



Diversity Scholarship Application

for Second Year Law School Students

We all should know that diversity
makes for a rich tapestry, and we must
understand that all the threads
of the tapestry are equal in value...

Maya Angelou



HARRIS BEACH PLLC
ATTORNEYS AT LAW

www.harrisbeach.com



THE VALUE OF DIVERSITY

Harris Beach is dedicated to promoting a culture where diversity is respected and welcomed. Each individual is valued for the unique experiences and perspectives they bring to the firm. We view diversity as extending beyond race, gender, religion, and sexual orientation to include all of the factors that define an individual. We believe that the rich personal, social, economic, and cultural diversity of our workforce enhances our work environment and the legal solutions we offer to our clients.

ABOUT HARRIS BEACH

Ranked by the *National Law Journal* as a *Top 250* law firm, Harris Beach provides a full range of services for clients across New York state as well as nationally. Our clients include *Fortune 500* corporations, financial institutions, health care providers, emerging technology businesses, privately-held companies, educational institutions, not-for-profit organizations, foundations, state and local governments and authorities, and individuals. Harris Beach has offices in Albany, Buffalo, Geneseo, Ithaca, New York City, Niagara Falls, Rochester, Syracuse, Yonkers, and Newark, NJ.

PUTTING PRINCIPLES INTO PRACTICE

Building upon a tradition of inclusion, acceptance, and mutual respect, Harris Beach has established a Diversity Council and works with the nationally-recognized diversity consulting firm Roosevelt Thomas for advice on issues and best practices. While Harris Beach's focus is much broader than a statistical approach to diversity, we understand that certain groups have traditionally been underrepresented in the legal community. We have been noted for having a higher proportion of equity women members than the national average based on a 2006 report issued by the National Association of Women Lawyers. We are also above the national average for the number of female associates, as a percentage of total associates. Amongst large upstate New York law firms, Harris Beach has proportionally more associates representing diversity and was one of the first such firms to elect an African American as an equity partner.

Our commitment to diversity also includes a legacy of making positive contributions in the communities where we live and do business. Harris Beach attorneys have leadership roles in the Greater Rochester Association for Women Attorneys, a chapter of the Women's Bar of the State of New York; National Federation for Just Communities of Western New York; Rochester Black Bar Association; South Asian Bar Association of New York; Puerto Rican Bar Association; and the National Bar Association. Harris Beach is also an active member of the Workforce Diversity Network; the Upstate New York Regional Minority Purchasing Council, Inc., a chapter of the National Minority Supplier Development Council, Inc.; and the Monroe County (Rochester, NY) Bar Association's Minority Clerkship Program. Additionally, we recently launched the Harris Beach Diversity Compliance Team to help organizations and Minority and Women-Owned Business Enterprises (MWBEs) work together to maintain compliance with state procurement regulations related to diversity.

Diversity is an integral part of the fabric of Harris Beach. Among our daily practices that promote diversity are:

- Recruiting efforts which focus on a candidate's skills, education, and experience
- Flex-time work schedules that accommodate work from home, and the ability for attorneys with part-time schedules to remain on the partnership track
- Life style recognition which provides benefits to domestic partners
- Experience with and accommodation for the needs of individuals with disabilities

Strengthening our commitment to embracing diversity, we have launched **The Harris Beach PLLC Diversity Scholarship Program** to provide financial assistance to second year law school students. We are seeking candidates who will make a meaningful contribution to the diversity of our firm and the legal community, and who can demonstrate a strong desire to work, live, and practice law in New York state.



Harris Beach PLLC Diversity Scholarship Application for Second Year Law School Students

ELIGIBILITY REQUIREMENTS:

You must be a second year law student who can demonstrate a strong commitment to live and work in New York state. Students must be members of groups traditionally underrepresented in large law firms. Applicants may not be the recipient of a similar award from another law firm.

Each scholarship recipient will receive \$7,500 paid directly to the law school toward the cost of tuition for the fall 2008 semester. Scholarship recipients will also participate in the 2008 summer program at any office location listed on the following page. At the end of the summer program, scholarship recipients will be considered for an offer of employment upon graduation.

Students who participated in a Harris Beach summer program as a first year law student are eligible to apply for the scholarship. These applicants are not required to spend a second summer at Harris Beach, but will be given the opportunity to do so.

APPLICATION PROCESS:

All applicants must submit a completed copy of this form, resume, law school transcript, and written essays as outlined on the following page. Please also include letters of recommendations from two professional or academic references.

Applicants attending a law school where we conduct on-campus interviews (OCI) should sign up for OCI through their law school and submit a scholarship application directly to the firm. For all other scholarship applicants, the scholarship application will also serve as the application for the summer program. An interview at a Harris Beach office may be a part of the application process.

Applications are due by Friday, September 4, 2009. Applications received after this date will not be considered. Scholarship recipients will be notified by Monday, October 12, 2009.

Either complete your application online on our "Commitment to Diversity" web page, or mail this application along with your essays to the following address:

Jamie Page, Human Resources
Harris Beach PLLC
99 Garnsey Road
Pittsford, NY 14534

