



INTERNSHIPS 2019



Internship Funding and Career Readiness Program



Greetings!

We are thrilled to share the reflection essays from Carls who interned in Summer 2019. The students were participants in the internship reflection program, designed to bring learning to the forefront and help them to integrate their experiences with their academics in preparation for a return to Carleton and beyond. The reflection program includes students who received funding from the college via the Career Center, Social Justice Fellowships, the Center for Community and Civic Engagement, and the Multicultural Alumni Network.

Most of the student essays included in this collection are recipients of internship funding, generously given to Carleton. Internship funding is informed by our belief in equality of access - and our commitment to ensuring good outcomes as a result of participation in our programs. Carleton believes that we have an obligation to make internship experiences accessible to all students, regardless of their financial means. Internship funding is generally not tied to specific internships - students seek out internships that meet their particular interests and then apply for funding through a common application. The Career Center then matches the student funding requests with donor funds, aiming for strong matches that meet both donor priorities and student interests.

Carleton's internship reflection program reflects a commitment to robust and meaningful learning from internships.¹ In a recently published article, we called out the importance of developing good employer skills in an internship setting, and increasing student awareness of what these skills are. We focus on skills such as work ethic, engagement with work, punctuality, professional

demeanor, taking direction, and showing initiative. We created a rubric to help both students and supervisors understand and evaluate their skills. And, we use guided reflection prompts in a closed blog to help build awareness and encourage discussion and learning among the students.

Our reflection program asks students to solicit input from others, including initiating conversations with faculty members, setting learning goals in consultation with career coaches, engaging in midpoint and final feedback sessions with supervisors, and presenting their discoveries to the campus community through poster sessions. We also require students to hone their communication, through participation in the guided reflection blog (asking for 15 entries over the summer), and to complete a post-internship reflection essay.

The results of the internship program are clear: students are having transformative learning experiences that will help them to create an extraordinary life! We are grateful for all of the supporters who have provided foundational support for the students to undertake these experiences.

Best regards,

Rachel Leatham

Associate Director, Career Center

¹ Carol Trosset, Holly McCormack, and Rachel Leatham (2019) The Liberal Arts Learning Outcomes of Internships, Change: The Magazine of Higher Learning, 51:5, 28-35, DOI:10.1080/00091383.2019.1652068.



“What I loved most about my internship is that I created it myself so my supervisor gave me a lot of freedom to come up with systems and present ideas for her business.”

Bethany Bobo '20
English

“As teachers we helped our students practice skills that will be invaluable to their success in later years of schooling. We also surrounded the young scholars with an unwavering faith that college attendance could and should be a goal they sought after.”

Luke Norquist '21
Political Science/International
Relations



Contents

Alsdorf Internship Fund	9
Butzin Internship Fund	11
Center for Community and Civic Engagement	14
Career Center General Internship Fund	60
Career Center Professional Development Program	69
Chang-Lan Internship Fund	76
Class of 1958 Career Center Fund	91
Class of 1963 Current and Endowed Internship Fund	98
Class of 1964 Current and Endowed Internship Fund	123
Wassaic Internship Fund	128
Weaver Internship Fund	132
Eugster Endowed Research and Internship Fund	139
Government Service Internship Fund	144
Frost Endowed Internship Fund	149
IDSC 280 Participants	154
Isaacs Wright Fellowship in Investigative Journalism	162
Jean Phillips Current and Endowed Internship Fund	167
Lipton Fund for Career Exploration	190
Littell Internship Fund	193
MCAN Internship Fund	198
McCreary Endowed Internship Fund	202
Newman Family Endowed Fund	206
Project 60 Internship Fund	211
Ratner Internship Fund	216
Rob White '85 Internship Fund	219
Robert E. Will '50 Endowed Internship Fund for Social Entrepreneurship	221
Rosenheim Environmental Internship Fund	259
Shackel Internship Fund	264
Social Justice Internship Fund	266
Tancredi International Internship Fund	291
West Fund Initiative for Service Internships in International Development	310
Woodside Current and Endowed Internship Fund	315

Recipients by award source

Alsdorf Internship Fund

Ilan Friedland '21

Butzin Internship Fund

Eli Babcock '21

Center for Community and Civic Engagement

Alli Palmbach '21

Anna Schumacher '21

Anya Gould '21

Arya Misra '22

Caroline Hall '20

Christian Cavan '20

Clara Posner '22

Cora Showers '20

Dae'Kevion Dickson '22

Delina Haileab '22

Gray Harrison '21

Lea Winston '22

Madeline Hagar '20

Miles Allen '21

Nicole Collins '23

Trung Huynh '21

Sarah Grier '21

Yuanhao Zou '22

Jeremy Soehnlín '21

Sergio Demara '20

Naomi Lopez '22

Molly Smith '21

Jaylin Lowe '21

Career Center General Internship Fund

Phil Gagnon '20

Brittany Dominguez '21

Zane Grinde '20

Wesley Noss '20

Career Center Professional Development Program

Sophie Lefebvre '21

Tessa Newman-Heggie '21

Cedar Heffelfinger '21

Anli Gerbino '21

Chang-Lan Internship Fund

Cecilia DeLeon '21

Alexis Engel '21

Kate Finstuen-Magro '20

Andrea Lofquist '20

Peter Ohashi '20

Isabel Olson '20

Mohammed Mehdi Shahid '22

Class of 1958 Career Center Funds

Xinyi Guo '21

Olivia Siu '20

Jack Sherrick '20

Class of 1963 Current and Endowed Internship Fund

Leo Anaya '20

Bethany Bobo '20

Rebecca Hicks '21

Kapani Kirkland '22

August Lindgren-Ruby '20

Cameron Meikle '20

Meredith Oldham '20

Katie Paasche '20

Bryan Richter '20

Ellery Rourke '22

Sara Saintil '21

Raba Tefera '21

Class of 1964 Current and Endowed Internship Fund

Athena Brooks '22

LizabETH Ramirez Gaytan '21

Wassaic Internship Fund

Kenneth Laster '20

Weaver Internship Fund

Nate Isbell '21

Katrina Sewell '21

Duc Nguyen '22

Eugster Endowed Research and Internship Fund

Heather Luedke '20

Ada Meyer '20

Recipients by award source (cont.)

Government Service Internship Fund

Ian Bell '21
Hannah Pos '20

Frost Endowed Internship Fund

Maya Rogers '22
Mary Zhang '22

IDSC 280 Participants

Alexander Frieden '20
Katherine McFerrin '22
Matteo Pellizer '20

Isaacs Wright Fellowship In Investigative Journalism

Sonja Borgmann '21
Emily Bruell '20

Jean Phillips Current and Endowed Internship Fund

Erica Cagliero '20
Izzy Link '21
Natalie Marsh '21
Sogra Nassri '20
Jenny Portis '20
Anne Seefeldt '21
Calla Slayton '20
Arianna Varela '21
Alexis Tolbert '20
Rahul Kirkhope '22

Lipton Fund for Career Exploration

Morgan Whyte '20

Littell Internship Fund

Yoshiko Lynch '21
Emma Leither '20

MCAN Internship Fund

Thandie Mangena '22

McCreary Endowed Internship Fund

Khinny Lin '21

Newman Family Endowed Fund

Daamir Robinson-Johnson '20
Janet Kaumeheiva '20

Project 60 Internship Fund

Alexis Shuck '21
Rachel Heilbronner '22

Ratner Internship Fund

Maria Thurow '21

Rob White '85 Internship Fund

Evy O'Neil '20

Robert E. Will '50 Endowed Internship Fund for Social Entrepreneurship

Malika Adda Berkane '20
Carly Bell '21
Amelia Blair-Smith '21
Brittany DeWeaver '20
Keyra English '22
Cindy Guo '21
Kent Hanson '20
Micalie Hunt '20
Marko Jurkovich '21
Rie Kurita '21
Grace Liao '20
Sean MacDonell '20
Joshua Small '20
Jackie Tyson '20
Liam Holloway-Bidwell '20
Chris Padilla '20
Andrew Sauer '20
Sophie Schafer '21
Mustapha Trawalley '20

Rosenheim Environmental Internship Fund

Eric Biddulph-West '21
Kyra Ngai '21

Shackel Internship Fund

Quinn McVeigh '20

Recipients by award source

Social Justice Internship Fund

Adela Mu '20
Kira Roberson '20
Lena Stein '21
Maia Kosek '20
Rameen Dogar '21
Rebecca McCartney '20
Sarah Chebli '20
Yadari Nunez-Marquez '20
River Fiocco '20
Ally Jeidy '19
Riley Irish '19

Tancredi International Internship Fund

Rose Delle Fave '21
Emma Diers '21
Loulou Ferrer '21
Michael Gasior '20
Molly Potter '21
Daamir Robinson-Johnson '20
Bethstyline Chery '21
Trevor Hughes '21
Bia Furtado '21

West Fund Initiative for Service Internships in International Development

Isabel Hackett '21
Fletcher Metz '20

Woodside Current and Endowed Internship Fund

Eli Arbogast '22
Jacob Bransky '20
Alexis Chan '21
Brevin Clark '21
Allison Corlett '21
Maddie Bryant '21
Rachel Freeman-Cook '20
Sasha Kyrtsyuk '20
Maris Daleo '21
Quincy D'Alessio '20
Kathleen Danielson '20
Soren DeHaan '22
Gabrielle Evans '22
Emma Ferrer '20
Claire Guang '21
Abigail Jackson '20
Sydney Marie Jones '22
An Kitamura '21
Zach Kulstad '21
Clara Liang '20
Brendon Lin '20
Ian McCarthy '20
Amanda Mosborg '21
Sasha Mothershead '21
Luke Norquist '21
Rae Tennes '21
Nikko Baer '20
Naseem H. Dillman-Hasso '20
ZhaoBin Li '21
Colleen Scallen '20
Eliana M.B. Durnbaugh '21

ALSDORF INTERNSHIP FUND

To provide financial support for students who pursue internships with organizations that promote social justice as well as racial and gender equity and inclusion.

My time at Common Notions introduced me to a new schema for how labor and work could be divvied up and accomplished.

Common Notions; New York, NY

Over the summer, I had the immense privilege to work at Common Notions, an independent press specializing in putting out political polemics. Independent puts the size of the operation off-scale, however. I soon found out that I was basically the third full time member of staff, and only as a mere intern for the summer! True to its anarchist ideology, the press operated out of the back of a public archive, and everyone who worked for it worked part-time at most, as a passion project first and foremost. In some ways, the other intern and I were the only full time staff, although my supervisor Malav and the production manager Ash were in quite often (despite this being only their side gig— Malav is a professor and Ash is an in-house film editor for a creative communications firm!).

To say I worked full time even, is an overstatement though (or mis-characterization, really). My time at Common Notions introduced me to a new schema for how labor and work could be divvied up and accomplished. I often worked from home, or asked one of the other members of the international cooperative that comprised Common Notions' 'staff' to collaborate on projects that proved too difficult for me to handle alone. There was never a stigma against asking for help. Although I was consistently engaged the whole summer, I never felt burnout or angst. I felt like my life and the things that I was working on in my life were well integrated— there was no full-time structure to my life this summer, with its complementary after-hours leisure time relegation. I had a healthy mix of leisure and engagement that imbued my life with a really lovely sense of purpose. I also picked up work as a barback around the corner from my apartment, and my teammates would sometimes meet me there to discuss plans for the week, or to say hi.

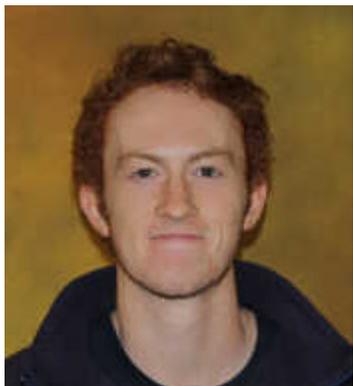
These were an incredibly formative three months, and I am so thankful and so blessed to have received such an opportunity through Carleton's internship funding. For maybe the first time in my life I felt fully seen and engaged, not only at work, but in my neighborhood and in my social life. I loved living in Brooklyn, I loved experiencing a whole new slice of America I had never ventured into before. I truly feel I am returning to Carleton a different, and markedly improved, human being. I found great peace and happiness this summer and I can not thank you all enough.

BUTZIN INTERNSHIP FUND

Established by Lee F. '62 and Diane W. '62 Butzin to help prepare Carleton students more robustly for fulfilling post-graduation lives.

Eli Babcock '21

Chemistry



Probably the most immediate benefit to working at UNE was developing an understanding of the academic research process and how each team member contributes uniquely to research.

University of New England Department of Physical Therapy; Portland, ME

This past summer, funding from the Career Center at Carleton allowed me to pursue an internship at the University of New England in Portland, Maine. I worked with Biomechanist and Professor of Physical Therapy Dr. Erin Hartigan on several ongoing research projects that she was overseeing. These projects were incredibly variable in the questions they asked and the methods by which they sought to answer these questions, and consequently I was able to get an excellent overview of many aspects of the research process. During my internship, I used motion analysis software and hardware to collect, process, and analyze data for Dr. Hartigan and gain insights on the movement dysfunctions that present with certain ailments or injuries. Based on these data I created graphs and determined significance values to report on in meetings with the research team. By the middle of the summer, Dr. Hartigan had decided to give me full control over the drafting process for one of her manuscripts, a task for which I would receive authorship on said manuscript.

In all, my experience at UNE was exactly what I had hoped for, and through it I picked up a number of skills that will benefit me academically, professionally, and more broadly in life. Probably the most immediate benefit to working at UNE was developing an understanding of the academic research process and how each team member contributes uniquely to research. Gaining a better understanding of the slow, meticulous path that research takes undoubtedly made me a better researcher myself, and in the future, I'll go into new research experiences with greater confidence no matter the field. I also developed some very tangible skills that will be of use in the academic sphere; I've become much more proficient at searching databases for documents and evidence and have honed my ability to summarize and glean main ideas from text. Working as an intern on a research team also taught me how to conduct myself as a junior member in a professional environment. Understanding when to talk and when to listen, how to prepare for meetings and presentations, and when to innovate and suggest new ideas or improvements are all skills that will help me as I enter the wider world after college. Overall, I developed extensively as an academic and a professional over the course of my summer at UNE.

My internship helped to clarify my own professional interests and further developed my ideas about future fields of study and careers. One of the key personal takeaways from working at UNE is that working in a lab full-time is unsustainable for me.

The motion analysis lab where I was stationed is windowless by necessity (due to the use of infrared motion tracking cameras) and I spent long days at my desk, on the computer, under the fluorescent lights there. While professors and research directors are far more mobile, most of the assistants are confined to more specific lab spaces where they conduct the majority of their work. By the end of the work week, I definitely tended to get a bit stir-crazy from the monotony of the environment. This experience has definitely dissuaded me from pursuing research assistant-type jobs directly after graduation; the jobs that most appeal to me within the research world are the ones that allow for mobility and greater responsibility. More than anything, my experience in academia has cemented my desire to pursue further education after graduating from Carleton. I crave the level of responsibility and control that Dr. Hartigan and other professors wield, which can only come with a professional or research degree. That being said, this summer has really made me examine critically my interest in a career in academia. While I found our work in the lab at UNE fascinating and meaningful, research moves so incredibly slowly, and it can be very difficult to see the real-world impact of the results you produce on a day-to-day basis. As I weigh the pros and cons to careers based in clinically or academically oriented work, I'm very grateful to have this experience to inform my decisions moving forward.

This internship really could've turned out in a number of different ways, and I am incredibly lucky that I connected with the research team that I ended up working with. I've heard many stories about internship environments that were incredibly stressful due to the dynamic within the research team and the modus operandi of the Principle Investigator. Dr. Hartigan and the other individuals I worked with could not have been more supportive and encouraging over the course of the summer. They were all incredibly patient when providing instruction on the specifics of data collection or analysis and were happy to discuss career paths and provide advice for the future. Dr. Hartigan specifically was willing to give me all the responsibility I desired and encouraged me to be an innovative and active member of the team, even though I was only around for the summer. Her enthusiasm and the support of the other researchers led me to emerge with considerably more confidence in my ideas and my abilities as a critical thinker.

My biggest piece of advice to other students pursuing internships would be that, wherever you end up, get to know the people you work with and for and strive to develop a positive working relationship with those people. Creating a professional network that you can use to guide life after college is an invaluable task, and the first step (in my mind) is to create strong relationships at any place of work. I have no doubt that the connections I forged this summer at UNE will be essential if I choose to pursue more school or apply for a job when I graduate college.

CENTER FOR COMMUNITY AND CIVIC ENGAGEMENT

Alli Palmbach '21

Environmental Studies and Political Science/International Relations



Since most of the Township members had little-to-no experience in EDDMapS or ArcGis, a lot of the decisions fell on me.

Wild Parsnip Fellowship; Northfield, MN

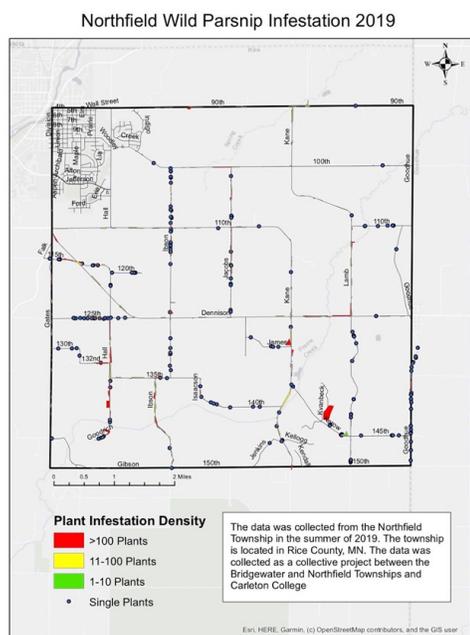
I am going to start this essay with an overview of the entire project, as there were always many moving parts and I'm not sure that everyone knows the entire process that occurred. I started the fellowship in early June by meeting with some members of the Northfield and Bridgewater Township boards. At this meeting, I was able to get a clear understanding of the expectations for the fellowship and I was able to get a clear picture of what I had to do. I also met with Neil Slifka, who works in the Minnesota DNR. Since most of the Northfield and Bridgewater members were around retirement age, Neil was grateful to have a younger person on board to help with technological advancements and making sure the research was up to modern standards. After that meeting, I worked with the Carleton Arb crew for a day. During this day, I pulled Wild Parsnip and learned how to handle it safely. Wild Parsnip is an invasive species with sap that results in painful blisters and burns if exposed to human skin. Once I knew how to handle it with care and identify it, I was free to begin surveying.

I spent the next month and a half surveying the Northfield and Bridgewater Townships. This basically meant that I drove around all the roads in the territory at about 5 mph and entering wherever I found Wild Parsnip in a DNR website called EDDMapS. This website kept all of my data in one location, and attached GPS coordinates to every point I marked so the data could eventually be exported and used in different software. On busier roads, like state highways, I was joined by a Township volunteer so they could focus on the road and I could focus on surveying.

After the surveying was completed, I then had to take all of the 2018 data and transfer it from physical records to records in EDDMaps. The Township volunteers had surveyed the land in 2018, but all of their data had

been recorded on paper. This was a little tedious, but resulted in all of the data being entered in a consistent manner, and all data stored in ways that could easily be utilized for future projects. Once this was finished, I began making the physical maps. I used ArcMaps, a GIS software, to make over 40 maps detailing the 2018 and 2019 surveys. Once the maps were completed, I took my findings and presented them at Township Meetings on August 13 and August 14.

Throughout this experience, I gained a stronger ability to work independently. Since most of the Township members had little-to-no experience in EDDMapS or ArcGis, a lot of the decisions fell on me. It involved a lot of troubleshooting, but I think it made me a lot stronger as a result. I also learned how to relax within my work. I'm used to working



Although I am only a junior, I've already been talking to my advisor about how this project could potentially become my ENTS COMPS (Senior Thesis).

3 jobs at a time over the summer, so with a little more free time I was able to focus on hobbies like biking, acting, and practicing my instruments instead of constantly worrying about the next thing on my "to-do" list. Finally, this experience strengthened my drive and organization. Since no one was hovering over me every second, it was primarily on me to set my own schedule and expectations and live up to them. This experience has been incredibly rewarding, as it offered me insight into how Environmental Studies can be applied on a local level. Although I am only a junior, I've already been talking to my advisor about how this project could potentially become my ENTS COMPS (Senior Thesis). I was always surprised about how appreciative my coworkers were. I feel like excellence is expected at Carleton, and therefore recognition for hard work is not always supplied. I am most grateful for all of the people I met throughout this project, and I hope I can see them around town during the school year as well. They were all incredibly welcoming and knowledgeable and it was really fun to hang out with people who weren't just college kids!

Acknowledgments: Many, Many, MANY Thanks to John Holden, Ron Nuebel, Ron Sommers, Kathleen Doran-Norton, Steve Albers, Nancy Braker, The Weitz Fund for CCCE Community-Engaged Fellowships, and Neil Slifka for all of their hard work and encouragement throughout this project.

I've attached a photo of a Wild Parsnip I took while surveying, my Noxious Weed Survey sign on my car, and my host's comments upon receiving the finished products. There is a link to the presentation I did to both Townships, and finally I've attached one of the 40 maps I created during this fellowship.



Anna Schumacher '21

Psychology



My position with HFC required me to work in two realms: the standard intern working on projects' area and in direct care staff support.

HealthFinders; Northfield, MN

This past summer I was fortunate enough to work as a Clinic Process Improvement Fellow with HealthFinders Collaborative with support from the Weitz Fund for CCCE Community-Engaged Fellowships. HealthFinders Collaborative (HFC) is a community nonprofit located in Rice County, MN which provides primary health care services, assistance navigating the healthcare system, and community health programming through two clinic locations in the communities of Northfield and Faribault. HFC has a focus on those residents of Rice County with limited health care alternatives and provides culturally competent care for the sizable Latinx and Somali immigrant populations. I have always wanted to work in healthcare but until this fellowship came along, I was unaware of how it could be married with another passion of mine: community empowerment. This opportunity opened a whole new world of career possibilities for me that could prove to be truly fulfilling and I left my fellowship knowing that I want to work in community health for the rest of my life!

My position with HFC required me to work in two realms: the standard 'intern working on projects' area and in direct care staff support. In my 'intern' position, I was tasked with becoming familiar with the day-to-day of clinic operations in order to create workflow maps and resource reference lists for our providers and front desk staff. The workflow maps were used as references for a 3rd party software development team that was hired to create a tool for HFC that will facilitate higher quality patient care coordination. As part of the direct care staff, I took on the roles of receptionist, nurse and interpreter. I was able to use my training as a Certified Nursing Assistant to check patients in, take their vitals, and start a conversation about the reason for the visit, which in turn helped inform our providers to offer the best care possible. My Spanish skills came in handy in this position, as I was able to work directly with Spanish-speaking patients and didn't require a second person to interpret for me, which helped save our receptionists from being stuck in the exam room during clinic hours. Additionally, I was happy to do any random task the HFC team needed help with, from cleaning the office to picking up our weekly CSA share (see Fig. 1).

While all parts of this experience were fantastic, I especially enjoyed the opportunity to work directly with patients as I love to form connections with others, and it made me feel like the work I was doing mattered to the Northfield community. What a joy it was to sit down with patients and make the health care process, which can be intimidating, more human and comfortable. Working directly with patients also enabled me to understand more fully how social and economic factors play into a person's health and health care acquisition process. In my role as a translator, it became apparent to me how difficult and alienating something as standard as picking up a prescription can be when the patient's health care provider cannot speak their

Before this summer, I had worked in a volunteer position with HFC and absolutely loved the experience in direct care, so it was a dream come true to get more involved with their work.

language.

Before this summer, I had worked in a volunteer position with HFC and absolutely loved the experience in direct care, so it was a dream come true to get more involved with their work. I gained a comprehensive understanding of the role of community health centers in mitigating gaps in the healthcare system, learned a lot about my personal work ethic, became better acquainted with the Northfield and Faribault communities and deepened my knowledge of the healthcare system. I hope to continue working with HFC in a volunteer capacity during my last two years at Carleton. I would like to thank the Weitz family, the staff at the CCCE and everyone, patients and staff, at HFC for having me for the summer!



Anya Gould '21

Political Science/International Relations



I was fortunate to be able to work with many different knowledgeable people and gain a much more nuanced, in-depth understanding of the monitoring and evaluation process.

Union of Medical Care and Relief Organization (UOSSM); Gaziantep, Turkey

As a fellow working with UOSSM, a Syrian humanitarian aid organization, I was fortunate to be able to work with many different knowledgeable people and gain a much more nuanced, in-depth understanding of the monitoring and evaluation process. Thanks to the support of The Weitz Fund for CCCE Community-Engaged fellows and the wonderful people of UOSSM, I was able to spend two months in Gaziantep, Turkey doing research and engaging with professionals in the field of humanitarian aid. Although I was interested in aid project evaluation prior to this fellowship, I had very little knowledge about it and no practical skills or experience that I felt could be applied. Being able to talk to people who are experts in the field and who actually do the work and understand the context was invaluable. Not only did they know how evaluations work and could talk about the tools and challenges, but they understood how their programs helped communities or how they needed to be changed to mitigate adverse effects. I also was challenged to interview professionals from different organizations and talk to them about their experiences, something I hadn't previously had experience with, but which ended up being very fun and thought-provoking. Challenging and rewarding in all aspects, this was a great experience and gave me much food for thought concerning my future career options.

As a research and learning opportunity, I was able to really focus on some skills that were particularly valuable during my summer. Having had no real experience creating interview guides and conducting interviews, it was initially quite challenging to create a guide that included questions that gave me useful information while covering a range of topics and remaining under an hour. However, after working with my supervisor and fellow peers, as well as a short test run, I was able to figure out how to ask thoughtful, clear, and succinct questions.

We recorded these interviews, and I then transcribed them, a task that, while time-consuming, was also helpful, as I had to carefully listen to the hour-plus long interviews over and over. This was especially helpful as one of them was in Arabic, and while I did not fully transcribe it, I did have to summarize the answers to each question and pull out the important tools and points, which was an additional challenge. All of this information was then condensed into a paper, along with a literature review and case studies, where I focused on some of the challenges and solutions in greater detail and finally provided some recommendations. These recommendations were the result of analyzing the research and interviews and were intended to provide an overview for those interested in humanitarian aid



However, after working with my supervisor and fellow peers, as well as a short test run, I was able to figure out how to ask thoughtful, clear, and succinct questions.

project evaluation. This was an interesting opportunity to really focus on how context can affect the solutions available and challenged me to consider multiple perspectives and situations.

Being able to conduct my own research while being supported by the organization helped me figure out how I like to work and the kinds of resources that are available if you know who to ask or where to look. I had to decide what facets of evaluation I wanted to focus on and what parts were important to me. It also made me much more confident as I start my semester abroad in Jordan. Having lived in Gaziantep, spending a semester abroad felt much more manageable, and it has made adjusting much easier. I am finding it easier to interact with new people, especially where there is a language barrier, after having worked in an office with people from different backgrounds and learning more about them.

This experience has certainly made me consider the kind of impact I would like to have on the community I am in, whether that is in the US or in another country. I want to continue to learn more about humanitarian aid and the challenges that organizations face when implementing or evaluating programs. It also highlighted how little the general public understands about the process, and how many different moving parts there are to consider. Between the government, local groups, beneficiaries, donors, and organization actors, it can be difficult to coordinate aid and measure the actual effects of an implemented program in the community or on surrounding communities. It was surprising to learn how about the different types of projects and the criteria used to measure their effects. I hadn't really considered how organizations determine the real impacts on both beneficiaries and those who did not receive the services, or even how they figure out which services are most needed. Even beyond that, it is incredible how much effort is required to establish connections within the local community and build trust so that people will feel comfortable using the services you are trying to provide and maintain a sustainable program after the organization leaves. Humanitarian aid is much more than providing vaccinations or food baskets, and I didn't truly understand that until this fellowship.

For future students who do this fellowship, I would highly recommend that you talk to as many people from the office as possible. Everyone is willing and eager to talk with you, both to learn more about you and to help you with your project in any way they can. One of the things that we were told during the interview was that the office is like one big family, and we definitely felt that! Ask as many questions as you can and recognize that the time people are spending to answer them and work with you is an investment in your future. You are not taking up space or wasting their time as long as you are actively learning, and you can't get better at anything or really challenge yourself without the help of others! This was a great experience and a fantastic challenge in many ways, and I am immensely grateful for all the support.





A space that will inspire you to think about an idea that is close to your heart yet you may have never given it the magnitude of thought that it deserves.

The Wandering House; Northfield, MN

A blue and orange, brightly colored little house, a beautiful stained glass window and a white door that looks so welcoming, you will be tempted to turn the knob in an attempt to peek into this tiny dwelling on wheels. The Wandering House is more than a structure, it is a space of reflection. It is a little area of positive isolation that invited the members of Northfield community into its embrace so they could open up to themselves. A space that will inspire you to think about an idea that is close to your heart yet you may have never given it the magnitude of thought that it deserves.

The Wandering House is a public art project but it is so much more than a tangible idea, it is an entity that helps its guests explore their idea of home and belonging and all I did was facilitate the house in doing exactly that. The Wandering House is a former ice fishing house retro fitted to become an audio recording studio. The hosts of the Wandering House included Cecilia Cornejo, the creator of the project, Sergio Demara and myself, the production assistants, who invited members of Northfield community to enter the house and record their idea of what 'home' is to them. Since 'home' can be a very broad concept, we designed a questionnaire to help guide people's responses. The response we got was magnificent. In a period of two months, we had more than two hundred recordings and countless wonderful interactions, about thirty six hours of recorded audio of people ranging from five to ninety two years of age. Individual recordings ranged from a minute and thirty seconds to thirty five minutes and a glorious amount of positivity and community involvement.

The project gave me much more than what I intended to get initially. I went into the internship with the intention to learn technical skills but I gained the temperament of an artist. Though I gained valuable technical skills with audio recording equipment, I got much more confident in my ability to convey and communicate my vision to the public. I also gained a mentor who I can look up to for direction and passion when it comes to art. My supervisor especially focused on creating a positive environment where we felt comfortable in suggesting changes and bringing our creativity into the project. Being able to bring my ideas and self expression into the project boosted my confidence as an artist and my desire to pursue



Though I gained valuable technical skills with audio recording equipment, I got much more confident in my ability to convey and communicate my vision to the public.

film and art in the long run. This project has already started to carve a path for me as *The Wandering House* has been selected as a public art piece to be presented at the annual *Imagining America* conference where artists and scholars in the public art field convene and share their work.

The consequence of our combined efforts bestowed upon us a project that we all can be proud of. I gained beautiful, close relationships with artists who have inspired me to do more and have lifted my confidence within just one summer. The most important outcome of this summer has been the interpersonal relationships I fostered, with Northfield community, with my supervisor, my coworkers. I have to admit, initially I was unsure of whether or not to accept the internship as I had plans to visit new places and have new experiences. However, after a whole summer that breezed by me and left me with a treasure of beautiful, unexpected memories, I can confidently say: I spent a whole summer in small town Northfield, Minnesota and it was the best summer of my life yet. For anyone looking for an internship, all I have to say is be open to insane possibilities. It may feel difficult, uncertain, challenging but the results may blow your mind. An internship can change your life. A whole summer in a small town in Minnesota could give you such tools in your toolbox that you could finally maneuver your life as you wish.



Caroline Hall '20

Environmental Studies and Music



The most valuable part of my internship experience was all the relationships I formed in the Northfield community.

Community Action Center Food Shelf; Northfield, MN

This past summer, I interned at the Community Action Center of Northfield's Food Shelf. Given my interests in food systems, social justice, and sustainability, and my previous experiences with non-profit organizations, I was excited to hear about the opportunity and it seemed like a great fit. I have been considering social work or food policy as a career path for a while, and my internship this summer allowed me to further explore a potential path in these fields. After having completed the internship, I found that I learned so much more about myself both personally and professionally than I had anticipated.

The most valuable part of my internship experience was all the relationships I formed in the Northfield community. Working at the food shelf, one of my main jobs was to check in and shop with each client when they came to get food. I really enjoyed getting to know the clients and forming a sense of camaraderie. The Food Shelf's new SuperShelf model, which emphasizes more personal choices and a guided shopping experience, helped facilitate these connections. Rather than a traditional food pantry model where people are given a bag of food, the SuperShelf model creates a more welcoming environment where clients are able to pick out their own foods from a wider selection with an emphasis on healthy foods. By shopping with clients and walking them through the Food Shelf, I got to engage in conversation with them and listen to their stories, making the experience feel more meaningful. Another one of my responsibilities was volunteer management, which involved directing volunteers who came in to help. I really enjoyed getting to know the many volunteers that help at the Food Shelf. By the end of the summer, it felt like I knew half of Northfield's residents between all the clients, volunteers, and staff members! I found that I recognized a lot more faces when out and about in Northfield. All these relationships I formed really contributed to a sense of community in Northfield, and I came to appreciate Northfield as a vibrant, diverse town rather than merely an extension of the "Carleton bubble."

Another aspect of my internship that I really appreciated was the opportunity to work on creative projects. Using my bilingual abilities, I put together resources for the clients at the Food Shelf including recipe guides, bookmarks with produce storage tips, and informational handouts on how to preserve food and what produce is in season locally. These resources seemed to be a big success at the Food Shelf, and I got to practice my graphic design skills. Additionally, twice a week,



I attended community dinners hosted by Growing Up Healthy, another program of the Community Action Center. I represented the Food Shelf by answering questions and handing out the resources I prepared. Several times throughout the summer, I collaborated with a Growing Up Healthy intern (also a Carleton student) to prepare educational games to play with kids at the dinners. We created a poster and an accompanying guessing game about added sugars in beverages and used fresh fruit from the Food Shelf to make infused water as an example of a healthy alternative to sugary drinks. We also made a game inspired by “pin the tail on the donkey” to teach kids about MyPlate’s recommended nutritional guidelines. I had a lot of fun working on these creative projects to further my goals of community outreach and forging connections.

Additionally, my internship involved working with local businesses to rescue food and increase the amount of food donations received by the Food Shelf. Twice a week, I went to Target and Cub and picked up their food donations (usually two whole cargo vans full!) and brought it to the Food Shelf to be sorted and given out. I also connected with Tandem Bagels to initiate a food rescue program, allowing the Food Shelf to receive their leftover bagels twice a week. Finally, I spoke to the manager at Family Fare and set up a way for them to donate their produce and other miscellaneous items to the Food Shelf. This was one of my favorite parts of the internship because I was able to tangibly reduce the amount of food waste in Northfield while working towards food security for the community.

While I had a meaningful experience at the Food Shelf, I realized that I am not as interested in going into social work or non-profit work as I previously thought. Though the Community Action Center provides critical services for Northfield residents, I also saw firsthand the many bureaucratic measures that unfortunately accompany this kind of work. For example, the Food Shelf has to log every single donation received and every



volunteer hour completed and prepare monthly reports, as well as complete invasive intake processes for new clients. These processes are necessary for grants and governmental regulations, but I found them to be somewhat tedious. I also realized that social work is probably too emotionally draining for me and my personality type. I really admire social workers, especially the ones I worked with at the Community Action Center, because a large part of their job is to cater to clients’ needs and offer constant compassion to individuals facing immense hardship. However, this kind of work is too emotionally exhausting for me and I think I would easily burn out. My internship with the Food Shelf helped me realize that I might want to pursue a career that will allow me to help people in ways other than social work.

On a personal level, I had an absolutely lovely summer in Northfield! Many of my friends who have spent summers in Northfield have raved about how beautiful and quaint it is, and I would definitely concur. I found I was able to do a lot of things I’m not able to do during the whirlwind of the academic year. Highlights included getting a library card at the Northfield Public Library, attending weekly trivia nights in town, splitting a CSA

This was one of my favorite parts of the internship because I was able to tangibly reduce the amount of food waste in Northfield while working towards food security for the community.

share at a local farm with my house mates, exploring the depths of the arb, lounging at nearby Lake Byllesby, discovering (and subsequently recognizing the mediocrity of) New Buffet, and getting together with fellow Northfield summer residents for dinner parties. I loved the peace and stillness of campus, a much-appreciated change from the hustle and bustle of the fast-paced lifestyle when classes are in session. Ultimately, spending the summer in Northfield also allowed me to gain a new perspective of the town outside of the “Carleton bubble,” largely thanks to my internship at the Food Shelf. I would highly recommend to Carleton students to spend at least one summer in Northfield, and I would also recommend volunteering or interning at the Community Action Center since it is such a wonderful organization.

I would like to thank the CCCE for funding my summer internship with the Class of 1966 Endowed Fund for Civic Engagement. I would also like to thank all the staff at the Food Shelf for making my summer internship a meaningful experience. Finally, thanks to the Career Center, Ayaka Moriyama, Lea Winston, Alex Miller, and Erica Zweifel for all their help with food rescue throughout the summer!



Christian Cavan '20

Biology



The experiences I have gained from my internship are working in a rural area, working closely with communities, working in the administrative side of public health, and data entry.

Growing Up Healthy; Northfield, MN

This Summer I had the opportunity to work for a non-profit public health group called Growing Up Healthy. The group cultivates neighborhood leadership, foster social connectedness, and advocate for government systems change and in the community. They work with partner organizations, immigrants, and refugee families to connect and transform communities. I worked between Faribault and Northfield with two other interns. Our job was to assist and plan for Growing Up Healthy's event called Evenings in the Park. Evenings in the Park happened once a week from 6:00 PM to 7:30 PM. We handed out free fresh produce from Just Food Co-op in Northfield, MN to lower income families. We taught families the sugar content in sodas and junk food, and then showed them healthy alternatives to soda, such as fresh cucumber water. We also found cultural activities for the adults and children to play together. There was a pico de gallo contest day, a balloon stomping game, and a ton of pick up soccer games. These events were to connect families with one another and to strengthen and create bonds between neighbors.

The experiences I have gained from my internship are working in a rural area, working closely with communities, working in the administrative side of public health, and data entry. Northfield and Faribault had two different city dynamics. I learned that Northfield has better access and funding towards public health initiatives because of Carleton and St. Olaf's support. To further my path down public health, I would love to work in a metropolitan area to see if there are different trends among communities or to compare my experience to a larger population. On days where I went to the office, I helped the group enter volunteer hours for each quarter. Through work in the office and in the community, I got to see both sides of public health, the administrative role and community engagement role. I have a greater appreciation for public policy after attending a public policy meeting on housing in Faribault with community leaders and Minnesota's Senator Tina Smith's representatives. The learning and experiences I took away from this Summer has sparked a genuine curiosity and interest in the public health sector.

I would like to thank Sandy Malecha, Growing Up Healthy's director for mentoring me and giving me the opportunity to work with the group. I would like to thank the Growing Up Healthy navigators, Natalia Marachan, Kayla Wolff, and Jennyfer Barrientos for sharing their stories with me and how they earned their positions. Thank you to Carleton College's Career Center and CCCE for connecting me with Growing Up Healthy.



Clara Posner '22

Undeclared



My interactions through my work at CCCE, helped prepare me for these conversations, allowing me to learn more from the experience.

Center for Community and Civic Engagement; Northfield, MN

When applying to college, I remember reading an article written by a Carleton student about her summer internship in Northfield. She gave the experience a stellar review, referring to the internship as a way to “learn more about the community and spend time with friends without the stress of coursework”. When I initially accepted the summer position as a Communications Specialist for the Center for Civic Engagement, I couldn’t stop thinking about this article. The first week of my internship was difficult. I loved my position, but I felt incredibly isolated. Since none of my friends decided to stay at Carleton over the summer, I barely knew anyone on campus. It was strange to be alone in a place, which held so many positive memories only a couple weeks before. Even though I struggled at first, my experience improved over the following weeks. Not only did I meet new people on campus, but I started to reach out to community members. I started going to public presentations, and attending meetings for organizations like ISALAH. Through these events, I ended up making numerous unexpected friendships. One of the best interactions was with a woman named Jane, who graduated from Carleton in 1986. I started to meet Jane every weekend, and we had wonderful conversations about anything from politics to memories from college. These moments ended up being the best part of my summer experience.

The connections I made with different community members over the summer taught me important lessons, which have been relevant in other work experiences. In addition to my position at CCCE, I spent two weeks working as an intern for a program called Conversations From the Open Road, which is a high school journalism program that spends two weeks traveling and focusing on a different social justice problems. This year the program focused on affordable housing in urban settings, and we traveled across the country from Detroit, MI to Portland, OR. During the trip, I ended up helping the students interview a variety of different types of people. My interactions through my work at CCCE, helped prepare me for these conversations, allowing me to learn more from the experience.

This summer also helped me learn more about the interests for my career. I know that I was interested in majoring in Cinema and Media Studies, but I wasn’t sure how this would be applicable to the available positions. Working for CCCE helped me realize that I would be interested in having a communications related position. I really enjoyed working with different community partners, and producing graphic design for social media pages. I was also able to learn so much more about various Northfield nonprofits. I loved being able to work one-on-one with different community partners, and their reactions were truly rewarding. This summer also helped me learn about some of my personal weaknesses, which include being able to properly

Even though the adjustment to the internship was difficult, I ended up being able to meet interesting people, and opening myself to new relationships.

manage my time. I ended up being late with certain deadlines, sometimes falling behind in work, but this provided a learning experience. I truly enjoyed both the professional skills I learned, and the connections I made over the summer. Even though the adjustment to the internship was difficult, I ended up being able to meet interesting people, and opening myself to new relationships.

Cora Showers '20

Spanish



Although my internships were quite different in their daily tasks, I believe that there are nevertheless several main takeaways that I can draw from the experiences as a whole.

Northfield Community Action Center Food Shelf & Northfield Community College Collaborative; Northfield, MN

At times I can be quite indecisive, so it comes as no surprise that I was not able to settle on one specific internship site for the summer of 2019. Thus, I paired together two part-time internships through the Carleton Center for Community and Civic Engagement (C.C.C.E). The first was through the Northfield Community Action Center Food Shelf and the second was with the Northfield Community College Collaborative (N.C.C.C.). I was originally drawn to these for multiple reasons: one, they were locally based; two, they were areas of social service that I had no previous experience with (namely educationally and community outreach based); and three, I had the opportunity to interact with Northfield's Spanish-speaking community. In many ways, my summer would not have been possible without the C.C.C.E. and my internship supervisors' support and flexibility.

Although my internships were quite different in their daily tasks, I believe that there are nevertheless several main takeaways that I can draw from the experiences as a whole. The most important thing I learned from these internships is the necessity of readapting to a situation. Many times, my supervisors would give me a set of duties for the day, but then something new would pop up while I was working that would require immediate attention. It was hard at first for me to adjust to this way of processing, as I prefer to finish one task before starting another. But it was helpful to have my supervisors around to assist me in reorienting myself. Another skill that I feel I strengthened was my Spanish abilities, especially in terms of my listening skills. The food shelf in particular gave me the chance to interact with Spanish-speaking clients and to have conversations with them that went beyond the grammar lessons of the classroom. And finally, I think that I improved on my self-sufficiency skills. Though my supervisors did offer guidance when I needed it, they also expected me to also be independent when drafting and completing projects. In many ways, this allowed me to demonstrate creativity in areas that I did not even know I had!

