

Conrad Harper 2L Diversity Fellowship

As part of Simpson Thacher's ongoing commitment to diversity, equity and inclusion, in 2021, the Firm launched the 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.



Conrad K. Harper

Howard University
Harvard Law School

Named in honor of this trailblazing Retired Partner, the Conrad Harper Fellowship seeks to increase and support Simpson Thacher's pipeline of associates through our Summer Program who have demonstrated a commitment to advancing diversity and inclusion 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 to help defray the cost of tuition, loans and other law school-related expenses.

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

- \$25,000 upon joining our 2025 summer program
- \$25,000 upon starting with the Firm as a first-year associate

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

Fellowship applications will be accepted and reviewed on a rolling basis beginning Spring 2024. 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 2026
- Must participate in and complete Simpson Thacher's 2025 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 the Simpson Thacher summer associate program on our website at <https://www.stblaw.com/your-career/summer-program/how-to-apply>.

Fellowship applications will be considered in tandem with the offer process for our 2025 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 perspective(s) or background have impacted or contributed to your life experiences (e.g., academic experience, career trajectory, community engagement, personal or professional aspirations).

Equal Opportunity Policy

Simpson Thacher & Bartlett is committed to a collegial work environment in which all individuals are treated with respect and dignity. The Firm prohibits discrimination or harassment based upon race, color, religion, gender, age, national origin, citizenship status, disability, marital or partnership status, sexual orientation, veteran's status or any other legally protected status. "Gender" includes actual or perceived sex, a person's gender identity, self-image, appearance, behavior or expression, whether or not that gender identity, self-image, appearance, behavior or expression is different from that traditionally associated with the legal sex assigned to that person at birth. This Policy pertains to every aspect of an individual's relationship with the Firm, including but not limited to recruitment, hiring, compensation, benefits, training and development, promotion, transfer, discipline, termination, and all other privileges, terms and conditions of employment.