

Baker Botts Rufus Cormier Diversity Fellowship Program

At Baker Botts, we are committed to recruiting, retaining, and developing exceptional attorneys and law students. We recognize the value of diverse perspectives and the integral role they play in the continued growth and success of our Firm. The Rufus Cormier Diversity Fellowship, named in honor of our first African American partner, reflects this commitment and promotes diversity within the legal profession.

The 2027 fellowship is open to all law students with an anticipated graduation date of May 2029, currently enrolled in an ABA-accredited law school, regardless of 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.

Selected candidates will be eligible to receive up to **$40,000** in stipends throughout the duration of their participation in the program, in addition to a salaried Summer Associate position.

Application Requirements

Resume

Official undergraduate transcript*

Official law school transcript*

Personal statement
Please discuss your commitment to promoting diversity in the legal profession or obstacles you have overcome in pursuing a legal career (500 words or less).

*An unofficial transcript may be submitted until an official transcript is available

Selection Criteria

Academic achievement

Demonstrated leadership attributes

Obstacles overcome in pursuing a legal career

Demonstrated commitment to promoting diversity in the legal profession

Long-term interest in practicing law in Austin, Dallas, Houston, New York, Palo Alto, San Francisco, or Washington, D.C.

Questions? Contact recruiting@bakerbotts.com



Heather Choi | Partner and Chief Diversity & Inclusion Officer
"I wholeheartedly believe that where we work should reflect the world around us, and I am committed to advancing this principle at Baker Botts. Diversity weaves valuable perspectives, experiences and talents throughout the firm, enabling us to be even more creative, effective and successful for our clients."