My internship experiences also taught me several things that I want to look for in a career after Carleton. Perhaps the biggest realization that I had was my preference for in-person contact as opposed to electronic contact, such as email and Facebook messenger. Before interning with the N.C.C.C., I had not been in a position where electronic communication was the main form of contacting people (beyond my Carleton email that is). And while I do not mind using electronic communication for some things, I was surprised by how draining sending and receiving messages all day could be. At times it felt as though I had accomplished very little. Going forward, I think that I will need to prioritize a career that will allow me to have more direct contact

I am not upset that my expectations were flipped, but I would say it is a possibility that interns should at least be prepared for.

with people as opposed to having the focus be on electronic communication. Another part of my internship time that surprised me was the excitement I found in the chaos at the food shelf—often short-staffed, there was always something to be done, and often needing to be done simultaneously. Previously, I would have said that this would have been too overwhelming for me, but in many ways I found it was something I looked forward to everyday. My shifts with the food shelf went by quickly and I loved walking around on my feet as opposed to sitting at a desk for long periods of time. Although I know that more jobs nowadays are desk jobs, I still hope that I can find something that incorporates the active side of my food shelf internship.

I would say that my recommendation for interns next summer is to go into an internship with goals and a set learning plan, but to be prepared to have your expectations changed. For example, I started out the summer thinking that my food shelf site would be a mix of person-to-person and database interactions, but it was almost completely the opposite. Even when I was entering information into the database, I was still talking with somebody directly. On the other hand, I thought that my NCCC position would be mostly in-person communication (i.e. with students), but in reality, most of my time was spent emailing and messaging students and I had less face-to-face time—my supervisor did mention that summer classes, which are mostly online, often mean less student contact. I am not upset that my expectations were flipped, but I would say it is a possibility that interns should at least be prepared for.

Though I cannot pinpoint any one specific person to give credit to for my internships, I certainly must thank two groups of people. The first are my internships' supervisors, who made much of this summer possible.

Both of them were very flexible, understanding, and respectful of each other's (and my own) time, especially when working to make a schedule that coordinated two internship sites. I must also thank the CCCE for providing the position information and for supporting me financially with a stipend. Two internships do not leave much free time for earning extra money throughout the summer, so having a stipend gave me the privilege of enjoying these experiences without adding additional financial pressure. I would strongly recommend any Carleton student to take on one (or both) of these internships next year!



Dae'Kevion Dickson '22

Undeclared



I will use what I learned from this experience to start putting myself first and to give myself time to breathe. I think it is important to know my limits.

Northfield Public Library & Northfield Union of Youth; Northfield, MN

During my time interning with the Northfield Public Library and the Northfield Union of Youth (the Key) I've honed 3 important skills that will continue to help me succeed in college and life after college. First, my ability to be more aware of my surroundings and the people. Second, discovering and implementing new ways to create a positive impact on the youth. Thirdly, giving myself time to reflect and know what's best for me when I feel overloaded with mental, emotional or even physical stress.

One thing that my internships revealed to me is that I'm too lenient and forgiving. Though I think this can be a good thing, I learn that what works best for everyone will not work best for me. Instead of compromising I should be collaborating. And I think this extends to my family dynamic and my peers. I will use what I learned from this experience to start putting myself first and to give myself time to breathe. I think it is important know my limits.

While I was interning, I was surprise to see a vast number of at-risk and disenfranchised youth. Coming to Northfield, I couldn't imagine any youth being homeless, illiterate, or even despise. I was most grateful that there are organizations like The Key or even the Northfield Library that help kids to realize their worth. It was surprising to see the impact that these organizations had on the youth in Northfield. A piece of advice for anyone who applies for an internship is to don't tunnel vision yourself. Open your horizons and explore!



This internship is where I feel as though I have been the most diligent, persevering throughout to develop consistently appropriate results.

Union of Medical Care and Relief Organization (UOSSM); Gaziantep, Turkey

This summer, I spent two months in Gaziantep, Turkey, interning at UOSSM (Union of Medical Care and Relief Organizations) doing research on the evaluation process within humanitarian aid and ways to improve it. It has been almost a month since my internship completed, so I have had plenty of time to process and reflect on the amazing experience that was my summer 2019 internship.

Three of the most important skills I gained through this experience include interview/qualitative data collection skills, case study research skills, as well as diligence. As part of the internship, we were to collect data to further understand how to improve the evaluation process within humanitarian aid. One means of collecting this data included face-to-face interviews with well-informed members the process from third party monitors. To conduct the interviews, we constructed various questions in the form of a “goals-questions-metrics” framework. As a result, I gained the important skill of conducting interviews with the purpose of collecting qualitative data, and specific ways to go about framing questions. Prior to the interview process, we conducted case studies to collect information from previous evaluations done by other humanitarian organizations. Being that I had never really done case studies to this extent, I acquired the skill of extracting and analyzing information from other evaluations and applying it to my research. Another important skill that I believe I expanded on within this internship was diligence. Due to various factors, both cultural and internship-related, conducting the research surrounding evaluations wasn’t always unchallenging. This internship is where I feel as though I have been the most diligent, persevering throughout to develop consistently appropriate results.

During this internship, I had a lot of time to self-reflect and really understand my strengths and weaknesses, which are a few key lessons I have drawn about myself from my internship experience. The experience really made clear what parts of my character that I think are beneficial in these types of situations, such as my work ethic and curiosity, while highlighting what my weaknesses are and what I would like to improve upon, which is something I journaled a lot about. A weakness that I can improve upon is my tendency to extensively second-guess myself.

The experience I gained will chart my path forward in a variety of ways. Most significantly, this internship provided me with a clearer vision of what I want my career path to look like. The experience essentially solidified that I would like to have a career that is at least somewhat related to the humanitarian field.

With this internship, every moment was a learning experience,

Really getting to understand first-hand the various work that goes behind humanitarian aid was not only the most surprising thing I learned, but also one of my biggest take-aways as well.

whether it was related to the internship or not. Something that I learned that surprised me was how multifaceted humanitarian organizations are. Prior to the internship, I connotated humanitarian work with simply the obviously visible results of humanitarian aid, and seldom the process and the behind-the-scenes work. Really getting to understand first-hand the various work that goes behind humanitarian aid was not only the most surprising thing I learned, but also one of my biggest take-aways as well. From evaluation departments that evaluate interventions and implementations to governance committees that look to develop plans for after the crisis at play is over and everything in between, learning the nuances of humanitarian aid in general was one of the most surprising things to me.

I am most grateful for the knowledge that I got from this internship and for the amazing people that I met. Like I mentioned earlier, every aspect of this internship was a learning experience. I learned so much about the evaluation process that humanitarian aid organizations and third party monitors conduct, I learned about humanitarian aid in general, and I also learned about Turkish and Syrian culture, cultures that I hadn't had much exposure to prior. I met so many wonderful people while doing this internship. Connecting with other individuals at my workplace was incredible. Having conversations, hearing their stories, and getting to know these individuals on a personal level was such an amazing opportunity, and I am so grateful for the time we spent together.

Advice that I would give to other students about internships includes don't set too many expectations, stay open-minded, and immerse yourself into whatever environment your internship is taking place in. I went into this internship with too many expectations and preconceived notions about what my experience would be like, and I really shouldn't have. I think setting expectations for yourself is fine, but I would suggest not setting too many expectations for the internship, because you just never know how it will actually be. My last two pieces of advice are related to one another: staying open-minded and immersing yourself into whatever environment your internship is taking place in. Where my internship took place was in a place with a totally different culture that I had never really been exposed to. Staying open minded was key because it was so easy to point out what was different, and immersing myself was also important to gain as much knowledge and insight about the cultures I was being exposed to.



Getting to form personal and one-on-one connections with students was certainly the most rewarding aspect of this fellowship.

BLAST; Northfield, MN

As I am sitting on the porch of my new house, preparing myself mentally for fall term of my junior year at Carleton, I am filled with excitement. Simultaneously, however, I am thinking back on my summer in Northfield and the valuable life and professional experiences it provided me with. I am filled with gratitude and happiness about so much at the moment, and my summer experience is a huge factor in those feelings.

Working with kids has always been an interest area for me, but prior to this summer in my volunteering experiences, I had never been given total freedom and license to design a program for kids in an organic way that worked well for me. It was a totally new challenge, and so fulfilling. Getting to form personal and one-on-one connections with students was certainly the most rewarding aspect of this fellowship. It made me truly excited about prospect of teaching as a potential career path. This interest was increasingly sparked when I found a true mentor in one of my coworkers, a teacher who has many of the same values, interests, and life paths as me. I was inspired to see how she has found a way to combine her interests in music and creative writing with her interest in helping kids through education. She told me that teaching is an art form, which was a really valuable thing to hear. Her life is a balance of writing her own lyrics and songs, performing, teaching, and caring for her daughter. Her life story made me realize that you don't necessarily have to choose one path- you can do many things, and keep all of your interests in your life somehow, no matter what you end up doing.

I gained a lot of valuable logistical and organizational skills this summer, having to plan cooking activities for eighty students a week, broken up into three groups. This large-scale planning was something I have always been intimidated by, but with these tasks being entirely in my hands, I had to take initiative, and I really did. I am proud of the growth I saw in myself in these areas this summer. I also developed skills for relating to younger people. At first, I felt that it was hard to connect, because I seemed intimidating and serious to the students. However, as the summer wore on, I think my self-deprecating humor, sarcasm, and lightheartedness broke through to the kids and they began to see that they could open up to me. It was really cool to feel that I had earned their trust. A skill I developed leading up to my fellowship was job searching. I went through an unproductive and mostly disappointing job search process this past year, where this was the only offer that worked out for me, and I was the only applicant. However, I think that experience gave me a lot of insight into the process of applying for jobs and resume-building.

In terms of finding an internship that works well for you, my advice to other students would be to go after unique and



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interesting opportunities in smaller organizations who might have a smaller applicant pool, but will likely give you a lot more responsibility due to the smaller size of the organization. I think fellowships or internships where there is a community engagement element are much more rewarding, at least for me personally. These opportunities are also rare, and I think it's worth going for them. Sometimes the job offer that you least desired will end up being a blessing in disguise, and will end up being just the right opportunity, as this summer fellowship was for me. I am really grateful to have had such a wonderful supervisor and such welcoming coworkers at Summer BLAST. I hope Carleton will continue to partner with BLAST in future summers.



Lea Winston '22

Undeclared



This being the first time I worked in a professional setting, it was a great opportunity to learn several valuable lessons about myself.

Growing Up Healthy; Northfield, MN

This summer, I worked with the Northfield-based nonprofit Growing Up Healthy alongside two other college interns, one from Carleton and one from St. Olaf. The majority of our responsibilities revolved around facilitating Evenings in the Park—weekly events hosted in low-income and immigrant communities in both Northfield and Faribault. Every Monday, Tuesday and Wednesday evening we helped set up and run Evenings in the Park, which included free vegetable distribution, games and activities for both children and adults, free book distribution, and presentations from other community organizations. I had a wonderful time getting to know the community members in the four neighborhoods we worked with and found the whole experience to be incredibly rewarding.

One of the most important skills I strengthened from my internship was the ability to communicate with a wide array of individuals. Whether it was with my two football-playing rising-senior co-interns or elderly community members, I found ways to connect with individuals from many walks of life. I gained some technological skills through learning how to input and track data and figuring out how to navigate google spreadsheets. Finally, I learned how to take initiative, as us interns were expected to pick up projects and take on new challenges without being specifically told to do so.

This being the first time I worked in a professional setting, it was a great opportunity to learn several valuable lessons about myself. Firstly, I affirmed my belief in the value of nonprofit work and discovered that I would love to work in the nonprofit setting. However, I realized that I would prefer working at a desk in a more behind the scenes position instead of working right in the community. While working with community members is extremely valuable and difficult work, I appreciate the level of higher-thinking and analysis that comes with the desk work. I also discovered that I appreciate having a consistent work space and stable hours, which are also attributes of the behind the scenes position.

Going forward, this experience has definitely helped me gain a better understanding of what type of career I might be interested in. When looking for future internships at nonprofits, I will search for positions that focus more on the behind the scenes organization and management. I would also like to potentially branch beyond the nonprofit world and gain some experience in other fields, such as museum employment. However, I am confident that this internship experience has sufficiently prepared me to meet the demands of other professional workplaces and has taught me skills such as effective communication which are applicable to any career.

Throughout the whole experience, I was most surprised with what I found lay beyond the Carleton bubble. From discovering Northfield's trailer



I am confident that this internship experience has sufficiently prepared me to meet the demands of other professional workplaces and has taught me skills such as effective communication which are applicable to any career.

park to learning about the Minnesota housing crisis and local ICE raids, my summer working with Growing Up Healthy opened my eyes to the Northfield community in a way that never would have been possible during the busy school year. It is for this chance to learn about the town I live in and to feel like I was a part of the larger Northfield community that I am most grateful. For other student interns, I would advise to always say “yes” to opportunities that come your way during an internship. Take on new projects, go to meetings, attend conferences and be open to learning about the people around you. This way, you will discover the most about the field of work and whether it is the right fit for you.

I would like to thank the Carleton Career Center for helping me find this internship and the Carleton Center for Community and Civic Engagement for partnering with Growing Up Healthy and providing me with a stipend to make my summer financially feasible.



Madeline Hagar '20

Environmental Studies



I worked on my planning and organizational skills. One of the major projects I worked on this summer was a work plan for 2020.

City of Northfield; Northfield, MN

This summer I had the opportunity to explore my interests in sustainability and public policy through an internship with the City of Northfield. Over the course of the summer, I worked alongside Beth Kallestad, Northfield's Program Coordinator, to develop a wide range of educational and outreach materials. Through this internship, I had the extraordinary opportunity to collaborate with community partners on events and projects, as well as hone my communication and writing skills. This internship challenged me to be creative, flexible, and detail-oriented while planning events, meeting with community members, and designing materials. A significant portion of my internship involved me reviewing the websites of other municipalities and reading city documents, academic journal articles, and reports to gather information about the state of recycling and general waste management/outreach in both Minnesota and the broader United States. Once I collected all of this information, I began the process of analyzing it and writing my own summary reports and project plans. I learned a lot about government writing through this experience as I prepared written documents for my supervisor. I learned to focus on detailing the specific goals, costs, and predicted outcomes of events and projects that I was proposing. Moreover, I discovered the importance and difficulty of taking complicated academic theories and experiments and translating them into tangible action items that the City of Northfield could pursue. However, since I was also doing a lot of outreach with the community, I also learned how to translate the projects and events I was developing into clear, easily digestible radio ads, newsletter posts, and posters.

In addition to strengthening my written communication skills, I worked on my planning and organizational skills. One of the major projects I worked on this summer was a work plan for 2020. The work plan outlined events and projects that the City of Northfield could implement to reduce recycling contamination and increase awareness around waste management. Through the development of this plan, I began to explore how to effectively plan events at a city scale. Since most of these events will take place once my internship is over, I sought to make the work plan as accessible as possible. I included event descriptions, costs, funding sources, contact people, service providers, publicity strategies, and other resources for each event. I also developed a time-line and calendar for the entire year so it would be easy to tell when to start projects and identify publicity deadlines.

The last skill I strengthened this summer was my ability to work independently and take initiative. While I met with my supervisor once a week to discuss my projects, I truly had complete ownership of all of my projects. I often found myself without the answers that I needed for an event I was planning, so I quickly developed a list of contacts and called/ emailed them as needed. I sought to anticipate what my supervisor might ask

This internship taught me that I am much more capable than I previously thought.

me about an event and contacted the service providers directly when I was unable to figure out any details myself.

This internship taught me that I am much more capable than I previously thought. At the beginning of this experience, I never would have assumed that I would be on the local KYMN radio station discussing recycling and local events that I had planned, nor did I expect to be designing a recycling-themed bingo, translating it into Spanish, and playing it at community events in Spanish. I also learned how much I appreciate feedback on projects. While I enjoy working independently, I cannot anticipate everything nor understand everything from every possible angle. This is why I enjoyed working with community members and my supervisor, who would fill in any gaps in my understanding and assist me in improving any plans. Based on this experience, I am planning to broaden my network of professionals who are working on environmental issues in government. I am intrigued by working for a city government because, while it allows for the creation of city-wide programs, the scale of implementation is still small enough that its effects are tangible. In other words, it is possible to connect with the community and understand how policies and programs are/are not working because the policies are relatively localized. After this summer, I feel I have confirmed an interest in sustainability work, so I will likely focus my career exploration on this field.

While I learned an incredible amount through this experience and am excited to use this internship to inform the future, I was genuinely surprised by my own lack of understanding of waste management. During my meetings with local waste haulers and recycling organizations, I realized just how little the average consumer knows about what they are putting in their bins each week. Before this summer, I did not truly understand the importance of separating my waste and avoiding recycling contamination. However, after this summer, I feel knowledgeable and empowered to share this information with others.

In general, I am grateful to have had the opportunity to tour waste facilities and meet with city partners to learn more about waste management and education. I learned a great deal, all of which will inform both my career exploration and personal consumption choices. Moreover, I am grateful for the mentorship and support I received from my supervisor. I would also like to thank the Weitz Fund for CCCE Community-Engaged Fellowships for making this experience possible. For students looking to do sustainability work in the future, I would suggest focusing on building connections with your supervisor(s) and other colleagues. They are fantastic sources of information, who can assist you with projects and career exploration, and mentors who can provide you with opportunities to learn and grow as an individual and professional.

Miles Allen '21

Political Science/International Relations



I am proud that I was able to design and conduct this research without guidance, but I wish I had found a way to deal with my supervisor's constraints in a constructive way earlier in the internship.



Union of Medical Care and Relief Organization (UOSSM); Gaziantep, Turkey

UOSSM is a federation of NGO's and health care organizations that coordinate to provide health services for people affected by the Syrian conflict. They work in nine countries, including Syria, focusing on a range of issues -- primary and secondary healthcare, mental health, nutrition, the protection of vulnerable groups and health sector/community development. I learned about the opportunity to work with UOSSM because of my interest in the Middle East and the Arabic language and eventually applied partly to gain experience working abroad. I was also inspired by UOSSM's ambitious programming, which focuses on diverse and challenging objectives. The organization's values, its commitment to designing and implementing programs that are inclusive and that prioritize the involvement of affected populations during decision-making and implementation, drew me to its work as well. Finally, my curiosity about how a humanitarian organization works under circumstances of violent and unpredictable conflict inspired me to apply.

I and the other three fellows spent 8 weeks researching challenges of and strategies for doing humanitarian work/community development in insecure environments, where instability, limited mobility and access restraints make it very difficult to engage communities and provide quality services. Our supervisor, who knew that we had little to no experience in the subjects that we were researching, expected us to familiarize ourselves with the entire field of work within the and present a comprehensive presentation on the best practices of doing such work to UOSSM's staff by the end of our first week.

For the first half of the internship I remained frustrated about my supervisor's unclear and unreasonable expectations. It took me a while to stop worrying about what my supervisor thought and to recognize that I had the ability and freedom to shape my research in a way that was guided by

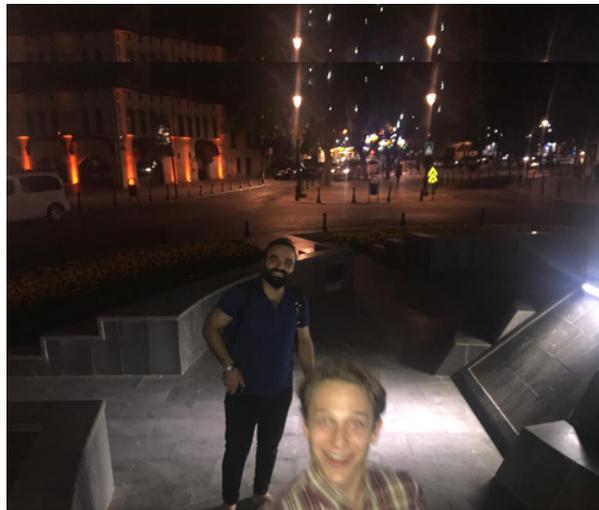
my interests and relevant literature as well as his inputs. I was, in fact, more successful at developing conclusions and recommendations when I limited the scope of my research. During the last two weeks, I had the opportunity to explore some of my discoveries during interviews with program managers who work in Syria. I am proud that I was able to design and conduct this research without guidance, but I wish I had found a way to deal with my supervisor's constraints in a constructive way earlier in the internship.

The four fellows frequently had disagreements and miscommunications (I think largely due to the language

I am grateful that the community at UOSSM was, for the most part, warm and hospitable toward us and that they demonstrated interest in our work.

barrier) with our supervisor. We had to find a way to deal with these conflicts in a tactful manner. Our work was suffering from them, and this was weakening our morale. It took a long time until we felt comfortable speaking candidly about our concerns. Even though our supervisor did not listen to us with the intent to actually consider what we had to say, I am glad that we provided him feedback instead of remaining silent. I will continue to work on prioritizing honest and candid communication in the workplace, as I believe it was eventually beneficial for everyone.

I am grateful that the community at UOSSM was, for the most part, warm and hospitable toward us and that they demonstrated interest in our work. I am grateful for the work that my supervisor did to plan this internship and for the opportunity to speak with inspiring professionals in the field of community engagement. I am grateful for the support of UOSSM's staff, the career center and the CCCE, who made sure that we could transition easily to living in Gaziantep and who helped us manage the logistics of living abroad. Lastly, I could not have pursued this opportunity without financial support from the Weitz Fund. The experience challenged me to dig into a new field of research, offering my opportunities to be creative and practice conflict-resolution in the workplace. Living in Gaziantep offered opportunities to connect with people with fascinating stories and perspectives about the Syrian conflict, religion, family life, international politics and more. I feel much more confident applying for positions in the field of humanitarian work, and more confident that I can adjust to a new work environment in the future.



Nicole Collins '23

Undeclared



On a work level, I learned lots about writing professional reports, designing flyers, editing professional videos, running non-profits' social media accounts, and other stuff I don't have the space to include here.

Center for Community and Civic Engagement; Northfield, MN

Overarching, meticulously polished, sexy, advertisement-esque internship descriptions tend to focus primarily and exclusively on the metacognitive benefits of the position; i.e., work ethic-, teamwork-, self-advocacy-related learning experiences. But what those who cast the fishing line tend to leave out are the host of unexpected nebulous Herculean trials that await the more or less reserved and shy college freshman (i.e., me) going into the positions (i.e., this summer).

I should briefly mention that I really don't intend to criticize organizations offering internships — especially Carleton's Center for Community and Civic Engagement (CCCE), where I spent my time this summer. I had an amazing time there, and the generous, constructive support they offered me during that time had a considerable impact on my understanding of and experience with productive creativity. Nor is it really reprehensible for companies to pitch polished-description positions to students; that's just advertising, and what would even that be without the married subtext of trying to convince someone of something? In fact, the organizations hosting these internships are incredibly generous to put time and resources toward furthering students' careers and career exploration. What I instead actually intend on focusing on here is the auxiliary struggles that came for me with my position this summer — more specifically, the outside-work incidents that beset me this summer that were more or less out of anyone's control and more a perfect-storm type circumstance.

As with anything, it's pretty much impossible to communicate all the minutia of a position in its sub-250 word marketable description — much less its location, roommate situation, or weekend time-killing activities... etc. And I think a lot of what occurred this summer was more or less a result of perhaps a diluted form of cabin fever. Feeling isolated at a near-empty small college in an already-small-enough city (Northfield) effectively left me alone with my thoughts for a good part (if not all) of my time there in the position. And, sure, it's exciting for maybe the first week or so to live on one's own, especially for the first time, but after that it really just becomes a race-against-your-mind challenge of don't-psych-yourself-out, trying to wrestle your consciousness into submission. Hopefully without making this essay a Nicole Collins pity-fest: The summer often became pretty overwhelming for me. On a work level, I learned lots about writing professional reports, designing flyers, editing professional videos, running non-profits' social media accounts, and other stuff I don't have the space to include here. And outside work, I learned how to cook for myself, fill free time, relax; I even wrote a book this summer (which — doing so — was incredibly draining but at large helps me loads in the way of time management, writing, and the

But the idle moments were tough, but that taught me a lot in itself, too. I now know much more clearly what I'd want to get out of a summer internship.

intersection of the two, just as the internship did!).

But as hinted to before, there was this descended-fog-like stranger-in-a-strange-land feeling that permeated the vast majority of my June–August 2019 experience and, despite all the otherwise “great” things that happened or I learned, it made some aspects of my time more or less unbearable. As a pretty direct result of all the above stuff, (to make it abridged and digestible), my mental health began to gradually deteriorate. And while I’ve since begun to recover and heal, things during that time, not so elegantly, sucked.

All this is really just to say things became much too much for me this summer and, in an annoyingly moral-focused conclusion, for people to just be careful, like, in general, when considering summer internship positions. Again, it’s impossible to know everything about an experience going into it, but it’s entirely doable and immediately necessary to at least think about it. Again: My experience at the CCCE was great, I learned a ton this summer, see above. But the idle moments were tough, but that taught me a lot in itself, too. I now know much more clearly what I’d want to get out of a summer internship: what to look for, what to avoid, what to focus on, etc. I’m grateful for the past several months, although it threw me into the deep end, mentally, perhaps a bit more harshly and quickly than I’d have preferred.



Part of my experience at UNA-MN allowed me to go to panels and talks that exposed me to the different ways community members are able to positively impact international problems.

United Nations Association of Minnesota; St. Paul, MN

My summer spent working for the United Nations Association of Minnesota have imparted me with invaluable insight into the non-profit industry, and given me a chance to experience first-hand the rewards and challenges that working with a small scale non-profit could bring. Exploring community-based work and the actual work environment of a non-profit was one of my goals when searching for an internship this past summer, and UNA-MN has provided that experience and beyond, by also teaching me valuable workplace lessons and helping me build a network of thoughtful and established community members who are dedicated to bringing international issues to a local level.

One aspect of my internship that challenged me throughout the summer was working remotely. At first, it was logistically difficult to make sure I knew what I was doing from the beginning, since I did not have co-workers readily available to me. All my communications had to be done via email or phone calls, and that paired with the fact that most of my colleagues were volunteering their time meant that it was sometimes hard to find the information needed. However, throughout the summer, I gradually became better at being persistent with communication and overcommunicating through digital means so I can get the help that I needed. I would especially like to thank Brooke Bailey, the part-time consultant for UNA-MN, for helping me with weekly check-ins and making sure I had a list of tasks to complete every week. This was extremely helpful for me in the beginning to get my bearing on things. In that sense, my communication skillset have definitely become broader over the summer. Another valuable lesson which transferred from my academic work was the importance of feedback on my work. I feel like I work best whenever I have the time and ability to produce multiple drafts and seek feedback to improve. One notable example was when I was working on a membership brochure for the organization, it was with the help of Erica Zweifel, Stu Ackman and Brooke Bailey that helped me throughout the process of curating the brochure that led to the final product. We were able to undergo multiple revisions that drastically improved upon what I initially had.

Often times when I think about international issues, it can be overwhelming to think about how each of us can contribute. Part of my experience at UNA-MN allowed me to go to panels and talks that exposed me to the different ways community members are able to positively impact international problems. One particular roundtable I went to, focused on the United Nations Sustainable Development Goals, showcased a group of graduate students at the Humphrey School who presented on a tool they built to allow non-profits to connectbased on the Sustainable Development Goal that they identified with. They were going on, later in the summer, to present

Exploring community-based work and the actual work environment of a non-profit was one of my goals when searching for an internship this past summer.

at the United Nations Headquarters in New York City. Seeing how each of us can contribute really helped me ground my work in the classroom and beyond.

To end, I would like to thank the CCCE for providing me with this invaluable experience, as well as the Career Center for providing a program to make sure I maximize my gains from the internship. I would also like to thank my mentors and supervisors at the UNA-MN, Stu Ackman, Erica Zweifel, Brooke Bailey, Charlie Cogan and others at the organization for helping shape my summer experience in a productive and engaging way. I cannot express.

Sarah Grier '21

Economics



This was such an eye-opening experience for me as it showed me the variety of roles that were available in non-profits.

Laura Baker Services Association; Northfield, MN

This summer I had the privilege of working as the Public Policy and Advocacy Intern at Laura Baker Services (LBSA) here in Northfield. LBSA is a non-profit organization that works to assist people with Intellectual and Developmental Disabilities (IDD) with housing, education, and support services, all while respecting their life choices. Going into this summer, I was not exactly sure what to expect from the internship, but I went into it with an open mind, ready to take on whatever challenges working in the non-profit sector would present and get as involved in the organization in the short period of time as possible. I was tasked with the large goal of setting up LBSA's advocacy agenda for the 2020 Minnesota legislative session. Entering the summer, the task seemed extremely daunting and vague since there was no clear pre-existing framework for the legislative agenda. I was therefore surprised by how much I enjoyed working in the nonprofit sector and how steep and unknown the challenges facing people with disabilities and those who care for them truly are.

Growing up with an aunt with special needs, I knew my grandmother had dedicated her life to taking care of her, but I was surprised by the extent of difficulties she faced in getting care for my aunt. This summer opened my eyes to the alarming reality facing not only people with disabilities, but their families and those who work to support them. Most government support comes from Medicaid and is so complicated that it took me the full length of the internship to fully understand how it works. Given the complexity of the issues, I spent the summer focusing primarily on adequate compensation for Direct Support Professionals (DSPs). While this seems like a straightforward issue, the way that DSPs are paid is extremely complicated, so advocating for a living wage isn't as simple as passing a bill increasing DSP wages; it requires raising reimbursement rates for certain aspects of four separate disability waiver types. This complexity makes it difficult for people to understand, for lawmakers to fully fix the issues, as well as contributes to high turnover rates, and has created the greatest workforce crisis that nobody knows about. I became more shocked with each bit of information that I

learned. With every step deeper into the issue, I found myself more surprised by how long it had been left in disarray. And to make matters worse, organizations like Laura Baker had recently taken a 3% cut in Medicaid rates. I knew the situation was grim, yet was somehow continually surprised by how bad things were looking.

However, the most surprising part was that no matter how frustrating the issues were, I found myself enjoying the work more and more. I learned



Going into this internship, I was unsure of what non-profit and advocacy work entailed, or really what I would get out of it, but I knew that I wanted to give it my all and felt that the best way to do this was to try and get involved in as many aspects of LBSA as I could.

that I really want to continue working in the non-profit sector. Going into this internship, I was unsure of what non-profit and advocacy work entailed, or really what I would get out of it, but I knew that I wanted to give it my all and felt that the best way to do this was to try and get involved in as many aspects of LBSA as I could. As a result, my boss would include me in many meetings with other non-profits and advocates, as well as some Laura Baker-specific events, such as the golf tournament fundraiser.

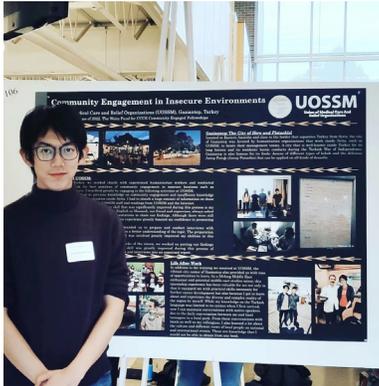
This was such an eye-opening experience for me as it showed me the variety of roles that were available in non-profits. The very first day, I attended a panel on employing people with disabilities. This was a great opportunity to dive right into my internship and get a glimpse of what was to come. It would come to be the first of many of these opportunities and so many of the other non-profits present at this event would end up coming to many of the other events. This gave me not only the opportunity to be deeply involved in Laura Baker, but to talk to people at different non-profits and gain more perspective on what the career field looks like on a wider spectrum.

These consistent interactions with the same community of nonprofits made me realize that there were so many ways for me to be involved in work that I am passionate about and that is meaningful to me. By the end of the summer, I had the privilege of representing Laura Baker at an Affordable Housing Discussion on my own. This opportunity made me feel like I had finally hit my stride and stepped into my own. Leaving the internship at the end of the summer, I found it hard to imagine another career path for myself moving forward.



Leaving this summer, the only thing I am surprised about is how I didn't see non-profit work as a potential career sooner. Despite all of the challenges and surprises that came with it, leaving at the end of the summer was bittersweet. I am extremely thankful for and cherish my time at Laura Baker and look forward to pursuing a career in disability advocacy.





During the internship experience, I improved greatly in terms of learning a new framework of knowledge in a short period of time.

Union of Medical Care and Relief Organization (UOSSM); Gaziantep, Turkey

During this summer, I was lucky enough to be chosen by CCCE and UOSSM to spend six weeks in Gaziantep, Turkey to work closely with experienced humanitarian workers and conduct research to facilitate the implementation of programs in insecure locations such as Northwestern Syria. As a lifelong middle east enthusiast and potential middle east studies minor, this internship experience has been valuable for me not only in that it equipped me with practical skills necessary for further career development but also because I got to learn about and experience the diverse and complex reality of the region by myself. In terms of career development, I improved enormously in absorbing an enormous amount of knowledge in a short period of time, conducting presentations and interviews, as well as integrating research discoveries in an official research paper. Regarding personal interests, I had a better understanding of the impact of the Syrian crisis on different groups, learned to speak and read the Turkish language while improving my Modern Standard Arabic, and made friends with both Turks and Syrians with whom I still correspond regularly.

This amazing experience of mine would not have been possible if not for the support and contribution of many individuals and organizations. I appreciate the support of CCCE office - that of Amel, Kendell, Michelle, and Seth – for letting me learn about the program at the first place and for all the arrangements before and during our stay in Gaziantep. I also appreciate UOSSM and its staff at Gaziantep– Shadi, Kerstin, Bahaa, Mosaab, Mounir, Ahmed, Muhammad, and many others – for granting me this opportunity, for the hospitality, for all the lectures, football games, good food, coffee, and other arrangement. You have really made my stay at Gaziantep a great experience.

During the internship experience, I improved greatly in terms of learning a new framework of knowledge in a short period of time. The duty of my position at UOSSM was to conduct research on the best practices of community engagement in stressful environments, a field in which I had absolutely no knowledge as my plane landed in the Gaziantep International Airport. Therefore, my first task as an intern was to familiarize myself with the huge amount of background knowledge fundamental for conducting any related research. This learning process started immediately after we spent the first few days on exploring the city, moving to a hotel that is close to the office, and tried some fantastic local food based on the recommendation of our colleagues at UOSSM. I spent the evenings of my first weekend at Gaziantep browsing and learning from the hundred-page official documents



Besides gaining skills from work, my interaction with local people also enabled me to learn a lot about languages as well as the political, social, and cultural reality of the region that I would not be able to obtain from any book.

that record the various difficulties that Syria faces at the eighth year after the crisis started. In this process, I learned how to grab the most important information and get comprehensive understandings of long and detailed documents. Then, during our first few weekdays in office, we spent hours learning and discussing on the topic of our position. In just the matter of a few days, we became familiar with the idea of the theory of change, community engagement framework, context/problem/solution/risk analysis, and many other topics crucial for our research. As all of these subjects are new to me, I had to spend some time every day after work to absorb the new vocabularies and phrases of the day into my lexicon. After the week, I was amazed to find that my mind had been well-equipped to start on my next assignment.

Another skill that was significantly improved during this process is my ability to present research findings in English. When Mossaab, our friend and supervisor, asked each of us to prepare for an hour-long presentation as our first assignment, I was a little nervous. The reason for this anxiety was twofold. Firstly, I had never before done any presentation that lasts for more than fifteen minutes in my life, not even in my own language.

Therefore, the idea of presenting in English for an hour was really challenging for me. Moreover, I did not believe that I acquired sufficient knowledge for the presentation topic, which required Miles and me to look for the answers for several complicated and multifaceted questions in the field of community engagement. However, I eventually gave the presentation on Friday after a week's hard work. Although there were still many visible flaws in my presentation, this experience greatly boosted my confidence in presenting my ideas to a group of people.



Besides gaining skills from work, my interaction with local people also enabled me to learn a lot about languages as well as the political, social, and cultural reality of the region that I would not be able to obtain from any book. While I only knew two Turkish words when I first arrived, now I can maintain simple conversations with native speakers due to the almost daily conversation between me and local teenagers in a local park beside our hotel. From these conversations with locals as well as my colleagues, I can also better understand the complex dynamics inside the region: the diverse perceptions of languages, history, and identity, the role of Religion in ordinary people's life, the vibrant cultural and artistic landscape, and many more. Certainly, this knowledge is invaluable for me, a middle east studies minor, to have a better understanding of the region.

This internship has indeed been an eye-opening experience and it would not be an overstatement for me to say that it has been the best summer experience in my life so far. I would like to thank CCCE and UOSSM again for all the supports and I wish that this terrible conflict in Syria will end as soon as possible.



This gave me many skills that will end up helping me as I get further into my career as an educator.

Faribault Middle School; Faribault, MN

My internship was at Faribault middle school. This program was called summer steam. This program was designed to help some of the students in the district that have for whatever reason fallen behind in their course work. This internship gave me a very special opportunity to work with a very diverse group of students in a classroom setting. This gave me many skills that will end up helping me as I get further into my career as an educator.

In this internship I learned some very helpful skills in diffusing difficult situations in the classroom. At the beginning we had a very informative training that helped me gain some different skills to help keep students in the classroom and out of the office. Some students at the summer steam program come from very difficult backgrounds. This only makes things worse when it comes to classroom management. Many of my students this summer don't have 2 good parent figures at home. Some of them don't even have one. Unfortunately, this ended up causing issues in being able to understand that not everyone in the classroom is out to get them. For example, during the program I had a student that would get into arguments with everyone in the classroom. He truly didn't think anyone there had any interest in helping him. He also believed that he didn't need to be there since he went to the STEM school in the area, which if I'm being honest, I am still not sure as to why this was a separate school in the first place. Unfortunately, this student did not want any help. Although after many attempts to help this poor kid I found out that simply sitting at a desk with him and getting on the same level as him to just talk through the issues he was having with his course work helped him feel better.

Another example of this was when I was dealing with a student who had a short fuse when it came to his temper. Some of the smallest things would set him off. One moment he would be fine and the next he would have this student ended up being one of my favorites, even though he had caused me a lot of problems as well it was a good experience to have. With this student I found out some of the signs that he was about the blow. When he would begin to show these signs, I found that pulling him out of the situation would help but not every time. Something I noticed over the span of the internship that if I were to keep him out of the classroom for only a few moments then returned him the problems would be lessened. This along with calmly talking this him would generally diffuse the situation. This student eventually opened up to me and we talked about his time in Africa because he was one of the only students that actually remembered. This breakthrough was amazing because it was the first student I had really connected with. I did everything I could to help him out when he got to the point where he might start to confront another student.

Beyond that I also learned how to form genuine connections with my students which is a great skill that I feel that I could transfer into my work after college. These students at this program all have amazing stories that could honestly be a movie if they made it. Most of my students like I said come to America as refugees from Africa. These students have a very difficult time adjusting to the expectations that an American school has. Whereas in a school in Africa the rules tend to be more laid back comparatively. This opportunity allowed me to help these students adjust to this difficult environment.

Lastly, I would just like to thank the donors that helped me be able to do this this unpaid position would have been impossible for me to be do if I didn't have the help of the donors. I would not have been able to stay in Minnesota this summer if it wasn't for the generous offer that the career center gave me. I am so grateful for the aid in this summer to help me change the lives that I did. This was a summer that I will never forget. Not only for the generosity of the donors but also for the great work that I was able to do for this program

Sergio Demara '20

Cinema and Media Studies



I found this experience to be fantastic because I had such a complete reign to creatively design the website and its content from the ground-up.

The Wandering House; Northfield, MN

If you have ever gone fishing, then you probably understand the tides of the water nearby and how just as quickly a fish can swim on by, it can leave. As I enter my senior year at Carleton College, I naturally found myself spending a summer entirely up to my own sense of construction. I decided to spend the summer of 2019 in Northfield, Minnesota doing exactly what I love: creating art. It was not the way I had expected to spend my summer, or any for that matter, until the right opportunity came along and reeled me into its magic. My summer fellowship with The Wandering House was offered through Carleton's Center for Community and Civic Engagement (CCCE) office. The Wandering House is a former ice fishing box that had been retrofitted into an audio recording studio and spent many of its days 'wandering' throughout the streets of Northfield. Our team included the multi-talented Professor Cecilia Cornejo of Carleton's Cinema & Media Studies department and a rising sophomore Arya Misra. Together we are a powerhouse of hospitality and boundless imagination-- we smiled and greeted folks who asked us "is this a tiny house?" to which we invited them into our studio to answer questions about home and belonging.

A large part of The Wandering House's lifespan is the care we gave to our questionnaire and the way our audience would interact with it. My official position was the media relations fellow. This included social media coverage, taking still photographs during our open hours to record, and creating weekly updates for our website. I had never had such hands-on experience with sharing an artistic opportunity for the public to engage with until I worked with The Wandering House. I found this experience to be fantastic because I had such a complete reign to creatively design the website and its content from the ground-up. Most importantly, because I understood the inner-workings of The Wandering House and our team worked to form intentions about how the project will develop, I learned how to produce relevant media content.

On a typical day as a Carleton student I would not have interacted with as many people as I did during the summer. The Wandering House spent days at several key sites, such as Laura Baker Services, the Northfield Retirement Center, The Key Union of Youth, Viking Terrace neighborhood, the Community Action Center, Spring Wind Farm, Bridge Square, and Riverwalk Market Fair to share memorable moments with the Northfield community. I learned how to unlearn stereotypes I may have held about the environment I have lived in for the past 3 years, and I am currently learning how to open myself up to new perspectives. After people recorded about home and belonging, they often sat with us for several minutes to recount how speaking to a microphone about their sense of belonging made them feel. We quickly befriended fellow artists who made books themselves about

I think after this experience I will believe more firmly in the power of supporting our fellow artists. Community has so much to offer if we unify our individual resources and view them in a communal light.

home and belonging from the immigrant perspective. We offered smiles and solitude to families as they picked their community share agriculture and sipped a cup of lemonade or tea. This taught me about my sensibilities as a host and how I could serve to make the opportunity to be vulnerable a welcoming one.

I appreciate the chance that I had to work with a team. I often imagine my future career to involve teamwork between people who feel like family, and this is precisely how my summer felt. I learned how to be accommodating of Arya and Cecilia's schedules because The Wandering House was only able to run smoothly when we were all on the same page. Some days our spirits felt content with the project's progress and we would announce new dates and locations to the public. Other times we closed up shop early due to gloomy clouds with rain and the emptiness that followed at Bridge Square. Our busiest times happened to be during Riverwalk Market Fair where a constant flow of curious individuals kept me answering questions, preparing the recording equipment, and taking photos.

I think after this experience I will believe more firmly in the power of supporting our fellow artists. Community has so much to offer if we unify our individual resources and view them in a communal light. What I found most fascinating and surprising was how receptive Northfield was to answering our questions about home & belonging. In a time where the news is bombarding us with tales of xenophobia and hatred, we choose to receive people in their truest selves as they share with us stories, opinions, criticism, support, advice, confusion, and understanding. Mostly I was grateful for my team because our collaborative efforts to manage a public arts installation would have felt overwhelming if I did it alone. For people who are considering taking a risk in the arts with an unexplored medium, which is absolutely how I viewed The Wandering House from afar, then I advise you devote your creative potential toward blossoming your wildest ideas. I believe that from this fellowship and onward I have learned to view support and solidarity as an essential part in the process of artistic creation. I hope to explore this more after my time at Carleton. I would like to thank The Puzak Fund for Experiential Learning for funding my fellowship. Thank you.

Naomi Lopez '22

Undeclared



From the data we collected, I developed a working manual for future interns to utilize for outreach to this specific community.

