

## Conrad Harper 2L Diversity Fellowship



**Conrad K. Harper**  
Howard University  
Harvard Law School

As part of Simpson Thacher's ongoing commitment to diversity, equity and inclusion, we are pleased to announce the 2021 launch of our Conrad Harper 2L Diversity Fellowship. Following his civil rights work with the NAACP Legal Defense Fund, Conrad Harper brought his legal expertise to Simpson Thacher. In 1974, he became the Firm's first African-American partner—one of only two such partners at major law firms in New York City at the time. Since then, the Firm has continued to view diversity

as one of our greatest strengths and remains committed to recruiting, developing and promoting a broadly diverse talent pool of attorneys at all levels of practice.

Named in honor of this trailblazing Retired Partner, the Conrad Harper 2L Diversity Fellowship seeks to 1) increase Simpson Thacher's pipeline of diverse summer associates, and 2) promote the advancement and retention of Simpson associates from groups historically underrepresented in the legal profession.

In addition to the substantive experience, comprehensive legal training and salary associated with the Simpson 2L summer associate program, the Diversity Fellowship offers \$50,000, paid in periodic financial stipends, to help defray the cost of tuition, loans and other law school-related expenses.

The \$50,000 award will be paid in four installments:

- \$15,000 upon joining our 2022 summer program
- \$15,000 upon starting with the Firm as a first-year associate
- \$10,000 at the completion of the first year of practice at Simpson and
- \$10,000 at the completion of the second year of practice with the Firm

Conrad Harper 2L Diversity Fellowships are being offered in all of our U.S. offices.

Fellowship applications will be accepted on a rolling basis through **Friday, July 9, 2021**. Award decisions will be made throughout the summer.

# Conrad Harper 2L Diversity Fellowship

## APPLICATION DETAILS

### Eligibility Requirements

- Must be enrolled and in good standing at an ABA accredited law school and expect to graduate in 2023
- Must participate in and complete Simpson Thacher's 2022 summer associate program
- May not be the recipient of a similar diversity award from another law firm for the same time period
- Must be a U.S. citizen or authorized to work in the United States

### Selection Criteria

- Demonstrated commitment to promoting diversity, equity and inclusion in the legal profession and/or the greater community
- Exceptional undergraduate and law school performance
- Highly motivated with proven leadership ability
- Possess a long-term interest in practicing law in one of Simpson's U.S. offices

### Application Process

Students interested in the Conrad Harper 2L Diversity Fellowship should submit their application materials for both the Diversity Fellowship and our summer associate program online [here](#).

Fellowship applications will be considered in tandem with the offer process for our 2022 summer associate program. Students must first receive an offer to join Simpson Thacher in order to then be awarded a Conrad Harper Fellowship.

### Application Materials

- Completed online application
- Resume
- Both an undergraduate and law school transcript
- A personal statement of no more than 500 words addressing one of the following:
  1. Define what diversity, equity and inclusion means to you.
  2. Describe how you have demonstrated a commitment to promoting diversity, equity and inclusion in your school, workplace and/or community.
  3. Discuss how your diverse perspectives or background have impacted your life experiences, choices or opportunities thus far.