



ANNUAL REPORT 2021

CALIFORNIA STATE UNIVERSITY LONG BEACH
COLLEGE OF LIBERAL ARTS
**INTERNSHIP
PROGRAM**

WELCOME

The 2020 - 2021 academic year was like no other. The COVID-19 health crisis continued to impact the way we worked, connected with employers, and provided student support services. With the ongoing shift to alternative modes of instruction, we also had to continue virtual services to meet the needs of students, faculty, and internship partners. We provided online webinars and developed resources for students and employers to navigate the change to virtual internships. We were creative, adaptive, and flexible and always kept our students' needs at the center of our work. This year, we will be highlighting how we addressed equity and access to internships by creating special themed sections of the university level internship class, showcasing a new cross campus partnership, and featuring new programming to address students' post-graduation concerns.

MICHELLE CHANG

Career Readiness & Internship Program Specialist



CLA INTERNSHIP PROGRAM BY THE NUMBERS

The CLA Internship Program provides professional development and internship opportunities to Liberal Arts students. This year, we hosted virtual webinars and supported students through virtual, in-person, and hybrid internships. Student interns developed professional skills and applied their liberal arts degrees to real work challenges, all while navigating the realities of a changing work environment.



IN THE 2020-2021 ACADEMIC YEAR

632 STUDENTS COMPLETED AN ACADEMIC INTERNSHIP

138 HOURS AVERAGED BY STUDENT INTERNS

300+ ORGANIZATIONS AND AGENCIES HOSTED INTERNS

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EQUITY & ACCESS TO TRANSFORMATIVE LEARNING EXPERIENCES

BY: CLAIRE WIGGINTON



In order to create programs that are more inclusive and “to provide the highest quality education to the most students, we must embed equity and diversity into the fiber of the university, and confront patterns of systemic inequity that affect students, faculty and staff.” -CSULB, Beach 2030. In the 2020-2021 academic year, CLA Internship Program addressed this by creating themed internship classes where we removed barriers for students by cultivating opportunities and guaranteeing placements into transformative internship experiences.

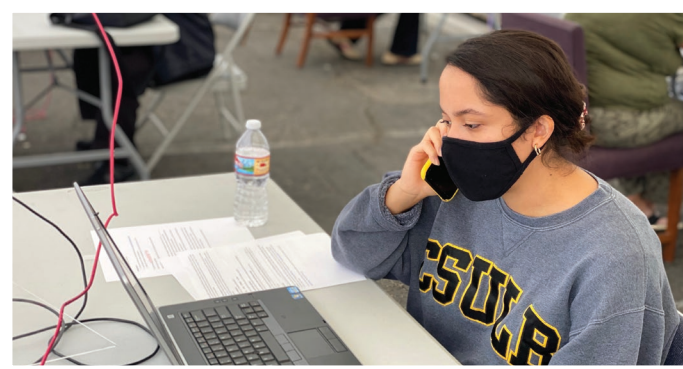
In Fall 2020, Dr. Jake Wilson spearheaded this initiative and partnered with various labor and social justice oriented non-profit organizations. Dr. Wilson placed 19 students into internships with six different organizations. These organizations included: Los Angeles County Federation of Labor, Long Beach Forward, Los Angeles Alliance for a New Economy, Warehouse Workers Resource Center, Teacher’s Association of Long Beach, and Everyone in LA.

Two of these organizations, Los Angeles County Federation of Labor (LA FED) and Warehouse Worker Resource Center (WWRC), gave CSULB students opportunities to take part in immersive and collaborative remote internship experiences. Students were able to participate in community outreach and work towards a collective goal with a group that held the same passion and drive for reaching equitable conditions for working family communities.

In line with their strong social and labor-oriented ideals, LA FED strives to build movements and support policies that involve

justice for protecting the rights of working people as well as improving the lives of local families and communities. Student intern, Lilia Martinez, fought against systematic inequality through research and collaborating with labor community service programs and events. In addition to coordinating food drives and aiding in voting initiatives, Lilia was heavily involved with behind the scenes research and political mapping to identify issues and policy priorities that are central to the mission of LA FED. “My time with LA FED taught me that taking risks, determination, and hard work cannot be taken away from you. Ultimately, at the end of the day I was able to walk away from my internship experience knowing I gave it my all and made a difference in my community.”

LA FED Lead Organizer and internship supervisor, Claudia Magaña, emphasizes the value Liberal Arts student interns bring to the organization through using their critical thinking skills to question the way the world operates, and in turn create positive change. “LA FED has always hosted interns, and has deeply valued their contributions to the organization’s mission. Through partnering with the CLA Internship Program, we are able to introduce and expose passionate students to the work that we do.”