Children of Incarcerated Caregivers; Minneapolis, MN

Thanks to the generous grant I received from The Puzak Fund, I had the opportunity to intern at the nonprofit Children of Incarcerated Caregivers. I was only able to complete this internship and gain valuable experience with funding, so I am very grateful to Virginia G. Puzak for her gift. I became an important member of CIC's team over the course of my ten-week internship, and I believe the connections I made at CIC will be lasting.

When I arrived at CIC in June, my supervisor and I were unsure of what my role at CIC would be. As a Public Outreach Fellow, I was given the vague goal of recruiting families that had been impacted by incarceration. I was assigned a deadline and one major task: enrolling children with an incarcerated caregiver in a YMCA summer camp. Earlier that year, CIC obtained a grant from the Minneapolis Foundation to fully fund summer camp for 25 children. There were 29 children that I ultimately helped register, which was an impressive and unexpected success for CIC.

There is no guide for recruiting families with an incarcerated caregiver, so I developed my own during the internship. This was a difficult task for several reasons: there is no database of families with an incarcerated caregiver; the relationships between incarcerated people and their families differ greatly; and families are generally not vocal about their experiences due to the stigma that exists against prisoners.

With the assistance of two interns, CIC reached out to over 250 community organizations in Minnesota to spread the word about our scholarship. We also advertised our scholarship in newspapers, called social workers and prison officials, and hung posters in strategic locations around the metro area. We observed and recorded what approaches worked and were less effective. From the data we collected, I developed a working manual for future interns to utilize for outreach to this specific community.

Over the course of my internship, I connected with several families and heard their stories. The criminal justice system fails to consider the needs of families impacted by incarceration, ignoring the unique



As I developed relationships with these families, I became more passionate about studying and reforming the criminal justice system.

realities and challenges they face. While state law provides judges with the discretion to consider parental status during sentencing, the fact that an individual is a parent often goes unspoken during trials. When a caregiver is incarcerated, their entire family is impacted. There are repercussions to the family's finances and health, and children often experience trauma and struggle academically. As I developed relationships with these families, I became more passionate about studying and reforming the criminal justice system. My supervisor recommended that I start a student-led organization on my college campus. This fall I will be launching CARP (Carleton Association for Reforming Prisons), a group focused on prison activism.

My internship has given me a more personal, humanistic lens to view our nation's mass incarceration crisis, and it has influenced my future goals. I am considering continuing the work I did at CIC in my professional career and plan to attend law school. The work I did this summer was rewarding and I am grateful to Virginia G. Puzak, my supervisor Julie Matonich, and the families and children who were invested in CIC's work. I have recommended this internship to several of my peers, and I hope Carleton students will continue to take advantage of this opportunity and glean as much knowledge and inspiration as I did.



I think working at Believevet affirmed that I'm truly interested in these areas and I have begun to be specifically interested in animal-assisted therapy and how it can mitigate trauma disorders.

Believet Canine Service Partners; Northfield, MN

This summer I was an intern at Believevet Canine Services here in Northfield, MN. Believevet is a non-profit that provides service dogs, free of charge, to disabled military veterans who suffer from PTSD, Traumatic Brain Injuries, Anxiety, Military Sexual Trauma, and other disabilities. In 16-20 months, rescue dogs are custom trained to meet each veteran's individual needs. For example, dogs are trained for "nightmare interruption" -- removing bed covers and turning on the light when their handler is tossing around in bed. They can open doors (here is a photo of Sonny opening a fridge), they can retrieve items like medication, turn on lights so their handler doesn't have to enter a dark space, "cover" their handler to provide space when they are feeling crowded and anxious, and we even have been training a dog to go kayaking (an activity her handler previously enjoyed, but felt uneasy about due to anxiety and PTS).

As an intern, my main job at Believevet was to compile and write materials for the organization to become "accredited" by Assistance Dogs International. ADI is really the gold-standard for service dogs and being accredited will help Believevet with things like grant applications and just general legitimacy as a non-profit. The application for accreditation is extensive and I was tasked with writing out procedures for things like selecting dogs, selecting clients, and general training timelines. Additionally, I helped write a non-profit business plan and compiled a document of veteran resources. These tasks allowed me to put to use and strengthen my writing and organizational skills, as well as learn how my strengths can specifically apply to subjects I am interested in.

In terms of my future career, I think this internship helped me solidify my thoughts about a field I was already interested in. I went into this fellowship with potential career goals in psychotherapy and counseling. I think working at Believevet affirmed that I'm truly interested in these areas and I have begun to be specifically interested in animal-assisted therapy and how it can mitigate trauma disorders. This coming school year I'll be doing research about trauma and trauma disorders



In terms of my future career, I think this internship helped me solidify my thoughts about a field I was already interested in.

in the Health Psychology Lab, so I'm looking forward to learning more from a scientific perspective about some of the things I've experienced or learned about at Believet.

On my last day at Believet, one of the trainers said to me "thank you so much, you've put us miles ahead." Hearing this not only made me smile, but also made me feel like I was truly helping the organization in a tangible way. I'd like to thank the Executive Director at Believet Sam Daly and Board Secretary Julia Daly for mentoring me and helping me learn so much about dog training, non-profit management, and daily obstacles related to PTSD. And lastly, I'd like to thank the Puzak Fund for Experiential Learning for making it possible for me to have this eye-opening and rewarding experience.



My internship experience gave me a renewed understanding of how far data analysis and statistics can take me, especially in the realm of education.

Northfield Middle School; Northfield, MN

At the beginning of the summer, I wasn't sure what to expect from my internship. I am happy to be able to say that my internship experience exceeded all expectations. I spent the summer as Northfield Schools' Data Fellow, which meant that I spent most of my time analyzing different datasets for the school district. I spent two and a half weeks working at Northfield Middle School with Hope Langston, my supervisor. I completed the remaining five and a half weeks of the internship by working remotely from California. When I was physically present at my internship site, I split my time between working on my individual analysis work and attending various meetings with Hope. I was even able to attend a workshop at the Department of Education in St. Paul as part of the internship.

I had three main projects over the course of the internship. My personal favorite was about SAEBRS survey results. SAEBRS is a survey of academic, emotional, and social well being of elementary school students, as scored by their teachers. I investigated what demographics of students are more likely to be marked at risk in the different categories, and I also looked at the correlations between SAEBRS results and academic results from MCA test scores. We were interested in whether at risk students actually did significantly worse on the MCA than not at risk students (they do). I found this project especially interesting and valuable because I was able to use Tableau to visualize some of the data. Tableau is a data visualization software widely used in the data analytics industry, but I've never had the opportunity to learn it before. I was able to create graphics that illustrated the results I found (see graphic below).

A Tableau visualization showing the different demographics of students marked at risk. White male students who have free and reduced lunch (FRP) have the highest percentage of students marked at risk (42%), while white non-FRP female students have the lowest percentage of students marked at risk (7%).

My internship experience gave me a renewed understanding of how far data analysis and statistics can take me, especially in the realm of education. I saw how valued my internship supervisor was by various people all over the school district, and I gained a stronger understanding of the importance of statistical analysis in making policy changes. I also was able to focus more on investigating ideas that could potentially lead to useful changes, rather than following theories out of curiosity. While I believe that there is value in looking at things out of curiosity as well, my internship helped me focus more on finding information that would be useful and interesting, rather than just interesting.

I was given the opportunity to practice the skills I've learned in Carleton classes on my own, and I learned how to deal with the "messy" datasets the real world generates, instead of the nice ones from my classes. My Carleton classes have given me the skills to do this work, but it was

However, I do have a renewed confidence in my abilities, and the knowledge that I can see myself enjoying doing this type of work.

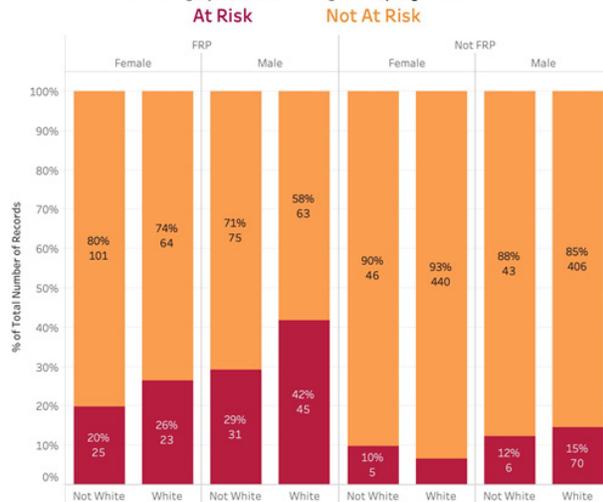
a new challenge to do it without the step by step guidance that specific homework questions often provide, and I loved that. On top of all of that, I've also learned a lot about the Northfield education system and about Northfield in general. As a CCCE Fellow, and someone who values community involvement, I am thankful for this as well.

Looking to the future, I'm still not sure what I plan to do with my life after college. However, I do have a renewed confidence in my abilities, and the knowledge that I can see myself enjoying doing this type of work. While I find issues of education to be fascinating and I could certainly see myself pursuing a career in education related data analysis, I also do not feel limited to that industry. I hope to spend next summer exploring how some of the skills I developed over this summer could be applied in a different context. Now that my internship is over, I would like to express my appreciation for the Puzak Fund for Experiential Learning, which made my internship experience financially possible. I would also like to thank the members of the CCCE ProStaff, along with Katie St. Clair and Andy Poppick of the statistics department for their help and support. And finally, this internship would have not been possible or nearly as fun or rewarding without my internship supervisor, Hope Langston.



Percentage of Student At Risk for Different Demographics

Risk Category: **Total Risk** Testing Term: **Spring** Grade: **All**



CAREER CENTER GENERAL INTERNSHIP FUND

For students to pursue internships that will help them prepare for a meaningful life after college.

Phil Gagnon '20

Economics



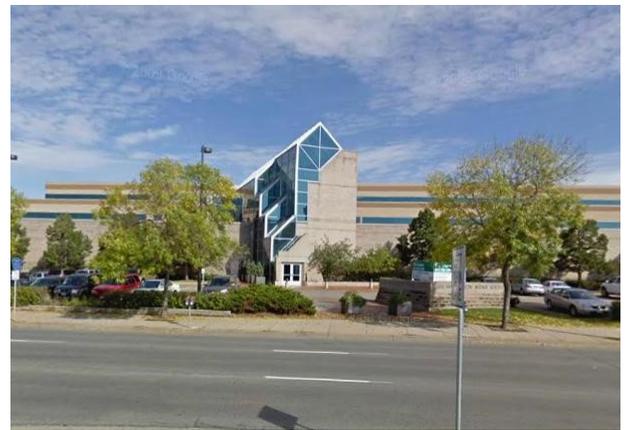
I was able to learn new skills that will be helpful in my future career and I was also able to apply aspects of my Carleton education to real world work.

Homi; Minneapolis, MN

This summer I had the opportunity to intern with a Minneapolis based company called Homi. Homi is an affinity-based marketplace that connects companies with under-recruited and undervalued talent. While at Homi, I worked mostly on the business development side of the business directly with the CEO which was truly an incredible experience. Throughout my summer, I was able to learn new skills that will be helpful in my future career and I was also able to apply aspects of my Carleton education to real world works.

Reflecting on my internship, I was able to strengthen pre-existing skills as well as develop new professional skills. The skill that I saw grow throughout my internship was my communication. During my internship I learned the value of communicating with my fellow team members daily by letting others know what we were working on and what we had worked on the previous day. This helped me to stay accountable for my work, but also helped us keep each other informed on what was happening within the company. I also learned how to communicate in a business setting by sitting in on a number of investor meetings and phone calls which I found to be extremely valuable. Another skill I gained from this experience was how to organize a marketing campaign. Throughout the summer my internship site was building and pushing out new products for their users and I was given the task to organize how we would get our product to them. The final skill that I found most important from this experience was being a critical thinker. Homi is a start-up company and we often got outside voices telling us what they think we should do. Throughout the summer I learned how to take in information, analyze it, and make my own well-informed decision. This is valuable because I believe it is applicable to all aspects of life.

When thinking about the key lessons that I have drawn about myself from this experience, there is one that stands out and that is to always listen. On the very first day of my internship I had the opportunity to sit in on an investor meeting with a high-net worth individual. I was overcome with information as he spoke with my boss, but I maintained eye contact with him and listened to everything he had to say. At the end of the conversation he turned to me and acknowledged that he saw I was listening attentively to everything he had to say throughout the meeting even though I probably didn't understand half of



I have always been interested in working in a business-related setting and this summer verified that career choice.

what he said, which was true. He told me how valuable that was to him and that it is a very important thing to always do. From that moment on I realized that a simple skill like listening was so important in a business setting. This experience showed me that if you carry yourself in a polite way and treat people how you would want to be treated, a lot of opportunities will arise all from mastering the basics.

From the experiences that I gained this summer, I hope to be able to apply them to a future career in business. I have always been interested in working in a business-related setting and this summer verified that career choice. A lot of the experiences I had this summer will presumably be able to carry across different business settings and I am hoping to take what I have learned from this internship into my career after graduation. During my internship, I learned that a lot of the world operates at a simpler, slower rate. I had a bit of a difficult time adjusting to this because I was used to the rigorous Carleton schedule and deadlines from classes throughout the year. However, I learned that a lot of businesses operate at slow paces and you can often expect to wait multiple days to get something done rather than getting it done quickly.

Overall, I had a great summer experience and I am very grateful for



the support I received from my family and my boss at my internship site. I am also grateful for the funding I received from the Career Center because without it, this summer would have never been able to happen. For students who are thinking about interning next year I would suggest that they keep their minds open to new challenges and things that push them outside of their comfort zones. It is also very important to allow yourself to “go with the flow” and not get caught up on something small. I think that if you are able to do that, you will allow yourself to grow more than you ever thought you could.

Brittany Dominguez '21

Sociology and Anthropology



During my time at Breakthrough I learned that even those who create mentorship programs are sometimes in desperate need of a mentor.

Breakthrough Houston; Houston, TX

I spent the summer of 2019, working as the Summer Associate for Breakthrough Houston. This was my fourth summer with Breakthrough, an organization I found in a google search as a junior in high school. As soon as I found the program, I knew it was perfect for me because it aimed to serve middle school students in the more underserved areas of Houston while simultaneously grooming the next generation of educators. I never imagined I would spend four summers with Breakthrough, but I must admit that these four summers were by far the most memorable, growth-oriented, emotional, and life-changing summers of my life.

While I was definitely no stranger to all things Breakthrough this summer, it was certainly a much different experience than my previous years. Unlike before, this year I did not work as a Teaching Fellow for Breakthrough Houston, rather I spent time as an administrator and worked mostly outside of the classroom. I was privileged to build a connection with the director of the program, Mira K. Shah, who is now my mentor, and learn about running a non-profit. In my position I helped sort and create schedules for teachers and students, planned and implemented a new Breakthrough advisory curriculum, and created and launched the Breakthrough Houston at Connect Community Mentorship Program which now serves about thirty 9th graders. I also acted as a leader for a group of around 50 Teaching Fellows, Office Assistants, and Teaching Assistants as well as about 150 students on a field trip to the University of Houston and arranged for students to learn about the Posse Foundation on our College and Career Day. In conjunction to these tasks, I taught two sections of a Bucket Drumming class and a section of an Alternative Energy class.

As I reflect on all that I did this summer, I recognize that I have learned many lessons and gained several valuable skills. Among those is that this work in people work. I have always worked with students but never with fellow college students and adults. I found it much more difficult to have crucial conversations with teachers about the importance of punctuality and responsibility than with students because I was the same age as the teachers. In the future, I intend to remind myself that my youth should never be an obstacle and that age does not define leadership, but rather action does. Breakthrough emphasizes the power of youth without explicitly trying to do so. Discovering this key aspect of Breakthrough was one of the most surprising facets of my summer experience because so often we are told that young people are lazy and entitled. However, I think Breakthrough defies this narrative by demonstrating how impactful college and high school aged teachers and teaching assistants can be and how much one can learn from middle schoolers. Over the summer I developed better communication skills and discovered how to best confront conflict when in a position of relative power by learning to feel empowered by my youth and to empower others in

I know that Breakthrough has given me the confidence to pursue my dream of being a middle school teacher and later going into education policy.

their youth. Furthermore, during my time at Breakthrough I learned that even those who create mentorship programs are sometimes in desperate need of a mentor. I have a mentor at Carleton College who is phenomenal in every way, but Mira Shah, my boss, is my mentor in a different way. She is someone who has first hand experience in the education world of Houston, and she has already helped me to navigate future fellowships and internships as well as given me advice on teacher certification and Teach for America. She also helped me to become more fluent in Microsoft excel this summer, showing me how to create pivot tables and better organize data. While this a simple skill, I believe it was one of the most important skills I gained over the course of the summer. I am most grateful for the time I got to spend with Mira Shah, and I look forward to the many years I get to spend with her as my mentor.

I hope that others will consider work with Breakthrough Collaborative because it is truly a life changing internship even for those not interested in a career in education. While you are meant to teach the kids, you find yourself learning so much more than you could ever have imagined. I highly recommend this program to all Carleton Students and advise anyone who finds themselves working with Breakthrough to enjoy every second because it flies by and to remember that everyday is a learning experience. It can be hard when students do not understand your lesson or when you make a mistake in crafting a schedule, but each mis-step is a new step in an incredible journey. Furthermore, Breakthrough provided me with the opportunity to meet with and give a tour to an individual from Breakthrough Collaborative's National Office and introduced me to a representative from Uncommon Schools who spoke to me about new teaching fellowships. I feel that meeting these individuals allowed me to enhance my networking skills.

Looking into the future, I know that Breakthrough has given me the confidence to pursue my dream of being a middle school teacher and later going into education policy with the hope of possibly becoming the Secretary of Education. I know that while my time at Breakthrough has certainly come to an end for the next two summers, it is not completely over as I look forward to being an Instructional Coach or Dean of Students once I become a licensed teacher. However, for now, I leave Breakthrough knowing that it gave me a first hand view of the education system in Houston, Texas, taught me the importance of developing relationships with students, and allowed me to develop as a teacher, student, and person by encouraging me to erase self-doubt, find the lesson in my mistakes, and celebrate my successes.

Zane Grinde '20

Cinema and Media Studies



I now know the workflow and technical sides of AVID that will help me get a job immediately after graduation.

Propagate Content; New York, NY

When I was offered an internship in post-production for a Hulu political documentary series, I was overjoyed, but when I did research into the expenses of living in New York City (cost of rent, food, and transportation), I was worried that I could not afford to take an unpaid position. However, the generous assistance of the Career Center Internship Fund and all of its donors enabled me to take advantage of this irreplaceable experience, which has greatly enriched both my understanding of filmmaking and my career possibilities.

The most valuable skills I learned from my internship include learning what working as an assistant editor and in post-production in general is really like. I had little experience with AVID Media Composer, the industry standard for film editing, and I now know the program very well. I was not editing the film, but I now know the workflow and technical sides of AVID that will help me get a job immediately after graduation. The assistant editor at the office took me under his wing and gave me a lot of helpful advice about the industry. He taught me a ballpark of weekly pay rates for assistant editors and warned me about the long hours I should expect when starting off.

In addition to the generous donors, I'm deeply grateful for the team I worked with and how they genuinely wanted me to succeed. I had heard a lot of stories about how mean supervisors can be and how a lot of interns are asked to just run errands like getting coffee or lunch or even just sitting around doing nothing, but that was not my internship experience. Looking back, I realize that my supervisor and the assistant editor took a risk with letting me do some of the work. They did not know me and for all they knew



I could have messed everything up, but they took the risk and trained me and gave me difficult and impactful work. Talking with them, I realized that they wanted me to succeed and have a good experience having probably been in my shoes not too long ago and knowing what it's like to start off. I am grateful that they had faith in me and wanted me to succeed. Through this invaluable experience, I have learned that working as an assistant editor is something I enjoy and now have the knowledge to pursue. My plan after graduation is to move to either Los Angeles or New York City and look for jobs there. Now I have the connections and real skills that

I can use to market myself when looking for jobs. I also gained more self-confidence and learned how to work better collaboratively---both essential

Looking back, I realize that my supervisor and the assistant editor took a risk with letting me do some of the work.

skills in the film industry.

Because I found my internship experience so valuable, I would encourage anyone considering an internship to do it. Regardless of what industry or work environment you intern in, try to make the most of it. If it is an industry you know you want to pursue, make connections and keep in touch with people. If you are unsure about the industry, use your downtime to reflect on the work and ask people in the office about the industry. Finally, if you find out you do not like the industry, use your downtime to look for other opportunities and pursue other interests. In short, my advice would be to always be doing something that helps you achieve your goals.

Without the generous help of the Career Center Internship Fund and all of its donors, I would have never been able to afford this invaluable opportunity. What I learned through this experience will enhance not only my career after Carleton but also my academics and comps when I return to campus. In facing an industry filled with nepotism and a reluctance to hire interns, thanks to the Career Center Internship Fund and its donors I now have a major leg up in the job market.



Wesley Noss '20

Computer Science



The range of the partner companies I also dealt with (though less directly) let me experience the business side of multiple different areas which I think will be helpful should I ever decide to pursue such a career.



Rheintek; Santiago, Chile

This summer's internship has been, overall, a very helpful experience in developing myself as a professional in the field of computer science. Admittedly the position I ended up doing wasn't exactly what I had envisioned a few months ago, though I still feel like I've gotten a lot out of having participated. First and foremost, having been through the process of applying and interviewing for positions will prove to be useful in the coming year when looking for jobs, as I expect the process to be the same, if not very similar. Furthermore, I had never worked in a formal office setting before, in reference to both the environment and the ~40 hour work week, which took quite a bit of getting used to. I was, in essence, forced to budget my time in a different way than the one I'd become accustomed to with schoolwork and the occasional feeling of having too much time was definitely a strange one. From this I think I've improved my ability to prioritize tasks and create deadlines for myself, a stark contrast to college life where we're given more structure in how we're expected to handle work. As everyone in the office was busy with their own routine, it became important to be as independent as possible and transition between tasks by either teaching myself relevant software/material or keeping busy with another project until I could meet someone who could help me move forward. After working here long enough, I've also begun to notice that people aren't all necessarily masters of their trade, and it is ok to not know how certain parts of your job work, as long as you are willing to put in the effort to change that discrepancy in knowledge. The range of the partner companies I also dealt with (though less directly) let me experience the business side of multiple different areas which I think will be helpful should I ever decide to pursue such a career.

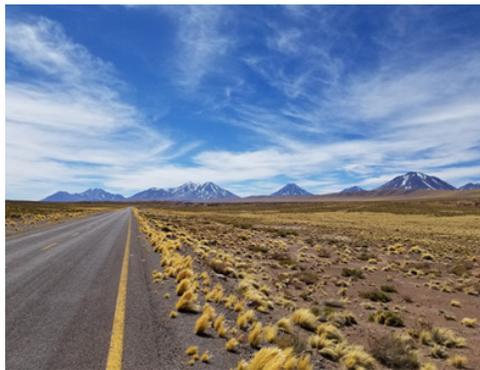
Under my supervisor's instruction I feel as though I've also learned to be a more proactive person, as he was adamant in people continuously making attempts to resolve problems/request help. While he mentioned this was especially important in the Latin American work environment, where it is much easier for requests to fall through the cracks, there are other cases where it is helpful to be persistent. As an intern, requests are more likely to be deprioritized by superiors and it is useful to make yourself heard when communicating information. A lot of the changes revolved around the use of language and wording when talking to coworkers, for example "I need the file by 5 today" gets you a lot more than "could you send me the file by this afternoon". Ultimately it was a form of getting what you need without compromising common courtesy. I was also surprisingly expected to lead a few meetings where I presented my work and was given immediate feedback, which is something I have never really encountered before and was quite a sobering experience.

On top of the educational benefits I received from taking part in this program, I was able to take advantage of the internship site thanks mostly to my supervisors' eagerness for me to get to know the country.

Beyond being able to showcase my projects it was also a challenge to take on the role of a "host" in some sense, requesting the presence of those I'd be talking to, explaining what I'd been doing, etc. These tips have changed the way I value interpersonal skills and their role in office life.

On top of the educational benefits I received from taking part in this program, I was able to take advantage of the internship site thanks mostly to my supervisors' eagerness for me to get to know the country. He was very supportive of me taking time off and having a more flexible schedule so I could fit trips in over weekends and/or holidays, the Atacama Desert and Buenos Aires to name a few. My host family also planned hiking trips to destinations in the nearby Andres, something that I definitely would have not been able to do having come here on my own. As such, while I didn't get to see much of the city, I got in my fair share of cultural immersion. Lunches with coworkers and my supervisor allowed me to try a variety of local foods and as luck would have it, I was here during the solar eclipse which was an entire event in and of itself.

As for advice, while I understand the work you'll be doing is important, I'd recommend looking for a job site where you can take advantage of your time off as much as on the job. Whether you find somewhere with friends, or somewhere new travel to, having something to look forward to on the weekends/after work makes the whole experience much smoother. I'm extremely grateful to Rheintek for hosting me and being so accommodating with a position that hadn't existed before, my summer was infinitely improved by the hospitality of my coworkers. Lastly, I'd like to note that without Carleton's generous funding and program, this summer could not have happened.



CAREER CENTER PROFESSIONAL DEVELOPMENT PROGRAM

Sophie Lefebvre '21

Political Science/International Relations



Not only did this work give me a taste of historical research, but it also helped me familiarize myself with Parisian geography and understand the city in a new way.

Institut des Sciences Sociales du Politique de l'Université de Paris Nanterre; Paris, France

This summer I interned at the Institut des Sciences sociales du Politique at the Université de Paris Nanterre, where I worked for Professor Sarah Gensburger, a sociologist, historian, and political scientist. Her interdisciplinary approach to academic research made me appreciate anew the multidisciplinary nature of liberal arts education at Carleton. This internship gave me the opportunity to improve my French-speaking ability and take the research skills I'd learned in a classroom setting and use them in a professional context.

Over the course of the summer, I worked on a variety of projects, conducted archival research, and attended meetings and lectures, which helped me better understand the discipline of memory studies and the collaborative nature of academic research. I compiled a collection of English-language commemorative speeches that touch on themes of remembrance and the politics of memorialization to help Professor Gensburger prepare an adaptation of one of her books for English translation. I contributed to research on antisemitic housing policies in Occupied Paris by building a spreadsheet transcribing documents and cross-referencing names and addresses of households between different historical documents. Not only did this work give me a taste of historical research, but it also helped me familiarize myself with Parisian geography and understand the city in a new way. I also made English translations of placards that will be posted as part of a guided walk to accompany a series of sound capsules about the lives of 18th century Parisians called "People of the Seine." I especially enjoyed helping with historical research over the course of the summer; it has inspired me to take the junior-year history colloquium and potentially complete a minor in history.



Seeing some of the skills I'd acquired in the classroom translate to the workplace boosted my confidence and inspired me to hone soft skills like communication. I would advise other students taking part in an internship (especially in a workplace where they're using a second language) to make an effort to connect with their coworkers. The time I spent speaking with my French coworkers over lunch was one of the highlights of my internship experience—my colleagues taught me new words and introduced me to new perspectives.

It's only thanks to the support of the Career Center (especially Naomi Ziegler for helping me navigate the visa process), the professors of the French Department, Thomas Roman of the IFE, my supervisor, Sarah Gensburger, my coworkers at the ISP, and my friends and family I was able to take advantage of this incredible opportunity. Although I still don't know which career path I want to pursue post-Carleton, I am grateful for this experience, which I am confident will inform my future choices academically and professionally.

Tessa Newman-Heggie '21

Linguistics



One of the challenges of this internship was that I felt underqualified at times, often working with concepts that I had never learned about before. However, I do feel that being pushed intellectually is a positive thing for me.

LIMSI; Orsay, France

This summer I did an internship at LIMSI (Laboratoire d'Informatique pour la Mécanique et les Sciences de l'Ingénieur) which is a computer science and physics laboratory a little bit south of Paris, France. I decided to intern here primarily because I wanted to improve my French skills, and also because I'm interested in computational linguistics and wanted to learn more about the field (I'm a linguistics major, but I'm considering majoring in computer science as well).

At LIMSI, I learned about artificial intelligence research and I helped test and develop chatbots with several engineers who were my supervisors. Doing this I learned a lot about what it's like to be a research engineer in this kind of laboratory. I also learned about broad concepts and ideas involving machine learning and natural language processing. This internship confirmed that computer science is an interest of mine, so I will definitely be taking more CS classes at Carleton and I really hope I can take a class that involves some kind of artificial intelligence or machine learning to apply some of the skills I learned this summer.

In the department I worked there were about 15-20 other students working on their doctorate theses. I often ate lunch with these students, and it was a great opportunity to learn about PhDs and masters programs in computer science and why I might or might not want to pursue one after college. Most of the other interns I worked around were also in a masters program or applying for PhD programs, so I felt a little young in comparison, but it was a cool experience for me to learn more about these options, especially because I currently have no idea what I want to do after Carleton.

One of the challenges of this internship was that I felt underqualified at times, often working with concepts that I had never learned about before. However, I do feel that being pushed intellectually is a positive thing for me, and definitely helped me learn in this case. While there were some projects that I felt challenged on, like developing several pieces of a chatbot program in Python, a programming language I hadn't used since highschool, there were others, like proofreading English phrases for training a program, or testing and giving feedback on an English speaking chatbot which were

super fun. These projects made me feel valuable in the laboratory, given that I was one of the only native English speakers in my department. In addition, although developing a new chatbot program seemed super daunting, by the end, I was having fun improving my code and testing my program for bugs. Once I did the hard work to understand the concepts I was working with, it was rewarding to keep working with these ideas I finally could grasp.



I learned that it was completely okay to visit one of my supervisors' offices unannounced, to check in or ask a question.

Every morning it took about 1.5 hours to get to the laboratory where I worked from Paris, where I lived, varying a little bit as the RER train and the metro went through periods of construction. This long commute was definitely a challenge and while I enjoyed listening to podcasts during this time and getting a beautiful view of the Parisian suburbs, in future internships and jobs I will make sure my commute is less than 30 minutes, and would recommend that all other students pursuing internships take location into consideration.

Although Paris was far from LIMSI, I'm grateful that I decided to live with other students in an apartment while doing this internship, and had a lot of fun cooking, watching the World Cup (go USA!) and hanging out when we didn't have to work. When doing internships in the future, I want to make sure that there are other people I know nearby, because I think living with and near other people from Carleton made this summer so much more fun. Living in Paris in general was also a great learning experience, and I loved how easy it was to get around with the metro. I also got the opportunity to travel outside of Paris a little bit when my moms visited me in July. We went to Cassis, a small town near Marseille, and we did a lot of kayaking, hiking, and swimming. My parents don't speak much French, but it was fun being their personal interpreter! One of my favorite parts of being at LIMSI was getting the opportunity to attend dozens of different seminars from researchers about topics related to CS. Some of my favorite presentations discussed how to use machine learning in translating sign language, the process of developing commercial artificial intelligence software as a business, virtual medical assistants for nurses and patients to use, and how natural language processing can be used to identify hate speech on Twitter. These seminars were sometimes in English, sometimes in French, and were presented by people from around the world, including from Spain, Japan, USA, Argentina and Australia. I ate lunch everyday with other engineers and interns from my department, and it was fun to debrief about the ideas presented in these seminars. These seminars also gave me some ideas about creative things I could do with a computer science and/or linguistics degree.



I really enjoyed my time working at LIMSI, and found the other people in the department extremely friendly and welcoming. I learned that it was completely okay to visit one of my supervisors' offices unannounced, to check in or ask a question. This open-door culture reminded me a lot of professors' office hours at Carleton. The location of LIMSI, while far from Paris, was completely surrounded by forest and greenery, which was beautiful to be in everyday. I'm grateful that Carleton supported me in helping to find this fantastic internship and I'm excited to have learned so much about possible paths for computer science after college. I can't wait to apply the skills I learned this summer to more internship opportunities in the future!



I found myself allocated the job of translating various items, a job I found quite rewarding and something I could see myself perhaps pursuing in the future.

Musée en Herbe; Paris, France

This summer I got to be a parisienne – of some sort. During spring term, I was studying abroad in Paris with the Carleton Program, living with a host family, taking classes in a quite typical image one may construe when they imagine roaming the streets of Paris. Although an incredible side of Paris to experience, we decided for the summer to mix things up a bit, moving to the 19eme arrondissement. An area a little less frequented by tourists, a mix of migrant communities and a population known as Bobos (bohemian-bourgeoise – rich hippies). Thinking it was a bit more appropriate to delve into a life among French rather than tourists – to prepare ourselves for a summer of working in environments where we'd be working primarily with French in French.

As I have yammered on a bit about leaving tourists to immerse myself more in the French culture, I realize this is somewhat ironic as my job brought me to the tourist capital of Paris: the 1ere arrondissement. This is the district where you find the Louvre, Palais Royale, Jardin de Tuileries - are any of these destinations ringing a bell? Getting off the metro I would find myself catching snippets of various languages, observing families gasping in exacerbation because they couldn't solve the puzzle of the map, chic Parisiennes clad in high couture, and there was me the American girl trying to pass as somewhat French.

Although I was plopped in tourists galore, where I worked, I rarely exercised my English or came into contact with non-French speakers. Musée en Herbe is a private children's art museum. Something I learned while working in the museum is the difference between private and public museums. In France a public museum means that all the texts (captions, titles, artists statements) have to be presented in French and at least two other languages, a private museum requires no translations. Therefore, I rarely was able to show off my impeccable English skills (jokes). However, because summertime means tourists time and often tourists travel in family units, there were some anglophones who found themselves in utter despair when they couldn't participate fully in the activities due to their lack of French. Thus, I found myself allocated the job of translating various items, a job I found quite rewarding and something I could see myself perhaps pursuing in the future.

French. Well, it is curious because I have taken French since I was a little girl and for the most part I have always performed quite well academically. When I first arrived in France, I found conversationally I was behind but thanks to my lovely host family this quickly rocketed. So, when I arrived at the museum, I was not so worried about how proficient I was, I thought although I have yet to master the nuance of this language, I can express myself fairly accurately. What I didn't realize was that speaking

What I found through this internship is that I am so grateful for my mother tongue but also, I think French is the most beautiful language.

French with adults versus children – completely different territory. Adults accept maybe even expect mispronunciations, grammatical errors, a hint of a stutter. To children these items are quite stress inducing! Many a times when I spoke to a child, I would see their eyes widen, looking at me as though I was an alien species. Sometimes consulting in their parent or teacher’s approval to continue the conversation. This was an aspect that I found difficult and at times caused me to shut down in shame. However, with time I began to say farewell ego! I learned to be more patient with myself, with others. I learned that you sometimes that to go forward means to let go, often to let go of your own pride. Realizing that being so obsessed with how others perceives you only hinders your own continuation.

What I found through this internship is that I am so grateful for my mother tongue but also, I think French is the most beautiful language. A language that I aspire to continue working towards fluency. Working in Paris, I fell in love. I fell in love with the language as I said, the culture, the people (they are not so rude!), and I fell in love with being a mini version of an adult. I aspire to comeback to France, perhaps indefinitely.

In all honesty I can’t say where I am headed. I enjoyed my time at the museum, I enjoyed especially teaching art and watching kids create. I can see myself possibly teaching art, possibly having a curating position, a translating one. My reaction to this internship was not a hand dismissing museums nor was it a hands up: this is my passion! Instead it was more of a reflection of who I want to be and what kind of life I want to have. Maybe I should not be sharing this with the career center, maybe I will be called in. Everyone in a tizzy because I am not ambitious enough, but what I found was that I want to find a career that allows me to create, that allows me to work with people, learn from people. I want an interesting career that allows me to enjoy life, but I don’t want my work to be my life. Observing the French, I noticed how human they seemed to me, how many times in the States I feel like all my conversations are somewhat transactional. I don’t say these things because I don’t have ambition or I don’t want to follow passion, I mean to say these things to say that I want to succeed and I want to spend my next two years at Carleton really striving – perhaps adding French as a major? Yet I want my career to be a thing I love but also a thing that allows me to love beyond. Overall, I am overwhelmingly grateful for all who made this experience possible. This was a summer of love in every sense of the word. Special words go to Christine Lac, Thomas Roman, the Career Center, and my dear colleagues at the Musée en Herbe.



At Club Barbés I was able to see positive work happening every day.

Le Club Barbès; Paris, France

This past summer was a time of both professional and personal growth. I was terrified and initially unsure if I wanted to do an internship in Paris because it seemed so far from the US, and I would be away from my family for so long, since the internship was right after a ten week study abroad program. I am so glad that I decided to stay in Paris for another two months. My internship was not conventional, in the sense that it was not really a professional setting, more of a laid-back place where students come for homework help and also to hang out. So no, I did not have the traditional 9-5 every day, and I was kind of annoyed about this at first because that is what I thought I wanted. But overtime I warmed up to my coworkers and the students and I have gained invaluable skills at Club Barbés. Skills that might not directly translate to helping my career, but soft skills that will stay with me for a lifetime. For example, I learned to make connections with people, who on the surface I had very little similarities with. The majority of my coworkers and the students of Club Barbés are African immigrants with varying degrees of economic stability.

At first I did not think they would be welcoming to someone who has always had a roof over their head and food on the table. But by the second week I was getting drinks with my co-workers after we finished for the day and talking about the Women's World Cup and our favorite artists. And also having real discussions about the treatment of immigrants, the education system, and social welfare in American and France. Both coworkers and students opened their arms to me to have meaningful dialogue. Sometimes it felt pointless to just talk about these things and not having any solutions, but they also showed me great resilience and perseverance in the face of the problems we discussed. One of my co-workers is working on publishing a magazine highlighting some of the issues we talked about. Another example is a student, scared he would fail his math exam, but by the help of a tutor and his determination, he ended up passing. At Club Barbés I was able to see positive work happening every day. I am forever grateful to Thomas Roman, my supervisor who set up this internship.

In Paris, I was a small part of a large, welcoming community that allowed me to improve my French, interpersonal skills, and tutoring ability. To future interns, I would say it is important to go with the flow in certain scenarios but also know when to ask for more. More work, more help, or more time because I guarantee someone will want to provide these things as long as you are willing to ask.

CHANG-LAN INTERNSHIP FUND

Created to promote cultural understanding between the United States and China.

Cecilia DeLeon '21

Sociology and Anthropology



The three most important skills I gained from the experience were adaptability, independence, and language-related.

Charity Dream Association; Shanghai, China

This past summer, I was interning at Shanghai, China thanks to the Carleton Global Edge Program. I would also like to give a shout out to my supervisor, Vanessa and Michael Wenderoth for the Chang-Lan scholarship. To summarize, I was interning at Learning Beyond Academy, a branch of Charity Dream Association which is a non-profit that is dedicated to the education of children. Coming in, I had no idea what to expect besides knowing that I would be doing a variety of activities under a supervisor and that I would be summer camp support. For the first quarter of my internship, I would commute to the company's headquarters and then helped with the graduation ceremonies for the students. I also helped prepare for the summer camp. Then, my supervisor, a few coworkers, and I moved to the summer camp's location. There, I did more office work (i.e. filing medical records or organizing for an event), but I had more interactions with the students of the summer camp. Sometimes, my supervisor would have me substitute for an absent group leader. A group leader writes down the children's attendance, marks them down for good or bad behavior, give them summaries of their behavior at the end of the day, and escorts the children to every class. To conclude, I did various tasks related to the administration side of the non-profit, but I was also able to interact with the children.

The three most important skills I gained from the experience were adaptability, independence, and language-related. When I visited, I had to adapt to this new culture while being independent and being somewhat familiar with the language. I definitely had a tough time in China and at my internship site. For about three quarters of the trip, I was experiencing culture shock, despite thinking I would not be a victim of it since I studied the culture and language for almost 9 years now. As a result of the culture shock, my mental health was greatly affected. However, once the culture shock subsided, I finally was able to engage in self-care and use my time to explore the city of Shanghai. Moreover, during this time, I felt that I forged amicable relationships with my supervisor, co-workers, and especially the students, so that made me feel happy. I also personally felt that my Chinese reading improved in addition to my cultural awareness and knowledge. At the end of my stay, I learned to appreciate and cherish the cultural differences and similarities between the nations I have visited this past year. I wish to return to China someday.

From this experience, I realized that it will personally take me awhile to adapt to a new environment without the support I am usually surrounded by. Moreover, it is totally ok for me to not be ok, especially in a nation that I have never visited before. I also realized that I enjoyed working with children and wondered if this can be a possible path for me. Lastly, I discovered that I would want a workplace that is accepting of who I am as a person.

I might actually decide to obtain a teaching license during my post-Carleton career thanks to the kids.

Because of these realizations, I know what to expect at a different workplace or foreign nation and how to adapt better to these new environments. When that time comes, I will be less overwhelmed.

The thing that surprised me the most was my growing admiration for young children. My experience with them was what I was grateful for. Prior to this, I was indifferent towards children. Growing up as the oldest sibling in my family, I always dealt with younger children but in a family context. But as I interacted with the children at the summer camp as their group leader and teacher, I realized that kids, specifically those between 5-12 years old, are actually not that bad. They were very kind towards me and shared their food with me. They yelled my name across the hallway and would run towards me to greet me. They would giggle and gush as I said hi to them. Some of the younger ones would also blow kisses towards me. I also had to tend to some nosebleeds because it was quite hot in Shanghai. Unexpectedly, I grew protective of them. Because of them, I realized that perhaps I should have pursued an educational studies minor at Carleton. I might actually decide to obtain a teaching license during my post-carleton career thanks to the kids.

Lastly, some advice I have for future Carleton students is that it is ok for you to not be completely in love with your internship or the location. It is not always what you envision it, and that is ok. Just go with the flow. Something unexpected might just happen, as life is always filled with surprises. Some surprises can be harsh, but sometimes, surprises can be amazing. Despite being affected by culture shock, I learned that I might want to work with children after Carleton.

Alexis Engel '21

Computer Science



I believe this summer will be very formative of my future endeavors. Living in Shanghai, I got to experience and fall in love with big city life: a drastic change from the small town of Northfield.

Inner Chapter; Shanghai, China

For my internship this summer, I was given the amazing opportunity through the Global Edge Program and Chang Lan Fellowship to work abroad in Shanghai, China. I worked at a marketing-type company called Inner Chapter where my overarching project was creating an app.

The program I participated in was the Global Edge Program: a fully funded internship through Carleton in a different country. This gave me the opportunity to pursue both my academic passions of computer science and the Chinese language. The Global Edge program sets the students up with Connect123: a company that helps search for internships abroad. As an aspiring software engineer, I was hoping to find my summer internship at a tech company where I would be working on a project with other software engineers. However, the company I ultimately ended up working at was an “Ideas Studio” that focused on marketing consulting. While this wasn’t exactly the coveted “tech company” I was searching for, I was very thankful for my internship experience. It ended up being the most challenging and rewarding project I have ever worked on!

As a company focusing on product marketing, Inner Chapter has to conduct constant informal social research specific to the companies that hire them. The project that they proposed to me was to create an app where their research participants could easily send in data points (blog posts, pictures, etc.) that would be readily accessible for the Inner Chapter employees to use and analyze. My minimal website and app design experience paired with the fact that I was the only person in the office with any programming skills made this project incredibly difficult. Sometimes there were days that went by with little to no progress. These were very tough days because I would leave the office mentally exhausted from spending hours on the Internet trying to find one very specific answer to one very specific problem. On top of this, I felt like my supervisors perceived this lack of process as lack of work and motivation. However, this complete self-sufficiency, while frustrating and scary, gave me the opportunity to cultivate my self-determination and perseverance. Without an easily contactable professor or a supervisor with more experience, I had to rely on myself and find my own answers (which had another level of difficulty because most of the documentation was in Chinese). This took more time for me to complete than an average freelance app developer, but I was fortunate enough to be working at a company that understood the implications of an internship and valued my learning process more than they valued a final product.

