



## Ivins, Phillips & Barker Diversity Scholars Program 2025

At Ivins, Phillips & Barker, diversity, equity, and inclusion are core values and business imperatives. As a national boutique tax law firm, we are committed to increasing the pipeline of diverse talent into the legal profession and particularly the tax, benefits and compensation, and estate planning bars. We believe in fostering a supportive firm environment in which all lawyers can thrive as their authentic selves. Our small size and specialized expertise allow our attorneys at every level to contribute meaningfully to client service and other aspects of firm life, all of which are enriched by diverse experiences and backgrounds.

We invite qualified law students to apply to our annual Diversity Scholars Program. Members of historically underrepresented groups in the legal profession are encouraged to apply but membership in such groups is not a requirement or factor in selection. One Diversity Scholar will be selected, complete a summer associate position of 6-8 weeks at our Washington, D.C. office, and participate in mentoring with our partners and associates, among other opportunities. The weekly salary for the Diversity Scholars Program is determined based on our first-year associate salary, which is currently \$225,000 per year.

### Eligibility Requirements

- Commitment to diversity, equity, and inclusion in the legal profession
- Outstanding academic achievement
- Demonstrated interest in a career in tax, benefits and compensation, or estate planning
- First-year student in a J.D. program at an ABA-accredited law school
- U.S. citizen or authorization to work in the United States

### Selection Criteria

- A combination of commitment to diversity, equity, and inclusion in the legal profession; academic and professional achievement; and interest in IPB's practice areas.

### Timeline for the 2025 Diversity Scholars Program

- December 1, 2024: Application period begins
- January 31, 2025: Deadline to submit applications
- February-March 2025: Interviews and final selection

### Application Materials

- Cover letter
- Resume
- Law school transcript, supplemented as needed when you receive 1L fall grades
- A statement up to 500 words of your qualifications for the Program
- A legal writing sample up to 10 pages

To submit your application materials, or if you have any questions about the Diversity Scholars Program, please email [diversityscholars@ipbtax.com](mailto:diversityscholars@ipbtax.com). Learn more about our firm at [www.ipbtax.com/careers-students](http://www.ipbtax.com/careers-students).