- Letters of recommendation and a writing sample are appreciated but are not required

When will Scholars be selected and what are the selection criteria?

Scholars will be notified on or before February 28, 2023. Scholarships are awarded using the following criteria:

- Superior academic performance during college and law school
- Personal achievements
- Oral and written communication skills
- Leadership achievements
- Community involvement
- Sincere interest and commitment to join BakerHostetler

All applications will be reviewed by a selection panel consisting of our Chairman, the Chief Practice Partner, Chair of the Diversity Council, Director of Recruiting, and Director of Inclusion and Diversity.

What if I have additional questions?

Please contact Leah Fisher, Director of Inclusion and Diversity, at lfisher@bakerlaw.com to learn more about this opportunity. Also, please visit the Careers section of our firm website, www.bakerlaw.com, for more information.