However, at the end I was able to hand in a finished product. This consisted of two parts: the front-end app and the back-end database. For the front-end, I created an app in the form of a WeChat Mini Program. WeChat is the Chinese version Messenger, Instagram, and PayPal all in one app. It

I was able to pursue my academic passions while also pursuing my personal passion of traveling and experiencing new cultures.

also has “Mini Programs” which are smaller scale versions of bigger apps that people can use through the WeChat app. Mini Program (MP) developing has been a rising trend in China because of their ease of use and increased accessibility, so this was the platform we decided to utilize for my project. In the MP I created, users can log on to fill out surveys and complete tasks (like sending in photos or blog posts) for compensation by Inner Chapter. For the back-end, I used Ruby on Rails to create a website accessible by Inner Chapter employees. This platform is used as a database to organize the data received from the users into categories specific to marketing and the project at hand.

By creating these two platforms, I was able to learn an incredible amount of new coding skills. I learned a completely new programming language: Ruby, and also strengthen my knowledge on JavaScript, HTML, CSS, JSON, and SQL. I was able to practice app building, and I learned how to use Ruby on Rails, which is a very powerful tool for website developing. I also learned some basic marketing skills and terminology, and occasionally helped my coworkers with their marketing research for various projects. And last but certainly not least, I was able to better my Chinese by practicing everyday in various settings!

I believe this summer will be very formative of my future endeavors. Living in Shanghai, I got to experience and fall in love with big city life: a drastic change from the small town of Northfield. I increased my knowledge and passion for computer science and learned skills that will help me in a future career in any tech field. And, I was able strengthen my language skills and make connections with local software developers and entrepreneurs, which will greatly aid me if I decide to pursue a career in China after graduation. But most importantly to me, I was able to pursue my academic passions while also pursuing my personal passion of traveling and experiencing new cultures. While I would have been able to find a tech internship at home, I would not have been able to exercise my other ambitions without this wonderful opportunity that Carleton gave me through the Global Edge Program and Chang Lan Fellowship. I am very thankful that Carleton greatly values abroad experiences and strives to give every student the opportunity to expand their worldly perspectives by making abroad opportunities available for anyone who seeks them out.

While this summer was challenging in many ways, I am very proud of my emotional and intellectual growth inside and outside my internship. I would strongly recommend to any student that they apply for the Global Edge Program or seek out other internship opportunities abroad.

Kate Finstuen-Magro '20

Computer Science



What I learned while working at this internship site was that I am good at communicating with and more importantly, I enjoy helping people, especially in the healthcare setting.

Renai Hospital; Shanghai, China

I am so thankful for the generosity of the donors of the Chang-Lan Fund who funded my summer position as a clinical intern at the Renai Hospital International Department in Shanghai, China. My work at the hospital this summer taught me many things not only about the healthcare field and a career in it, but also about how to work in a team in a professional environment. My internship this summer gave me the opportunity to study medicine and the healthcare system in China, while also allowing me to engage with a new culture, cuisine, and people. Through my work at the hospital and experiences in the country, my summer internship experience allowed me to grow professionally and personally.

Working at a hospital teaches a variety of skills such as interpersonal communication, efficiency in tasks, and conducting oneself professionally. Working in an international department where most patients and doctors are communicating in their second or even third language, stresses these skills even more. I learned strong communication skills in both English and Chinese, and how to carefully mix and translate between the two when talking to patients and staff. It was often stressful and intimidating to be asked to translate a medical instruction from a doctor to a patient, but doing so taught me how to conduct myself calmly and confidently while still occasionally acknowledging that I did not know how to translate what they were asking for. Being an intern at a hospital is different from many other work sites because without any medical training, there is very little that an intern can do with patients. This meant that finding things I was allowed to do and offering or asking to do them was a critical part of making the most of my work experience. Taking initiative was also important in my personal life while abroad as well. Asking coworkers to get meals allowed me to experience parts of the city I had not seen before and try food I would never think to order. Being curious and taking initiative were two key skills that made my experience abroad more rich and meaningful.

What I learned while working at this internship site was that I am good at communicating with and more importantly, I enjoy helping people, especially in the healthcare setting. Although working with so many different specialists has only broadened the number of future career paths, this internship has only strengthened my desire to pursue a career in medicine. I have learned that proper and respectful



communication with patients is a skill to always be focused on and improving

Working in an international department where most patients and doctors are communicating in their second or even third language, stresses these skills even more.

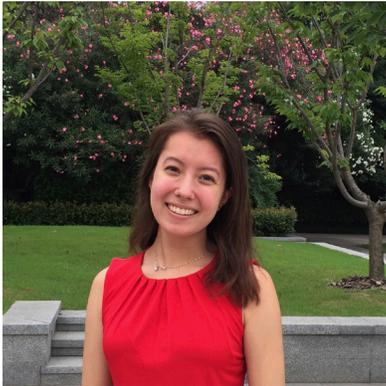
as I pursue my future career. I also learned that, surprisingly, I may wish to pursue a career as a general practitioner rather than in emergency medicine, as I had previously planned. Shadowing and working with the general practitioners in the hospital showed me the importance of having a good, caring doctor for even small illnesses, and I think that the kind of everyday work a general practitioner does would be very rewarding.

After this internship experience I would tell future students that internships can be very rewarding experiences even if they are nothing like you expected. Your internship might be very slow or you feel like you are not doing important work, but there is always something you can be doing—I helped nurses improve their English even though that was not a medically related task. You can always ask for more or different work, just be polite. Getting my schedule moved around was no problem when I was polite and accommodating with my supervisor, however, the intern who was rude and complained about his work did not have the same experience. Finally, you can gain valuable information about your future career even if you have a bad experience—finding out you do not like something is as useful as finding out you do like something. Any experience, good or bad, can be transformative and beneficial, and I am grateful that my experience this summer was as wonderful as it was informative.



Andrea Lofquist '20

Political Science/International Relations



I plan to continue this path by incorporating my experiences at work into my final year of study at Carleton and continue to foster inter-cultural understanding at school and beyond.

Tian Yuan Law Firm; Shanghai, China

This summer, I embarked on a journey back to Shanghai for my first internship, made possible by the Chang-Lan Fund for Internships in China and Carleton Career Center's Global Edge Program. Before I dive into the reflection, I would like to take this opportunity to thank the people who made this incredible experience come to fruition: Michael C. Wenderoth for his generosity and guidance, Rachel Leatham and the Career Coaches for their ongoing support, Simon Zhu at Tian Yuan Law Firm for his insight and inclusivity, and Michael Hodges and Greg Marfleet for their mentorship. All these people made this opportunity accessible and rewarding, and I am tremendously grateful to each of them.

The Global Edge Program provided me a vast set of opportunities for professional growth. Under the supervision of Simon Zhu, a partner specializing in Corporate and M&A law, I began to understand the business functions of a leading law firm in China. At Tian Yuan Law Firm, my internship sight, I focused on developing critical thinking and problem-solving skills, as well as drafting and editing written and oral communications. As Tian Yuan is a general law firm, I moved between areas of practice to edit bilingual documents for clarity and accuracy, learning along the way specific language and content for various legal documents, such as memorandums, share purchase agreements, and closing arguments. I also drafted areas of due diligence checklists between international clients and researched international legislation. With coworkers and firm partners, I hosted seminars to facilitate intercultural understanding and promote global fluency. This required research about particular cultural business practices, as well as a great deal of reflection on my life experiences interacting with and between Chinese and American people as a member of both communities. A key area that differed from my prior work experiences was the scope of adaptability. Previously, I had filled a role that was established and simply required my incorporation, as opposed to an office setting, where my new coworkers and supervisors also adapted to my personal presence and built my skillset into their day-to-day work. As I explored the new content in a field of interest to me, I began



to prepare for and research my future in the legal realm. I plan to continue this path by incorporating my experiences at work into my final year of study at Carleton and continue to foster intercultural understanding at school and beyond.

Personally, the living location and work settings were particularly meaningful. Having lived in Shanghai for a year prior to my

The opportunity to gain insight into the legal industry as well as my heritage led to great personal growth, and I appreciate moment for challenging, inspiring, and teaching me.

studies at Carleton, I was able to reconnect with the city, interacting with others as a professional, as opposed to a high school student. My work setting was inspirational: The Bund, with all the skyline buildings and iconic scenery that I so often looked to across the river during my senior year suddenly became my place of work. Jin Mao Tower, which held my office, was once the tallest building in the world, and to become part of the legendary epicenter of Shanghai was a dream come true. My previous time there allowed me to take the initiative to reach out and reconnect with fellow Shanghai American School alumni. One of my fellow Global Edgers even met an old classmate of mine at her internship sight! Although both the city and I had changed in the two years we were apart, I was able to appreciate it from the perspective of higher education, as it relates directly to my studies of Chinese Foreign Policy and international relations. I also got a taste of Carleton across the ocean by meeting current and past students and creating memories by exploring the city and traveling with them to show them neighboring cities such as Hangzhou. As I met others in similar fields of study from across the United States and the world, the Shanghai location provided valuable networking opportunities. I cannot wait to continue these connections at Carleton at beyond.



Ultimately, my summer internship in Shanghai at Tian Yuan was highly valuable to me professionally and personally. The opportunity to gain insight into the legal industry as well as my heritage led to great personal growth, and I appreciate moment for challenging, inspiring, and teaching me. Looking forward, I plan to bring the lessons and insights gained from this summer to my classes, conversations, and community at Carleton and advocate for greater global and intercultural fluency. I wholeheartedly recommend that future students seek internships or other opportunities across borders; these experiences forever shape interactions with others, developing communication, patience, and problem solving as transferable skills that are universally applicable. With life, studies, and work in Shanghai under my belt, I feel like this summer has brought me full circle, revisiting old sights and exploring new areas as I continue to develop as a person and a professional. I already look forward to going back and expanding the circle, continuing to create bridges of understanding and collaboration between China and the United States.

Peter Ohashi '20

Economics



And while many of my tasks were oriented towards familiarizing me with the world of private equity, by the end of the internship I felt as though I was still able to make a tangible contribution to their firm.

IJK Capital Partners; Shanghai, China

I would like to begin this reflection by acknowledging the people that made this incredible opportunity a reality. First, thank you to Michael C. Wenderoth and the Chang Lan Fund for making this experience economically viable to several Carleton students. The funding was by no means the only reason I was interested in participating in the Global Edge program but it was certainly an enabling factor, one that allowed me to travel halfway across the world to pursue an internship opportunity in Shanghai. Secondly, I would like to thank Rachel Leatham and the amazing Career Coaches in the Career Center. Without their support, both leading up to and during my internship experience, I would have been drastically unprepared for what the summer held in store. Finally, I would like to thank Michael Hodges and Jenny Bourne for writing my letters of recommendation. Apparently, what they had to say about me was kind enough to get me accepted into the Global Edge program!

Working at IJK Capital gave me far more than an introduction into work in private equity and capital management. Although this was the majority of my learning on a day-to-day basis, what stands out to me as I reflect on my summer experience is the cultural and professional understanding I gained. I appreciate the opportunity to explore a new field, one that many of my peers in the economics major are planning on making a career out of, but working in private equity and finance has never been an aspiration of mine. Given that I was not working in a field I foresaw myself making a career out of, I went into my summer with the understanding that I would, at the very least, make the most out of my time in China. I focused on immersing myself into the culture, both in the work place and beyond. I tried to pick up a bit of the language, visit smaller cultural sites, and meet as many people as I could. Having other Carleton students on the program was definitely a crutch I leaned on, a lifeline to the world I had left for the summer, but the workday was a time when I could experience Shanghai on my own. On the weekends, having Carleton students who spoke the language or knew the city better than I did was incredibly useful but in hindsight probably limited the cultural immersion I could have made independently. That being said, I appreciated having people to decompress with after work and was still able to do a significant amount of independent exploration.

A second goal I had going into this experience was to work on my own professional development. This summer was both the longest and most informative internship experience I have had, for which I have my supervisor to thank. He was clear from the beginning that this would be much more of a learning experience for me than an actual contribution I could make to their firm. And while many of my tasks were oriented towards familiarizing me with the world of private equity, by the end of the internship I felt as though I was still able to make a tangible contribution to their firm. Through learning exercises, company research, and portfolio expansion I was able to

In reflection, I realize that I like to think of myself as an independent person who can figure out problems on my own but in reality I perform best when I ask for clarification or assistance from others.

gain experience working in private equity as well as general professionalism. My supervisor was prompt to give me feedback on any work I did, telling me how I could have improved and why the work was important. He framed much of the feedback as general advice for moving forward in my career and in the work place, which I will definitely remember as I soon enter the work force!

I am grateful for this opportunity to learn how I work in a professional setting and what kind of support I need to be more productive. I found that consistent communication is integral to maintain understanding with my supervisors in the workplace and I work better with clear direction. The times my assignments were rather vague and open-ended I learned that the quality of my work is hindered unless I ask for clarification and revisions from my supervisor or coworkers. In reflection, I realize that I like to think of myself as an independent person who can figure out problems on my own but in reality I perform best when I ask for clarification or assistance from others. Moreover, I learned the importance of regular communication with my supervisors in a workplace setting. At times it seemed like we were on different pages regarding their expectations, an issue that clear and consistent communication would have remedied.

Internships and summer work experiences are a fantastic way for undergraduate students to not only get firsthand experience in a potential career choice of theirs, but also to learn how they work best in a professional setting. As cliché as it sounds, my advice to students who find themselves in an unfamiliar setting over a summer would be to really challenge yourself to experience the location for what it is. Go out on the weekends sightseeing, meet with locals, and find out what you do and do not like about living in the area. This will not only make the experience memorable, you will also gain valuable knowledge on what environments you thrive in and where you could see yourself in just a few years. But ultimately have fun and be grateful for the opportunity, your experiences are what you make them.



Isabel Olson '20

Computer Science



My hope is to use my experience at CEA and my degree to address some of the bigger issues in our society on a global level.

Clean Energy Associates (CEA); Shanghai, China

I interned in Shanghai, China as an ITQ Team Software Development Assistant at Clean Energy Associates (CEA) for 8 weeks. CEA is a North American-owned solar photovoltaic (PV) and battery storage quality assurance, supply chain management and engineering services firm. As a software development assistant, I supported the development of CEA's data collection and visualization software called the Project Data Collector (PDC) application. I specifically helped the iTQ team make sure CEA was efficiently capturing, storing and analyzing the data their engineers are exposed to while working in factories around the globe. The PDC application allows engineers to record their data in a user-friendly fashion in order to effectively collect and store information online and offline.

I am the first person in my family to graduate from college and I'm part of the TRIO & FOCUS programs at Carleton College and when I first began my education my degree in computer science had been my single goal. Carleton College has changed my life with opportunities like externships and studying computer science at the Aquincum Institute of Technology in Budapest, Hungary. Carleton has not only changed how I view myself, but how I view the world. My college experience has given me pursuits and interests that I didn't even see possible three years ago. I believe that the internship at CEA has increased this knowledge and I feel lucky to attend a college which invests in students and am grateful for the funders, like the Chang-Lan donors, who have helped make this possible. CEA has given me experiences in the field of solar energy, sustainable resources, and how to build systems that serve a large global community. CEA has also helped me build the confidence and skills needed to thrive in the field of Software Development and I am grateful for my supervisor and all of my colleagues who have supported and pushed me along the way.

My hope is to use my experience at CEA and my degree to address some of the bigger issues in our society on a global level. How do we create data systems that serve different cultures and communities equally? Are there ways to make data more accessible? How do we market solar power in rural and diverse communities? How does energy affect community development? These are questions which excite me and this type of research is one of the reasons that I applied to the Global Edge Scholar program.

I've done externships at Carleton building data systems for the healthcare industry but this was the first time I worked in the sustainable energy field. The CEA internship was a perfect fit for me because it combined my areas of interests together in one learning environment. I believe strongly in CEA's work to help make solar panels more precise and reliable through providing a platform in which engineers can regulate the panels. Solar panels are not just important for generating electricity, but for also reducing the cost

I have done more during this internship than I ever knew possible and have challenged myself in ways that have made me not only a better programmer but a more reliable team member.

associated with operation. They offer pollution-free power sources and afford new levels of independence to energy consumers and developing nations while addressing climate change. Countries and global businesses which produce power also control global development and my goal is to work in that field. There are less than 4% of women in this field and I believe I offer a unique perspective. This internship has given me the skills to navigate a career in a male dominated workforce more than any other experience I have ever had.

I want a career that intertwines my passions with my talents and the CEA internship has not only given me the essential skills I need but has served as a bridge to my career of choice. CEA decided to hire me part-time on their iTQ Team and I am beyond excited to take what I have learned at my internship to the next level. I will be continuing to work on the application as well as their website and analytics account. I have done more during this internship than I ever knew possible and have challenged myself in ways that have made me not only a better programmer but a more reliable team member. I am excited to help further development their application and am honored to be an official member of their CEA family.

Carleton has taught me to question and to look beyond my small neighborhood of South Minneapolis and Northfield to see how I can work with professionals on an international level. Carleton has also invested in me and my career. As a first-generation college student, I know that none of this would be possible without funding and I want to make the most of each and every opportunity. I especially want to thank everyone who made this possible. Specifically, the Career Center, the Global Edge program, the Chang-Lan funders, the Clean Energy Associates family, Clark Maine, and Rachel Leatham.

Mohammed Mehdi Shahid '22

Undeclared



If there is one thing I have found most crucial in this experience is that from a teacher's perspective, the content of the class is only the tip of the iceberg.

Summerbridge Hong Kong; Hong Kong

In the summer of 2019, I interned as a teacher at Summerbridge Hong Kong. Summerbridge Hong Kong is an English immersion program for Hong Kong students from underprivileged backgrounds such as: students from single-parent families, students from low-income families and students in government aid programs. Summerbridge HK is also part of the larger Breakthrough Collaborative based in the United States, and happens to be its only international program. As a teacher this summer, my main responsibility was to make lesson plans and teach an academic subject of my choosing. I chose Astronomy as my subject due to my unwavering passion and curiosity to learn more about the grander scale of things such as the universe and fundamental questions such as: 'Where do we come from?' and 'Why are we here?'

I chose this experience as it was the perfect platform for me to explore my curiosity and passion for education and teaching. Summerbridge Hong Kong's students-teaching-students model appealed to me greatly, and looking back, as a current student, it was a profound and humbling experience to see the 'other' side of the learning process. Being a teacher this summer meant many things, and at first, I expected it to be just about the content and the classwork that is presented. If there is one thing I have found most crucial in this experience is that from a teacher's perspective, the content of the class is only the tip of the iceberg. A teacher must continuously work to improve their presentation skills whilst filling in the holes of their own knowledge while also managing the classroom so as to actively engage each student and provide an array of learning methods that appeal to the different learning styles of students. Being a teacher is a herculean task. I can still remember the overwhelming feeling I had in the beginning of the internship where teaching students seemed a laborious and stressful task. As thoughts of whether I could do this or not stormed my brain and the weight of responsibility was thrust onto my shoulders, I met my students and everything changed. Instantly, I felt a drive coursing through my veins saying, "You can do this Mehdi, for your students!" Getting to know the students I was teaching as well as students who I wasn't was by far the most rewarding feeling throughout the internship. It was a unique opportunity to learn more about their lives and stories and backgrounds, which were all so remarkably different from my own. This enlightening experience expanded my cultural perspective and provided me with the opportunity to look at my own experiences, both past and future, with fresh and new insights.

Other than teaching students, my internship involved the unique opportunity to plan events and skits that helped stimulate English language development and strived to accomplish Summerbridge Hong Kong's mission: to teach students crucial life skills such as leadership, teamwork and problem solving whilst boosting their confidence. As an event planner,

Through this internship, I was able to explore my career interest in Education, strengthen my resume whilst learning professional skills such as public speaking, meeting facilitation and presentation skills.

I learned various planning methods and techniques whilst learning how to improvise with scarce resources. The experience allowed me to tap into my creative side whilst paying key attention to the target audience and learning about Cantonese pop culture – an aspect of the internship that I thoroughly enjoyed. Moreover, as an additional responsibility, I facilitated meetings and conducted observations and evaluations for other teachers in the Science department as the Department Head. I also managed the budget and conducted biweekly check-ins with all the teachers in the department. It was a unique opportunity to exercise leadership skills and craft my own style of leadership. Although I learned and fortified many skills during this internship, the top 3 that allowed me to explore my passion for teaching were: teaching techniques, planning and management, and creative problem-solving.

Through this internship, I was able to explore my career interest in Education, strengthen my resume whilst learning professional skills such as public speaking, meeting facilitation and presentation skills. I hope to use this experience as a guiding lamp for my future endeavors by using these skills in building professional contacts and exploring experiences through a more inclusive and varied cultural perspective. Besides the work aspect of this internship, the opportunity to explore a vibrant city such as Hong Kong and the rich Cantonese culture was an unforgettable experience, one that will stay with me forever. Through my exploration of the Cantonese cuisine (noodles and Dim Sum were a large part of my diet during the internship) and navigating an enormous city that has so much to offer, I have grown to enjoy treading into the new and unfamiliar. Hiking the various trails around Hong Kong, navigating the impressive subway system and admiring the busy streets and the Hong Kong skyline have provided a serene and magical summer where I have grown to become more independent and adventurous. Furthermore, the recent changing political scene in Hong Kong has made me more aware politically, and to an extent, invested in the current situation in Hong Kong. Hearing about the protests directly from some of my students and people from Hong Kong made me appreciate the value of primary news sources and allowed me to be more critical about the media. In addition, the experience has allowed me to explore more about China and South-East Asia and their relationship to the US. It has truly been an enlightening and interesting experience to see.

I would like to thank donors of the Chang-Lan Fund for providing me with financial resources to take part in such a life-changing and enlightening experience that will assist me in my future endeavors as I continue with my Carleton College career with a newly found passion for teaching. In addition, I am deeply appreciative of the guidance and resources from Michael Wenderoth '93 assisting in making this experience such a success. This experience has truly benefited me in finding my passion and exploring a vastly different culture than my own. I would also like to thank Summerbridge Hong Kong for hosting me and allowing me to be part of their journey in inspiring and providing guidance to students. Lastly, I would like to thank the Carleton College Career Center for providing guidance and connecting me to resources that have assisted to make this internship a reality and allowed me to learn crucial skills that will benefit me professionally.

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This was an experience that really affected me as a person, and really shaped the way I viewed nonprofit work.

AWARE Singapore; Singapore

Through my internship with AWARE, I worked on multiple projects as a Research and Advocacy Intern. From running data analytics and visualizing numbers from primary research on the financial, social, and mental impacts of caregiving on women using Excel and NVivo, to drafting and preparing AWARE reports on the governmental censoring of census data, I gained valuable knowledge and experience in a wide variety of nonprofit work. The three most important skills I gained from this experience was the strengthening of both my analytical and communication skills, new knowledge of analytical software, as well as the increased capability to work efficiently and fluidly with teammates from a myriad of backgrounds. At AWARE, I was able to strengthen both my analytical and communication skills as I was tasked to do both work that was heavily centred around numerical analysis, as well as work that was centred around writing and oral presentation. In my work with numbers, I continued to gain familiarity working with large amounts of data, and also picked up knowledge on new analytical software that will be useful in my future career aspirations. I also wrote articles for our national newspaper alongside writing for policy briefs and reports, which strengthened my written communication skills. I learned how to write with great clarity, and specifically how to create the type of writing necessary for nonprofit work. Lastly, my work with a Minister of Parliament in the National Budget Debates gave me a key insight into the governmental budgeting process, as well as the role of nonprofits in my country in paving the road for greater social equality.

Another part of my work was running the biweekly legal clinics. This was an experience that really affected me as a person, and really shaped the way I viewed nonprofit work. Because I was a research and advocacy intern, most of my work centred around macro issues, and I felt distant from the people I was actually writing and advocating for. Even though I was running analysis of numbers that came from primary interviews, and even though I was reading pages of transcripts detailing women's struggles with the gendered expectation of caregiving, there was a sense of distance from both the anonymity of interviews as well as the necessary detached (and unbiased) nature of writing. Running the legal clinics was my first experience working directly with people that weren't my coworkers. Our legal clinics brought in pro-bono lawyers who were able to offer women legal advice on anything-but the most commonly sought advice were regarding divorce, abuse, and sexual assault. I shouldn't have to see and hear these stories first-hand to believe they were real, and while I did understand the severity of these issues before, the experience of running these legal clinics underscored how much more I want to change in Singapore.

Through all that, I learned about myself as a worker and as a team player. Because I had to work with other interns, our collective experiences

I really enjoyed my internship experience overall, and would advice other Carleton students to pursue an internship in a field they're passionate about.

were strengthened as we could learn from each other. It also taught me a lot about teamwork, as many of the interns I worked with were from very different backgrounds, and we learned how to work both efficiently and harmoniously together. I remember feeling unsettled at the beginning because I was given significantly more work than my fellow interns, but they quickly volunteered to help me with my tasks whenever they could. That underscored the impact my fellow interns had on me and my experience, and I am forever grateful to have worked with such strong women.

I really enjoyed my internship experience overall, and would advice other Carleton students to pursue an internship in a field they're passionate about. I was very grateful for the internship funding, because I would not have been able to pursue the same internship otherwise. I think it's really important to go in with an open heart and mind, and embrace the challenges every internship will bring. Through my time interning, I've learned so much about the intricacies and workings of nonprofits, so much about the way to social and political activism in Singapore, and so much about the power of nonprofits in Singapore in pioneering change. I'm very grateful for everything. I'm especially grateful for all the amazing women I got the chance to work with—from my colleagues to my supervisor(s). In a dialogue with Twitter for International Women's Day, Grace Park shared how behind every successful women is often another women, and I've been similarly shaped by all the inspiring women around me. The fight for equality doesn't end when my internship does, but I'm thankful for all that AWARE has taught me about this fight in Singapore.

Thank you note to sponsors

I'm really grateful for the funding and for the internship experience i was able to receive. Without internship funding, I could not have worked for a nonprofit. Given how working for an international nonprofit is my career aspiration for post-graduation, this was a very valuable learning experience for me. Not only was I able to apply my academic theories into my work in writing and modelling numbers, I was able to strengthen my analytical and communication skills--all of which will pave the way for me to be a more capable worker, and stronger applicant in career opportunities post-Carleton. Thank you.

As an Organizing Intern, I learned more about housing law and policy in New York City and State, with a particular focus on rent controlled and rent stabilized units.

Housing Conservation Coordinators; New York, NY

During Winter Term 2019, I went home to New York City and interned at Housing Conservation Coordinators, a non-profit organization which aims to advance social and economic justice and defend the rights of poor and low-income individuals and families. The organization is dedicated to fighting to preserve affordable housing in Hell's Kitchen and the Upper West Side of Manhattan. Having lived on the Upper West Side of Manhattan for my entire life, my time at Housing Conservation Coordinators was particularly meaningful. As the Upper West Side of Manhattan becomes increasingly unaffordable, the importance of maintaining a diverse and equitable community for all becomes ever more important. Through free legal services and tenant and community organizing, Housing Conservation Coordinators is able to provide assistance to seniors and those whose incomes fall below 200% of the poverty level. They also help tenants as they apply for public benefits such as SCRIE and SNAP, provide immigration services, and support individuals and families experiencing abuse.

As an Organizing Intern, I learned more about housing law and policy in New York City and State, with a particular focus on rent controlled and rent stabilized units. I did not know many details about rent control and rent stabilization before I started at Housing Conservation Coordinators, and was surprised to learn how much smaller the rent control program is relative to rent stabilization. In addition, I spoke with tenants through phonebanking, doorknocking, and tenant association meetings, and learned about the issues they were facing with their landlords. I learned more about tenant harassment, such as illegal hotels, when the landlord converts apartments to short-term rental units, lack of heat and/or hot water, overall lack of building maintenance, and the presence of rodents or cockroaches.

Prior to my internship, I was interested in supporting tenants' rights and the housing justice movement, but I did not know much about the issue. So, when I was applying for internships in New York, Housing Conservation Coordinators stood out to me for its dedication to combating the extreme lack of affordable housing in New York City, and in my neighborhood in particular. I also knew that the Housing Conservation Coordinators Organizing Internship would allow me to explore my interest in grassroots organizing more broadly by gaining experience working with full-time organizers.

Some of the most valuable lessons I learned during my time at Housing Conservation Coordinators include how to effectively doorknock and phonebank, lead meetings, and conduct outreach. I also developed and strengthened my interpersonal communication and public speaking skills. I worked alongside the organizers to coordinate tenant associations and meetings, lead tenants' rights education events, plan direct actions and

I remain passionate about the housing justice movement, and want to continue learning about challenging housing injustice and advocating for the rights of tenants.

advocacy events, and work on coalition building. We supported tenants as they challenged the unjust and illegal actions taken by their landlords by providing education and resources. I also independently worked with tenants on their cases relating to improper leases, rent overcharges, and Major Capital Improvement rent increases, permanent rent increases for rent-stabilized or rent-controlled tenants based on the cost of building-wide improvements. Working with the community and tenant organizers, I learned about the housing justice reform platform that will be voted on this June, lobbied elected officials, and educated tenants on the issues.

After completing my internship, I would say that I am still interested in working in community organizing in the future. I remain passionate about the housing justice movement, and want to continue learning about challenging housing injustice and advocating for the rights of tenants. Even though I am no longer interning at Housing Conservation Coordinators, I want to find ways to keep supporting the movement.

Through the process of applying for internships, I found it easier to get an internship with smaller organizations. I did not hear back from all the organizations I applied to, and the larger organizations were overall less responsive than the smaller non-profits. After my experience at Housing Conservation Coordinators, I think I am also more interested in interning and working at smaller organizations. I appreciated the sense of community and closeness that I experienced during my three months as an intern, and want to be in that sort of working environment in the future.

I am incredibly grateful for the internship funding through the Career Center which allowed me to pursue this unpaid internship during my term away from Carleton. Thank you to all who helped fund my experience.

Jack Sherrick '20

Political Science/International Relations



Knowing that my work was having tangible effects on people I knew made my work much more gratifying and inspired me to think of new and creative ways to do my job.

LINK Center; Northfield, MN

Last winter I had the opportunity to work as an intern with the LINK Center. The LINK Center is located in the Northfield Community Center and connects Northfield community members with local resources. My role was essentially to act as the intermediary between Northfield citizens and all the local programs willing and able to help them. The community center especially focuses on providing help to the underprivileged groups living in Northfield and gives them the resources to better their circumstances. Working with the LINK Center taught me valuable skills, edified me as to what I want to do after leaving Carleton, and introduced me to a vibrant community that I should have been engaging with throughout my entire college career.

The one constant with my position is that no two days were ever the same. The community center fields so many different requests and addresses so many different issues that I learned to adapt to any situation. One day I would be designing posters for a Cinco De Mayo event the next I would be manning the daycare room as parents did Zumba down the hall. I enjoy the variety and having new experiences everyday insured that I never became bored. Throughout all these seemingly unrelated tasks a general theme emerged – everything I did was personal. Whenever I was doing something, I knew who I was doing it for. Knowing that my work was having tangible effects on people I knew made my work much more gratifying and inspired me to think of new and creative ways to do my job.

Prior to this position, I would not consider myself technology-savvy. As a LINK Center intern, I learned how to work with software and developed technical skills that will aid me in the workplace in the future. One of my largest projects was to redesign the LINK Center's website. The website is a hosts a wide collection of web resources that community members can use ranging from worship times for local churches to instructions on how to create and format a resume. My job was to update and add to the current information on the site and to organize in an aesthetically pleasing and easily navigable manner. This was no easy task given the variety and volume of the content I was organizing. I was able to quickly learn how to use the software with the help of my supervisor and others at the community center. By the end of my internship, the LINK Center had an updated site that was more accessible to the public.

Another major skill I developed during my internship was my Spanish. I had taken Spanish at Carleton but had never gotten to use my language skills outside the classroom. As an intern, I helped translate documents into Spanish and assisted many of the Spanish-speaking visitors to the LINK Center. My Spanish skills improved as I worked with Spanish speakers nearly every day. Nearly 52 million Americans speak Spanish and I believe many institutions, be it restaurants, banks, or parks, fail to

Currently, I am applying to law schools and within a few years, I plan on providing the services I wish I could have supplied at the LINK Center.

accommodate the millions of Americans that prefer languages others than English. I was happy to be a part of an institution like the LINK Center that works to rectify this negligence.

This position has been formative in deciding my future career. Many of the community members coming to the LINK Center had legal problems that they needed sorted. Issues with negligent landlords, workplace injustices, and residential documentation were all brought to my attention. As an intern, I only knew where to refer these wronged individuals as I had the contact information of multiple firms willing to work pro bono for marginalized groups in Northfield. I was happy being the mediator between lawyer and citizen but in the future, I want to be the attorney directly working through these issues. Carleton has taught me about the institutional legal barriers faced by marginalized populations but this internship showed me the everyday struggles people with legal issues face and how essential quality legal aid is for them. I was considering applying for law school before working with the LINK Center but this positioned cemented my commitment to pursuing a legal career. Every day, after getting off work at the Community Center I went home and studied for the LSAT. Working with citizens kept me motivated as I studied. Currently, I am applying to law schools and within a few years, I plan on providing the services I wish I could have supplied at the LINK Center.

Carleton has so many amazing and talented students and faculty that in my experience, many of my peers have are content to remain within the Carleton bubble. Having a campus so full of quality people that no one wants to leave is a good problem to have but I encourage my classmates to reach out beyond the bounds of Carleton and engage with the greater Northfield community as well. This internship gave me the chance to get to know the amazing and talented people outside of Carleton. The Northfield community is full of kind and dedicated individuals. Never once did I have an unpleasant encounter with any of the people working with me or any of the community members coming to the LINK Center for direction. Opportunities like these foster relationships that will last long after the allotted internship time comes to an end. I still maintain contact with some of the people I met during this internship. Carleton students are privileged to live in such a great town and they should take every chance to get to know it better. I am grateful to all the donors that made my internship possible and let me work with such amazing people.

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Moving forward, I know that being a teacher in the classroom is what I want to do as my career. I loved my job and there was not a single day that I did not look forward to going to work and seeing my kids.

Breakthrough Houston; Houston, TX

This past summer, I interned at Breakthrough Houston as a Teaching Fellow for nine weeks. The first two weeks of the program were used for familiarizing ourselves with the Breakthrough system, six weeks were spent teaching the students, and the last week was our evaluation week. I loved being an intern at Breakthrough because of how much freedom I was given to create my own classroom, the staff's dedication to the kids, and most importantly, the kids made my summer memorable.

I learned more things than I can think about over my summer at Breakthrough, but there were three things I learned that I will hold with me for a long time. The first thing I learned was how to make a lesson plan. I realized last year that I want to be a teacher, but my biggest concern was learning how to make a lesson plan. I always thought to myself, "How do I come up with so much material to teach from nothing?" I really appreciated that Breakthrough had sample lesson plans ready for us to use and that we could adapt to be our own. It helped me practice how to think about the flow of the class and how I could best teach a lesson. The second thing I learned was how to control a class of kids. While the students were the best in their grades, they were still kids who wanted to talk to their friends. I learned quickly that these students were dedicated to their learning and would focus on it when prompted to. I would have times in class when we would all just talk to each other, but when we needed to get to work, I told them that we could keep talking at lunch because we need to get back to work. They quickly refocused and got back to work. Finally, I learned that it takes a team to teach kids. There were certain kids that I had a good relationship with and could have an honest conversation with, but I did not have that with every kid. It was helpful that my co-teachers were also very close to the kids and we could collectively reach all the kids. An extra lesson that I learned about myself is that I have my own teaching style that works for me. I realized that I am a bit more relaxed in class than other teachers and I want my kids to be relaxed. I did not want my students to feel over-stressed in class because I know about how harmful that can be. While my class looked different and looser from the other teachers, that does not mean that my class did not do well.

Moving forward, I know that being a teacher in the classroom is what I want to do as my career. I loved my job and there was not a single day that I did not look forward to going to work and seeing my kids. After reading about education in my classes, I thought that was what I wanted to do, but my time as a teacher at Breakthrough confirmed it a million times. I loved all of the work I had to do and loved the people I met. Something I learned that surprised me was that lesson plans are not the end all be all of the classroom. I saw that there were times in my class that my lesson plan was not going as I thought it would because we needed more time on a certain topic or less

I would advise students in the future to greatly consider doing an internship in a field that interests them because it is a valuable experience that can either confirm or change your plans.

time. I saw that sometimes an explanation that I thought would be good did not reach everyone, so I had to think of another way to explain a lesson. I am most grateful for the kids that I worked with. They were all amazing students and people to work with. They made every day exciting and I always looked forward to spending time with them. Our boss pushed us to have lunch with the students and that was some of the best time I had at Breakthrough because I got to have genuine conversations with the kids at Breakthrough. I would advise students in the future to greatly consider doing an internship in a field that interests them because it is a valuable experience that can either confirm or change your plans. In my case, I loved my internship and it confirmed what I want to do with my life, and I hope it does for other students as well.

Bethany Bobo '20

English



What I loved most about my internship is that I created it myself so my supervisor gave me a lot of freedom to come up with systems and present ideas for her business.

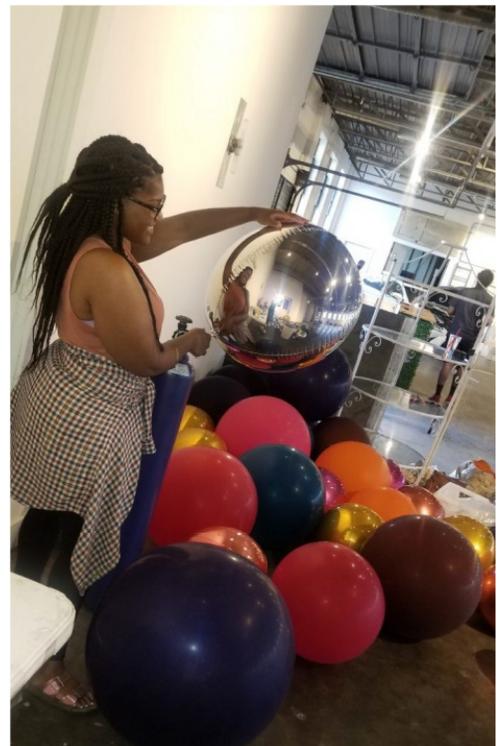
Events Beyond Imaginations; Bartlett, TN

This summer, I worked as a marketing and communications intern for Events Beyond Imaginations, an event design company in Bartlett, Tennessee. During that time, I hired, trained and managed a high school intern, grew and utilized my client communication skills and grasped a better idea of what I would like to do in my career all while learning the ins and outs of the event service industry as a whole.

What I loved most about my internship is that I created it myself so my supervisor gave me a lot of freedom to come up with systems and present ideas for her business. She had initially been searching for an unpaid intern back in December 2018 and I decided to apply and interview for it because I was not working at the time. After working with her for the few weeks until winter term, we discussed the option of me coming back as an intern during summer vacation and, from that, I created my role as Marketing and Event Intern (now Marketing and Communications Assistant). My role consisted of me doing the marketing and communications work that I like as well as the physical aspects of event design such as inventory, delivery, set-up and even blowing up balloons.

During winter term, I suggested to her that we create an internship program for high schoolers looking to get a different type of internship experience than what is usually marketed to them. Once I got her approval, I began marketing the position and, though he was the only application, I hired a senior from my former high school who is the president of their DECA chapter and was interested in the financial aspect of the business. Just as Eugena had allowed me the freedom to utilize my interest in marketing and communications, we allowed him to share his opinions on the business' financial status in addition to his other roles as an intern. Our intern worked ten hours per week and though the position was officially unpaid, we worked to compensate him for gas and with his lunch meals during his seven weeks with us. In that role of my internship, I got to hone my task delegation skills in a way that focused on everyone's skill sets as well as allowed everyone to work on tasks outside of their comfort zone to promote growth.

Within my own responsibilities, I got a chance to genuinely hone my



Within my own responsibilities, I got a chance to genuinely hone my communication skills with clients.

communication skills with clients, especially through email but also through in-person consultations (both scheduled and pop-ups), texts, phone calls, voicemails and social media inquiries. One of the things that I learned about small business, especially in the field of event service, client contacts and inquiries can come from almost anywhere and you have to be prepared to be informed, structured and personalized in communication for a successful interaction. By learning this early in my internship, I found ways to keep a structured response to inquiries without seeming robotic or impersonal which is a skill that I am wanting to go into my senior year and post-graduate life as it is a simple ways to be efficient in communication in all forms.

One unexpected thing that I gained from my internship was a slight shift in my career plans and goals through our business consultant. Our business consultant was very present and hands-on, she would come in on some days and help us with inventory on busy weeks or answer phone calls for us on our Google Voice account amongst other things. Seeing this kind of interaction and assistance made me think of the ways that I could incorporate that into my career and I eventually decided to begin research on marketing consultation careers.

All in all, I am thankful to Carleton, the Career Center, the Class of '63 Endowed Fund, and Events Beyond Imaginations for helping to provide me with the ability to learn so much about the event industry, myself and my career goals.

Rebecca Hicks '21

English



With the assistance of my supervisor, I worked on developing the ability to both challenge new employees to develop their trade while also ensuring they were properly supported, comfortable, and qualified for the work they were assigned.

Big Creek People in Action; War, WV

During the summer of 2019 I worked in War, West Virginia, my hometown, at a nonprofit called Big Creek People in Action. The mission of Big Creek People in Action is to create “empowered and self-sufficient people living in communities that are economically vibrant, democratic, and socially just.” I assisted in this mission by coordinating with outside volunteer groups, matching community members to ongoing projects that would develop their personal skills and collaborating with a larger staff to assess what new projects should be undertaken. Through this work I developed the ability to plan a multifaceted project, delegate, and quickly adapt to new situations in a fast-paced work environment.

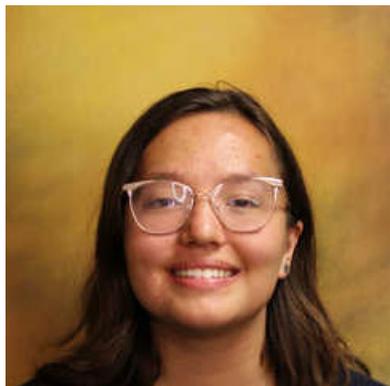
Previously I’ve worked on project management; however, this summer my planning had to incorporate multiple parties at multiple locations. I would first begin by coordinating with my boss to determine what assignments I am both qualified for and passionate about, then I reached out to incoming volunteer groups that seemed aligned to the project I had been assigned, and after their arrival my project management grew to incorporate all of the people within the volunteer group, the community members working to build new skills during the project, and the possible owner or resident of the location where the project was happening. This multifaceted planning required me to coordinate several groups together, effectively communicate information between multiple parties, and tailor my communication styles to accommodate various ages and education levels.

Part of project development and management is understanding how to delegate assignments to others. I was required to learn how to have honest and fruitful conversations with other workers about their ambitions and qualifications. With the assistance of my supervisor, I worked on developing the ability to both challenge new employees to develop their trade while also ensuring they were properly supported, comfortable, and qualified for the work they were assigned. I believe this was particularly difficult to do living in my hometown because I wanted to make assumptions about capability for the people I knew; however, working with my supervisor I was able to learn to better interpret resumes and the skills they reflected.

