

2027 CHARLES J. BEARD FELLOWSHIP FOR DIVERSITY, EQUITY, & INCLUSION (1L)



Foley Hoag is committed to fostering a truly diverse and equitable culture, to ensuring that it has a climate of inclusiveness where all individuals can thrive, and to attracting, retaining, and promoting outstanding lawyers and business professionals from all backgrounds, perspectives, and talents. These traditions emerged from our founders' determination to hire the very best talent, based entirely on individual merit and without exclusion. With that foundation, we strive to bring together lawyers and business professionals of

different backgrounds, skills, and experiences because we recognize that this diversity enriches our firm's culture and enhances the quality of our work.

As part of this long-standing commitment to advancing diversity, equity, and inclusion in the legal profession, we are proud to sponsor a fellowship for outstanding first-year law students from backgrounds underrepresented in the legal profession who are actively engaged and committed to helping create a more diverse, equitable, and inclusive profession. This fellowship is named in memory of our former partner, Charlie J. Beard, II, who was the first Black lawyer promoted to partner at a major Boston law firm. Charlie, known for his wise counsel, humor, and intellect, believed education held the key to personal development and success for young people. It is, therefore, particularly fitting to honor Charlie, a staunch advocate for diversity, equity, and inclusion, with this fellowship. The Fellowship will provide financial relief to recipients as they continue their law school education.

Fellowship recipients receive a paid summer associate position with our firm and an award of up to \$45,000 to assist with law school tuition. The award is paid in three installments: \$15,000 upon completion of the 1L summer with the firm; \$15,000 upon completion of the 2L summer with the firm; and the remaining \$15,000 upon joining the firm as a full-time associate.

In order to receive the second payment of the fellowship award, a Foley Hoag Charles J. Beard Fellow must receive and accept an offer to return to the firm for the full summer associate program following the Fellow's 2L year and must not be the recipient of a similar fellowship award from another law firm. To receive the final payment of the fellowship award, a Foley Hoag Charles J. Beard Fellow must receive and accept an offer of full-time post-graduate employment and join the firm as a full-time first-year associate.

Applications will be reviewed on a rolling basis as they are received, until all available positions have been filled. Selected applicants will be contacted on a rolling basis for personal interviews. **We will begin accepting applications on October 1, 2026.** You may submit your application before receiving your 1L fall semester grades and update your application once your 1L fall semester grades are available. Please direct any questions to **Maura Rielly, Senior Legal Recruiting Coordinator** [at mrielly@foleyhoag.com](mailto:mrielly@foleyhoag.com).

ELIGIBILITY:

We welcome applications from all first-year law students, regardless of race, ethnicity, national origin, gender, gender identity, sexual orientation, or any other characteristic, who:

- Are enrolled full-time in an ABA-accredited law school with an expected graduation date of Spring 2029
- Demonstrate a commitment to promoting diversity and inclusion and/or have overcome obstacles in the pursuit of a legal career
- Can participate for the full term of Foley Hoag's 2027 summer associate program
- Will not be a recipient of a similar award from another law firm
- Have backgrounds underrepresented in the legal profession, which may include (but is not limited to) factors such as growing up in a low-income or under-served community, status as a first-generation college attendee, growing up in an immigrant household or household where the primary language spoken was not English, attendance at under-resourced schools, and experience with personal hardship or discrimination

SELECTION CRITERIA:

Fellows will be selected based on consideration of the following factors:

- Demonstrated commitment to promoting diversity, equity, and inclusion in the legal profession
- Academic and professional achievement
- Strong interpersonal skills
- Sincere interest in Foley Hoag and our practice areas

APPLICATION PROCESS:

Applications must include:

- Submission of [this online application](#)
- A personal statement demonstrating achievement of the selection criteria and commitment to the practice of law in a large law firm (please limit length to one single-spaced page)
- Current resume
- Undergraduate transcript
- Law school transcript (if not available at the time of application submission, you may apply without and then update your application as soon as you receive your first-term grades)

Our 2027 Charles J. Beard Fellows will also be designated 1L Scholars as part of the Leadership Council on Legal Diversity (LCLD) and receive all the benefits of that program, including the Scholars Summit. For more information about LCLD, please visit lclldnet.org/programs/1l-scholars.

