

# Bernard Lee Diversity, Equity, and Inclusion Scholars Program

## The Scholarship

At Cozen O'Connor, we understand the value of a diverse work environment and believe that such diversity adds to our firm's successes and ability to provide better service to our clients. We seek to employ lawyers of diverse backgrounds, and also those committed to the furtherance of a more diverse and inclusive profession. Students in their first year of law school with a demonstrated commitment to diversity and inclusion are encouraged to apply.

- Scholars will participate in the firm's summer associate program following their 1L year.
- Scholars will participate in a diversity & inclusion mentorship program.
- Scholars will be eligible for a \$15,000 scholarship to help defray the cost of law school tuition and related expenses, paid in two phases:
  - If the Scholar receives an offer to return to Cozen O'Connor following his/her 2L year, \$5,000 will be awarded upon completion of the Scholar's 1L summer associate position, to be used toward the Scholar's 2L year; and
  - If the Scholar receives and accepts an offer to join Cozen O'Connor's summer associate program following his/her 2L year, \$10,000 will be awarded upon completion of the Scholar's 2L summer associate position and acceptance of an offer to return to Cozen O'Connor as an entry level associate, to be used toward the Scholar's 3L year.

## Eligibility

- We welcome applications from law students who:
  - Are enrolled full-time in an ABA-accredited law school with an anticipated graduation date of 2026;
  - Actively demonstrate a commitment to diversity and inclusion within their law schools, local communities, and/or through their professional

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Cozen O'Connor Renames  
Diversity and Inclusion Fellowship  
After Late Shareholder Bernard  
Lee

## RELATED PRACTICE AREAS

and volunteer work, hobbies, and leadership roles; and

- Are not the recipient of a similar diversity award from another law firm for the same summer.

### Selection Criteria

- Scholars will be selected based on the following criteria:
  - Demonstrated commitment to diversity and inclusion;
  - Academic achievement in college and law school;
  - Excellent legal research and writing skills;
  - Demonstrated leadership qualities, work experience, commitment to community service, and ability to overcome obstacles; and
  - U.S. citizen or authorized to work permanently in the United States.

### Application Process

- All applications must be submitted via our [online portal](#), indicating what office the candidate is interested in, and include:
  - A personal statement (500 words or less) demonstrating the applicant's achievement of the selection criteria for the Scholarship;
  - A cover letter directed to Lauren Carella, Director of Legal Recruiting;
  - A current resume;
  - Transcripts (official or unofficial) from all undergraduate and graduate programs attended;
  - A transcript (official or unofficial) from the first year of law school (we would prefer that you wait until you receive your first semester grades before submitting your application); and
  - A legal writing sample (5-10 pages) un-edited by a third party.

Applications typically open in December and remain open through January. Selected candidates will be contacted on a rolling basis to schedule interviews.

Once a candidate has been notified of his or her selection as a Scholar, he or she must accept or decline the offer within (2) two weeks.

Please direct any questions regarding the Bernard Lee Diversity, Equity, and Inclusion Scholars Program to Lauren Carella, Director of Legal Recruiting, at [lcarella@cozen.com](mailto:lcarella@cozen.com).