Working at a small, community-based non-profit also provided a lot of challenges that provided excellent learning opportunities. For example, materials we expected to be available were occasionally not there and this offered a chance to develop my adaptability and creative problem solving. This also required communication between me and other workers who might be more experienced in the specific project we were working on. Overall, I found this skill to be easier as I relaxed.

Kapani Kirkland '22

Undeclared



*I worked on MailChimp emails that would inform all of ro*co's contacts what they were up to, and what films had done well in various festivals.*

Ro*co Films; Sausalito, CA

This summer, I interned at ro*co films in Sausalito, California. Ro*co films is a documentary film distribution company. While ro*co had international, U.S., educational, and digital branches of distribution, I worked most heavily with the educational branch. This branch distributes documentaries to various universities and colleges across the United States.

My first skill I took away was project involvement at ro*co – from graphic design opportunities to film marketing, I learned a lot about what a career in media distribution looks like. I started off my six weeks with more concrete tasks, like logging producer contracts and consolidating both physical and digital asset numbers into spreadsheets. Another task I received was watching documentaries and brainstorming potential contacts in relevant university programs. As I attended more staff meetings and asked my supervisors more questions, I began to understand the company and their mission a bit better – which was to cultivate a unique blend of documentaries that address social/political issues while honoring the filmmakers' artistic vision.

I was also given more independent and creative tasks, like thinking of a social media pitch for their 2005 film, *Street Fight*. I worked on MailChimp emails that would inform all of ro*co's contacts what they were up to, and what films had done well in various festivals. This part was really interesting because I got to discuss the company's long-term vision of films and what film festivals were like with my supervisor, Cristine. I also got to watch an unreleased Hungarian film, *Euphoria of Being*, and I drafted a pitch deck. Later that week, the company's owner, Annie Rooney, went to Los Angeles to pitch that film and a few others to Netflix. While *Euphoria* was not bought by Netflix, it was still pretty surreal to know my notes and ideas were pulled into such a big meeting for ro*co. Lastly, I worked on my graphic design skills through compiling a deck of all grants ro*co had received in order to donate documentaries to universities, high schools, and other programs

free of charge, as well as the reviews from the impacted people.

My second skill I've strengthened is my ability to work within a team of people and communicate how I am contributing to that team. We had weekly (or more, depending on how hectic that week was) meetings, where everyone had to summarize their projects. This was really intimidating for me at first. Even though ro*co was a very small company, I was nervous to speak in front of everyone. Not only did my projects have a direct positive influence on ro*co, but my supervisors and other members of the company valued my input and opinions. I grew to appreciate that the interns were involved in this process, because it showed how much the people at ro*co really appreciated the interns' work. As I

took on more independent projects, I frequently went to various people to get their opinions on my work. I learned that this professional world was just as



My third and final takeaway from this experience was an increased sense of independence.

collaborative as some of my group projects I've had at Carleton.

My third and final takeaway from this experience was an increased sense of independence. I had weekends off, so I got to explore Berkeley and San Francisco. Going to college 50 minutes away from home let me be a little too dependent on my parents, so this was definitely a personal growth experience. While I did have the privilege of staying with two different Carleton families, I was alone, in a city I'd never been in before. I did my best to take full advantage of this – trying all types of cuisine in Berkeley, walking the exciting neighborhoods of San Francisco, and spending hours touring museums. (I went to SFMOMA twice!) I had the luxury of meeting a couple new friends who attend UC Berkeley in addition to my intern friends. Meeting new friends in a new city was nothing short of exhilarating – plus it's really awesome to have new connections to people who are also passionate about film from other schools.

This experience would not have been possible without the generosity of Carleton's alumni donors, and I appreciate it greatly. I would not have been able to have these new experiences, both professionally and individually, without the benevolence of the Class of 1963 fund reserved for students like me. I came away with a greater understanding of the documentary film business in addition to my own passions. Thank you for supporting my growth and my dreams.





The record label operates on a highly volunteer, cooperative basis, which usually means less traditional hierarchies— which I liked!

Ground Space Records; Portland, OR

Working for Ground Space this summer, I strengthened my communication, ideation, and planning skills substantially. Working with Brett and everyone else involved at the label helped me grow my event running skills, particularly, as across many meetings and communications we attempted to anticipate every preparation we would need to make for the launch of a brand-new concert series in the city. Simply being a core part of that planning process, and observing its successes and failures at the launch, was valuable. I think my creative planning skills also benefited from working with musicians, designers, and other arts professionals.

The biggest realization about myself that resulted from my internship was an awareness of my reliance on consistent feedback. The record label operates on a highly volunteer, cooperative basis, which usually means less traditional hierarchies— which I liked! However, a side-effect was that feedback wasn't given automatically; I generally had to ask for it. For the first parts of the internship I often felt unsure how my work was being received, and how I could be improving. Later on, I learned to ask for more frequent conversations about my role, especially after finishing projects.

It was valuable to witness a group of people harnessing a common interest and beginning the work of forming a community. I hope that the experience of sharing in the courage of the label founders, and observing the success that resulted, will follow me onwards into my next projects, internships, and jobs. I want to incorporate that attitude of not asking for permission, but simply and practically making something to fill a niche and welcoming people into it.

Honestly, the thing that most surprised me was that working with an ambient record label on starting a concert series— which is just about the closest thing to my dream job I can imagine! — didn't always feel fun. There were a lot of frustrating moments and setbacks, and many points where the next step on a project wasn't obvious. I think what this shows is that even the work I'm most excited about will frequently challenge me. The important lesson for me is to maintain perspective of the larger project and the relationships and values it depends on.

I am most grateful for the generosity that I was shown by everyone who had a hand in my experience. Ground Space Records was incredibly accommodating to form an internship for me to take on, and I am grateful for the friendship of Brett, Abby, Andrew, and all the other talented musicians and creative folks I got to collaborate with. I'm also so grateful that funding via the Career Center and donors enabled me to quit my usual summer job and work at the record label full time! The trust and support from Carleton and Ground Space means so much to me.

What I wish I'd known beforehand— and the advice I'd give to

Honestly, the thing that most surprised me was that working with an ambient record label on starting a concert series— which is just about the closest thing to my dream job I can imagine!

future interns— is to collaborate early and frequently on a schedule of goals with your supervisor. If your work depends on a lot of personal initiative to complete projects, setting deadlines is a good idea! Even— maybe especially— at a nonprofit organization that mostly operates on volunteer labor. If I were starting this internship again, I would want to follow up on our concrete goals conversation from early in the experience with more frequent meetings to explicitly reference those goals. This is connected to the importance of coordinating expectations throughout. Above all, I would advise my past self to create structure where I needed it.

Cameron Meikle '20

Biology



Over the summer, I split my time searching the macrocosm of London and the microcosm in the laboratory.

Imperial College London; London, UK

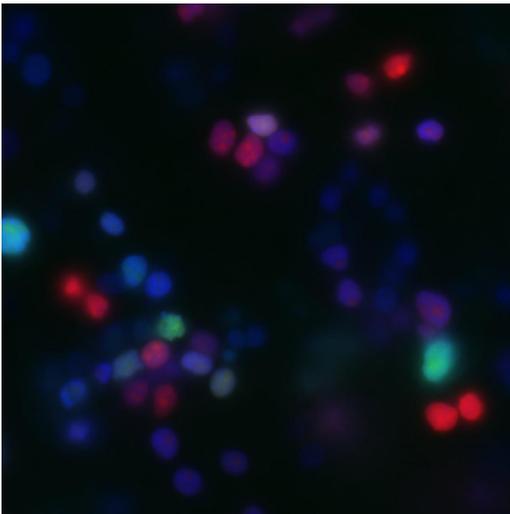
There are many things that Carleton prepares you for, carefully reading dense papers, boldly synthesizing exciting ideas, dangerously chasing sculpted busts of long dead philosophers; however, Carleton doesn't prepare you to stuff yourself into an already crowded subway during a 100F day nor to bike across a park using the wrong side of the road (at least compared to the United States) because you forgot to bring your microscope slides. These experiences are best done battered with sweat during the school-free summer. During this summer, I learned a few key things about myself, where I want to be, and how I want to work towards changing the way we think about infectious disease.

Over the summer, I split my time searching the macrocosm of London and the microcosm in the laboratory. Within the laboratory, I researched the mechanisms of influenza infection. More specifically, I was designing novel tagging methods for microscopy, searching for small, glowing green speckles that signified early infection of influenza within a cell culture dish. In the city, I explored the crooks and crannies of London, including odd side streets with monuments spanning from the ancient times to WWII to modern art such as Banksy.

In this dichotomy of worlds, I managed to learn a few important things about life. The first key lesson is that work-life balance can be better managed than the old American Dream dictates. For example, an old school laboratory ideal is to constantly be working on experiments during your working hours, doing large experiments, where success is more determined by the grit of your work rather than the process. However, in London, I found that the scientists valued their time away from the lab bench. Time that was spent at a drawing board or talking with colleagues even when the discussion veered beyond science. The time away from the bench was put towards thinking about the experiments, meticulously planning for another experiment or looking for holes in current approaches. I found the planning of experiments to be extremely fulfilling, requiring creative approaches or ideas to complex problems. Furthermore, I found the thought process of science to be asking more nuanced "what if" statements rather than obvious conclusions to questions. Developing this sense of importance for time away from the bench is crucial in my development as a scientist and researcher in cutting edge fields. In less scientific remainder of time, I learned tidbits about everything from British politics to architecture movements in Eastern Europe to the upcoming festivals around London.

Another interesting lesson I learned was the importance of community. As a part of the Cross Country and Track Team, I run 60-70 miles a week during the summer, prepping for the upcoming season. In previous summers, I have had a community to run with before stepping into a different place. However, this year, I knew absolutely no one in

As a student from rural Minnesota and who grew up in rural Montana, the city was an enormous place and filled with many new experiences and challenges...the subway provided more than a few of them.



London. Running, unexpectedly, provided an outlet to meet people! In my almost three months while in London, I managed to meet two separate running groups made up of a plethora of people from all different jobs and backgrounds. The generosity of the people within the group was wonderful. One fellow runner, a previous sous chef at a Michelin starred restaurant in Sweden, invited me over for one of the greatest steaks I have ever eaten. Another, unexpectedly, bought me breakfast on my last morning in London. This community, imbued with a comradery that only running can bring about, brought me many joys, helped me develop a sense of friendship in a new and often intimidating place, and truly is something I am, unexpectedly, grateful for.

As a student from rural Minnesota and who grew up in rural Montana, the city was an enormous place and filled with many new experiences and challenges. As I alluded to above, the subway provided more than a few of them. To start, the expectation for travel is different in London as compared to Montana. Each morning, I would wake up around 6:30AM in order to be on the subway, informally known as “the tube,” by 7:30AM. The tube, if there were no delays and if I managed not to get lost, was around a 35-45-minute ride, followed by a ten-minute walk to the St. Mary’s campus of Imperial College London. In total, I would often travel an hour and a half to two hours to and from central London every day. However, the true crux of public transport was not the time spent on the tube but rather getting on the tube during peak hours. The central line from Eastern London to Central London is filled to the brim during the early morning, with bodies hanging outside of the platform anxiously trying to get to work on time. My first few times attempting to board the tube, I was less than aggressive enough and often would spend 30 minutes or more unsure if there was room on the carriages that appeared already past capacity. By the end of the summer, I would find the small cracks in the stuffed carriages, squeeze into the tube, and hurry off to work.

This experience in London has been beyond wonderful. It challenged me to think outside of the box with science and explore a different culture and place! Thank you to the Class of ’63 for the financial support during my summer research experience in the UK, letting students, such as myself, explore the world without the worry of financial burden. Additionally, thank you to the Carleton Career Center for providing the funding, the help with everything from Visas to logistical support, and for your support during the summer.

Additionally, one odd solace when I got home sick was the microscopy pictures from my experiments; they remind me, abstractly, of colorful rocks in the mountain streams back in Montana. I added one below that should be viewed in color. These are human cells that have been infected with H1N1 Influenza virus and then stained with a red dye for a protein on influenza, a green dye for a protein that should be binding influenza (our experimental tag), and lastly a blue dye for DNA within a cell.

Meredith Oldham '20

English



This industry knowledge also allowed me to understand and contribute relevant information to industry conversations around the office and at company events.

PEN America; New York, NY

At Carleton and in other facets of life, I get the chance to work on teams and in groups fairly often. But what I don't often get to do is work in teams that work with other teams that exist on a bigger team-- kind of like different cogs within systems that are part of even larger systems. I've always thought of group work as working with a team towards a common goal like a class project or presentation, but my internship at PEN America taught me that often group work doesn't exist independently of other groups. In the "real world" group work often consists of teams working with other teams, each performing different tasks to reach a common goal. For example, as part of the Literary Programs, we were doing very different work than those on the Artists at Risk (ARC) team but we would often work together to put on events or coordinate festival panels that interacted with both teams' missions and fit under the larger PEN America umbrella. Not only was this a positive way to learn about working across teams, but I also found it to be a good reminder that even though I was sometimes working on smaller tasks, they eventually would fit into a bigger picture with a larger team that relied on me and the work I was doing.

Another important skill I gained while at my internship with PEN was keeping up with industry news. I've always been interested in the literary world, but when your ability to do your job well depends on knowing the industry news and contemporary discussions, you learn to stay on top of your newsletter emails. One of my supervisors suggested my co-interns and I subscribe to certain industry newsletters and insight emails, which turned out to be an invaluable piece of advice, without which we would have been less efficient and competent in our daily intern tasks. I didn't realize this until towards the end of the internship when I went into a bookstore with a friend and suddenly realized how much I knew about each book on the shelves. This industry knowledge also allowed me to understand and contribute relevant information to industry conversations around the office and at company events.



I've always kind of hated the terms "networking" and "making connections," because for me those terms were always synonymous with stuffy spaces and fake pleasantries and social climbing. But this changed when I ran into an alumna on the subway who spotted my KRLX bag. We bonded over dorms and professors and talked until I got off at my stop. At the end of the internship, both of my supervisors were really kind about inviting me and my co-interns to visit the office anytime we were back in the city. They also offered to write us letters of recommendation and reminded us to not hesitate to get in touch about future job searches. I realized that "networking" can really just be the same thing as making personal connections

with people who you share similar interests with. It was also really eye-opening to talk to these professionals who I made connections with about their paths to their current positions. And I feel that these connections can make valuable support systems in my life now as well as in the future as I find my career.

But I think perhaps the most impactful lessons I learned at my internship were the lessons I learned about myself. Throughout my almost eleven weeks at PEN America, I felt that more and more was revealed about myself and my future career aspirations. For one, I learned that I enjoy working in larger workplaces, where a social-work-life can be derived from work, and where you enjoy spending time with your colleagues without feeling claustrophobic. I liked that at PEN America there were always different teams working on different projects because I enjoyed the sense that there were always new things going on and always new people to meet and get to know. This notion of my preference for a workplace with “many things going on” was really reinforced when I had the opportunity to visit the New York Times. I really enjoyed the atmosphere at the Times office which was such a melange of different activities. There was a lot of very serious journalism taking place, but there was also an air of friendliness and camaraderie that seemed to exist between the staff. Plus, the office was big and beautiful with a cafe overlooking Midtown.



Through my time at PEN, I also learned that I prefer a greater degree of independence in my workplace. One of my supervisors was a lot more hands on than the other, and I found I really preferred the work I was doing for my supervisor who was more hands off. Not only was working with her more enjoyable, but I also found it allowed for a better rapport between me and that supervisor because I felt that she trusted me more. I still enjoy some guidance, and I definitely adhere to the guidelines and the standards that my supervisor was looking for, but I also think there is something to be said for allowing the interns to have some input and trusting them to do things without extremely detailed step by step instructions. More independence builds better relationships between the interns and supervisors and allows the interns to learn more as they make mistakes and learn from them.

This being said, I'm very grateful for the time my supervisors were willing to spend on me and my co-interns. They were patient and understanding when things came up, they were always encouraging of us within the boundaries of

PEN, but also gave us great life and career advice, as well as cool, hip places to try in the city. The PEN America staff in general were very welcoming to the interns, and we got to bond with them through discussion panels (for interns) with current staff, and the summer party in New Jersey. I'm also very grateful for my co-interns who made my time at PEN America much less mundane than it would have otherwise been. I really enjoyed spending time with people who had similar interests as me and who were also spending their summers in New York City. We had a lot of fun together and it would be a dream to work with some of them again in the future.

I'm very grateful for the time my supervisors were willing to spend on me and my co-interns. They were patient and understanding when things came up, they were always encouraging of us within the boundaries of PEN.

To future interns at PEN America or in New York City I would say make the most of being in the Big Apple! There are so many cool talks, engaging events, free activities, and also just so many neighborhoods to explore. I met so many wonderful people and also spent time with Carleton friends and friends from home while in New York, and I really found that I valued being around so many people that I love. And there were also so many random fun stranger interactions like running into the alum on the subway! I also had a part time job at an ice cream store in Brooklyn, which made me feel way more integrated into the community I was living in, as I made friends who had grown up right where I was living. Since New York is so expensive, I also found having a bit more pocket money really enabled me to do more within the city. But my biggest advice would be: relax a little. Your internship doesn't have to be perfect and learning what you dislike can be just as valuable as learning what you do like. Also, befriend your co-interns and get sandwiches from the deli downstairs together. And eat the babka!

Katie Paasche '20

Psychology



As part of my internship, I got to conduct 13 informational interviews with professors at the University of Wisconsin Madison and industry professionals in the Madison area.

University of Wisconsin Physical Activity Epidemiology Lab; Madison, WI

When I let the door to the cement-walled lab space close behind me for the last time, the satisfying click felt like both an end and a beginning. I have learned so much over the course of the summer, both about the research and about myself. The knowledge I have gained has already helped me solidify my own research interests, and I know the growth I experienced will continue to positively affect my life for many years.

Perhaps the most obvious areas of growth I experienced were the concrete skills I developed. First, I gained statistical analysis experience by working in SAS, and knowledge of epidemiology through an online course. Second, I developed my writing style for a variety of audiences and topics. Writing an academic paper is different from writing blog posts, which is different from designing flyers, which is different from writing materials for participants. Third, I cultivated independence: I had to be self-motivated a lot of the time, and I took charge of my own career exploration and worked hard on the projects I helped with.

I made professional connections with whom I will be sure to stay in touch as I start my career. As part of my internship, I got to conduct 13 informational interviews with professors at the University of Wisconsin Madison and industry professionals in the Madison area. I used the Alumni Profiles to connect with Carleton alumni, and my supervisor Lisa helped connect me with excellent contacts in and out of the kinesiology department. These interviews gave me a new kind of insight on pursuing a career inside and outside of academia that I never could have gotten by looking for information online. I feel grateful that so many people took the time to speak with me about their work and were genuinely interested in my own studies and career aspirations.

The internship also gave me space to learn about myself and chart my path forward. I am now more motivated to pursue a career in research because it will allow me to ask questions that interest me, and because I like helping people. These two passions intersect in research related to promotion of health behaviors and working with clinical populations. The Physical Activity Epidemiology Lab has let me realize this, by getting to immerse myself fully in the lab's research and learn broadly about research other professors are doing at UW Madison. I worked hard to be able to take away so much from this internship, and I hope to continue to develop my passion for research in my career.

I accepted this summer internship position relying a lot on trust. Since there are no epidemiology courses at Carleton, I trusted that I knew enough about social science, research and physical activity to survive



It was awesome to work for a Carleton alumna, and I really look up to her as a successful professional and as a person.

in a new kind of laboratory setting. I trusted that I would be able to find funding to support myself in a new city. Finally, I trusted that my mentor and coworkers would support, encourage and train me. I got all of these things and more out of my time in Madison.

Not only did I know enough to survive in the lab, I also was able to contribute my statistical and verbal skills to several ongoing projects. I also learned a lot about epidemiology, about research with cancer survivors and about physical activity. Experiencing and participating in this kind of research at a large institution gave me insights into what the field is like, and what a career in research might look like for me.

I received generous funding from the Class of '63 Endowed Internship Fund which allowed me to pay for rent, groceries and transportation during my internship. My family helped me with some unexpected costs, when I sprained my ankle halfway through my internship. They called me every week and encouraged me as I navigated living in a new city on my own.

My mentor, Lisa Cadmus-Bertram was a fabulous supervisor, and she made my experience worthwhile and fulfilling for me. She was great at helping me stick to my learning goals and she supported me as I thought hard about what kind of graduate school I would pursue in the future. It was awesome to work for a Carleton alumna, and I really look up to her as a successful professional and as a person. The people in my lab, two grad students and another summer intern, were also phenomenal and made coming to work every day much more fun. I worked with the other intern on several projects and we commiserate about how quickly adulthood was approaching. The grad students gave me interesting and helpful perspectives on life as a grad student and were sources of inspiration and fun.

Overall, I am incredibly grateful to all the people that made these leaps of faith work as smoothly as they did. I am very grateful to Lisa giving me this opportunity, and for my coworkers for always being available and helpful. I am grateful to the donors who made it possible to pursue this internship. And I am grateful to my family and friends who helped support me throughout my internship. For future interns, don't be shy in reaching out to people you admire; they are happy to help you and often understand where you're coming from. Your internship will be what you make of it, and there is always something to learn.



Bryan Richter '20

Computer Science



A big focus of my experience at Kepler was to make the jump from the “classroom” to the real coding environment; Kepler’s intern program was developed by a small team specifically for this goal.

Kepler Group; New York, NY

During my internship this summer at Kepler Group in New York City, I had the chance to do real software engineering for a real company on a small team. This experience was truly invaluable, and has already had many benefits for my professional career. Throughout my experience, I had the chance to experience the full stack software engineering in a Linux environment, write development-ready Python code, and use Github to create immediate and helpful changes for the company I worked at.

A big focus of my experience at Kepler was to make the jump from the “classroom” to the real coding environment; Kepler’s intern program was developed by a small team specifically for this goal. I began with a multi-week learning course in all of the different technologies we would use, but Kepler generalized these lessons to help me better adapt to similar concepts in different environments. For example, some of the front end changes I made to our internal site were specific to Kepler. These changes, though, allowed the website to conform better to internet standards and made the site easier to test. Kepler showed me that the expectation for code is fundamentally different from what I need to do at Carleton. Often at Carleton, if the code works and does the required task it gets good grades. At Kepler, if the code wasn’t clean, concise, and correct, there was no chance it would ever be used. The chance to see what a business would expect out of me and the act of writing code in this matter prepared me for interviews in the coming weeks.

One of the most surprising things about Kepler was the experience of working on a small developer team. At Carleton we generally work in groups, and in my other internships I worked in a large company. At Kepler, I had the chance to work with only a couple other highly qualified engineers. Being on a small team such as this was really different for me, and while I loved the autonomy I had in going about my projects I was wary about what a lack of structure would do about my ability to learn new things. Luckily, being on a small team meant that I was close with all my coworkers, who were more than happy to look over my code and give me tips.

My internship at Kepler wasn’t just a good learning experience; Kepler has also offered me a full time job for after I graduate! I enjoyed working with the team and would love to be back there, but some of the things I learned at Kepler gave me a chance to also see what other places I can go to. While Kepler is my current favorite, I have recently also secured interviews with both Amazon and Microsoft as a result of my performance on their coding challenges. I feel my time on this internship helped me get this far.

To all Carls considering doing a software engineering internship, I suggest that you consider more than just the “Big-N” companies. While Google, Facebook, and the others would probably be great opportunities to work, there are a bunch of smaller companies with incredibly talented and

In the end, my time at Kepler was incredibly helpful for finding my future path after Carleton.

intelligent team member that could be a better fit for you! Do not be afraid to apply for any position you think you might want. Be ready for denial; many companies won't even give you a chance with a perfect portfolio as there are just so many candidates out there.

In the end, my time at Kepler was incredibly helpful for finding my future path after Carleton. I would highly recommend looking for internships out there in smaller companies. While you might want to work at the tech giants of the world, smaller companies will give you a chance to work on more pieces of the stack and to get exposed to more technologies.



Recognizing the systemic nature of the crises we see before us today is, yes, overwhelming, but also provides a roadmap for action.

Tenant Resource Center; Madison, WI

When I decided to take a leave of absence in the early spring of 2019, it was because I felt disillusioned and unclear about what tools I needed from Carleton and why I was there. Intention and accountability are requisites of being rooted in a way of being, and I felt neither of those things. Largely, it seemed that I was getting better at the academic formula, but not at being a human. For these reasons, taking time off of school to work within my home community was an easy choice to make. Spending spring and summer working at the Tenant Resource Center, I discovered new ways of expanding that are not inherently hierarchical, which I deeply craved after my first two years at Carleton.

The Tenant Resource Center is an organization that provides housing advice and counseling for tenants and landlords alike, although the majority of the services are provided to tenants, for obvious reasons. During my time there, I was trained as a housing counselor and performed grunt work for the staff, which largely entailed compiling research and resources. Madison, like most growing U.S. cities, knows racialized gentrification well, and the people of Madison certainly suffer for it. With a 1-3% vacancy rate, a swath of predatory landlords, a Big 10 university, and a progressive reputation, Madison, WI has a dual character. This dual character, with liberal self-congratulation on the surface and racist “development” hidden beneath, allows the middle and upper classes of the city to shield themselves from the reality of their quiet, middle-sized city. Gaping land use and land ownership imbalances, largely (but not exclusively) drawn along racial lines, upholds the schizophrenic ideologies of those who profit from the plight of those dispossessed.

It is naive and irresponsible of us not to dissect the housing operations in our own communities and act accordingly, especially if we recognize climate catastrophe to be impending. As UW-Madison professor of Planning and Landscape Architecture Revel Sims has illuminated in various pieces, to understand gentrification, we must look capitalism head-on. This is also true of climate change, and it would be shameful not to see the concrete realities of an abstract capitalist system in climate change and gentrification alike. As climate change worsens due to an extractive socio-economic system, dispossessing the poor of wealth, resources, and space is a natural progression. After all, how are the wealthy to accumulate value in the face of climate catastrophe if those whose shoulders they rest on are not bearing the brunt of the climactic downfall? Even more importantly, how are the wealthy to pretend a crisis is not a crisis if they can't shelter themselves from the consequences? At the Tenant Resource Center, I came for the first time to connect these interdependent pieces of a system that produces financial inequality, disenfranchisement, dispossession of land, and environmental injustice, and gleaned so much more clarity than I was able to muster prior.

Spending spring and summer working at the Tenant Resource Center, I discovered new ways of expanding that are not inherently hierarchical, which I deeply craved after my first two years at Carleton.

Clarity in recognizing the issue at hand is the antidote to impotency and an inability to grasp the root.

What I have just explained was the most moving lesson I learned at the Tenant Resource Center because it is a way of experiencing the world that can be extended and replicated. Recognizing the systemic nature of the crises we see before us today is, yes, overwhelming, but also provides a roadmap for action. I have learned so much from the Tenant Resource Center, have incredible respect for the overworked and underpaid staff, and feel now more able to step intentionally forward knowing who I am accountable to: my community. I would like to thank the Class of 1963 Endowment Fund, all those at the Carleton Career Center, all those at the Tenant Resource Center, and everyone else in the Madison community involved in housing justice, for providing me room to learn.

Sara Saintil '21

Biology



I was constantly given the one-on-one attention that I needed being in an internship experience that introduced a number of new topics and ways of thinking.

University of Minnesota School of Public Health; Minneapolis, MN

Minnesota summers have given me the best experiences that I could possibly ask for. Being my second summer residing in the beautiful green state, I have had to opportunity to explore exceptional career opportunities outside of Carleton and this summer was no exception. While the majority of my internship I felt as though I had no purpose working alongside passionate graduate and PhD students at the University of Minnesota School of Public Health, the experience of being surrounded by so many incredibly passionate learners had a drastic impact on my attitude moving forward in my undergraduate career.

Working under epidemiology professor and researcher, Dr. Jaime Slaughter-Acey, I was constantly given the one-on-one attention that I needed being in an internship experience that introduced a number of new topics and ways of thinking. As a biology major, the internship that I decided to participate in varied greatly from the traditional hours that most biology students spend in a laboratory over the summer. In fact, I was thrilled to diversify my background and continue to feed my interest in public health by seeking out an epidemiology experience. This was an exceptionally exciting time for me as Dr. Slaughter was in the process of changing her primary research focus from maternal/neonatal epidemiology to social epidemiology – focusing on the impacts of race and colorism on birth outcomes of African American women. This was an area that I was very interested in exploring at the start of my internship search, and by the end of the summer, it soon became a guiding passion of mine for future experiences.

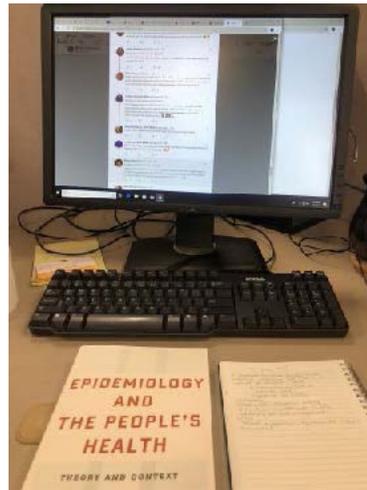
In developing a strong foundation in social epidemiology, I read several sociology articles and epidemiology books related to race and colorism as well as analyzed studies observing the intersections of race and health outcomes in preparation for my final project of the summer. As a cultivation of learning how to interpret articles and think critically about the concepts used, my project for the end of the summer was co-writing a commentary on an epidemiology article in review. This was an exciting project as I was really engaged in bettering my professional writing skills as well as working on learning the process of publishing research. After discussing ideas, creating outlines, writing, and editing we submitted a draft to the Journal of Developmental Medicine and Child Neurology and less than a week after my internship ended, we found out that the writing had been accepted. This was a very big accomplishment for me as someone who has yet to have their writing published, let alone in a well-known journal, and it was a great end to my summer.



With only 2 years of undergraduate studies remaining, the intern-

As a cultivation of learning how to interpret articles and think critically about the concepts used, my project for the end of the summer was co-writing a commentary on an epidemiology article in review.

ship experiences that I have been very grateful to obtain have truly played a significant role in shaping where my passions lie and how they will guide me to an ideal post-graduation opportunity. In the near future, I look forward to utilizing my social science/humanities knowledge and skills that I developed throughout the summer in both academic and informal settings. I am beyond grateful for the Carleton Career Center for being an essential part of me obtaining my internship and always encouraging networking and persistence. I am also thankful to the Class of 1963 Endowed Fund that ensured this experience was possible. I look forward to seeking out more opportunities in which I can continue to develop my identity as a student and growing professional, and for the ways in which the many layers of Carleton will continue to support me.





Being directly in this environment allowed me to feel very motivated and in awe to continue to do research and really appreciate the tough grit and grind that research labs endure to discover new findings in the projects and publish these for other scientists.

University of North Dakota School of Medicine and Health Sciences; Grand Forks, ND

This past summer I had the wonderful opportunity to do biomedical research at the University of North Dakota through the generosity of Carleton and its vast alumni network as well as Dr. Van Doze and the University of North Dakota REU program.

During my time at UND, I worked in Dr. Manu's biology research lab. The topic of the lab was the Regulation of Cebpa in Macrophage-Neutrophil Differentiation. I was very fortunate that I took the Genetics course at Carleton the term prior to starting my research because it came in quite handy. In the lab my project was to solve an issue that the research team ran into while do HDR-CRISPR in PUER cells. The issue that came up was that the "control group" plasmid that was being inserted into the mouse genome was showing activity which it should not have been. When I arrived, I was very fortunate that this problem just arose before I got there and so I was able to be involved in discussions and see how the principle investigator (PI), post doc, and graduate students would tackle an important problem such as this. During this time, I was able to really get a somewhat good understanding of the research and was able to read some basic papers on their first work. Once a game plan was made to tackle and fix the issue, the lab work began. During time in the lab (which was about 8 hours a day), I learned how to keep a well organized and detailed lab notebook, many laboratory techniques such as Zymo Mini Prep, E.coli cell culture, Gibson Assembly, gel extraction, digestions, and ligations, and how to process data such as DNA sequencing results and gel images. Beyond learning these techniques, I was able to see how a research lab functions from day to day processes as well as long term planning and development. I was very surprised to see that biological lab techniques such as HDR-CRISPR that I learned a lot about in my first intro biology class and genetics is an extremely long process that takes more than 3 months to complete. Outside of lab time, I was able to attend weekly lab meetings in which lab members would present recent findings in their own projects, papers on research being done at similar labs, or interesting information on conferences that they may have attended recently. Furthermore, I believe that the two greatest skills that I was able to learn were how to read and interpret scientific articles and how to write posters and other scientific presentations on research that I am doing. Moreover, being directly in this environment allowed me to feel very motivated and in awe to continue to do research and really appreciate the tough grit and grind that research labs endure to discover new findings in the projects and publish these for other scientists.

Although this was a truly amazing opportunity and an extraordinary

I hope to do some type of research like this next summer at either the Mayo Clinic with Dr. Scott Kaufmann '75 or another great research institution in the country.

way to spend my summer, I don't think that biomedical research is the path that I want to pursue in life. However, throughout the REU program that the University hosted, I was able to attend presentations by other PIs about the research that they are doing in their labs. One of the presentations that I was extremely intrigued by was a presentation on the, "Gut, Brain, and Bugs: Potential Role of Food Allergy and Intestinal Microbiome in Mental Health" by Dr. Kumi Nagamoto-Combs. Her presentation was mainly about how certain foods and allergic reactions to them can aggravate and cause many mental disabilities such as autism to develop in children or become increasingly worse. This type of research really interested me because there are clinical applications that can be done on this research which I believe is something that I am more attracted to. At Carleton, I am on the pre-medicine track and plan to attend medical school after college but after doing this research I am starting to develop an interest in more clinical research in which I would be able to work with real humans and trying to cure diseases, issues, or cancers that they may be facing. I hope to do some type of research like this next summer at either the Mayo Clinic with Dr. Scott Kaufmann '75 or another great research institution in the country.

Again, I am very thankful for the Career Center with providing me the necessary gifts in order to be a part of this research this summer. For future students, I strongly suggest that you try your best to regularly use the career center as a resource for help with resumes, cover letters, applications, winter/spring break sponsored programs, and a plethora of other opportunities. From experience, I know that applying for various jobs and positions can be very intimidating, but the career center is there to make that process much easier and accessible for you.

CLASS OF 1964 CURRENT AND ENDOWED INTERNSHIP FUND

Provides support for student internships.

Athena Brooks '22

Undeclared



These lab techniques are some of the most common procedures necessary for any biology lab, so I'm grateful that my supervisors prepared me for future research positions.

MD Anderson Cancer Center; Houston, TX

I initially sent in my resume and cover letter to MD Anderson in hopes of experiencing a snippet of a cancer researcher's life. There was no specific department that I was hoping to work in and I was very inexperienced before the internship, so I felt quite lost and nervous when starting out. My first two weeks consisted of my supervisors giving me a huge amount of information through training, lab techniques, where facilities/equipment were, and the biochemistry behind their research. I was pressured for time since my internship was only for six weeks, and, as many other Carleton interns must have felt, I was overwhelmed.

However, I found myself actually understanding most of the lab techniques and biochemistry I was taught during the final week, which made me believe that throwing one into the deep end can produce a very steep learning curve. I now know how to culture cells (i.e. growing and freezing human cells), Western Blot (i.e. using antibodies to test for certain proteins), and ECL imaging (i.e. visualizing presence/absence of proteins). In addition, MDACC offered some courses on lab mice handling and dissecting which is a useful tool for the biology research field. These lab techniques are some of the most common procedures necessary for any biology lab, so I'm grateful that my supervisors prepared me for future research positions.

Since I was interning in the Head and Neck Department, I grasped a rough idea of what H&N oncologists are researching on. Oral Squamous Carcinoma Cell (OSCC) is a cancer that targets the tongue and also has the potential to spread to other organs. My supervisor was injecting human cancer cell lines into lab mice, and treated them with a chemotherapy drug called cisplatin. Cisplatin is a drug that has been proven to have effects such as cell cycle arrest, which better regulates reproduction of cells. At MDACC, if a drug is proposed to be used to treat a cancer, it must be tested in vitro and in vivo on different animals until it can go through clinical trials (testing on humans).

My coworkers were much older than me because they were either graduate students, post-doctoral fellows, and some primary investigators. I gained some information about my career options; I could pursue a PhD, an MD, or a combined MD/PhD. I saw that there were some set-backs for each option. As a researcher, you are pressured to find constant funding and some argue that they are underpaid. Many argue that obtaining an MD takes years of training and people end up with a lot of debt. The issue of debt is solved (for the most part) if one pursues an MD/PhD, but the degree can take up to 8 years. Since I had nothing else to do this summer, I was thinking about which path would be the best option for me. After shadowing Dr. Myers and another Carleton alumni (Dr. Cheung), I realized I am someone who wants to see immediate results after helping patients. My experience at MDACC and listening to my co-workers cleared up what each option had in store for me.

Aside from gaining experience and useful information about my career, I also learned how to adjust to a completely new city where I knew no one.

Aside from gaining experience and useful information about my career, I also learned how to adjust to a completely new city where I knew no one. Many Carleton students were part of some other MDACC programs, but because of the location and schedule differences I was not able to see them as much as I wished. My workplace was not the best place to find chances to socialize as well because of the age differences. I also realized that not having a car was a huge disadvantage when living in Houston because everything was so dispersed. I usually did not have a problem walking for 30 minutes to an hour, but the heat was also an issue. Despite these challenges, I was able to find ways to enjoy myself at Houston. I took the initiative to go to talks for college students and made some friends who eventually came with me to the Fourth of July carnival. I used public transportation quite a bit to go to Rice University for food or downtown Houston for entertainment. Learning how to adapt to a new environment was useful because I assume I will run into similar predicaments when I graduate and move to another city. For future Carleton interns, the main advice I would give is to gain experience as early as you can in the field you are most passionate about. Many times, people realize that their images of certain jobs do not go along with reality. Before this internship, I was dead-set on going to graduate school for biology to become a professor. However, I did not realize the competitiveness of getting a position as a professor and the amount of research that is required before obtaining the degree. I decided that research is not for me and I would probably live a happier life as a physician.

I would like to thank the Career Center, Dr. Antje Lindemann, Dr. Abdullah Osman, Dr. Jeff Myers, and Dr. Kim K. Cheung for this research opportunity. Carleton's Career Center funded my transportation and housing for six weeks and I would not have afforded living in the expensive Houston medical district. Thank you Dr. Myers for hosting me as a summer student in your lab this summer. I feel it is very rare that doctors would even consider having college freshmen in their labs. Dr. Lindemann and Dr. Osman were my supervisors for the internship and were very patient with my lack of knowledge of the facilities. Without them I would not have a summer like this. Thank you to Dr. Cheung and Dr. Myers for letting me shadow their work for a few days. The shadowing experience definitely gave me better insight in the profession. I hope to use the tools I learned at MDACC in my future internships and career.

Lizbeth Ramirez Gaytan '21

Linguistics



More importantly, I was able to learn about multiple programs that assist homeless families and youth and their process for assistance.

La Casa Norte; Chicago, IL

This summer I participated as a community engagement intern at La Casa Norte, in my hometown of Chicago and most importantly in the Humboldt Park neighborhood; an area that I lived in for a few years. This non-profit organization aims to help homeless families and youth or families and you at the risk of homelessness by providing supportive services to clients through their assigned case managers and the coordinate entry system. These services range from housing and rent assistance to information and referrals to outside programs; these programs range from legal assistance to after school programs for children. On a broader spectrum, since April, La Casa Norte has opened a food pantry that is opened to the Humboldt Park community, serving food insecure homes. My main responsibilities focused on registering new clients in the food pantry and attending resource fairs hosted by other organizations La Casa Norte is partnered with. In addition, I was able to attend and participate in two of the annual summer block parties that La Casa Norte hosts near its drop-in center and main office, bringing awareness to La Casa Norte's mission and providing a modest resource fair. In engaging with the community through attending resource fairs, registering clients, and attending these block parties I managed to not only develop an understanding of the resources that many community members lacked, but I was able to familiarize myself with the resources the Humboldt Park neighborhood consisted of. More importantly, I was able to learn about multiple programs that assist homeless families and youth and their process for assistance.

Aside from familiarizing myself with issues my community faces, I was able to expand on skills that I already have but most importantly, I developed and strengthened a skill that in most academic settings, I have never had to rely so heavily on, and that skill is empathy. During my time at La Casa Norte, when interacting with many of the clients, I found myself listening to many of their stories; the older clients openly spoke to me about what had lead them to me, to La Casa Norte. Many times, these stories had nothing to do with the intake process, but coming from a Latinx Culture, I was familiar that many Latinx community members tend to be more willing to share their hardships with Latinx youth as myself. These stories always tended to bring clients to tears, yet I found that the more comfortable I was with practicing empathy and reassuring the client, the more this client became comfortable and willing to share information on their economic and housing status. This skill fed into a second skill: self-sufficiency. My empathy skill feeds into my skill of self-sufficiency in the form that the more comfortable I became with knowing how to work with the community and how to resolve these emotionally derived situations, the less assistance I needed from my supervisor or other professional staff to de-

Leaving La Casa Norte, I left with a love for community engagement and inspiration.

escalate the situation. This self-sufficiency continued to grow as I was able to successfully work on projects assigned with minimal supervision. By being able to work on my own, I found that I was able to complete tasks in a timely manner allowing myself to take on new projects. Finally, the skill that I grew the most was my ability to be flexible. Throughout the internship there were many tasks that I needed to complete did not solely revolve around clientele intake. Some of my tasks involved calling other organizations and ensuring they could distribute our flyers, or my tasks sometimes involved digitalizing intake forms. My willingness to learn and develop new skills allowed me to be able to assist my supervisor when she most needed help.

This internship was a valuable experience due to the fact that it taught me a few key lessons about myself. The first lesson it taught me was that I need thorough explanations and I need to ask many questions when I begin a new task and I realized that that is okay and should not shy away from doing so. This was important because when I first started, I feared asking for thorough explanations or asking questions because I didn't want to come off as insecure about my abilities. However, I found that asking all my questions the first time would save me stress, time and it would always allow my supervisor to add any extra details she may have missed the first time. This lesson will encourage me to be more confident about asking questions and voicing my concerns in future internships and jobs. This will allow me to produce quality work efficiently. The second lesson I learned was that although I dreaded having to work directly with people in the community, I turned out to really like engaging with the community. This realization surprised me because I always felt that my future career would not revolve heavily on civic engagement, but I feel the urge to continue to evolve community engagement into my future career as well as my academic career at Carleton.

Leaving La Casa Norte, I left with a love for community engagement and inspiration. I am most grateful for my supervisor Rebecca Sumnor Burgos who taught me how confidence, open-mindedness and kindness can be infectious and help people be more willing to open up to you for help and it can help make your work feel more enjoyable. I would advise other students to do so: feel confident about the work they are doing, be open-minded and willing to work on tasks that are different than their main work, and always treat everyone with kindness because it is difficult to know when someone is going through a hard time in their life and that kindness can really shed some light into their life. I would like to thank La Casa Norte and my supervisor Rebecca for allowing me to be one more member of La Casa Norte's family and teaching me that La Casa Norte is more than housing, it's hope.

WASSAIC INTERNSHIP FUND

David Diamond '80 and his family support arts-related internships at The Wassaic Project in New York.

Kenneth Laster '20

Cinema and Media Studies



I felt the most valuable thing I can take away from my time in Wassaic was getting to know and befriend all of the artists who came through while I was there.