Warehouse Worker Resource Center (WWRC) has dedicated its work to improving the working conditions in the warehouse industry throughout Southern California, focusing on education, advocacy, and action to invoke meaningful change. Student intern, Alejandra Ceja, contributed to the mission of the WWRC through working in the Legal and Programs departments. While interning at WWRC, Alejandra helped to create legal aid resource lists for workers to have access to free to no cost legal aid. Alejandra explains, “The positive “can-do” culture of WWRC and the emphasis they continuously place on empowering workers at every level, emulates into the work they do, and the learning experience given to student interns”.

Mirella Deniz-Zaragoza, internship supervisor and Research and Policy Coordinator for the WWRC, grew up witnessing the exploitation her working immigrant parents experienced, driving her to make a difference and help the community. WWRC has collaborated with Dr. Wilson on numerous projects, fostering a strong relationship with CSULB student interns. “All of our interns have brought an incredible breadth of knowledge and diverse personal experiences which have been extremely invaluable to the organization. Their interdisciplinary educational background and passion they bring to the organization helps us to continue building on a movement of workers’ rights in Southern California”.



FALL 2020 INTERNS



MIRELLA DENIZ-ZARAGOZA

WWRC Internship Supervisor,
Research & Policy Coordinator



ALEJANDRA CEJA

WWRC Student Intern



CLAUDIA MAGAÑA

LA FED Internship Supervisor,
Lead Organizer



LILIA MARTINEZ

LA FED Student Intern

EQUITY & ACCESS TO SOCIAL IMPACT INTERNSHIPS

BY: ALICIA CASTRO

Continuing on with themed sections of CLA 492 in Spring 2021, Dr. Kimberly Kelly teamed up with community organizations focused on combating environmental justice issues. Organizations that participated included Long Beach Organic, Grades of Green Inc., Ground Education, GRID Alternatives, and the Office of Sustainability at CSULB. Holli Fajack, the Sustainability Coordinator in the Office of Sustainability at CSULB, and Lilian Ledesma, the Sustainability Program Specialist, worked with and mentored two student interns, Sienna Thompson and Leslie Lira.

Sienna Thompson, a fourth year American Studies major, and Leslie Lira, a fourth year Environmental Science major, worked together on various projects. Both interns recognized a need to gain valuable internship experience, while sharing a desire to be involved in an organization that could create a positive social impact.

In their roles as communication interns, Sienna and Leslie were responsible for conducting research and collating resources for

the university that promoted environmental and social justice. More specifically, both interns worked in collaboration to develop a resource guide that will be featured on the organization website. Holli and Lilian recognized how important it was to have students create the resource guide to appeal to their target audience. "We want students to feel like they are a part of the conversation. We want them to feel empowered and they are as much a part of the team as we are," Lilian said in recognizing how valuable the student interns have been.

Holli appreciates how, "Liberal Arts students bring a breadth of education from diverse backgrounds." Similarly, Lilian, once a Liberal Arts student herself, emphasizes the wide repertoire of skills and well-rounded knowledge that Liberal Arts students bring to the organization. Though this experience may not directly overlap with students' professional goals, both Sienna and Leslie recognize their ability to translate these skills in their future careers. For Sienna, she hopes to become a physician's assistant and use her knowledge of social justice issues to aid in



the fight for equal access to healthcare. Likewise, Leslie would like to obtain a position in a non-profit organization that allows her to advocate for marginalized populations.

Internships with these organizations have provided our students with a multitude of hands-on experiences that have helped them not only to build confidence in themselves and decide on the work they want to pursue, but also to expand their skill sets and their professional experiences while completing their education. Additionally, interns have brought innumerable value to the organization by offering student insights to increase engagement, playing a key role in achieving longstanding goals of the organization. Whether face-to-face or virtual, internships continue to bridge the gap between what students learn in the classroom and the application of that knowledge to take action in their communities and advocate for social change.



