



# Summer Associate Program

Step toe's 10-week summer associate program provides a well-rounded overview of the firm's practice portfolio by exposing summer associates to substantive legal work, the firm's in-house legal training programs, and encouraging the development of professional skills through attending trials, depositions, or client meetings.



## 2023 1L Summer Associate Position

- *Step toe, an AmLaw 100 firm, seeks 1Ls for the 2023 1L Summer Associate Program in Washington DC. Ideal candidates will have top academic credentials, law review or equivalent writing experience, previous legal and non-legal work experience, and other interests and accomplishments reflecting leadership qualities and personal initiative.*

*All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, status as a protected veteran, or any other status protected by law.*

Please Submit Your [Applications Online](#) with a copy of your resume as well as law school and or graduate transcripts (unofficial versions are acceptable). You may also include cover letter, writing sample & any other documents, they will all be taken into consideration during the evaluation process.



## Gain Real-World Experience

You will be exposed to substantive legal work that makes a difference to firm and pro bono clients.

- Day-to-day mentoring from partners and associates will help you enhance critical thinking, develop legal writing, research, and analytical skills. These relationships will also strengthen oral advocacy skills as you develop interpersonal connections within the firm.
- Through Step toe's unique 'embedded program,' you will have opportunities to fully immerse yourself with a client's case, including opportunities to attend court hearings, depositions and trials, and to participate in client meetings in order to provide you with valuable and practical learning experiences.
- DC Summer Associates also have the opportunity to assign themselves any number of projects from our "project pool" system, where attorneys within Step toe can post matters they need assistance on throughout the summer. You will work closely with that attorney to provide real-world support, from doing legal research to sitting in trial, in any number of practice areas from Anti-trust to WTO Disputes.



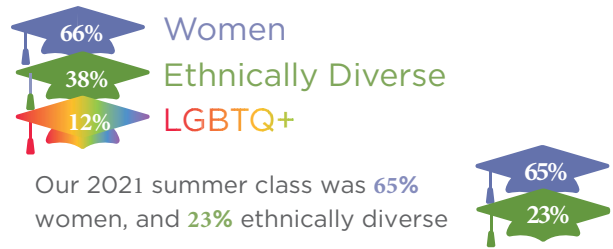
## Strength in Diversity

We aim to incorporate equity and advocacy in the retention, development and advancement of the firm's diverse attorneys. Steptoe organizes events and social activities that provide opportunities for thoughtful conversation, mentorship, and business development throughout the year.

### STEP TOE AFFINITY GROUPS

- Asian American & Pacific Islander Lawyers Affinity Group
- Black Lawyers Affinity group
- Latin American Lawyers Affinity Group
- CAMENA Lawyers Affinity Group
- Steptoe Pride
- Women's Forum

### 2022 SUMMER ASSOCIATE CLASS



## Commitment to Public Service

Public service at Steptoe is an integral part of our history, ethos, and operations. The principle of increasing access to justice guides our pro bono efforts. Many pro bono matters handled by Steptoe lawyers involve significant legal issues with far-reaching effects, such as race, age, gender, sexual orientation, and disability discrimination; human rights; freedom of speech; prisoners' rights; and voting rights.

- 217 Lawyers completed 20 or more hours of Pro Bono work (69.7% of all Steptoe lawyers)
- In 2021, DC Volunteer Lawyers Project (DCVLP) named Steptoe Pro Bono Partner of the Year, in recognition of work assisting domestic violence survivors and immigration clients.
- Steptoe received 2022 Beacon of Justice Award from the National Legal Aid & Defender Association (NLADA) for pro bono work to advance racial justice and equity.
- 28,000+ pro bono hours in 2022
- Steptoe is a charter signatory to the Law Firm Pro Bono Challenge and one of the first firms in the world to have a lawyer with full-time responsibility for the firm's pro bono program.
- In 2020, Steptoe & Johnson joined the Law Firm Antiracism Alliance (LFAA) to support racial justice efforts and organizations.

## What Our Summer Associates Say:

**"The strengths of Steptoe's summer program include the opportunity to work on real (not busy) work, engage meaningfully with the attorneys who are eager to teach us, and to learn about the culture of the firm itself and its unique approaches to law and law firm life."**

**"I appreciate the opportunity to do substantive work in a variety of practice areas."**

**"The amount of partner-summer interaction was definitely the highlight."**

**"Gives students as close to a realistic experience of life as a first year lawyer as possible."**

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