The Wassaic Project; Wassaic, NY

This summer I had an extremely singular experience at the Wassaic Project, in Wassaic, New York. I spent my summer from June to August in the little hamlet and commuting from a short walk from the HVA to the Mill where any number of tasks would be waiting for me on any given day as arts programming intern. Tasks would range from creating a spreadsheet to cutting down a tree and driving it to a burn pile. Most people would look at an internship in the middle of nowhere with only one grocery store outside of walking distance in a quirky artist residency as less than ideal, but I believe my time at Wassaic to be one that was memorable and hopefully worthwhile in the long run of my professional and personal development.

As mentioned above the arts programming intern had a number of different tasks waiting for us on any given week as it was mostly situational on what we would have to tackle. Some weeks were low stress if things were running smoothly but events such as new residents coming in or the summer festival, there would be an almost overwhelming amount of things to do, all of which had something new to learn about the project or even just how to stick a metal pole in the ground. Another element that added to the versatility of the internship was the different people we had to report to. Since the staff is pretty small at Wassaic, the lines between departments are decently blurred or non-existent. While I was an “arts programming” intern, I reported mainly to the residency director and assistant, and was also open to use by the office manager who was also the grounds keeper and at the same time the directors may have a task that would need my attention as well. With all of those people to report to it's easy to see why everyday was pretty fresh.

I personally felt really comfortable working on spreadsheets which sometimes could feel like busy work but after discussing how they would be implemented felt extremely useful. I created databases of previous residents to their websites, survey responses from exiting artists, school databases

based on where residents were alumni, and a database of other artists residencies with established family programs so Wassaic could compare and look at grants that were specific to that type of residency. While I felt that my fellow intern was more suited for the more manual aspects required



for maintaining the space, I also showed my worth in that arena. We did a lot of ground work which saw us cutting down a tree, cleaning the barn and shopvaccing many spaces. With the bulk of Wassaic taking place in an old barn, there is a lot of work to do with that regard and while this aspect caused me a little more stress than spreadsheets I found them very valuable in finding an immediate and tangible satisfaction to seeing the direct results of my work on the grounds. Also the office manager, Libby was so much fun to work with.

While there was an irregularity to the tasks throughout the week, the most regular task was gallery maintenance and gallery sitting which had its own value. Gallery maintenance was the aspect I was most expecting coming into the internship. Turning the show on and off was pretty simple for the most part but what kept things exciting is when things would not work because

they were a little finicky in the first place which really pushed the problem-solving aspect of my brain. Some aspects were frustrating because the answers were not incredibly clear and if it was a weekend, it may just be me in the office but all in all the answer would either be a battery or turning something off and on again. Gallery sitting was also a really interesting experience and by far the lowest stakes part of the job which is great after walking up and down seven floors of stairs. My main task for this role was getting zip codes and demographic information from visitors and generally greeting them and answering questions. Most times it was a great way to get some reading or writing done.

I felt the most valuable thing I can take away from my time in Wassaic was getting to know and befriend all of the artists who came through while I was there. One of the most valuable things that I am glad I got to sit in on was the artist presentations that happen not long after a new group of residents come in. It was an excellent time to hear artists talk about their practice and their methods behind what they do. Academically speaking, it was fascinating to hear the

intellectual reasoning behind their work and the types of societal aspects they sought to explore through their work. The amount of thought about the world that goes into making a series of pieces reminds me of the amount of thought that it takes for me before starting a paper which pushes to think what my art should be going forward. I draw comics and write stories but the ideas come slowly to me but the thought process for creating art by the residents being similar to my papers makes me rethink academia as a place to explore societal exploration in a way that would be just as satisfying as creating art.

Other than this challenge to my thinking of the artist process, meeting these residents and my fellow interns also opened me up to creating new friendships. I am grateful for getting to know everyone I met at Wassaic during my time there. By far the biggest highlight was the surprise party organized for me on my 21st birthday. All of the residents, interns, and even the artistic director attended and it was a great memory there. There isn't anyone I met that I can't think of a good conversation, drive, or moment spent together and I hope to try and maintain these connections going forward.

My time in Wassaic was above all else memorable. I learned so much



The way I look at art and the artistic process will forever be changed by how I interacted with the artists I met at the Wassaic Project.

constantly and I feel like I learned so much personally and professionally. The way I look at art and the artistic process will forever be changed by how I interacted with the artists I met at the Wassaic Project. I also have come to know the administration process of such an impressive artist residency program and gallery. With such a small staff, I realized the challenges of wearing multiple hats and occasionally being stretched in a few different directions but I also came to realize that in the end seeing the results of hard work is extremely worthwhile.

I'd like to thank the Wassaic Fund, and Carleton Donors and Board Members Karen and David for contributions to make this summer possible financially. I'd like to thank Wassaic for giving me this opportunity and all of the fantastic people I met there. I'd also like to thank the Carleton Career Center and Rachel Leatham for the support in creating this memorable experience.

WEAVER INTERNSHIP FUND

To support Carleton students in internships.



I worked with the Sun Valley Institute to draft an extensive report on metrics that we found important to the economic, social, and environmental well-being of the surrounding towns.

Sun Valley Institute; Sun Valley, ID

It's no secret that the state of science today and its ever-evolving advances in research have left the world's population with an unquenchable thirst for data, statistics and projections. After all, what better way to enlist the assistance of investors, clients and the general public than to show them a line chart detailing what shareholders should expect on their returns, or a decision tree to evaluate which customers, compared to others, are most likely to buy that fancy new car. Statistics and its applications have permeated the highrises of the bustling cities and big data, the essential source of information for social networking (and the reason you keep seeing incredibly tailored news feeds) is bigger than ever. However, when we consider the effects of data both helpful and harmful, it is most commonly within a business or government setting, preached by CEOs and politicians alike. Facts are reported day in and day out in New York and Washington, sometimes without due research or simply because the presenter "likes this number". For the average American, this inundation of information can be exhaustive and the threat of misinformation always lurks.

This notion founded my internship this Summer, albeit through an environmental lens focused on how the community of Sun Valley, Idaho is responding to encroaching climate related threats. Using my Carleton-led knowledge of statistics and data science, I worked with the Sun Valley Institute to draft an extensive report on metrics that we found important to the economic, social, and environmental well-being of the surrounding towns. I not only achieved this goal along the way, but also gleaned a lesson or two about conducting research outside the school setting. To me, these lessons were of equal importance as the main project for my organization because they represent moments where my knowledge was tested or when I had to make a choice independently.

It goes without saying then, that the most important skill I learned this Summer was how to be more independent and advocate for myself. I'm not calling myself shy by any means, but this summer I really had to speak with my supervisors to get a message across. Sometimes this came in the form of asking questions and asking for help when I needed it. Admittedly this was often a challenge, but both my supervisors and myself feel like I improved on this. One example would be setting up meetings. At the beginning of the Summer I would be hesitant to set up conference calls with connections or the staff. When this became unsustainable I forced myself to be more independent and set up stricter meetings to help with my project. The second take away from my internship was just how well and simultaneously not well I was equipped for a job in the real world. In other words Carleton and its outstanding professors have certainly given me the tools to succeed in my profession and it was exciting to find myself applying my school lectures during my internship. At the same time, it dawned on

I really enjoyed my time up in the mountains and I'd recommend this organization to host more Carleton interns.

me that no matter how many classes a student takes, there are certain things that can not be taught and that the student has to figure out for themselves. For instance, punctuality in the workplace is not an educational factor, it's a personality trait. To use another common example: how does a student manage conflict with their supervisor whether it be over ideas, work habits or simply where to eat lunch. Carleton may provide a safe bubble that undoubtedly enhances learning in the classroom, but the world is not that bubble, and some things we just have to figure out for ourselves.

Among other experiences of my internship, the use of data science and its application in the field became the most exciting part of my Summer. I learned how to code raw data from spreadsheets, records and websites from all different kinds of organizations and compile them into a story for the readers of our project. Granted the project (called the Sun Valley Metrics Assessment) was too large to finish by the end of the summer, but my supervisors were extremely proud of my work and continue to proceed with the report. The project required meetings with representatives from bus stations, watersheds, and economic firms along with police officers, school district recordkeepers, and airport officials. I learned how to correspond with strangers in a cordial manner and speak to them about my project. I can not understate how important this is in the role of a statistician and as a soft skill for life in general. The ability to communicate is vital to statistics because collaboration is always found in the profession. I was happy to both incorporate my data science knowledge while developing my own aspirations as a statistician.

I really enjoyed my time up in the mountains and I'd recommend this organization to host more Carleton interns. The feeling of riding my bike down a paved ski slope trail past horse-filled meadows on a cloudless yet cool summer day is a memory that I will not easily forget. I am so thankful to have had this experience because it helped me give back to my home state in a way that truly matters. It's one thing to donate money or time, but to actively contribute to the future of my home is a priceless gift. The lessons I learned before and during my internship are ones that I will take with me, but the notion of participating in something bigger than myself is what makes this experience worth having.

Katrina Sewell '21

Psychology



I plan on bringing what I've learned this past summer to my potential research positions in the future, even if that research is specialized in a separate field.

University of Minnesota Department of Pediatric Hematology and Oncology; Minneapolis, MN

This summer, I did Pediatric Oncology research and was able to focus on the differences in expression of immune cell markers on human leukemia cells in different micro-environments, including in vitro and in vivo experiments. I learned so much in one summer relating to different lab skills and tasks which improved not only my knowledge of how to form and test research questions but also my understanding of previous labs from class. During this experience, I was able to strengthen my public speaking skills, improve my efficiency in studying scientific papers and applying key points to my own research, and expand on lab techniques that I have and haven't used before. I gained exposure to flow cytometry, counting cells as well as splitting and staining them, and harvesting mouse tissues.

I plan on bringing what I've learned this past summer to my potential research positions in the future, even if that research is specialized in a separate field. I hope to do more research in the future and maybe even pursue clinical research positions. I'm still interested in health and medicine and am excited to explore more paths relating to that while bringing my knowledge from this experience with me. I think the skills I've learned from this research experience will influence my work in labs from classes I take at Carleton as well as my work in the real world. I've learned that I don't have to know everything about a specific area of research before starting a position and that research requires constant learning without necessarily being an expert on everything. I was surprised to find that I was able to learn so much information in such a short amount of time pertaining to one small segment of an entire field and still feel well-informed on the disease I was studying. I noticed that my coworkers were in a similar position and would teach themselves new information or techniques using other papers in order to create and expand on new projects. This was really interesting for me to see because I realized you don't have to know everything immediately when doing research, you just have to know how to learn that information, how to teach yourself, how to ask critical questions, and how to collaborate with those around you. From my experience of working with my labmates, I've learned that I appreciate being trusted to do complex tasks by myself in the lab, but I also like being able to learn from those around me and be in a collaborative/supportive environment that still allows for my independence. I think having a nice balance of this within my work environment is what made my experience even more enjoyable.

Overall, I'm so grateful that so many people entrusted me with really important assignments that required a lot of resources and took the time to make me feel comfortable and prepared in the research I was doing. I'm grateful to have learned from those around me in the lab but also in the

I recommend keeping an open mind about where you're working and constantly checking in with yourselves about what you want out of the experience as well as what you are currently learning/getting out of it.

clinic, as one of my coworkers, a Hematology/Oncology Fellow, allowed me to shadow her at the hospital when she was under no obligation to offer. I'm just really glad that I was given such a welcoming and helpful team to work with. As for other students pursuing internships, I recommend keeping an open mind about where you're working and constantly checking in with yourselves about what you want out of the experience as well as what you are currently learning/getting out of it. I would also advise you not to be afraid to advocate for yourselves during your internships. I was always asking questions about things that confused me because I wanted to get the most out of the experience and learn a lot. I also asked my coworkers and supervisor on numerous occasions if I could try certain things, like harvesting tissues and running flow on my own. They allowed me to do those things and gave me other tasks to do alone, and I think a lot of that had to do with me asking and showing more independence. I think it's important to take that initiative not only to show interest but also to give yourself credit because you know and can do more than you might think.



I felt very great as I have finally been able to apply what I learned in Carleton and created some real values with the knowledge I have.

Vingroup Bigdata Institute; Ho Chi Minh, Vietnam

Over this past summer, I have been working at Vingroup Bigdata Institute in Vietnam. Even though as a first year student with not much prior experience in computer science, I have learned a lot with this experience in general. I learned a lot of new things about the field that I am planning to work in the future and also how to work in a professional setting with real duties and responsibilities I need to fulfill.

As I only took two terms worth of computer science courses, I was not fully prepared when I got the work. I worked with the computational biology research group and because I had no prior understanding of this subject, I would have to work on other parts of the project. However, my supervisor was very understanding about it and the first task he gave me was very manageable. It was on the file storage and backup system of this particular project. As the files produced by the research team takes a lot of time and also costs a lot of money, the group needs to back up these files regularly. However, the size of these files are pretty huge so we need a program to control the storing process of these files so that we can still work on them and the files that are stored are not damaged in anyway. Even though I had not worked on such a big task before, with the guidance of my supervisor, I finally accomplished it after five weeks. It was not actually a fully functional program but my supervisor said that what I have done would greatly help him with his work in the future. Therefore, I felt very great as I have finally been able to apply what I learned in Carleton and created some real values with the knowledge I have.

The second part of the job is very different than the first and helps me a lot with my communication and research skills. As new technology is created everyday, we need to learn how to use them and incorporate them into our work. As the file storage needs to help a search function to help the research group finds the files faster, we need to apply the new technology to build a search engine for them. However, as the task of applying the technology and building a functional search engine was too much for me at that point, I was given the task to read about Elasticsearch and made a presentation about its values and advantages over other search technologies. This is presented with the group to help them understand what can be done to help the search engine works better or some of the things that could be changed to more fit their needs. With the encouragement of my supervisor, I took on this task even though I doubted my ability to understand this technology or even present them to the group. It turned out to be such a great experience as I struggled to understand a lot of concepts. Because of that, I need to communicate with my supervisor about what I need to work on to help gain more understanding on the problem. Not only that, the preparation

As this is a full time position, it really pushed me to invest all of my time to achieve something and helped me understand how much I can really do.

of the slide really helps me with my presentation skill as I was not a good speaker before. Even though I could not finish the presentation as the final parts were too hard to understand, the preparation with my supervisor has helped a lot.

The last thing that I learned is how to be more uptight and responsible with the deadlines that I have. Even though I worked with a research group, it is funded by a private company and so we need to set a goal at the start of the month and work to achieve what we have proposed. Therefore, we had a meeting at the start of the month to present what we had done in the previous month and also to divide what we want to do next month down to particular week. At first, as I was still new to the job and the whole field in general, it was mostly my supervisor who set it up for me. However, at the end of my internship, I have learned how much I could really do and have my own deadline. As this is a full time position, it really pushed me to invest all of my time to achieve something and helped me understand how much I can really do. I realized that sometimes, you could not finish the work in one go and it is better if you divide it up to give yourself motivation to work on these smaller tasks. At the start of the internship, I was trying very hard to finish the huge coding task I was given as fast as possible. However, as I went more and more into it, some days I just felt like I did not really know where to start and it took several days to bring up my motivation to work on it again. Although I was still able to complete the task, I found that I spent too much time working on it on a particular day but other times, I was under-motivated and wasted a lot of my time working but actually achieving nothing. I talked to my supervisor about it and he was very kind to help me with how to deal with work in general, not just coding in particular. He told me to try dividing it up to smaller parts and give yourself three to four hours everyday to work on different parts of the task. In the next assignment that he gave me, it worked out wonderfully and I felt much more comfortable with my schedule as I could control it more freely. Therefore, a fixed schedule that is allocated everyday to work on a particular part of a problem is better than just pushing through it. By doing this, I also realize how much I can do efficiently in a given amount of time and it helps me a lot in scheduling for the tasks ahead of me. With the new understanding, I think that I can better manage my time and tasks at Carleton to become a better student in general. We also have a formal dress code in general and I was not fond of any dress code before. However, by coming to work in a professional environment, I feel like a proper dress code has motivated myself to work more diligently.

I would like to thank all the people that I have met during my internship at the computational biology group at Vingroup Big Data Institute in the summer. They were all great mentors and gave me wonderful advice on how to improve myself. Not only that, their encouragement really pushed me to pursue computer science as a major in Carleton.

EUGSTER ENDOWED RESEARCH AND INTERNSHIP FUND

The Jack Eugster '67 fund is intended to support students majoring in the sciences with an out of the classroom opportunity or an internship, particularly related to environmental studies and sustainability.

Heather Luedke '20

Environmental Studies



I loved every minute of it and it has helped me confirm that I want to pursue environmental journalism for my career path.

Environmental and Energy Study Institute; Washington, DC

Spending the summer in D.C. was a memorable, and unanticipated, experience. After living in a city last summer, I had decided I wanted to spend my last summer at home and working there. However, I found one internship in D.C. with the Environmental and Energy Study Institute (EESI) that grabbed my attention, so I applied, got the position, and spent eleven weeks as a communications and policy intern for them.

My time as an intern with EESI was phenomenal; I loved every minute of it and it has helped me confirm that I want to pursue environmental communications/science writing/environmental journalism for my career path. It also confirmed that although I don't mind sitting behind a desk as much as I thought I would, that I also would prefer a job that would let me get out of the office and meet people and report on issues in-person (which I did get to do some, actually!).

The Environmental and Energy Study Institute is a nonprofit, bipartisan organization that works to provide scientific facts and statistics about climate change, renewable energy, and energy efficiency to congressional offices on the Hill. Their goal is to inform policy and help smooth and speed up the transition to a renewable energy economy in a cost-effective manner. They're also beginning to increasingly focus on adaptation to and mitigation of climate change, and how communities can become more resilient to our changing world. A small organization, EESI has ten full-time employees that all collaborate on projects together and work with other organizations to educate Congress. They put on briefings on the Hill on a variety of climate change and energy issues, advise committees, work with congressional offices on specific tasks, write articles and fact sheets about climate change, and more. Because they are such a small organization with such a wide reach, they always have 3-4 interns working for them – full-time, year round.



Because of the setup of the organization, I felt like I had a big role at EESI and like I was making valuable contributions to their work. Additionally, all of the staff were very welcoming and wanted me and the

Because of the setup of the organization, I felt like I had a big role at EESI and like I was making valuable contributions to their work.

other interns to have the opportunity to experience a lot of different aspects of work at EESI, and so I worked with a variety of staff members on an array of projects. My daily work involved managing EESI's social media, including Twitter, Facebook, Instagram, and LinkedIn. I posted promotional material, links to climate change and renewable energy articles, and showcased our own publications. On top of that, I wrote articles for the blog, and the new, biweekly newsletter I helped to get off the ground and designed the logo for. I wrote over 10 articles over the course of my internship. I also served as a second photographer for our briefings and events, and got to conduct video interviews with staff from other environmental organizations to highlight our partnerships and the work those organizations were doing. I then got to turn those video interviews into video shorts for our YouTube channel. I also recommended a Republican co-chair for the Renewable Energy and Energy Efficiency caucus, helped to advertise for events, attended hearings and briefings put on by other organizations and took notes for EESI's staff, and more.

On top of all of this, I spent a significant amount of my time this summer working on a fact sheet about Nature-based Solutions, cost-effective alternatives to gray infrastructure that emulate nature to help solve our gray infrastructure problem while also adapting to climate change effects, mitigating climate change itself, and providing social, economic, and environmental co-benefits. The fact sheet has my name on it and will be blasted to Congressional offices in D.C. and EESI's donors and subscribers around the world!

From all of these incredible experiences I learned how to be productive in an office environment, how to differentiate writing styles between more formal white papers like the fact sheet and from informational but easily digestible articles. I learned a lot about the field of energy efficiency and renewable energy as well, and got much more comfortable tracking bills as they go through Congress. I learned a lot about politics, too, and how to talk about climate change in ways that elicit positive responses from both Republicans and Democrats alike, and what language and words to use and avoid.

All of this is invaluable, and will greatly help me going forwards. In addition to providing great resume material, I have made connections both in and out of EESI that can help me find a job for after graduation. It has also reinforced my decision that I want to go to grad school for environmental communications and pursue a career writing about climate change issues.

My summer in D.C. was amazing, and I am so grateful that I got to have this experience. I know it will stick with me for years to come in a multitude of ways, and I am very thankful for that. This experience would not have been possible without the phenomenal staff at EESI, the generous scholarship from the Eugster Endowed Fund, or the Carleton College Career Center. So thank you for making this summer internship a reality, I truly appreciate it.

Ada Meyer '20

Biology



I am incredibly grateful for my coworkers for not only giving me such an incredible work environment, but also for providing me with such a wealth of work experiences that I can use to grow as a person and an educator.

South Slough National Estuarine Research Reserve; Charleston, OR

This summer I worked in the education department at South Slough National Estuarine Research Reserve in Charleston, Oregon. During the summer, we hosted five week-long day camps for kids ages four through eighteen. On the weeks when camp was not in session, I worked on various projects in the office. Throughout the course of the summer I wrote a series of lesson plans about the alarming decline of eelgrass in the South Slough Estuary. I created this body of curriculum both for the South Slough education team to utilize in classrooms and as a resource for teachers.

During summer camps, the incredible South Slough staff focuses on getting kids outdoors and allowing them to freely explore and learn about the different coastal ecosystems. In the following photos, you can see the



variety of locations and activities kids participated in to explore their natural environment. We took them to beaches: helped them explore tide pools: taught them about anatomy through a squid dissection: gave them the opportunity to create their own eelgrass creature, complete with camouflage and defense adaptations: and so, so much more. The largely free-form structure of the camps definitely helped me grow as an educator. This

dynamic was a contrast to my previous science-education jobs where I spent a lot of time leading formal group lessons. At South Slough, I learned how to make use of small, informal moments as learning opportunities for my campers.

This internship also taught me a lot about what direction I may want to take with future careers. Because I had the opportunity to work both with summer camps and in the office at South Slough,



Through my weeks in the office working on my long term project, I learned a lot about lesson writing and planning. I was also able to develop my lesson writing skills for ages that were older than the groups I was used to working with.

I was exposed to more curriculum writing and office work than I had been in previous jobs. Through my weeks in the office working on my long term project, I learned a lot about lesson writing and planning. I was also able to develop my lesson writing skills for ages that were older than the groups I was used to working with. Although in the end I created a set of curriculum that I am really proud of, the weeks in the office made me realize that in the future I really want to work directly with kids. While I enjoy playing a part in writing lesson plans that I or my coworkers will teach, this internship really solidified this for me. I am incredibly grateful for my coworkers for not only giving me such an incredible work environment, but also for providing me with such a wealth of work experiences that I can use to grow as a person and an educator.



GOVERNMENT SERVICE INTERNSHIP FUND

Supports students to pursue internships in public service that will help them prepare for a meaningful life after college.



Having to constantly correct misperceptions about US policy could be frustrating, but it gave me a much better understanding of what really matters in Consular work.

U.S. Department of State; Almaty, Kazakhstan

Kazakhstan has emerged, nearly 30 years after the collapse of the Soviet Union, as the richest and arguably most modern country in Central Asia. Development of the petroleum sector has led to a massive rise in GDP and transformed it into an upper middle income country. The internal conflict that roiled neighbors such as Uzbekistan and Tajikistan has been largely absent, the country stabilized by 28 years of continuous rule under President Nursultan Nazarbayev.

Nazarbayev, a dictator who tolerated much corruption and little dissent, finally stepped down in March, though not before leaving his government securely in the hands of a crony, Qasim Jomart-Tokayev. He, it appears, is simply a placeholder for Nazarbayev's true heir--his own daughter. Kazakhstan may be modern, but it is hardly free or liberal; government remains nepotistic and corrupt.

My arrival in June, just months after Nazarbayev's resignation, coincided with a rare break in the status quo: Tokayev had just been formally elected, and protests had shutdown Almaty. We could not go into the city center after four o'clock in the afternoon because police would take in anyone there. Internet connectivity was intermittent and social media was totally unavailable. But in two days, the activists were, unfortunately, cowed. The dominant order of things restored, I began to observe the rhythms of Kazakhstani life and governance.

The corruption I described above was easy to understand as simply a failure of good government until I saw directly how deeply corruption permeates life. Trust in bureaucracy is minimal, and any substantial request is likely to be accompanied by a bribe. Outside of a few well-managed international organizations, graft is ever-present, even in daily service interaction. I was returning from the west of the country with a fellow intern when, still an hour

and a half from our destination, people began to line up to get off the train, the more reluctant compelled to get up by the more eager. Soon everyone was standing, waiting in line, an hour and a half before anyone had a prayer of going anywhere, at 1:45 in the morning. I turned to my friend, a fellow intern. "What are we doing?" I asked. "Well," she said, "if there's a line, you get in it. What if you don't, and then you don't get what's at the other end?" Despite outward modernization, a deeply Soviet fear of scarcity and a culture of corruption has persisted, justly reinforcing mistrust and cynicism towards government and bureaucracy.

Attached to the US government, I was insulated from the direct flow of bribes and illegal activity. The absence of trust, how-

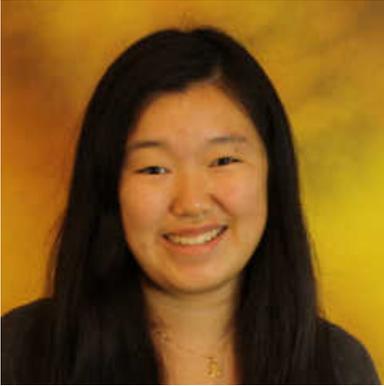


I chose to work in Consular because I wanted to become acquainted with the procedures of the State Department at the broadest possible level.

ever, was ever present. If a conversation with local residents turned towards work, and I began to explain my internship in Consular Affairs, I'd inevitably correct at least one mis-perception about US policy or visa rules. Rather than go to official US government websites, many applicants rely on informal advice or grey-market visa middlemen, and an abundant store of misinformation has thus sprung up.

Having to constantly correct misperceptions about US policy could be frustrating, but it gave me a much better understanding of what really matters in Consular work. I chose to work in Consular because I wanted to become acquainted with the procedures of the State Department at the broadest possible level. Whether you are in Almaty, Astana or Lesotho, visa operations are governed by exactly the same laws. What I failed to account for is how profoundly local conditions alter our response to those laws. The horizon of visa work--that is, how much can really be accomplished, both in terms of efficiency and outreach, is not legal but cultural. The diplomatic and bureaucratic components of diplomacy thus cannot not be separated, and as I continue my Russian education at Carleton, I will seek to gain a deeper grounding in post-Soviet culture and history.





I was able to work on an Information Memorandum on a new award that was spearheaded by the Secretary of State himself.

U.S. Department of State; Washington, DC

Getting to Washington, DC was possibly one of the biggest whirlwinds of my life. I packed my bags leaving early from Carleton to start the most formal internship I've had in a city that I wasn't very familiar with. To top off all of the excitement, I was headed to work for the Federal Government. Being a part of an organization that is as notable and well-respected as the Department of State was extremely daunting. What to wear for my first day was at first the biggest thing on my mind. What does "Business Casual" even mean? Were open-toed shoes acceptable? What am I going to do when it feels like 120 degrees outside, but have to work in an office that is absolutely freezing? But then the bigger questions began to worry me: Will my supervisor actually care about the goals I've set for myself? Will I just be getting coffee orders and making copies? And ultimately, am I going to end up gaining real experience that I can use in my formal career later in life?

The first few answers were easy to answer after the first day. A skirt and a button-down shirt and a sweater. I even wore nylons, just to make a good impression. But the bigger questions were harder. When I first got there, my primary supervisor was no where to be seen, which was definitely a little worrying on the first day. But, the other employees in the office were nice and the interns were welcoming. When one of the supervisors in my chain of command came back, he gave me a tour of the office and walked me through what the office does. The office I interned at was the Office of Performance Evaluation within the Bureau of Human Resources. In this office, they host Foreign Service Officers (FSOs) to decide who is ready for promotion to the next grade within the Foreign Service. The office organizes boards of five to six FSOs to review evaluation reports of hundreds of candidates, comparing the officers by level/grade and by specialty. I was told myself, and the rest of the interns in the office, are to act as assistants to Board Advisers. The Board Advisers, many former FSOs, staff the office and are given a specific board to oversee. After hearing that we were going to be assistants, I was worried I would get stuck making coffee runs.

Each of the interns was assigned a different Board Advisor to work closely with for the duration of our internships. I was assigned to Jean Bonilla, a former FSO. She was an incredibly caring and made my internship as meaningful as she possibly could. She was listed in as my supervisor for the purposes of this internship and reflection period because she took interest in my goals and helped me develop professionally. As her assistant, I helped compile a report of the results for the G-IV Board, the most junior board in review, that went to the Director General of Human Resources, Carol Perez. I was even able to sit in on three meetings with her when she discussed the findings with the board members. In addition to helping compile the report,

Sometimes, when you aren't doing things, you're able to learn more about the organization you're working for and reflect on what you want to take away from the experience and how you're going to apply what you've learned.

I was able to work on memorandums that were delivered to the Director General, as well as the Secretary of State, Michael Pompeo. This was the most rewarding part of my internship. I was able to work on an Information Memorandum on a new award that was spearheaded by the Secretary of State himself. It was incredible to think that I contributed to something that would be read by the Secretary.

In my office, the work flow was the hardest part to get used to. We had influxes of heavy workloads, such as when I was helping prepare a report to be signed and delivered to the Office of the Director General before the meeting and running close to the deadline. However, sometimes there was nothing for me to do. When that happened, it was hard to feel like I had a purpose in the office. As an intern, I wanted to feel busy most of the time because it made me feel like this experience was meaningful and that I was making an impactful contribution to where I was working. I think many interns feel like this. But I hope that we all learn that it is okay to not always have something to do. Sometimes, when you aren't doing things, you're able to learn more about the organization you're working for and reflect on what you want to take away from the experience and how you're going to apply what you've learned. From this experience I learned about the State Department, how to balance multiple supervisors, and what qualities are important when looking to be a good employee. I hope to use some of the knowledge I've gained from this as I get ready to graduate from Carleton.

I want to thank the Federal Service Internship Fund for helping me afford this internship. Alexandria Ocasio-Cortez is a proponent in making a living wage and is a supporter of paying for internships because "Experience doesn't pay the bills". Thanks to this fund, I was able to pay them, as well as gain experience that will help me pay the bills later on in life. I also want to thank Jean Bonilla for taking interest in making my time in Washington and at the State Department as beneficial to my career as it possibly could have been.

FROST ENDOWED INTERNSHIP FUND

To help prepare students more robustly for fulfilling post-graduation lives.

Maya Rogers '22

Undeclared



One of the main lessons my internship taught me was that people often think more highly of me than I do of myself, and as a result I need to build up my confidence and be sure of myself and what I do.

Oklahoma Center for Community and Justice; Tulsa, OK

This summer I had the pleasure of interning for the Oklahoma Center for Community and Justice in my hometown of Tulsa, Oklahoma. I first interacted with the OCCJ in 2015 when I attended their social justice leadership camp for high school students called Anytown Leadership Institute. This year I was invited back by the camp director to serve as the summer intern for the organization. At my internship, I mainly focused on all aspects of Anytown, from recruitment and communication with delegates to resource printing and gathering to event execution and finally feedback analysis.

At my internship, I strengthened many of the skills I had previously built at my externship, most notably my professionalism, seeking out constructive feedback, and delivering my work at or before the deadline. However, one of the main lessons my internship taught me was that people often think more highly of me than I do of myself, and as a result I need to build up my confidence and be sure of myself and what I do. At my final feedback session, my lack of confidence was pointed out as an area of growth, and since then I have been reflecting on how I can change in that area, as the staff at my internship agreed that I have every reason to be confident in my work. I learned that the work I deliver is often of high quality, and I know that I put a lot of effort into all I work on. This includes the presentation on ableism that I created and presented during Anytown, pictured below. I received a lot of positive feedback on my presentation, and I realize that now is the time for my feelings about myself and my work to reflect the quality of what I produce.

I plan to use this experience of working at a nonprofit to get further involved in the nonprofit sector, as both my internship and externship experiences have showed me that I fit well into this field of work.

As of now, I plan to work at a nonprofit focused on leadership and social action, like the OCCJ, in the future. Because I have decided on this path, I can now use my experiences and connections to get further involved in nonprofits and to pursue a degree



The main thing that surprised me at my internship was the amount of other people who shared the same passion for helping others that I do.

that will best help me achieve that goal. The main thing that surprised me at my internship was the amount of other people who shared the same passion for helping others that I do. Through the 26 staff at Anytown, including the five staff of the OCCJ, I interacted with and got close to so many people who not only were passionate about helping others learn about social justice but had a diverse set of experiences that I got to learn from. Whether they be a Holocaust Museum staff member, an advocate for undocumented immigrants, or an aspiring doctor,



everyone brought something to the shared table that helped me and the students connect to what we were talking about.

I am most grateful for the opportunity to serve at this internship, which would not have been possible without the support of many people both in the Carleton and Tulsa communities. I must first and foremost thank the internship fund that allowed me to work at this internship without fear of losing out on the opportunity to earn wages to fund my education. The Elizabeth and George Frost Endowed Scholarship Fund allowed my wonderful internship experience to happen, and without their support I would not have been able to develop the skills and relationships I now have through the OCCJ. I must also thank the Carleton Career Center for their help in supporting me through this internship, especially through the blog and helpful emails that made me think about my goals and how to maximize the benefits I could receive from this experience. I need to thank my main internship supervisor, Sarah Rana, who asked me to be the OCCJ summer intern in April of this year and told me that I had proved she made the right choice in picking me “because all the work [I] produced was excellent.” Although Sarah left in July, my other coworkers also gave me insightful and critical feedback at our final reflection discussion, and I am eternally grateful to them for the insight they provided. And last but not least, I must thank my mother for being both my ride and my support throughout this wonderful experience. And on a final note, if I could tell other inspiring interns one thing to help them the most at their internship, it would be form genuine connections, both with your coworkers and anyone else you may meet. In business, it’s often who you know, not what you know.



I proved to myself that I have the capability and perseverance to do science, which is the key lesson about myself that I got from this summer internship. And I'm really proud of that.

University of Minnesota Department of Neuroscience; Minneapolis, MN

Last winter, under the anxiety that I should find something to do in the summer, I reached out to various resources for help. Several professors in the biology department encouraged me to send out cold emails to researchers at other institutions and ask for potential internship positions. Professor Jennifer Wolff suggested that I should also consider finding financial support and introduced to me various forms of support that Carleton offers to students. That's how I found out about the amazing support system of the Career Center for students doing summer internships. After a lot of email conversations and video interviews, I decided to spend my summer in Dr. Mark Masino's lab at the University of Minnesota, studying the intricate neural circuits in zebrafish spinal cords. Thanks to Dr. Walter K. Kean '67 and Lilian F. Dean '68 who established the Elizabeth and George Frost Endowed Internship Fund, I received great support and was ready to set off my internship journey.

One of the reasons that I wanted some summer research experience so bad was that I was greatly attracted by research, but not confident about my capabilities and perseverance. Therefore, an opportunity to test out myself was greatly needed. Dr. Mark Masino's lab offered the perfect experience for me to get rid of my doubts. I worked on a pilot study based on some of the lab's previous findings and was given great autonomy on my project. I proved to myself that I have the capability and perseverance to do science, which is the key lesson about myself that I got from this summer internship. And I'm really proud of that.

I learned a lot of different skills throughout the summer. The three most important ones are reading literature, reflection and making connections with people. Reading literature is probably the most crucial part of my whole experience. I did a lot of behavioral studies using pharmacological methods in the summer. I found that with higher concentrations of excitatory neurotransmitters, the decapitated zebrafish would swim more strongly. I didn't pay much attention to this phenomenon at first because I thought it was just common sense—of course, the fish are going to have stronger responses with more excitatory input. After I read more literature, I learned that there are different neurons used in the spinal cord when the fish are swimming at different frequencies. I then realized that what I observed from fish in increasing concentrations of drugs looked a lot like a gradation from slow to fast swimming. I then proposed a hypothesis that maybe these neurons that are responsive at different swimming frequencies have different response thresholds for the drugs. By reading literature, I found the significance of a “common-sense” observation and proposed a valuable hypothesis. I would never forget the joy when the idea popped up in my head.

I received great career advice from them. I think this skill is definitely going to be very helpful to me in the future.

But I could not find the pattern in the first place if I wasn't "forced" by my supervisor to reflect on my results every day. My supervisor and researchers in the lab reviewed and discussed results, experiment methods, and relevant literature several times a day. In order to not be silent on lab meetings, I had to review and reflect on my results. That helped me get a better understanding of my work.

My coworkers also gave me great support throughout the summer. I was quite tense and shy at first and didn't talk much. As an international student, I was unconfident about my English speaking and found having casual conversations with people difficult, so I shied away from social events a lot. But my coworkers are very patient and very friendly to me. They not only encouraged me to talk more but also reminded me that it is important to make connections with people. Gradually I started to talk more and became more comfortable with it. Even though we were talking about politics, foods, and sports, rarely about science except for lab meetings, the connections that I made with my coworkers helped me become more energetic at work and I received great career advice from them. I think this skill is definitely going to be very helpful to me in the future.

I've learned way more than what I could list from this experience. I feel very lucky that there is such a wonderful support system that encourages Carleton students to go out and find experiences for themselves. I would advise any Carleton students looking for internships to explore more about the opportunities offered by the Career Center. They are incredibly helpful and would definitely make you feel lucky for being a Carl.

During school terms, I learned to study hard, to acquire knowledge and to become a well-rounded "liberal arts" person. During the summer, I learned the "real-world" skills (like cooking for myself and finding housing), connecting with people and doing science out of textbooks. This summer made my college education more complete and made me more confident and more prepared for my post-graduation life. I grew up so much not only as a potential scientist but also as a person. Life outside Carleton is indeed more gruesome in many ways, but there are also a lot of opportunities and excitement. But without the support from the Carleton Career Center and Elizabeth and George Frost Endowed Internship Fund, I wouldn't have this great experience. I want to express my utmost gratefulness to them.

IDSC 280 PARTICIPANTS

IDSC 280 is an independent study to reflect on learning from internships.

Alexander Frieden '20

Psychology and Music



I learned more than I dreamed I would, about recording engineering about the music industry, and about people in general.

Dark Horse Recording; Franklin, TN

My internship at Dark Horse Recording was a truly life-changing experience. I learned more than I dreamed I would, about recording engineering about the music industry, and about people in general. I secured the internship at this well-known recording studio in Nashville because I happened to call them at a time when they were in great need of interns. I was underqualified in terms of what I knew about engineering (there's really no way to learn about it at Carleton), but over the course of the summer, I learned an incredible amount about what it means to run a studio recording session. The studio had a ranking system for interns — “Tier 1” interns were the lowest, and “Tier 2” interns were higher in knowledge level and ability to help with recording sessions. Of the other 20 or so interns, only 2 were at Tier 2. However, it is one of my greatest sources of pride for the summer that I was able to learn quickly enough and pass the sequence of tests required and become a Tier 2 level intern. More generally, I feel like I can do something that I definitely couldn't before — run a full recording session at a recording studio.

Additionally, I learned so much about networking and how careers happen. Part of it came from seeing how “stuck” some of the other interns were in their place. Though wonderful people, some worked at this studio 30 minutes into the suburbs of Nashville and never went into the city or tried to meet new people outside their friend group. This was perfectly in line with their goals, and many were content with the situation, but I went into the summer knowing nobody and with a lot of desire to understand the music industry. Knowing that I would be leaving soon, I definitely came in with a different perspective on this. Every night that I wasn't at my internship, I found a music show in the city (there are a lot of good free music shows in Nashville) and met people.

I worked hard for this internship and learned a lot about things that I expected to learn (how to run a recording session, how to write a song, how

to network, etc.) However, I also learned about areas of music that I didn't expect. For example, my supervisor at the studio enjoyed building audio equipment. His enthusiasm for the subject rubbed off on me, and I ended up, in the final stages of my internship, constructing a microphone of my own — an extremely difficult and complex task, more parts electrical engineering than music. In addition, a friend and fellow intern needed



All in all, my internship at Dark Horse made this the best summer of my life.

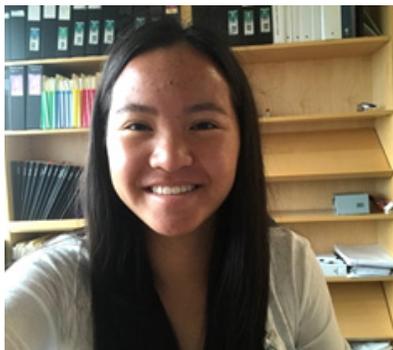
someone to run sound for his show, and he asked me to do it, although I never had run live sound before. However, it was one of my favorite nights of the summer!

All in all, my internship at Dark Horse made this the best summer of my life. I learned more than I could have imagined I would about recording engineering and much more. The summer also solidified my desire to work in the music industry: despite the fact that I was constantly working (even when I was out at a music show, I was networking, trying to meet people), I had a lot of fun.



Katherine McFerrin '22

Undeclared



Along with learning a great deal about water-soluble hemicarcerands, I also learned how research works in professional academia.

Mayo Clinic Computer Aided Molecular Design Lab; Rochester, MN

My first major step into the medical world was through my summer internship. For two months, I interned at Dr. Yuan-Ping Pang's Computer-Aided Molecular Design Lab at Mayo Clinic. I found his lab on the listing of research labs and was interested in his work since it combined my interests in biochemistry and computer science. Following our email conversations and an interview, he offered me a position in his lab. With the support of the Career Center, I arranged an internship for academic credit that made my summer work official. Through my internship, I learned how computational chemistry research is conducted, the value of reaching out to people and that immersing yourself in the career world you're interested in is the best way to learn about it.

My research project was on water-soluble hemicarcerands. These hemicarcerands are molecule cages that may be able to hold a drug molecule while preventing the drug from interacting with anything outside of the cage. A prime application of these drug delivery systems is for chemotherapy drugs that harm many healthy cells in the process of killing cancer cells. My supervisor and I computationally tested a known water-soluble hemicarcerand, Octaacid 4. The goal of our study was to see what a small drug molecule would do if it were encapsulated inside Octaacid 4. I familiarized myself with UNIX commands and learned to use Assisted Model Building and Energy Restraint programs (AMBER) and PyMOL molecular visualization software to computationally build Octaacid 4. We ran molecular dynamic simulations of a small molecule, p-xylene, encapsulated in Octaacid 4 with the goal of observing xylene's motion. Our findings showed spatial restriction inside Octaacid 4 which indicates that Octaacid 4 may undergo a conformation change to allow small molecules could enter and exit. Our study suggests that more research on the mechanism that would let molecules enter and exit Octaacid 4 is necessary to further develop the drug delivery system.



Along with learning a great deal about water-soluble hemicarcerands, I also learned how research works in professional academia. I was surprised that the writing and visual presentation of your results are just as difficult and important as the physical data production and collection. My supervisor and I spent a few weeks writing a preliminary research paper of our finding. Writing our paper was especially challenging, but I learned writing strategies I plan to use when writing science papers at Carleton. Even though we

Along with meeting people at my internship, I also met a Carleton alum. Using Carleton's alumni directory, I looked up and emailed a few alumni working at Mayo Clinic.

finished our preliminary paper, the work is ongoing. Next month, we will get more results and calculations back to confirm or refute our findings. During my stay in Rochester, I was most surprised by the people's willingness to give career advice and share their experiences. Most of the people I met were curious about me as a student and person and loved giving advice. Through several lunches with my supervisor and short conversations with people in the breakroom, I learned how graduate school and postdoc positions work for a career in research. Many of these conversations especially ones with researchers in the break room began with a simple "Hello, I'm a student researcher here for the summer. I'm Katherine. What's your name?" For any student interning, I would recommend meeting the people around you. This helped not only in learning about career paths but helped to build a community in the workplace.