SPRING 2021 INTERNS



HOLLI FAJACK

*Sustainability Coordinator,
CSULB Office of Sustainability*



LILIAN LEDESMA

*Sustainability Program
Specialist*



LESLIE LIRA

Communication Student Intern



SIENNA THOMPSON

Communication Student Intern



LONG BEACH COMMUNITY INTERNSHIP PROGRAM

In Spring 2021, CLA Internship Program collaborated with campus partners, community members, and nonprofits to launch the inaugural cohort of the Long Beach Community Internship Program (LBCIP). LBCIP is led by Beth Manke, Interim Dean of Student Success. The goals of the project are to:

- ◆ Increase the number of Long Beach Promise students who complete paid internships, especially traditionally underrepresented groups such as, students of color, those who are the first in their families to go to college, and those that are Pell eligible.
- ◆ Provide opportunities for students to do meaningful work in their own neighborhoods, including work that promote social justice, while they apply coursework to real world settings, hone professional skills, network, and explore local career opportunities.
- ◆ Establish collaborations with nonprofits and create a pipeline of talent for Long Beach nonprofits, a critical component of our commitment to the public good.



To kickoff the program, students, nonprofit organizations, and on-and off campus partners participated in a virtual event featuring guest speakers, CSULB President Jane Conoley, former Provost Brian Jersky, Long Beach Vice Mayor Rex Richardson, and CSULB alum and nonprofit partner Marlene Montanez.

As part of the program, student interns:

- ◆ Enrolled in a capstone internship course where they engaged in meaningful reflection and discussion with peers.
- ◆ Participated in professional development trainings, such as a Nonprofit 101 webinar with Christina Kreachbaum, Program Manager at the Nonprofit Partnership.
- ◆ Received a \$1500 participation award.



LONG BEACH COMMUNITY INTERNSHIP PROGRAM PARTICIPANTS

38 NONPROFITS HOSTED STUDENT INTERNS

25 NONPROFITS HOSTED CLA STUDENT INTERNS

26 COLLEGE OF LIBERAL ARTS STUDENT INTERNS



The CLA Internship Program thanks all the CLA internship faculty who taught internship classes where LBCIP students were enrolled: Courtney Ahrens (Psychology 405), Shelley Eriksen (Human Development 470), Christy Jocoy (Environmental Science and Policy 492 and Geography 492), Emily Schryer (Human Development 470), and Karen Sirota (Human Development 470).

And a special acknowledgement and thank you to Amy Cabrera Rasmussen, Director of Design Your Long Beach and Political Science faculty who taught a section of C/LA 492 specifically for LBCIP students. Using a Design Thinking framework, Amy organized student and community events and professional panels for LBCIP students to facilitate career exploration and networking.

Due to a generous donation from Mike and Arlene Walter, LBCIP continued this program in Summer 2021, where 16 additional students participated and were able to enroll in a tuition-free internship course. We are excited to continue partnering on this program in Fall 2021 with another cohort of Long Beach Promise students and nonprofit partners!



THE FOLLOWING PARTICIPATED IN THE LBCIP PILOT

4 CSULB COLLEGES

21 DEPARTMENTS

39 LONG BEACH PROMISE STUDENTS

LONG BEACH COMMUNITY INTERNSHIP PROGRAM PARTNERS

**LONG BEACH
NONPROFITS**

COMMUNITY LIAISON: JEFF WILLIAMS

INTERIM DEAN FOR
**STUDENT
SUCCESS**

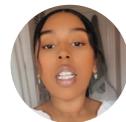
DR. BETH MANKE

**DESIGN YOUR
LONG BEACH**
CALIFORNIA STATE UNIVERSITY LONG BEACH

DR. AMY CABRERA RASMUSSEN

CLA STUDENTS & NONPROFIT PARTNERS

Words cannot express the gratitude I have for everyone at Habitat LA and the LBCIP program who has spent the entire semester taking the time to mentor and inspire me to continue working with nonprofit organizations. Helping me prepare for entering any job market with the knowledge and skills needed to meet my goals for my future. I am so happy every day I got the opportunity to be a part of this program!



TYLER WARREN

Anthropology, *Habitat for Humanity*

I am grateful to have this opportunity and to contribute to the strengthening of nonprofits in Long Beach.



KARA CASTANON

Communication Studies, *The Nonprofit Partnership*

Interning for DAYS Long Beach has been a great experience, I have learned a lot about the endless work non-profits such as DAYS put in to provide resources for our community.



KATHERINE DELFIN

Human Development, *DAYS Long Beach*

My time spent at Leadership Long Beach provided me with invaluable experience, superb mentorship, and connections that will guide me through the next chapter of my life. I'm eternally grateful for the opportunity to serve my community and further my career goals.