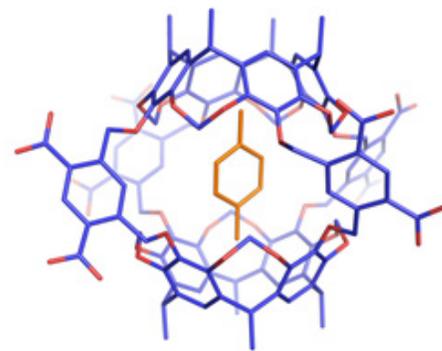
Along with meeting people at my internship, I also met a Carleton alum. Using Carleton's alumni directory, I looked up and emailed a few alumni working at Mayo Clinic. One of them was available to meet for a conversation over tea. Along with comparing our favorite things about Carleton, he shared why he went into medicine and his medical school application process. Whether it was having the shared Carleton background or similar career interests, the conversation was fun and worthwhile. I appreciated that he was so willing to share his experiences, and I was glad to hear his advice and encouragement. I plan to reach out to more alumni to meet them and hear their stories, and I would advise other students to do the same.

For students doing internships, I would highly advise living with other interns or people in your field. Coming to Rochester, I didn't plan to surround myself in the medical field through my summer housing, but doing so, worked out well. After my internship was finalized, I needed a place to stay in Rochester. I decided to stay with a PhD student who rented bedroom in her house to people temporarily working at Mayo Clinic. Along with the PhD student, I lived with three medical students at different times in the summer. Living with people invested in the medical world gave me a chance to observe their lifestyles, but also connect with them. I asked them questions about their career and received honest answers and advice as though they were talking to a friend. I made more meaningful connections and learned more about careers by living with housemates than I would've living in an apartment by myself.

Spending a summer surrounded by the medical world affirmed that the medical field is where I want to be. I learned that a lot of research is trial and error, and that uncertainty is what drives people to research. I loved the medical environment with people's passion for learning and desires to make a difference in the world or at least in a person's life. From the internship, I realized that I liked using computer science as a tool to explore biochemistry instead of trying to learn the formulas and theory behind computer programs. This means taking more core biology and chemistry classes and taking computer science electives as a further application of biochemistry. In terms of career steps, I want to shadow doctors to get a better sense if I'd want to pursue that career path. I also want to experience more types of research such as benchwork or clinical research with patients.

I made more meaningful connections and learned more about careers by living with housemates than I would've living in an apartment by myself.

I am most grateful for the connections I made with my supervisor and his wife, my housemates and a Carleton alum. I'm glad I could get to know them as the researchers, doctors and engineer that they are, but also as people. From talking with them, I have a much better understanding of how research in academia works and career steps in the medical field. I am also thankful for the support of the Career Center that helped me to turn an offer for a summer position into an internship.



My top piece of advice to students is to be proactive in exploring your career interests. The entirety of my summer experience from the computational chemistry to career advice to making meaningful connections began with me sending an email to a researcher expressing an interest in his work. Being proactive means different things to each person, but I would advise students to reach out to people you're interested in working with or that have a career you want to learn about. At the least, they won't have time to reply, but at the most you could create an opportunity to connect yourself to a whole new world.

Matteo Pellizer '20

Statistics



Coming into this internship I had some experience with the program, but over the past year I feel much more comfortable and confident using it.

National Sports Center; Blaine, MN

Over the last eight months I have been interning with Minnesota United FC, a professional soccer franchise, as a data science intern, and will continue with them as a paid intern for the foreseeable future. As the season progressed, I tackled a variety of projects, all surrounding how data can be used to make more informed decisions. This internship has been more than a job however, because I have learned some valuable skills and lessons that will translate and prove valuable in whichever way my life takes me.

Out of all the skills that I have learned through my time at the internship, there are three that stand out the most to me. The first skill that stands out to me is the ability to take initiative, and self-direct myself to meaningful work. I picked up on this by taking on projects that weren't assigned to me but were ones that I knew the Club wanted to tackle and get done. This mindset of doing not just what needs to be done, but also what should be done is one which I know will help me in my Senior year, as well as at any future job I might have. Another skill that I feel was greatly strengthened during my time with United is my knowledge of Microsoft Excel and its' applications. Coming into this internship I had some experience with the program, but over the past year I feel much more comfortable and confident using it. This is a skill which I know will come in handy if I pursue any career which involves data. One final skill which I feel I gained is the ability to communicate statistical findings in a non-statistical way. This took the shape of presenting results in easy to follow and understand graphs, as well as condensing main takeaways into short, written blurbs. This is a skill which I haven't used as much in my statistics classes, but one that is undoubtably very important when it comes to talking about statistical conclusions in the workplace.

In addition to these skills, I have also learned some important lessons about myself during my time with United. One of the big ones is that I belong in the professional sports world. I've known that I always wanted to work for a professional sports team my whole life, but I always questioned if I truly was smart enough to work for a club since I was never the best player, and by no means am an expert tactically or about the operation of a franchise. However United threw me right into the thick of things, giving me important tasks to do in helping their front-office run, and I rose to the occasion. In doing so I learned to not be so concerned about what I think I know or don't know, but rather to try my hardest on everything that I do and learn as I go. By demonstrating that I'm a good worker and can learn new concepts quickly I made a place for myself within United, as well as the sports world. Having learned this, I want to continue pursuing a career working for a professional sports team. Minnesota United was gracious enough to keep me on as a part-time employee, so I will be working a dozen hours a week for them throughout this school year and hoping to go from there once I graduate. This

The biggest advice I can give to future interns is to treat your internship as a job.

was a total surprise to me, as going into this internship I had no expectations of getting a job out of it, I simply wanted the experience and a chance to get my foot in the door. This is an opportunity I am incredibly thankful for, and one which I intend to capitalize on.

The biggest advice I can give to future interns is to treat your internship as a job. For me this took the form of dressing in formal office attire even when others would show up more casually, and coming in everyday prepared to not just work, but also learn and ask questions. This not only made the experience more meaningful to me, it also built a stronger relationship between the company and myself. Regardless of if this relationship results in a future job, it will come in handy for your resume, and as a job reference.

Finally, I would like to acknowledge everybody who made this experience possible. I would like to thank Logan Kuneck, my boss at MNUFC, for giving me the opportunity to experience working in a professional sports environment and be a part of the decision-making process. Additionally, my fellow interns Jack, Joseph, Erik, and Ashley all were a pleasure to work with, and proved to be fantastic friends to ride through the highs and lows of the position with. Last, but certainly not least, I would also like to thank my parents and fiancé for supporting me throughout this process. The nights they spent talking to me about my thoughts and feelings were incredibly meaningful, and integral in everything I have been able to accomplish.

Attached are some photos of what the office in Blaine looked like. The conference room is where my favorite moments occur, as that is where most of the collaborative work is done. In the second photo you can see the interns desk, where I did most of my work, which is the long flat table.



ISAACS WRIGHT FELLOWSHIP IN INVESTIGATIVE JOURNALISM

To support student participation in journalism internships.

Sonja Borgmann '21

Political Science/International Relations



I learned how to consume a variety of news sources in order to give balance to my views, a skill that has become more vital as news outlets become more politically polarized.

PBS Frontline; Boston, MA

My summer Editorial Internship with Frontline was one of the most incredible career opportunities I have been given. Before my internship with Frontline, I focused primarily on the technical aspects of film production. This included skills from learning how to manipulate camera and lighting equipment to capture the perfect shot, to mastering the tools available in editing software. As Frontline's Editorial Intern though, I had the opportunity to immerse myself in the process behind how a documentary's content is developed and polished, from understanding the detailed investigative research involved, to how editorial choices are made in pursuit of the highest journalistic standards. In my role this summer, I was in charge of fact checking film rough cuts at different stages of their editing process, researching treatments that were pitched to the outlet, and connecting a current Frontline documentary with new audiences. Through the projects I had a hand in, I gained a sincere appreciation for how quality research is conducted and the time and persistence required to produce accurate, ethical, and comprehensive reporting. Personally, I also gained insight into how to interact with film producers and began to clarify the vision I have for my future career path.

The most important concrete skill I developed this summer was critical media literacy. As I gathered evidence to support my fact checking work, I learned how to consume a variety of news sources in order to give balance to my views, a skill that has become more vital as news outlets become more politically polarized. Second, I learned how to employ new search engines and databases to authenticate facts—from shifting through government reports, to reverse photo searches on Yandex and TinEye, to tracking Twitter feeds for breaking news. I have thus emerged more confident in rooting out misinformation and seeking context for facts.

Following how the rough cuts of documentaries were reworked after being flagged with editorial notes, also helped me understand how editorial choices are made in order to avoid ethical conundrums and perform quality control on investigative journalism. Observing how narration was reinvented, scenes reordered, and which interview quotes were cut from the scripts as they evolved, showed me how to best craft a storyline for increased clarity and viewer engagement. One aspect of Frontline's documentaries, which make them so compelling, is their focus on covering the critical issues of the moment, through the lens of the personal experiences of people. By bringing humanity to light through their work, these documentaries have the potential to foster more empathy and connect viewers with realities that are far from their own lived experiences.

One of my favorite projects I was involved in, was an impact campaign for one of Frontline's new documentaries investigating the recent Syrian war. Through this work I felt I could start answering one of the long burning questions I have held, about whether producing powerful documentary content

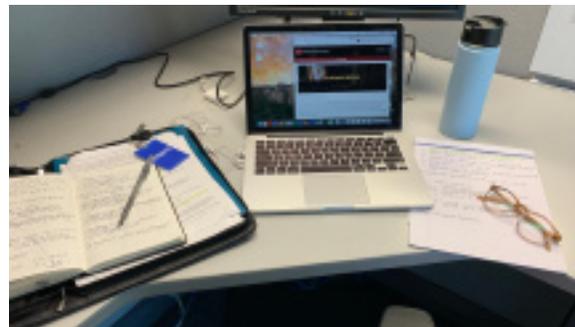
Next summer, I feel inspired to plug myself into an international journalism opportunity in Lebanon, either at a media outlet or a production house, in order to gain more experience as an international correspondent.

is enough to motivate meaningful discussions. What I found is that it can be, but only when it is paired with efforts to launch the film before the right audience. As I coordinated screening and talk-back events for the film, I saw how contextualizing it within ongoing academic programming at universities around the country, enabled the film to open doors to real educational growth on the ground. The largest realization I had while at Frontline, was that the most successful journalists and documentary film producers are those who are constantly hungry to learn and share a deep appreciation for incredible stories and collaboration. Not being afraid to learn on the job became a common thread between how the executive producers, reporters and filmmakers I came to respect, began their impactful careers. One associate producer of Frontline's political documentaries explained how she rose to her new role, when she was thrown into the middle of an ongoing international investigation. From the wisdom she shared, as well as through the experiences I had, I came to realize that while learning on the job can be intimidating, when I open myself up to the process, I am more likely to witness aggressive personal growth.

Heading into the future, I am determined to capitalize off the research and writing skills I developed this summer. I recognize that having Frontline on my resume is a huge gift, as they are highly respected in their field, but moreover I feel confident that the strong work ethic and curiosity I strove to demonstrate to their team this summer, is what will carry me the furthest in the journalism industry. Next summer, I feel inspired to plug myself into an international journalism opportunity in Lebanon, either at a media outlet or a production house, in order to gain more experience as an international correspondent.

In all, my experiences this summer have left me all the more enthused about the documentary film production process and eager to pursue a career path of this nature. I am so grateful for this experience and wish to give a tremendous thank you to the Neil Isaacs and Frank Wright Fellowship Program in Investigative Journalism who gifted me the funding to make this internship

possible. Without their generous aid, it would not have been possible for me to relocate to Boston to take on a full-time unpaid internship. I also wish to thank Frontline's Executive Producer Raney Aronson-Rath, Managing Editor Andrew Metz, and my advisors Julia Rod, and Amy Gaines, all of whom have been such fantastic and inspirational mentors to me.



Emily Bruell '20

English



I started the summer with an independent research project on ethical storytelling at the beginning of my internship, combing through academic, journalistic, and more informally presented arguments to establish general guidelines for storytelling best practice.

Colorado Immigrant Rights Coalition; Denver, CO

This summer, thanks to the Neill Isaacs and Frank Wright Fellowship Program in Investigative Journalism, I had an opportunity to bring the understanding of communication and narrative I'd developed through three years of an English major into a new context: working with the nonprofit Colorado Immigrant Rights Coalition. The internship provided not only a valuable glimpse into work in the nonprofit sector and in an office setting but also a chance to work with a truly amazing set of coworkers, confront the reality of the immigration rights movement and its obstacles, and explore storytelling in a new capacity cultivating the organization's story bank.

Coming from a background working in childcare and research, I'd never worked in a setting like CIRC's headquarters before, so this in itself was a novel experience. I really enjoyed the dynamic of collaboration across disciplines and areas of focus; it meant that even though I was in the area of communications, I was also aware of and involved with the Asian American and Pacific Islander Community Coordinator's outreach efforts and the Operations Manager's work establishing what political action was permissible as a 501(c)3. Learning to navigate this space, and to find areas I could offer support in or side projects I could take on to help various facets of the organization run smoothly was definitely one of the most valuable skills I gained this summer.

Another valuable experience I had this summer was getting to dive more deeply into the mechanics of narrative with the Story Bank Project. I started the summer with an independent research project on ethical storytelling at the beginning of my internship, combing through academic, journalistic, and more informally presented arguments to establish general guidelines for storytelling best practice. My co-intern and I then interviewed CIRC staff and directly impacted community members, putting full videos and transcripts in the organization's Story Bank (to be used for future grant application, fundraising, campaigning, or publicity purposes) and posting quote excerpts and photos on our social media. The interview and quote selection process challenged me to grapple with the implications of every decision I made: Was it necessary to ask more personal questions in order to evoke the kind of candor, emotion, and individuality of content that can make something like a story bank so powerful, or should questions be more broad in order to give the interviewee more autonomy in what they wanted to share? Would including a phrase about helplessness in the social media pull-out quote play into a toxic victimization narrative? Would cutting it still be true to the speaker's intent with the story they shared? What does it mean to highlight one part of a story at the expense of another? I'm still not sure we made every decision correctly, but I'm incredibly grateful for the opportunity to

Moving forward, I know that I want to continue to work in the nonprofit sector, and seek out the aspects of this internship that made my summer experience so great.

have gotten to hear and help share the stories of some of the amazing people I worked with.

Moving forward, I know that I want to continue to work in the non-profit sector, and seek out the aspects of this internship that made my summer experience so great. I'll prioritize a similar size of organization with the same kind of collaborative open working space environments. I'll search for jobs with a story bank or storytelling component. I'll continue to look for jobs in the field of immigrant rights, because even in the midst of inhumane political decisions like the asylum ban and the public charge rule -- the kind of news that could have made me feel overwhelmed or powerless -- knowing that I was working against this, and working alongside some truly incredible people was absolutely inspiring. I left my internship this summer with a mix of feelings: sadness to be leaving the position, of course, and worry about what new anti-immigrant acts were to come under our current administration, but also an enormous amount of gratitude. I'm so thankful for my supervisor and for the Neil Isaacs and Frank Wright Fellowship Program enabling me to work at CIRC, to learn so much about communications and narrative, and to find a field I want to pursue a career in long-term.

JEAN PHILLIPS CURRENT AND ENDOWED INTERNSHIP FUND

The Jean Phillips Memorial Internship is an endowed fund to support any student interested in furthering the development of capable female leaders in politics and promoting women's leadership.



Interning on Maura Healey's campaign during the summer of 2018 sparked a sense of curiosity in me towards the intersection of law and government.

Office of Massachusetts Attorney General; Boston, MA

One evening in the spring of 2018 I received a call from my parents raving about a speech by the Massachusetts Attorney General they had just heard at a gun violence prevention fundraiser. The speaker had instilled in my parents a sense of optimism that no political candidate had been able to do since the 2016 elections. "Her name is Maura Healey; she is running for re-election for Attorney General and I think you would really like her" my dad told me over the phone that spring evening. I spent the remainder of the evening researching Maura Healey from my dorm room in Northfield, MN and decided to submit an application to intern on her re-election campaign for the upcoming summer.

Interning on Maura Healey's campaign during the summer of 2018 sparked a sense of curiosity in me towards the intersection of law and government. On November 6, 2018 from my apartment in Prague I watched Maura Healey be re-elected as Massachusetts Attorney General and as I listened to her victory speech, I was filled with the same sense of optimism my parents had been a few months earlier. Shortly after I applied to be a non-legal summer intern at the Attorney General's Office.

I have had the privilege to spend the past eleven weeks of my summer interning in the Consumer Advocacy and Response Division within the Massachusetts Attorney General's Office. The Consumer Advocacy and Response Division (CARD) was formed in 2016 under Attorney General Healey and provides consumer assistance to Massachusetts residents and to all individuals who have a dispute against a Massachusetts based business. CARD is the most public facing Division in the Attorney General's Office and works to be the last stop for consumers who often have contacted numerous other state agencies only to be referred to another and another with no success. CARD advocates on behalf of consumers to settle their dispute with a business, motivated by the goal of stopping deceptive and unfair business practices.

CARD operates in two main areas. First, there is the Consumer Hotline where between 10am-4pm Monday-Friday anyone who calls is able to speak directly to a Consumer Specialist who has been trained on a wide variety of topics and provides either direct information or the proper referral. Second, individuals are able to file Consumer Complaints with CARD. Every complaint is processed and directed to the proper team within CARD (Auto, Trades and Professional Services, Utilities, Housing, and Homeless Immigrants and Elder Residents) for the corresponding team lead to decide if this is a complaint the Office is able to take on. If a complaint passes the team lead's approval, it is then assigned to a Consumer Specialist.

I was assigned to the Auto team, as it is the area where our Office gets

the greatest quantity of complaints and has the most complex Massachusetts Regulations. As an intern Consumer Specialist when I was assigned a complaint, I would first conduct an initial phone interview with the consumer who filed the complaint. These initial intake calls varied greatly in length and intensity, as often times there is much more to the story than the consumer was able to explain in the 1000-word limit on our complaint form. By the end of the conversation I had to make the decision if I believed this was something we could assist with further or if the consumer should work with a private attorney instead. If I did believe our Office could assist, then I thoroughly explained our services to the consumer and requested they send in the documentation I believed would help support their case (this varied from tire warranties and credit score statements, to vehicle lease contracts and signed supporting witness' statements). During these initial phone calls, I relied heavily on my ability to think on my feet and ask direct questions. I would listen to the consumer (who often times would be extremely frustrated or distraught) and take detailed notes on the situation all the while I would be simultaneously deciding if the situation met our criteria for assistance. If not, I would have to assess the consumer's situation and decide what the relevant referrals were. If I was able to assist, I would have to decide all the supporting documentation I would need from the consumer. Around 40% of the consumers whom I conducted an initial phone call passed to the next stage of our advocacy process.

Once I received the supporting documents and a signed authorization form from the consumer that allowed me to speak directly to the business on their behalf, I would proceed to draft an escalation letter to the business. In this letter I would provide a summary of the situation, state the consumer's desired resolution (receiving a full refund for their vehicle, have a repair be covered under warranty, receiving a refund for a faulty repair, etc.), and list the applicable Massachusetts Regulations our Office believed the business to be in violation of. This letter, along with the support documents I selected to be of use, would then be combined into an escalation package. My team lead would review the package and then give me the go ahead to mail it to the business. Our Office required an acknowledgment of receipt from the business within 5 days of mailing and aimed for a resolution to be reached within 30 days.

Once the escalation package was received by the businesses I would serve as the point person for the business and the consumer to mediate a resolution. When speaking on the phone with businesses I would need to negotiate confidently, as it was necessary to establish respect and trust from the owner if any positive outcome was to be reached. Every case was different, businesses ranged from respectful and cooperative to hateful and dismissive, requiring me to adapt to new situations, problem solve constantly, and learn to accept defeat.

During my eleven weeks I assisted 106 clients and recovered \$6,000 for my consumers, the greatest amount any intern at CARD has ever achieved. However, during my time at the Massachusetts Attorney General's Office, I accomplished and learned so much more. From my supervisor I learned the importance of fostering a welcoming and cooperative office culture. From my team lead who showed trust in my ability and granted

During my eleven weeks I assisted 106 clients and recovered \$6,000 for my consumers, the greatest amount any intern at CARD has ever achieved.

me independence with my cases, I learned how far self-confidence can take you and the importance of trusting one's own instinct when facing challenging decisions. From all my colleagues at CARD I learned that diversity in ethnicity, race, age, experiences, abilities and disabilities allows for an office to be better equipped to serve a wider range of constituents and to have a greater impact. From the panelist and legal interns I met through the AGO's summer intern program, my passion for advocating for others was confirmed and I determined that law school is the next step for me. And from Maura Healey herself I learned to fight for what one believes in and, most importantly, to "be aggressive and assertive when dealing with car dealerships," as she told me when visiting my desk one day to check in on how my experience was going. I am grateful for my colleagues at the Attorney General's Office, the generous Jean Phillips Endowed Fund, and the wonderful Carleton Career Center staff who are the reason I was able to have this meaningful experience. The impact from this experience will remain with me well beyond my years at Carleton and for that I am truly thankful.



Much of my work this summer involved reading and synthesizing sources for myself and for my research. My most intensive project was updating an informational fact-book on Pipeline 3 and the Pipeline 3 Replacement Project.

Minnesota 350; Minneapolis, MN

This summer I interned at Minnesota 350, a state branch of a national organization, which is nationally called 350.org. This organization is named for the ppm of Carbon Dioxide that is safe in the atmosphere- 350 ppm. We are currently at over 400 ppm of Carbon Dioxide in the atmosphere. This organization focuses on bringing various environmental groups together to fight climate change through legislation, law suits, educational outreach, and talking to legislators. This summer I was specifically on the Pipeline Resistance Team. This “team” within Minnesota 350 works specifically on opposing pipelines that would bring more oil into Minnesota. Their most recent drive is to oppose the Pipeline 3 Replacement Project. This project was initially proposed in 2015 by Enbridge Energy. The project is called a “replacement,” but MN 350 prefers to call it a new pipeline as the project proposes to double the capacity of the existing Pipeline 3 (390,000 to 760,000) and involves putting pipelines in new locations, such as across the Fond du Lac reservation. While the pipeline replacement is all but finished in Canada, Wisconsin, and North Dakota, there is much resistance in Minnesota. This includes a recent appeal to the Environmental Impact Statement (EIS), by many groups such as Honor the Earth, Friends of the Headwaters, the Red Lake and Leech Lake Bands. The EIS was deemed inadequate on June 3, 2019 by the Appellate Court due to the lack of information and modeling on spill impacts to Lake Superior. While this in some ways is a legal victory, in many ways this is a minor step-back for Enbridge as the EIS was only appealed on one account, not on all of the problems brought forward by the appealing parties.

Much of my work this summer involved reading and synthesizing sources for myself and for my research. My most intensive project was updating an informational fact-book on Pipeline 3 and the Pipeline 3 Replacement Project. This work included editing out sections that no longer were relevant, as well as paring down information. The original fact-book, from 2017, was over 60 pages, and the goal was to edit it down to around 30. Because I did not have a strong foundation in this work, I spent about two weeks reading everything I could on Pipeline 3. From the basic facts from the Enbridge website, and the Department of Commerce and Public Utilities Commission, to opinion articles on environmental blogs, as well as pro-labor, pro-pipeline blogs. In the beginning of the summer, there was specifically attention around legal challenges- as the Appellate Court had just ruled in favor of the appeals to the EIS. It was sometimes difficult to catch up to all of the news and legal battles, but it made the work exciting. Sometimes I would work on a section, and then I could come into work, and my supervisor would say, “Hey Izzy there’s something for you on the Startribune.” And there would be an update that would change how I wanted to argue for something, or that would be a crucial addition to the fact-book.

Overall, I am grateful for the opportunity to work at a non-profit that values connecting with communities and bringing people together to fight climate change.

What made this experience incredibly valuable was not only the freedom to work on this project, and delve into an area I knew very little about, but additionally the open and collaborative work environment. While I sometimes felt that I was in my own little bubble, and I felt somewhat isolated in my work, as soon as I got into the office, I was having conversations with people about what they were doing. This applied to fellow interns, and staff members in the organization. I once mentioned that I have some experience in canvassing, as I worked on a campaign last summer, and my supervisor connected me with a woman in the office who was organizing canvasses for Clean Energy. I was able to talk with her about her canvassing experiences, as well as use some skills that I had developed the summer before. This style of canvassing was different than I was used to, as it was described as “values-based.” Therefore, you could try to connect to someone who was of a different political party than you by asking questions and finding common values.

Overall, I am grateful for the opportunity to work at a non-profit that values connecting with communities and bringing people together to fight climate change. I believe climate change is a justice issue, and is necessarily intersectional, and I have grown frustrated with movements or dialogue that tend to separate climate change from other fights for justice. I believe that this connects to the funding I was awarded through the Jean Phillips Endowed Internship Fund. This fund aims to provide students with the means to enact social change within Minnesota. Minnesota 350 does just this through community organizing and educational outreach. Providing people with all of the information for public policy debates- such as debates over whether a pipeline should be allowed through Minnesota- is the only way for people to make informed and healthy decisions for themselves and their communities. I felt strongly connected to my project because it is meant to be accessible for people who have no experience with Pipeline 3. I hope that this fact-book will allow Minnesota 350 to reach an even wider audience.

Natalie Marsh '21

Religion



In this realm, the most valuable skills I developed as a community organizing intern came from the events I had the opportunity to coordinate and lead.

Planned Parenthood Action Fund; Minneapolis, MN

While many of my peers entered summer with a seemingly clear idea of what their typical day-to-day tasks at their internships would look like, I began work at the Planned Parenthood Action Fund with only a vague understanding of what my responsibilities would be. I knew my internship was part-time—although I didn't realize just how part-time until I arrived—and I knew my supervisors were community organizers. Just what a community organizing intern does, though, I wasn't quite sure. I was a bit disappointed for the first week of the internship—I felt underworked, and the tasks assigned to me were fairly simple and mundane. While community organizing can be immensely fulfilling—at its best, it offers an opportunity to connect with activists and share resources and information with them—it is also often unglamorous. I spent the first couple weeks of my internship sending emails, organizing spreadsheets, and familiarizing myself with Planned Parenthood's resources. Once I had settled into my situation, I began to think about what I could do to improve my experience. Fortunately, my supervisors were warm and easy to connect with, always welcoming my questions and ideas. I spoke with them about working more hours and becoming more involved in departments other than community organizing. They were receptive, and my initial disappointment at my part-time hours became gratitude for the flexibility they afforded me.

While I wasn't in the Public Affairs office working under the community organizers, I began to take on hours as a security escort and patient support volunteer. It's important to note that, while my internship was with the Planned Parenthood Action Fund, the c4, political arm of Planned Parenthood, my two new roles were with Planned Parenthood, the c3, healthcare and educational arm of the organization. I think my involvement in these two vastly different areas of the organization offers an accurate representation of how my summer felt as a whole: I became enmeshed in Planned Parenthood's work, exploring the organization and getting involved in as many different types of work as I could during my time there. Ultimately, the diversity of my commitments allowed me to develop my communication and interpersonal skills in a range of professional settings. In this realm, the most valuable skills I developed as a community organizing intern came from the events I had the opportunity to coordinate and lead. Community organizers undertake the important task of educating their communities on issues they care about, so that people who want to be involved are empowered with the resources and information they need in order to create real change. Early on in the summer, the other interns and I coordinated several smaller volunteer events—some phonebanks, a debate watch party, a Title X information session. While our supervisors were

My role as a patient support volunteer was both the most challenging and the most rewarding experience I undertook this summer.

there to make sure things went smoothly, these early events offered good spaces to practice interacting with volunteers in a warm, confident manner. Building this confidence—especially when it came to answering volunteers’ questions—was key for me later on in the summer, when I learned how to deliver an activism training, and then trained several groups of volunteers. Not only was it rewarding to provide volunteers with information and resources that they were eager to receive, but it was also gratifying to realize the confidence I had gained as a public speaker.

While I developed skills in clear oral communication as a community organizing intern, my role as a security escort offered me an opportunity to develop my understanding of body language. The role of a security escort is fairly simple: ensure that people can access their healthcare despite the intimidations of anti-choice protestors stationed outside the clinic. This might involve making it clear that they do not have to take pamphlets from the protestors; it might simply involve letting them in the door and wishing them well. In such a simple role, in which interactions with patients are so brief, it might seem as though there’s not much to learn about communication. But to work as a security escort is to occupy a very strange social space: picture about twelve protestors, all wielding signs that say medically inaccurate things about abortion, often yelling very loudly at anyone who approaches the building including the security escorts. Now imagine two security escorts standing about ten feet away from the protestors, protected by the fact that they’re on Planned Parenthood property, but trying very hard to not react to the protestors. It takes a few shifts just to get used to the protestors, let alone get the hang of escorting patients in the building as swiftly as possible while the protestors are yelling. To be a good escort requires vigilance; it requires tuning into the subtleties of patients’ body language so as to avoid any conflicts between patients and protestors. Interacting with people in this way—especially in such an intense environment—was definitely quite challenging at times, and it encouraged me to think about how I read others, and how others read me.

My role as a patient support volunteer was both the most challenging and the most rewarding experience I undertook this summer. Providing physical and emotional support to people receiving abortions before, during, and after their procedures, I developed both my ability to read body language and my ability to communicate clearly and effectively. Working with approximately seventy patients total over the course of the summer, each patient presented an entirely new challenge. I was kept on my toes; I always felt exceptionally present during the procedure. The array of emotions that patients feel calls for this. Since I only have about thirty minutes with each patient, it is crucial to remain completely tuned into the patient, trying to understand the best way to connect, trying to understand how they might need me during the procedure—whether it’s holding my hand, breathing with me, just chatting, or sometimes opening up about something very hard going on in their life. No matter the patient, I felt I had gained a better understanding of how to connect with others after each and every procedure—and not in a superficial way. Regardless of the connection I was able to establish with the patient, these procedures were intense, and so they left me with intense feelings. Ultimately, supporting patients in the clinic

allowed me to develop my skills in listening to others, and acknowledging and affirming their experiences—skills that I think will prove invaluable throughout my life.

On the whole, I feel very grateful for this past summer. It was certainly a summer of personal growth for me. Not only did Carleton's funding allow me to experience living in a new city, but it also afforded me flexibility at my internship. It made it realistic for me to engineer my internship experience in a way that suited me, since I wasn't being paid by the hour by the organization. This flexibility led to a summer of exploration—at the beginning of June, I knew little about how Planned Parenthood operated internally. By the end of August, I'd worked firsthand in a range of Planned Parenthood's departments, on both the c3 and c4 levels. Not only do I have a clear snapshot of the organization and its work—which will be useful when thinking about future job opportunities, and also when networking—but I also gleaned crucial skills in professional communication that I will continue to hone as I grow as a person.



My study abroad experiences along with my internship gave me the confidence I needed to declare French as a minor which I am very excited about.

French Coordination for the European Lobby for Women's Rights; Paris, France

This past summer, I had an internship at La Coordination Française pour le Lobby Européen des Femmes (French coordination for the European Lobby for Women's Rights) in Paris, France. My title as an intern was a staff assistant where I translated and created English versions of reports, kept up with daily office work, synthesized current events on women's rights internationally, created excel spread sheets, and attended conferences. The knowledge I gained academically and about myself during my internship was invaluable and I left Paris feeling extremely content and grateful. If I had to narrow it down, I would say that the most important skills I gained from this experience were my French language ability, confidence, independence, and perspective.

In terms of my language ability, my French improved exponentially. I was very lucky to have stayed in France for 18 weeks; 10 weeks doing off campus study followed by 8 weeks for my internship. During the 10 weeks, I was surrounded by my friends on the program and while we did a good job speaking in French, sometimes we spoke in English for extended periods of time because it was a nice break; however, I could not get away with doing that during my internship. Working directly with my French supervisor for 35 hours weekly really allowed me the opportunity to be completely immersed in French and when I would go out in public, I started getting a lot more compliments on how well I spoke French. My study abroad experiences along with my internship gave me the confidence I needed to declare French as a minor which I am very excited about.

Others skills I gained were confidence and independence. I've always considered myself someone who adapts to new experiences pretty well but being in a professional setting in a different country tested my confidence. I was scared asking for help because I didn't want to seem like a nuisance and because I wasn't sure if I was formulating my questions correctly in French. I'm also generally a shy person but my supervisor was very comforting and as time went by, I found myself not second guessing whether or not I should ask questions and just asking them instead. My supervisor was extremely receptive and helpful, and I learned quickly that asking questions is definitely a good thing, not a nuisance. Even though I gained confidence in asking questions, I also think I slowly stopped needing as much help. I remember having a few 10-hour work days because we had meetings afterwards and I used to daze off occasionally because I was tired but as weeks went by, I felt a lot more alert and found it a lot easier to stay present, so I didn't have as many questions for my supervisor after the meetings. I also got to know the organization better, so it was nice being able to answer my own questions using information I had learned.

The end of my Carleton career is approaching, and I will be applying for jobs where I can help support women's rights and the invaluable lessons I gained through my internship experience will help serve me, no matter what position I end up taking.

Lastly, I am most grateful for my internship because it gave me perspective. As aforementioned, I was working at a women's organization and I did not always see eye-to-eye with the organization's values, but I had many conversations with my supervisor that opened a window of different perspectives I had not been exposed to. A lot of my values did not change a whole lot but I really appreciated learning different lenses through which things are seen and being less quick to jump to conclusions is something I will take away from my internship. I am thankful for my supervisor for being patient and making information accessible to me which made it possible for me to gain perspective.

The skills I gained in my internship and the opportunity to be in France for 18 weeks made my summer the best summer I have ever had. I am filled with gratitude for this experience and would like to thank the Jean Phillips Endowed Fund that provided me with funding that made my experience possible. The Jean Phillips Endowed fund supports students with the preliminary goal of furthering the development of women in politics. As a Political Science major and French minor so the Jean Phillips Endowed definitely helped me get a sense of what it would be like working in a professional setting related to my area of interest. The end of my Carleton career is approaching, and I will be applying for jobs where I can help support women's rights and the invaluable lessons I gained through my internship experience will help serve me, no matter what position I end up taking.

Jenny Portis '20

Political Science



Everyone not only cared deeply about their work, but also generously offered me many contacts and pieces of advice to help guide my path through the field.

The American Civil Liberties Union of Minnesota; Minneapolis, MN

I had an amazing summer working as a Communications Intern at the American Civil Liberties Union of Minnesota. I learned how to shape the style and tone of my writing into a form more appropriate for journalistic rather than academic use. After many rounds of editing blog posts and other content with my internship host, the Communications Director, I realized how wordy my writing tends to be and learned some tricks to be a bit more concise. Also, creating the graphic design for informational brochures gave me the opportunity to use the more artistic side of my brain that I often neglect when on campus.

Beyond the work that I did as part of my internship, I was lucky to be part of a truly mission-driven community. Everyone not only cared deeply about their work, but also generously offered me many contacts and pieces of advice to help guide my path through the field. I gained meaningful exposure to the legal side of civil liberties work through attending court hearings, proofreading briefs for the team, and meeting other legal professionals in the city.

Because of this internship experience, I can confidently say that I intend to pursue a career in and the appellate judiciary alongside scholarship of constitutional law.

Anne Seefeldt '21

Political Science



I came away with improved skills in French, a better understanding of non-profit work, and an expanded worldview!

Ni Putes Ni Soumises; Paris, France

This summer, I worked for eight weeks in the top floor of an old office building in the Paris suburbs—the current headquarters of a French organization called Ni Putes, Ni Soumises (“Neither Whores, Nor Submissives”). Ni Putes Ni Soumises (NPNS) is a women’s advocacy association working to provide financial, judicial, and psychological support to victims of gender-based violence, as well as to conduct workshops on gender equality and homophobia all over Paris. Interestingly, it has a bit of a controversial history. It began in the early 2000s when a young woman was burned alive by her ex-boyfriend in the projects of greater Paris—catalyzing a series of highly mediated protests led by women decrying violent misogyny in their communities. Their cause was championed by the French government, and for a while the organization grew under significant funding. Since then, however, they have been accused of stigmatizing young Muslim men of Parisian suburbs and criticized by some for supporting the French government’s controversial ban on religious garb (most notably, the hijab) in French public buildings. This negative publicity had me apprehensive going into my internship, but I was quickly relieved to see that the organization today is largely run by young, very open-minded people. I spent my weeks with them translating, event-planning, answering phones, and helping various beneficiaries of the organization. I came away with improved skills in French, a better understanding of non-profit work, and an expanded worldview!

Walking into NPNS’s offices for the first time, I was surprised by how bare-bones the organization is today. It lost a great deal of its government funding when President Emmanuel Macron was elected, and is currently maintained by just 20 unpaid volunteers—with only three or four present on a daily basis. The organization is well run by a feisty, energetic, passionate president Stéphanie Rameau, but Stéphanie can only make it to the office once a week. My colleagues (several young French college students) and I, therefore, often worked with very little supervision or direction. I quickly realized that if I didn’t determine for myself what I could offer the organization, I might spend the entirety of my internship doing simple translation work. So I proposed several independent projects to the President (my supervisor). I spearheaded the search for a new female psychologist as the association previously had the help of just two, male, part-time psychologists. I designed a media campaign on toxic masculinity for middle and high school students, and helped plan events for the organization’s beneficiaries. I also was given the opportunity to help with school interventions, in which I would conduct workshops about sexism, racism, and homophobia for French students, and was able to play key roles in helping some of the

These informal windows into French culture that I was afforded by simply working among French people was one of the most valuable aspects of the internship.

women seeking help from the organization. There was one woman in particular that I supported a great deal—accompanying her to the immigration office and helping her find government housing. As a result, I strengthened my instinct to take initiative, my ability to navigate challenging and emotional situations, and (of course) my fluency in French.

While each of these individual work experiences helped me to grow, one of the most crucial parts of the internship was my relationships with my co-workers. They were almost all young French college students, and taught me so much about French language, culture, music, and education systems. I loved getting to know them, laughing with them, hearing about their diverse backgrounds, and appreciated the satisfaction of being able to understand them and forge meaningful work relationships in a foreign language. One weekend, four of us drove to the French seaside—a town called Étretat, with stunning white cliffs dropping down into the English Channel. It was one of my favorite memories from the summer.

These informal windows into French culture that I was afforded by simply working among French people was one of the most valuable aspects of the internship. Specifically, I was able to develop my understanding of the law I mentioned previously—that which bans religious garb in public buildings and grade schools. I strongly disagree with that law, and see it as a violation of human rights to—for instance—make young Muslim women remove their headscarves in schools. But I was surprised to learn that many of my colleagues (Muslim and non-Muslim alike) supported the law. Their argument was that the lack of any religious differentiation helped children avoid getting bullied, set them on an equal plane, and that girls under 18 are in any case too young to decide for themselves whether or not to wear a headscarf. These arguments butt sharply against my American sense that children should learn to interact with difference at an early age and that the government has no place in regulating the religious behavior of its constituents. But I found them deeply interesting from the perspective of an outsider. It is valuable information that may inspire a political science comps project on the effects of that legislation.

This cultural learning enriched my personal world and may prove academically useful this year and next. But the experience also helped me to envision my ideal professional future. I felt most satisfied when helping people directly in some way, away from the administrative work or media design that occupied many of my days. I also felt most alive when my 9-5 office day was broken up by some kind of mission out in the community—information that will hopefully steer me toward a position varying between office and field work.

All told, my internship at Ni Putes Ni Soumises broadened my professional skills, my world, and my heart enormously. In daily conversation with colleagues and beneficiaries of the organization, I became the most fluent in French I have ever been. I strengthened my capacity to take initiative and gained valuable insight into how non-

profits function. I learned firsthand about the obstacles facing women in precarity—information I hope to take with me into any career I choose. I would advise future interns not to shy away from positions at under-funded, under-staffed non-profits. Mine allowed me to take on responsibilities and initiatives I may not otherwise have gotten to do! I am so enormously grateful to the Jean Phillips Endowed Fund for making the experience possible.



Through my experiences this summer and the current issues in politics, I decided I want to eventually go to law school and become an immigration lawyer.

Asian Art Initiative; Philadelphia, PA

This summer I was fortunate enough to spend eight weeks interning at Asian Arts Initiative in Philadelphia, PA. Asian Arts Initiative (AAI) is a multi-disciplinary arts center and nonprofit organization that focuses on community building, place making, and utilizing art as a means for social change and social justice, particularly (but not exclusively) for Asian and Asian American communities. I got to work on a variety of projects, staff the organization's many summer events, and connect with staff members on professional and personal levels.

One of my favorite projects I completed at my internship was the summer discussion group. In addition to college interns, AAI hosts high school interns from local Philadelphia schools to promote community partnerships and professional skill building for high schoolers. Since one of my goals for the summer was to deepen my knowledge of Asian American issues, my supervisor, Catherine, assigned me the task of designing and facilitating a weekly discussion group for the entire intern cohort, both college and high school interns. My friend and fellow intern, Emma, and I narrowed down four topics to cover: gentrification and development, media representation, politics, and food. After we chose the subjects, we found appropriate readings that would provide enough context and material for our discussion. From the reading group I learned how to organize, structure, and facilitate a discussion group, particularly from a place of seniority. Much of the time when I have led class discussions at Carleton, it has been with my peers and this summer I was able to have a leadership role. I discovered that I enjoyed facilitating discussions and I was able to figure out when to let silence sit and when to move the conversation in a different direction.

Another one of my main jobs this summer was finding images for a historical timeline project. AAI is located in Chinatown North, a neighborhood that has seen a lot of development recently and, as the name suggests, is where Philadelphia's Chinatown has been expanding. AAI is planning on creating a digital timeline of the Chinatown North neighborhood, so they created a list of nearly 100 events in the area's history and one of my major projects was finding pictures to go along with each event. I honed my research skills by collecting my assigned images and putting them in order on a spreadsheet. In addition, I learned a lot about copyright laws through the historical timeline project. After I found the right image for an event, I often had to go through a variety of channels and send many emails to obtain the rights to use the picture. So, while the whole experience was time consuming, I gained valuable skills and learned how to communicate with organizations and businesses about copyright issues.

My summer with AAI was wonderful and deepened my understanding



Since one of my goals for the summer was to deepen my knowledge of Asian American issues, my supervisor, Catherine, assigned me the task of designing and facilitating a weekly discussion group for the entire intern cohort, both college and high school interns.

about nonprofit work and operation. AAI was a relatively big nonprofit, with around 25 staff. I learned that I enjoy being in larger work environments and interacting with a variety of people. I was fortunate to have a supportive, fun, and thoughtful group of fellow interns who made every day of work a blast. In addition to the other interns, I also had a strong connection with my supervisor, Catherine. She made me feel welcome in the office and made an effort to get to know me and understand my goals. Because a person spends so much time at work, I realized the importance of finding a job where you genuinely enjoy spending time with your coworkers and supervisor.