JESSIE FORWARD

Anthropology, *Leadership Long Beach*



ALEJANDRA CEJA

Chicano & Latino Studies, *Long Beach Residents Empowered*



NAYELY SABAS HERRERA

Environmental Science & Policy, *City Fabrick*



CESAR SERNA

Geography, *Walk Long Beach*



KALILAH DIXON

History, *The Rancho Los Alamitos*



LORYN STEPHENS

Human Development, *Casa Youth Shelter*



OBED MARTINEZ

Human Development, *Heart of Ida*



ANDREA MARTINEZ

Human Development, *Goodwill Southern California*



JARED LARA

Sociology, *Precious Lamb*

I really enjoyed interning with this organization because they collaborated with different nonprofits here in Long Beach, so I was able to connect with other individuals from different organizations and really understand how nonprofits work.



JENNIFER PENA

Political Science, *United Cambodian Community*

Being part of this internship project has helped me with my professional development but more so, it's given me the opportunity to help out the community.



JOSHUA TANPINCO

Psychology, *Meals on Wheels*

Having gone through the different processes for the internship project has really helped me prepare for getting a job by giving me so many opportunities to develop myself professionally.



GENESIS VASQUEZ

Psychology, *Rancho Los Cerritos*

Being a part of the internship project helped me to prepare for a future working in the nonprofit industry.



ALEJANDRA GUERRERO

Sociology, *Andy Street Community Association*

Working at CCEJ was the most successful internship I've had. I am so glad that I got the opportunity to work alongside such passionate individuals for social justice reform!



ANTHONY LIM

Sociology, *California Conference for Equity & Social Justice (CCEJ)*



CYNTHIA RENTERIA ZAZUETA

Human Development, *GRID Alternative*



SHARLENE MAE QUIRANTE

Linguistics, *YMCA Early Childhood*



ELIZABETH OROZCO

Political Science, *The LGBTQ Center, Long Beach*



JULIA CASTRO

Psychology, *Jewish Family & Children Services*



NORMA SALINAS CASTELLANOS

Psychology, *LINC Housing*



RUBY RIVERA

Psychology, *Long Beach Residents Empowered*



SHEYLA DIAZ

Sociology, *LAANE, A New Economy for All*



NATALIE LAHNEY

Sociology, *Long Beach Center for Economic Inclusion*



HANACA TOU

Sociology, *Long Beach Forward*

ADDRESSING STUDENT NEEDS THROUGH TARGETED PROFESSIONAL DEVELOPMENT WORKSHOPS

IN THE 2020-2021 ACADEMIC YEAR

28 PROFESSIONAL DEVELOPMENT WEBINARS

271 PARTICIPANTS IN FALL 2020

472 PARTICIPANTS IN SPRING 2021

During the 2020 – 2021 academic year, we created specialized programming to address student needs and help prepare CLA graduates to adapt to an ever-changing workplace. To increase engagement, we utilized an online platform, Miro. Miro allowed us to create a virtual, interactive learning environment. Students were able to participate in real time, share insights, make comments, ask questions, and engage in active collaboration.

We also addressed the social and economic challenges students faced this past year through specific programming. We offered an **Addressing Microaggressions in the Workplace** webinar, hosted by human resources professional, Viet Hoang of Pint-Sized Ideas. During the session, students learned how to define and categorize different forms of workplace microaggressions. They shared their personal experiences, provided peer support, and learned strategies to address and be an ally to others in the workplace. Students shared that what they most appreciated about the session was “Viet’s real-life examples”, “being able to discuss and bring more awareness to microaggressions”, and “participants sharing their personal stories and working together in groups to discuss how to address microaggressions.”

ADDRESSING MICROAGGRESSIONS IN THE WORKPLACE

85% AGREED THEY LEARNED STRATEGIES ON HOW TO BE AN ALLY WHEN WITNESSING MICROAGGRESSIONS

88% AGREED THEY FEEL MORE PREPARED TO HANDLE MICROAGGRESSIONS IN THE FUTURE

92% AGREED THEY ARE MORE AWARE OF HOW TO IDENTIFY THE DIFFERENT DISPLAYS OF MICROAGGRESSIONS

To address some of the employment challenges our new graduates faced this spring, we developed a **Senior Series: I’m Graduating, Now What?** In this series, we invited a diverse group of speakers to engage students in out of the box thinking and preparation for employment opportunities.

Below are key highlights from student’s feedback on the sessions.



JOB SEARCH STRATEGIES DURING DISRUPTIVE TIMES BY ERIN HAYWOOD

97.5% agreed they learned a new job search strategy that they did not know before the webinar

97.5% agreed they learned tips on how to conduct an effective job search

97.5% agreed they learned tips on how to navigate funding employment during uncertain times

“ I enjoyed the great information and tips the presenter had in the workshop. I also think getting other individuals to comment on certain questions helped provide more insight and resources. ”

“ I appreciated the information that was specific to the trying times that we are currently in. ”



CLASSROOMS TO CAREERS: HOW TO STAND OUT AT YOUR NEW JOB BY VIET HOANG

93.0% agreed they learned strategies to plan their career path forward

94.5% agreed they learned strategies to grow within an organization

“ The workbook provided helped me follow along during the presentation and gave me something tangible to use to help me plan my success. ”

“ Learning how to maintain a balanced schedule and tips to plan ahead were really helpful. ”



LINKEDIN & NETWORKING BY LAKRISHA DAVIS

94% agreed they learned how to increase their visibility to hiring personnel on LinkedIn

97% agreed they learned how to build their personal brand on LinkedIn

100% agreed they learned tips on how to build their professional network on LinkedIn

“ I really liked how the presenter used real examples and shared her clients’ strategies and success stories as examples of how we can use LinkedIn effectively. ”



NEGOTIATING THE JOB OFFER BY MICHELLE LINTON

87% agreed their confidence in their ability to negotiate a job offer increased as a result of this session

95% agreed they learned how to conduct salary research online

100% agreed they understood the importance of negotiating a job offer

“ I appreciated the speaker sharing real-life experiences and advice on negotiating, especially regarding gender inequity. ”

“ The step-by-step guide in creating a plan to negotiate was the most helpful. ”

THE VALUE OF INTERNSHIPS

At the end of each semester, students enrolled in an internship course are asked to complete a survey to evaluate their experiences and share what they have learned. 284 survey responses were collected in 2020-2021. Here are the highlights:

OVER 85% of students said their internship enhanced their knowledge, skills and personal development including:

85.5% Understanding concepts in their courses or major

86.2% Communicating thoughts and ideas in writing

87.1% Solving complex, and real-world problems

87.4% Evaluating, interpreting and using information from a variety of sources

87.8% Synthesizing and organizing ideas or information into new interpretations

91.0% Understanding their role in their community and society.

94.0% Acquiring job- or work-related skills.



WHAT WAS THE MAIN BENEFIT OF COMPLETING YOUR INTERNSHIP?

WHEN STUDENTS WERE ASKED THE QUESTION, FIVE DISTINCT BENEFITS WERE IDENTIFIED:

1 STUDENTS WERE ABLE TO NETWORK WITH PROFESSIONALS AND BENEFIT FROM MENTORSHIP

“ I made connections with people in the internship that could carry on beyond the internship, possibly into an official job. ”

“ I gained an amazing mentor who I look up to. I gained two people who believed in me when I didn't believe in myself. ”

2 STUDENTS GAINED RELATED EXPERIENCE IN A SPECIFIC INDUSTRY OR CAREER OF INTEREST

“ It showed me what I am passionate about in the field of psychology, as well as allowing me to get hired at my internship site. ”

“ The main benefit of completing the internship is not only do you get experience but mainly you attain skills that can be applied to future positions. Skills that keep drafting over the course of the internship come out polished by the end of it. ”

“ I've gotten hands-on experience working in my field of interest and developed good relationships with my supervisors and other interns. ”

3 STUDENTS FELT THEY WERE ABLE TO MAKE A SOCIAL IMPACT THROUGH THEIR INTERNSHIP

“ The direct experience I've gained while working with families and their children have been an eye-opener for me. My perspective on society has changed and this has opened up more opportunities for me. ”

4 THE INTERNSHIP PROVIDED OPPORTUNITIES TO EXPLORE DIFFERENT CAREER PATHS

“ Gaining this experience has helped me narrow down what I want to do career-wise. ”

“ I learned a lot about the professional world and learned about new career opportunities. ”

5 THE INTERNSHIP PROVIDED PERSONAL GROWTH EXPERIENCES FOR STUDENTS

“ Being able to challenge myself to step out of my comfort zone. There was always something I could/needed to work on, and this opportunity has definitely allowed me to grow. ”

“ I was able to push past my boundaries and learned the true meaning of leadership and teamwork. ”





THANK YOU

We would like to extend our gratitude to College of Liberal Arts students, faculty, staff, and community partners for your support and participation in the CLA Internship Program. With your support we are able to provide valuable internships to CLA students. To learn more about the CLA Internship Program and how you can participate in the program, visit [CLA.CSULB.EDU/INTERNSHIPS](https://cla.csulb.edu/internships).

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