This summer was my third summer working with a nonprofit organization. I realized that while I have a deep respect for nonprofits and the work they do, I do not think I want to join one right after college. I have struggled with being in such a small work environment and I prefer to have a large office setting where I can meet more people. In addition, nonprofits are often more disorganized than more corporate businesses and it has been a challenge for me to create structure in a role that is not very defined. Learning that nonprofit work was not for me came as a surprise because I spent my summer breaks working in the public sector setting and many of my passions at Carleton align with the nonprofit field. However, given that I prefer larger work environments and more defined structure, I think another field would be better suited to my skills.



Moving forward, I want to explore more careers in the legal field. Through my experiences this summer and the current issues in politics, I decided I want to eventually go to law school and become an immigration lawyer. I have always had an interest in law and practicing law but once I realized that a nonprofit career is not for me, I turned my attention towards law school. I even had a sign appear to me this summer that law school was a solid option: I was at a bagel shop downtown in Philadelphia and as I was eating my food, I saw someone who was wearing a Carleton shirt. I asked him if he went there for school, and he ended up being an alumnus who recently graduated from University of Pennsylvania's law school. He was very kind and offered to answer my questions about law school and post-Carleton life. The incident was serendipitous and also made me feel excited and hopeful about my future and connecting with other Carleton alumni as I get ready to graduate.

My meaningful experience this summer at Asian Arts Initiative would not have been possible without the generosity of many people. I would like to thank everyone at the Carleton College Career Center and the donors of the Jean Philips Endowed Fund for helping me make this opportunity a reality. To everyone at AAI, thank you for welcoming me so warmly and I will never forget this summer. Lastly, to my friends and family, thank you for your continuous support throughout my time in Philadelphia and always.

Arianna Varela '21

Latin American Studies



The bustling city was a perfect place for a 19 year old who wanted to learn about Latin America and do an internship that made a difference in the world.

Mujer y Gobierno; Buenos Aires, Argentina

This summer, I learned so much more than I could ever fit into 1000 words or less, but I will share some of the highlights. I was fortunate enough to have been picked amongst a large pool of qualified Carls to participate in the Global Edge Internship Program in Buenos Aires. I applied because I had no idea what kind of job/internship I was going to pursue this summer and I had a small shred of hope that I would be chosen as a participant for this program. When I was chosen for the program, I cried because I was excited to have the opportunity to travel and do an internship in Latin America. I am a Latin American Studies major, but I have focused most of my research on the Caribbean since I am Cuban-American and very interested in Cuba's history, culture, etc., so I was not sure what to expect in the Southern Cone of South America.

I fell in love with Buenos Aires from the moment I arrived at the airport. The bustling city was a perfect place for a 19 year old who wanted to learn about Latin America and do an internship that made a difference in the world. I worked with an organization called Mujer y Gobierno (Women and Government), they have been around for about twenty years. Their goal is to increase gender equality within the government of Argentina. Upon my arrival, one of the organization leaders told me that she wanted me to conduct a series of interviews with women in the government of Argentina and compile their experiences into a report. They had already done quantitative research and literature reviews, but they wanted me to do a qualitative investigation. I was super intimidated by this given the fact that these interviews were going to have to be done in Spanish.

Every week or so, I went and conducted an interview with an Argentinean woman who worked in the government. These women varied in age, political party, position, political views, and geographic location. I had the privilege of interviewing an amazing activist who was a provincial representative in the 90s, a national senator who is also working on two degrees at the University of Buenos Aires, a city civil-rights representative



who is fighting for gender equality starting in the home, and more. These women brought interesting and important points to the table and it was inspiring to hear their points of views. As I was trying to find any themes in the interview transcripts when I was concluding the project during the last week of my internship, I also learned something amazing about feminism in Argentina: some of these women were liberal, others conservative, but no matter what their views were, they all wanted women to have more opportunities in the government and they all hope that

Through my internship, I learned more about Argentina than you could read in a book, as I was able to experience a mix of personal stories, semi-structured interviews, and scholarly articles.

la ley de Paridad (a new law where half of candidates on the ballots have to be women) will increase women's power in their nation.

Along with learning from the women I interviewed, I also learned from the amazing women I worked with. They all worked day jobs as lawyers, economists, and professors, yet they took the time to create this organization and gather important information. I learned about the strength of Argentine women through one of my supervisors whose father was killed during the most recent dictatorship in Argentina. She has worked diligently to make her province and country a better place for all, especially those who are low-income. In addition to that, I learned about the struggles immigrant women face in Argentina through a research project *Mujer y Gobierno* asked me to conduct.

Through my internship, I learned more about Argentina than you could read in a book, as I was able to experience a mix of personal stories, semi-structured interviews, and scholarly articles. In addition, I could immerse myself in Argentine culture—one I had not known about previously. In my spare time, I was able to experience and enjoy all Argentina has to offer. I also formed incredible friendships with a group of Carls I had never previously interacted with and we were able to go to cultural events and learn together how to navigate Buenos Aires.

Finally, what I learned was that I am strong and that I can do what I set my mind to. This was my first time traveling to another country and my first time being far from home for so long. Although I had my occasional bouts of homesickness, I realized that I am strong enough to adapt to a new environment and thrive there. I left Buenos Aires with a new zest for life and with more hope for my future, as I have learned how to not doubt myself as much.

To all of those who helped make this opportunity for me and the other students who participated in the Global Edge Program possible, I greatly thank you. I am especially grateful for the Jean Phillips Endowed Fund, which contributed a great deal for my internship as it pertained to the empowerment of women in government, which I was lucky enough to do all

summer. As a lower-income student, I do not think I would have been able to have this type of opportunity without the Carleton Global Edge Program. I am excited to return to Carleton and bring back everything I learned and have it influence my coursework and my future endeavors. My summer internship was an unforgettable experience and I am looking forward to continuing working towards making this world a more equitable place.



Alexis Tolbert '20

Psychology



Despite having interned at Friends before, I was still able to gain valuable skills and experience that I believe will be useful in any career I wish to pursue.

Friends of University Academy; Kansas City, MO

This summer I interned at Friends of University Academy in Kansas City, MO. Friends is a non-profit organization that supports the college preparation, college completion and career success of students and alumni of University Academy by providing educational programs and unique opportunities. This summer was my third time interning with Friends and University Academy is my alma mater so this internship had a special significance to me. Despite having interned at Friends before, I was still able to gain valuable skills and experience that I believe will be useful in any career I wish to pursue.

Coming into this internship with prior experience and knowledge of the organization proved to be very beneficial but also came with an adjustment of my responsibilities. I was expected to perform a broader range of duties at a higher level with less supervision. Though this is a positive adjustment and demonstrates trust on the part of my supervisors, I was very nervous about being able to live up to their expectations. Previously, I had been working with one supervisor doing specifically outlined projects with plenty of oversight. However, much had changed since my last internship and the office was a lot more connected across the three different “departments”: K-12 Programming, Alumni Success, and Engagement and Support. This meant that I would be working with multiple supervisors and as an intern my responsibilities had a much broader scope, which led to the development of my task and time management skills. At any given time, I would have 5-7 active projects between the three departments and I had to be very productive and responsible with my time in order to keep track of all of my work and meet my deadlines. Task and time management is something that I’ve always struggled with but this internship really helped me develop those skills which are most important and impactful for me.

Since the organization has only four full-time employees, there is usually only one intern in the office, if any at all. However, thanks to the funding I received from the Career Center, they were able to offer me an unpaid internship in addition to their paid position. This meant that for the first time I wouldn’t be the only intern! Having the other intern, Ke’Ona, there made for a more robust internship experience for several reasons. First, as the returner, I had to show Ke’Ona the ropes and best ways to navigate her responsibilities which gave me more confidence in my knowledge and ability. It was also nice to have another intern to collaborate with on certain projects. In working with Ke’Ona, I was able to develop my teamwork skills. I tend to be someone who prefers to work alone but this summer, Ke’Ona and I were able to master our team workflow to get things done more efficiently and while having more fun. I know that strong



I think one of the biggest takeaways from this experience was the confidence I gained in my competence, ability and professionalism.

teamwork skills are important in many fields but having another person on the same level as me who I actually worked very well with showed me that it's not so bad.

Another skill I was able to hone in on was my creativity. Throughout the course of my internship I was given opportunities to express my creativity through poster making, crafting, and brainstorming sessions. This was nice because I was given a lot of creative freedom and I really enjoyed the process of accepting and applying the feedback I received on my work. In my time at Friends of University Academy, I learned a lot about my personal work style and what I am looking for in an employer. The interconnectedness of the office ended up being something I really enjoyed because it evoked a spirit of collaboration and camaraderie. One unique aspect of my internship was that there were all women in the office and being in a space with so much feminine energy and watching women work so compatible was inspiring. Although I know that this is not something that I will be able to find in a lot of other organizations, having that experience was refreshing and made my time there all the more enjoyable.

Going forward, I will carry with me all of the experience I gained and the skills I developed in this internship. I think one of the biggest takeaways from this experience was the confidence I gained in my competence, ability and professionalism. Although I faced some challenges, I felt incredibly supported and celebrated in all that I did. I'm so fortunate to have had this experience and I am so thankful to the Carleton College Career Center and the Jean Phillips Endowed Internship Fund for affording me this phenomenal opportunity.



Rahul Kirkhope '22

Undeclared



These experiences allowed me to tap into the pulse of Minnesota state politics in a way I had never even imagined. My love for the political life only solidified further.

Minnesota State Legislature; Minneapolis, MN

Paying for summer housing at the University of Minnesota was one of the scariest things I've done in recent memory. While the act itself may not have been all that nerve-wracking, it was indicative of the leap I was about to take into the unknown. Summer '19 was to be spent working for the state government in the twin cities, living alone thousands of miles from home. The enormity of the challenge was not lost upon me. My parents feared greatly for my mental health. Loneliness can wreck the body and mind. The first month was easy, far easier than I had anticipated. Of course, I was graced with the presence of my best friend for this duration. Luckily for me, she lived a little over twenty minutes from my apartment-style housing. Being with her made the transition less intense. For that time, it felt like I was bringing a piece of Carleton with me into the cities. The reassurance and support she provided me also helped my transition into my internship at the state capitol, where I met initially intimidating faces that quickly revealed their kind natures.

First, and most importantly, was my boss, Laurie Pryor. A mother of three and grandmother of four, Laurie split her not-so-retired lifestyle between her grandkids and her responsibilities as the representative of Minnesota district 48A. She greeted me with grace, yet showed no hesitation to providing me ample responsibility. Within the first week, she had me tag along to a meeting with wealthy donors in her district to organize future fundraisers. By the second week, Laurie had shown me how to manage canvassing volunteers through turf cutting (dicing up neighborhoods into areas manageable for small teams to doorknock). Week three was my introduction to the capitol, where I officially met Laurie's legislative assistant (LA) Lindy Sowmick, who had handled and selected my application.

Lindy, being a twenty-four year old graduate from the University of Minnesota, was familiar with the hardships an unpaid internship can have upon the students that take them on. Because of this, she vowed to make my time there as beneficial as possible and to teach me important skills for a future in the political sphere. Through working closely with Lindy, I learned how to write constituent reports, compiled spreadsheets of voter information, and even planned an intricate town hall devoted to the topic of climate change. It was with Lindy that I also attended two conferences on climate change, one being the Climate Reality Project spearheaded by Al Gore. These experiences allowed me to tap into the pulse of Minnesota state politics in a way I had never even imagined. My love for the political life only solidified further.

With every boon I received, I was faced with equal amounts of hardship. My best friend left for Poland after that first month, leaving

I feel prepared to push myself further in the coming years and I can't wait to see where life takes me.

me almost entirely alone. This was the most difficult part of my summer: adjusting to the new conditions set before me. My social life was lacking and I often found myself reaching out to old friends through phone calls to retain an inkling of interaction. The loneliness settled in, but I made it my armor. After a fair amount of introspection, I was able to find contentedness within my isolation. I began to lean upon my work for fulfillment, discovering more and more incredible people that I could relate to, and yet still aspire to be. I roamed the cities, piecing together locations with memories, building a mental map unlike anything I had done before. Even now, looking back, I feel as if I know the cities better than any place I have lived before. That's something special.

I found myself scratching the surface of adulthood for the first time. Living on a constrained budget, living alone, figuring out and relying on public transportation, working in an office, cooking for myself. To simultaneously tackle all of these tasks was no small feat, and I'm immensely proud of putting myself on the line in such a fashion. I feel prepared to push myself further in the coming years and I can't wait to see where life takes me. I'd like to give a thanks to everyone at Carleton's Career Center for making my dream a reality and for setting me up for success. I look forward to meeting with you all again.

LIPTON FUND FOR CAREER EXPLORATION

To support students interning in Washington, DC, toward the pursuit of a meaningful life after college.

Morgan Whyte '20

Sociology and Anthropology



By learning to take initiative, I was able to interact more with patients, get more enrollments, and become more independent during a shift.



National Children's Health System; Washington, DC

This summer I interned at the National Children's Health System doing clinical research in the emergency department. For the internship, I worked on 10-15 clinical trials and research studies, all conducted by emergency department physicians working in the hospital. I also conducted my own independent research project and presented my results at a poster presentation. For my project, I looked at disparities in asthma treatment by Emergency Medical Services (EMS) using a national database. Before I begin my reflection, I would like to give a huge thank you to Jim Lipton. Thank you for giving me this opportunity. It has truly been one of my best experiences within the medical field.

One of the most valuable yet challenging skills that I learned during this internship was the ability to take initiative. A large portion of the internship was based on my individual ability to enroll patients into clinical trials. Every shift had a research coordinator or a senior research intern leading the shift, but it was up to me, as an intern, to get the job done. Still, the shift was what I made of it. Either I could be actively finding and enrolling patients or I could scrape by with a bare minimum effort. By learning to take initiative, I was able to interact more with patients, get more enrollments, and become more independent during a shift. As a result, I got more out of my shifts and consequently, I believe, more out of the internship.

Throughout this internship, I found this skill to be extremely important. Given that the clinical trials and research studies had extensive IRB protocols and involved the confidential medical information of patients, there was little room for error or deviations from the protocols. Enrollment protocols must be followed perfectly or else the enrollment would be ethically compromised. I learned that when a mistake has been made it is better to be open, honest, and transparent about the mistake to my superiors. Especially in the beginning of the internship, I made several mistakes with correct consent forms. Regardless of my embarrassment and eagerness to make a good impression to my boss, it was always better to be upfront with my mistakes. In the end, this skill became more advantageous. My boss knew they could trust my work.

This internship involved interacting with patients and families in the emergency department. Once a particular patient qualified for a specific research study or clinical trial, my job was to approach the patient and family and obtain informed consent. Given that this was a pediatric emergency department, almost all of my encounters were with parents of sick children. Sometimes it was an easy task to talk to the parents and enroll them into the study. Other times it was extremely difficult. Parents are often tired and pre-occupied with their child's illness and pain. They are often extremely nervous

Without a doubt, I can say that I want to be a doctor, and I am extremely grateful that this internship has given me the confidence to proclaim that.

about being in the emergency department and for them, they are in crisis. When I would approach these especially anxious families, I learned how to be patient and empathic towards their situation. If I remained calm, answered all their questions, and talked through the study with them, they were much more responsive and receptive.

For almost all my life, I have wanted to be a doctor. Growing up, I admired my dad's work as an emergency room physician and dreamed about one day going to medical school. I didn't think I could be more excited about medicine until this internship. This internship has made me more excited, passionate, and confident in a career in medicine. Every day, I was ecstatic to work in the emergency department, interact with patients, and learn from attending physicians. I felt comfortable in the fast-paced environment of the emergency department, which only reassured me that this is the right path for me. I loved watching doctors stay calm under pressure whenever a trauma came into the hospital and was inspired to one day be able to do that myself. Without a doubt, I can say that I want to be a doctor, and I am extremely grateful that this internship has given me the confidence to proclaim that.

The key lesson that I have drawn from myself is that I am a fast learner through experience. Carleton is on a trimester system, which means that when most other college students finish their spring semester classes, Carleton students have upwards of a month left to go. Given our later summer start, I came a week and a half late to the internship. The internship coordinators were very understanding and said that is "no problem" but you'll just have to "be a quick learner." When I arrived at the hospital on my individual start date, I was given a quick 45-minute orientation. I later learned that the other interns had spent two days on that same orientation material. At the end of my orientation, I learned that all interns were required to take a 12-page written test along with an oral test before they could truly begin the internship. I remember meeting the other interns and they immediately asked me, "when are you taking the test?" or "how's your studying going?" At that time, they were leaps and bounds ahead of me, and some even planned on taking the test that week. I was extremely anxious and worried I would not get the full experience given my delayed start. Yet, what at the time was my greatest anxiety turned out to be a key lesson and a valuable personal trait. For the next week, I did everything possible to catch up to the other interns.

I studied every night and shadowed senior research interns. By the end of the week, I had caught up to the other interns, took and passed the tests, and began truly doing the intern work. I was finally on equal footing with everyone else. About a month into the internship, my research coordinator had a mid-point evaluation meeting with me. I remember her complimenting and admiring my work ethic and ability to learn material efficiently and effectively. Maybe it was the fast-paced trimester system at Carleton that gave me those skills, but nevertheless, this experience has provided me with a key lesson.



LITTELL INTERNSHIP FUND

To support students interested in environmental studies and conservation.

Yoshiko Lynch '21

Environmental Studies



On the road, I learned how to be flexible and responsible. Each day on trek was different and, though we followed a rough itinerary, often full of unexpected twists.

Cottonwood Gulch Expeditions; Thoreau, NM

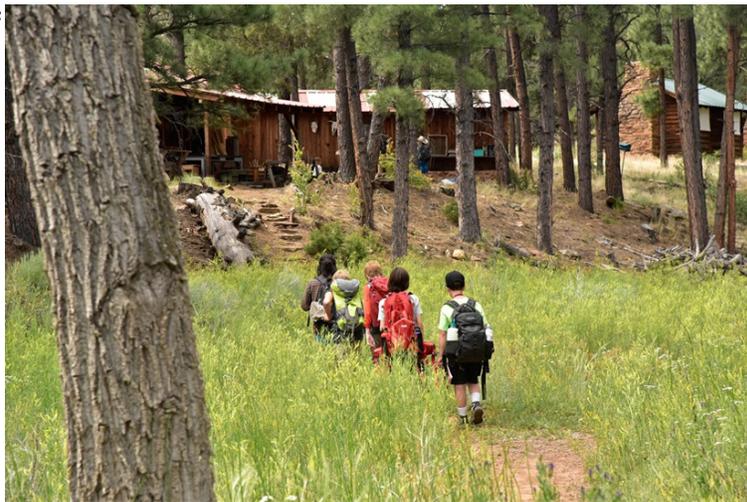
Cottonwood Gulch Expeditions is an outdoor education institution for children and teens. Similar to NOLS (National Outdoor Leadership School), the Gulch provides two to eight-week long expeditions called “treks.” Many treks focus on specific educational opportunities, such as paleontological digs, art and music exploration, trail maintenance, and wilderness skills. The Gulch has a rich history and a niche culture that encapsulates the heart of the southwest. As an environmental studies major and southwest fanatic, I was immediately drawn to the Gulch, excited to immerse myself in an educational, cultural, and historical experience. Unfortunately, after accepting my positions as a naturalist intern and paleontology trek road cook, I realized that the internship stipend the Gulch provided was not enough to cover my expenses. I wouldn’t have been able to afford this summer full of growth and discovery without help from the Littell Internship Fund. I am forever grateful for the support I received from both the donors of the fund and the career center.

My internship with the Gulch ended about two weeks ago. In the time I’ve spent reflecting upon my experience, I’ve encountered many challenges in attempting to sum up my summer. However, I can say with certainty that I observed more personal growth during these past few months than I have in my entire life. I am not exaggerating. During my first week of staff training at the Gulch, I was immediately drawn into a lifestyle vastly different than my previous experiences and developed a work ethic that exceeded my former capabilities. I was working on details and projects to prepare for the treks from 8:30 am until 9:30 pm every day during training. I had never worked this hard before. I soon realized that the entire community lived and worked as a massive team, constructing a very fragile establishment. What I mean by this is that everyone’s duty was essential to making the plan for each trek work. We all had to pull our weight, and when members of the community failed to do so, the plan easily collapsed. Within such a high-pressure environment, we learned very quickly how to work effectively as a team. I devoted most of my time during training to planning a three-week long detailed menu for my paleontology trek, ordering food and pulling food from the kitchen for the menu, and helping my coworkers with cleaning commissary vehicles, mapping out our itinerary, and taking inventory. At first having so much free reign over the menu and our trip plans in general intimidated me. I had little experience with cooking or detailed planning, and I was very overwhelmed to learn that my job entailed ordering food and constructing a breakfast, lunch, dinner, and desert menu for nearly twenty people within a certain budget each day all by myself. Thankfully, I received a lot of help from other trek cooks with my menu, and gained valuable time-management, organization, and planning skills while developing my menu.

The paleontology trek I cooked for began immediately after staff training.

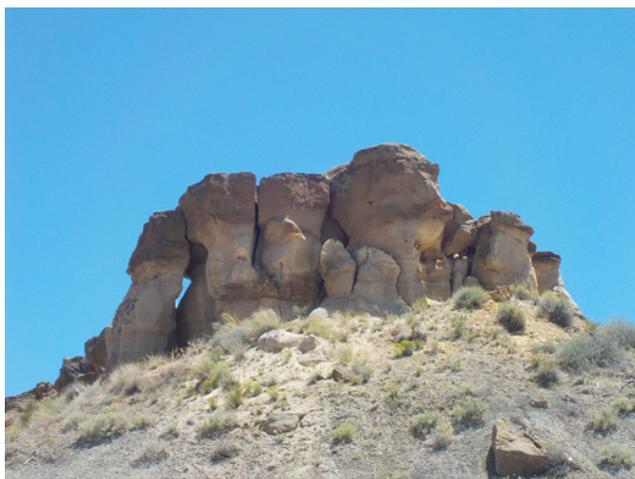
On the road, I learned how to be flexible and responsible. Each day on trek was different and, though we followed a rough itinerary, often full of unexpected twists. Not everything went according to plan; in fact most things didn't go according to plan. This initially stressed me out. I am a creature of habit. I enjoy structure

and schedules, so I felt very anxious at the beginning of the trek. However, I slowly began to accept change, and by the end of the trek I had mastered the art of "going with the flow." I learned how to remain flexible when we fell behind schedule, calm when



we got lost, and resourceful when we had to change plans. Sometimes we'd get to camp late and I had to change my dinner plans for that evening in order to be able to serve food before 9 pm. When we got lost I found ways to entertain the kids and keep them excited. During those three weeks, I not only gained confidence in my ability to oversee and cook for a large group of teenagers, I became less stressed and anxious in general.

Once the paleontology trek ended, I became the naturalist intern at base camp. This meant that I was responsible for coming up with 2.5-3-hour long activities called "cottonwoods" that engaged kids staying at basecamp with nature. Like cooking, I was given free reign on planning these cottonwoods. I enjoyed the freedom, and developed creative lesson plans. Many of my cottonwoods consisted of species identification, terrarium-



building and catching lizards, creating guidebooks, nature art, nature journaling, fort-building, and railroad natural history walks. Like most of the tasks I pursued while working at the Gulch, I faced many initial challenges with my naturalist internship. The Gulch's official naturalist, who I was supposed to work with during the summer, had to leave due to health issues soon after I got back from my paleontology trek. This meant that I had to do a lot of learning on my own. I didn't know much about the ecology of the landscape, but I soon realized that I didn't have to in order to lead cottonwoods. Rather than leading kids directly to information that I already knew, I devised a

way to let the children explore and figure information out by themselves. If a child asked me a question that I didn't know the answer to, I'd encourage them to use a guidebook or other camp resource to figure out the information. By giving the children the responsibility of finding information, I actively engaged them in an experiential learning process while learning from the

Throughout the summer, I gained more confidence, flexibility, resourcefulness, creativity, and respect for children than before.

children myself. I was humbled to observe how much some children already knew about the natural world, how fascinated they were by what they saw, how determined they were when given the responsibility to explore and discover on their own, and how quickly they learned. Perhaps the most valuable and surprising lesson I grasped from my entire experience was that children respect not the information an instructor holds, but the information an instructor allows them to discover on their own. Children, I realized, are much smarter and more resourceful than they are given credit. Needless to say, these kids really impressed me.

Throughout the summer, I gained more confidence, flexibility, resourcefulness, creativity, and respect for children than before. This job has shaped me into a harder-working and well-rounded employee, and I truly believe that I am prepared for almost any job I might pursue in the future. I learned that I love working with kids, and I'm hoping this experience will help me undertake teaching positions within the environmental studies field. I am very grateful for this summer of self-discovery.



Emma Leither '20

Economics



I was so grateful to have had pre-existing connections in Jackson Hole, as this made it much more easy for me to identify which people might be helpful with my project.

Jackson Hole Conservation Alliance; Jackson, WY

This summer was incredibly rewarding, both professionally and personally. I am so grateful to have had the opportunity to return to Jackson Hole and the Jackson Hole Conservation Alliance for another summer. I was most surprised by how much insight and understanding I gained by spending a second summer in a row interning with the same organization and living in the same place.

I found that it was much more easy to jump into new projects since I already had established connections in the area. This summer, I researched the feasibility of environmental development impact fees in Teton County. Before beginning my internship, I was entirely unaware of how basic development impact fees worked and had no idea how the community in Jackson Hole might respond to such a proposal. The first few weeks of my internship, I relied heavily on independent research, but found that my meetings with stakeholders around the community were absolutely essential in actually grasping what development impact fees could look like in Teton County. I was so grateful to have had pre-existing connections in Jackson Hole, as this made it much more easy for me to identify which people might be helpful with my project.

Overall, interning in the same site two summers in a row really helped me see how much having a network can make a difference. As a rising senior, I felt much more eager to and capable of making these connections and I am excited to see where they might take me after Carleton.

In addition to my internship, I was and am very grateful to have lived in the same physical location two summers in a row. I struggle with transitions, so going back to a familiar place made the summer much more enjoyable for me, especially at the beginning. Also, being in such close proximity to the Tetons helped me recognize how much I value having access to wilderness. I was lucky enough to take a number of backpacking trips, day hikes, and rafting trips down the river.

I was also lucky enough to maintain and develop some great Carleton connections this summer! The Development and Communications Manager at the Conservation Alliance is a Carleton alum. I worked with her last summer and was thrilled to continue to get to know her, both in and out of the office! I am so grateful to have had such a wonderful combination of a friend, role model, and coworker. We spent many work breaks and lunches talking about her life after Carleton and how I saw my life after Carleton, and these conversations were invaluable in helping me think about my future.

There was also another alum in Jackson Hole, who I reached out to on a whim in search of a friend. After a positive response, we quickly became hiking buddies, and she became a very close friend over the summer. My experiences with Carleton alums made me slightly less scared for the world after Carleton, and hopeful that I can continue to connect with Carls!

MCAN INTERNSHIP FUND

Funded by the Multicultural Alumni Network (MCAN) to support students of color in the pursuit of internships and experiential learning.

Thandie Mangena '22

Undeclared



I also learned a lot about the differences in patient care and various ways that the public hospitals could do better.

Ecosurgica; Harare, Zimbabwe

This summer I was grateful to return to my home Zimbabwe and get some work experience in my beloved country. I interned at Ecosurgica, which is a medical facility in Harare (the capital city). In addition, I was also part of Zimbabwe Career Connect which connects Zimbabwean students studying abroad to other professionals in Zimbabwe to get internships and facilitate networking. This was the great idea of Rebecca Zeigler Mano who founded USAP, a non-profit organization that helps young talented Zimbabwean students from economically disadvantaged backgrounds find opportunities to attend colleges abroad. She realized that many students who wanted to come back after graduation were hindered by fear of the unknown as a result of the lack of professional networks and work experience. I was very excited to be part of this program because it allowed me to not only get connected to established professionals but also young people in college, like myself, who have big dreams to find areas where we are lacking as a country and create opportunities from these areas.

My first day at Ecosurgica was pretty nerve-wrecking as this was my first time working at a medical facility. I met my first supervisor, Cynthia Ndoro (the project manager). She introduced me to another intern who helped me settle and told me what was required of me. All my colleagues were welcoming and polite. I also got to meet the two doctors, who are a married couple, Dr Maraire and Dr Chiura.

My first assignment was to assist with the launch of a new health and wellness shop, HUNU. It was interesting to find that they were a lot the doctors where involved in. I always thought once I become a doctor I would have to give up my love for art and music, but working at Ecosurgica showed me that you can have more than one passion and still manage to do everything well as long as you put your mind to it. The other projects included the launch of a café, a health magazine, a brain gym and Alzheimer's research. Dr Maraire is also involved in a lot more, such as gardening, making candles, cards, flowerpots etc. The doctors were looking to sell essential seed oils that are largely found in Southern Africa. These seed oils have various medicinal and cosmetic benefits that I was responsible for researching.

These oils include, Baobab oil, Mafura butter, Marula oil, Kalahari melon seed oil, Resurrection Bush essential seed oil, Kigelia oil and Ximenia oil. These



oils have medicinal benefits ranging from treatment of eczema to possible treatment of breast cancer. Another intern I worked it was conducting research on Alzheimer's disease for the brain gym and another Prostate cancer for and article in the health magazine. I was able to learn a lot from what the other interns were doing as well. It was so amazing to learn so much including that turmeric works wonders for arthritis pain, which proved to be true when my mom tried it.

During the launch I was always struck by fear when I was supposed to do something, I felt I had little knowledge on. In times like this I would procrastinate starting the duty as I was afraid of failure. I hadn't realized this but after submitting my learning goals my supervisor challenged me to think about why I hadn't achieved some of the things and what had been stopping me. Through this challenge I was able to confront my fears and she sent me a video by Lisa Nichols on handling fear. It helped that my supervisor was also a Neuroscience-based coach who helped people harness their minds and brains for higher performance.

I worked Monday through Friday, from 8 am to 5 pm. On some Fridays I attended Zimbabwe career connect meetings. During these meetings I met other young people who were interning in Media, Engineering, Law, Accounting etc. We discussed what was going on in Zimbabwe, the struggles, the highs, ideas for the future and ways in which we could make a difference. We also had people come talk to us about networking and the importance of coming back home. It was great hearing from people who too had attended college in the US and came back home to make a difference and/or be a



part of the change. My favorite thing about the meetings was how we often ended up debating about Zimbabwean current affairs. Of course, we all always had valid but different points and it was great hearing what other people thought and agreeing to disagree at times.

My most favorite part of this summer however, was shadowing the two doctors. I shadowed Dr Chiura at the biggest public hospital in Zimbabwe, Parirenyatwa, and Dr Maraire at their private practice. Other than Learning basic neurosurgery and urology anatomy and the diagnosis process, I also learned a lot about the differences in patient care and various ways that the public hospitals could do better. At Ecosurgica every single person on the staff treated patients with the utmost respect and care. The patients we very entitled to their privacy as well. As such I wasn't allowed to shadow the doctor during patient visits unless the patient agreed to me observing. While at Parirenyatwa the patients were not asked if I could observe, I was just always there. I learned a lot but I could only imagine that some of the patients did not feel comfortable with my being there.

Infact, one time when I was shadowing a younger doctor, an aged man came for a consult and had to remove his pants for a prostate test. When I asked if I should leave the doctor said I could stay, meanwhile the patient was not consulted. I realized how important it is to make patients feel safe and offer them privacy. Dr Maraire was so serious about patient's privacy that I was barely allowed to take noted during the consults.

My most favorite experience was when I shadowed Dr Chiura and he took me to the theater where they were performing surgery on a person's

She talked about how they are people who are heroes in that they literally fight for their country, and then they are those who deserve to be called heroes because they struggle to make their country great and fight for its greatness through the hardship, making a conscious decision to stick around.

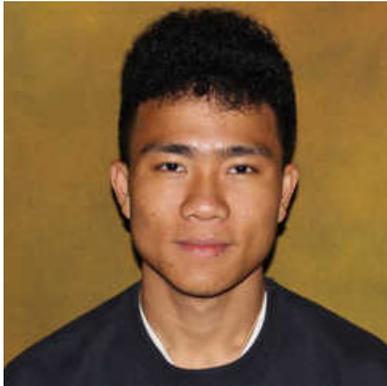
kidney. The individual had cancer and had to lose the whole kidney because it was almost all cancerous. The doctor showed me parts of the person's anatomy during surgery such as the adrenal glands, which I had initially thought were fat.

After weeks of working on projects, learning from and with my colleagues, staff development meeting, being a guest on radio, college fairs, shadowing and research, the internship finally came to an end. On my final day, I sadly had to bid my colleagues farewell with the hopes of future encounters. On our last day meeting for the Zimbabwe Career connect we had a graduation were all our supervisors were invited and Dr Maraire was the guest of honor. She talked about how they are people who are heroes in that they literally fight for their country, and then they are those who deserve to be called heroes because they struggle to make their country great and fight for its greatness through the hardship, making a conscious decision to stick around. We all presented our projects and learned a lot from other people's projects. Finally everything had come full circle and we received certificates for participating in the program and coming up with great projects.



MCCREARY ENDOWED INTERNSHIP FUND

The Trace McCreary '89 and Alissa Reiner Endowed Internship Fund is intended to support internships and other unpaid career experiences for low- and middle-income students.



From the field research I conducted, I learned about the rich history of the villagers and the relationship (at times dark) they have with other villages.

Lumbini Academy; Yangon, Myanmar

Over the course of the internship, I had a better understanding of what it means to be minimalist. During the internship, I did not have a full-on curriculum as guidance to teach the students. I had to use my creative knowledge to combine contents from previous interns, from the past yet outdated textbooks through the school, and word of mouth in my teaching. As for the physical space, I had to teach in my host family's house, which is not an ideal place to teach groups of students, but through understanding and collaboration we managed to work together.

Secondly, I think I have gained a deeper knowledge in gathering primary data and sources from villagers for my intended research. From the field research I conducted, I learned about the rich history of the villagers and the relationship (at times dark) they have with other villages. I documented entries in my journals about the various activities to meet ends meet that villagers participate in. The observations and the interviews also enriched my mind, and I do think that I will be more prepared in the future if I am bestowed a similar tasks.

Lastly, a skill that I cannot go without mentioning is interpersonal skills. Through the different ways in which I participated in this internship, became more confident in communicating my ideas across. I feel that the lessons I taught the students and villages alike were well-received and understood as I had more time to enhance my method of instruction. The feedback I received from parents and teachers also honed my skills.

Key Lessons You Have Drawn About Yourself From This Experience

- 1) I would have brought more clothes if I had known because the monsoon season and the broken washer and dryer did not help with students noticing that I was wearing the same clothes for more than once a week.
- 2) I am glad I have been taught the Karen language and the Burmese language (because I'd always thought it had hindered my acquisition into the English language).
- 3) I like the rural life more than the city's.

How will you use the experience gained to chart your path forward?

Having completed the internship in Myanmar, I feel I am more cognizant various dynamics that plays a role in the struggle my people (the Karen) and I had personally faced. Some of the challenges come in politics, economics, social welfare, and others in religion. I definitely had a stronger grip of understanding in respect to these fields. The interviews I conducted and the observation I made me question who or what are solely responsible for the slow democratic progress in Myanmar. My focus was mainly on education development and the attitudes of villagers toward the education system, but I was also able to make general impressions in other areas as

well.

Given that I am also pursuing Political Science, particularly in the subfield of Globalization, Development and Sustainability, and minoring in Educational Studies, I hope the knowledge I obtained from this internship will be a great source of reference. I am glad to have had an international experience where I learned about the Karen that resides in a country that calls out for change in the midst of a



global crisis. I am saddened that I could not do more to battle the war they everyday face, but I hope my future studies will help me narrow down root causes and solutions to great problems.

What did you learn that surprised you?

1) The villagers still believe that education is the key to unlock possibilities. Despite the challenges that are hindering them from reaching the highest potential they could possibly reach, villagers still strive for knowledge. They send their kids to school in hope that they can become successful entrepreneurs, nurses, doctors, and overall wealthier than they have ever been. This remark is less of a surprise but more of a noble comment that I observed throughout my internship.

2) The people of Myanmar are well-informed, more than ever, thanks to technology. I acknowledge that the people in the village had great dialogue about current news, education, the economy, and at times, even Donald Trump.

3) The historical relationship the village has with the government is interesting. Given that the majority of the villagers belong to the ethnic group called Karen, it is alarming for the governments since historical time. I learned that the officials have kept a close watch on the village I was staying in for decades. This is more to the reason why I had to be discreet about the way I present myself as an outsider because I am not really welcomed by everyone.

Words of Gratitude (what I am grateful for)

First and foremost, the person I would like to express my gratitude to is Professor Tun Myint. I did not know about the existence of this internship, and the conversation I had with him opened up this opportunity. I really appreciated his mentorship, his guidance, and his assistance in ensuring that I had a safe and revealing experience. I am also thankful to my host family and the people from the village for the love and kindness they have shown me. Additionally, it will be incomplete without thanking donors from McCreary Internship Fund. Aside from the financial assistance, which I very much needed, I would like to thank you for having faith in me. It is a big step



I am glad to have had an international experience where I learned about the Karen that resides in a country that calls out for change in the midst of a global crisis.

to believe someone will benefit from an experience such as this and to offer hands in the work that they will potentially embark on in the future. For this, I am thankful, and I can say with confidence that your contribution did not go wasted. I acquired many skills, and the internship built many aspects of my character.

Advice for Future Interns

Now that I have completed this internship, there are some advice for future interns. If you ask previous interns regarding their journey, I am pretty certain they will suggest different advice, or maybe they might prioritize other ideas more so than others. Regardless, below are my top advice:

- Bring a raincoat
- Bring mosquitoes repellent or something similar because they love foreigners' blood
- Be prepared to be adaptable (bumpy roads and muddy trails)
- Be curious!

Much of your experience and the answers (to life) you gain will depend on the questions you ask your host family, church leaders, village leaders, students, and teachers. They are the primary sources to your journey. They have access to knowledge that are primitive and rooted in history within a country that is struggling to move toward democracy. There will be others that may hesitate to freely speak to you about certain ideas, but to my knowledge, it does not hurt to ask and explore.



NEWMAN FAMILY ENDOWED FUND

To support and encourage Carleton students to pursue internships in foreign countries that can lead to careers involving foreign languages.

Daamir Robinson-Johnson '20

Linguistics



The advice I would give to future interns would be that your internship does not have to be directly related to your major or what you think your career path will be. It is okay to explore and have experiences in other areas.

Lattice; Paris, France

I have taken away a lot from my experience as an intern in Paris. While at my internship I gained valuable research experience and bettered my French-speaking abilities. I chose to do an internship in linguistics because I wanted to gain some research experience that I could use when I am conducting my research for COMPs. I gained a lot of experience working in linguistic databases which will be extremely useful come this winter when I will most likely need to use various databases to find examples and data for my COMPs project.

During my time in France, my capacity to speak French grew tremendously. At the workplace, all communication between me and my coworkers was in French. I think this not only helped with speaking but also with my confidence, which is something I wanted to work on during my stay in Paris. I did learn however that working as a research linguist is not the career path I see myself taking. I think the work they do is interesting but I do not see myself in that position. On the other hand, French is a language that I have grown to love. Although it is extremely challenging and sometimes frustrating, I do see myself continuing to study the language. I hope to use my language abilities in some aspect of my future career. I am not sure what that career I will pursue in the future but I hope to be able to use French. I think the country itself is somewhere I could potentially see myself live. If that were the case I would be able to continue learning and using the language in my profession.

The subject I worked on at my internship was a very interesting topic. It is not something I think the Carleton profs would have taught in class. I was surprised however at how much work it took to maintain a database. There is a lot of computer science that goes into maintaining the database. I have always known that computer science and linguistics go hand and hand but this was the first time I saw that in practice. My supervisor was not a linguist she worked more on the computer science side but was well versed in linguistics as well.

I am extremely grateful for this experience. Being able to live and work in Paris was a dream. I never expected to have an experience like this in my life so I am very grateful. I am also very grateful for my internship allowing me to work there. I had very little experience doing research so it was going to be more of a challenge for them. The advice I would give to future interns would be that your internship does not have to be directly related to your major or what you think your career path will be. It is okay to explore and have experiences in other areas.

Janet Kaumeheiwa '20

Russian



I was assigned to trawl through a film collection that had come from the Yuri Gagarin Association, an organization focused on relations between Russian and Portugal.

Cinemateca Portuguesa (ANIM); Lisbon, Portugal

It was just an offchance that one of Carleton's film professors decided to shoot an email to the Russian department about one small stop on their abroad program, mentioning that a film archive in Lisbon needed a Russian speaker. It was pure luck that one of my coworkers had a brother-in-law who happened to be renting out cheap rooms to students, letting me move out of a shared hostel and into an apartment where I had my own bedroom with a view of the sunrise over the narrow back street. Lisbon left me wrongfooted with my head spinning at my own good fortune, feeling a little undeserving, having everything fall like it did into my lap.

I settled into a routine of leaving my apartment around six or seven in the morning, hurrying down the narrow stairs feeling like I was covered in a thin layer of plaster dust. Halfway through my stay there, the landlord had decided to knock down one wall to make room for an extra bedroom, and began coming home with carloads of Ikea furniture that stayed in unassembled stacks strewn around the apartment. The plaster dust settled everywhere - in thick piles on the living room windowsills, inside the pots on our stove. I would take the short walk to the train station to brush it off.

Some of the strongest memories I have of Lisbon are thanks to the tiny grocery stores I'd pass on my work commute - a woman in an apron leaning against the doorframe while a younger man unloaded crates of melons from a truck as I passed in the morning, then the entrance covered in netting on my way home in the late afternoon when it got hot and buggy. I bought nectarines and tiny yellow plums and bunches of red grapes. I discovered Saturn peaches, which look like they'd been sat on until they resembled flat discs, and whose pale flesh is still one of the sweetest things I've ever tasted.

The fruit would rest in the pocket of my bag through the long commute, about an hour's worth of riding the train and then a small bus. The archive is tucked away from the busiest parts of Lisbon, required by law to stay a certain distance away from residential areas thanks to the outbuilding full of highly flammable nitrate films. It's a little bit like a comfortable bubble, surrounded by trimmed forest on the side of a hill, complete with its own dog who was adopted as a stray a few years back.

Everyone in the archive had their own space where their work had taken root: Margarida and Paulo in the cataloging room in the first floor, Cesar and Filipe in the restoration office, Manuel with the vats of developer and shelves of chemicals, Pedro around the storage vaults downstairs. I was taken around to all of them, even though most of their

jobs had nothing to do with mine. It was explained to me as I was introduced to Ernaldo upstairs, whose gargantuan task it was to organize the paper archives in the attic, that it was just better if I know the goings on of everything in the archive. If I had a better idea of the full scope of the work done there, if I got to see everything that might happen to a roll of film there, it would help me do my job better. It's true that I could have survived my internship only knowing what I needed about only the collection I was involved with, and I still could have done good work with it. But learning first-hand how to splice a broken film and repair the lacy holes on either side, watching censored clips that had been cut out of unidentified rolls, touring the vaults of silver nitrate films or the room full of old brass magic lanterns - that made it all richer, better.

I was assigned to trawl through a film collection that had come from the Yuri Gagarin Association, an organization focused on relations between Russian and Portugal. I was hoping to glean some knowledge about that era of Russian filmography, I even had vague hopes of finding something that might not exist in Russia now, as the collection had been shipped to Lisbon between different rounds of censors. Most of what I gained from it was the ability to do work in a way I never had before. I learned to be thorough. There were two huge pallets of film canisters in the vault downstairs, and I watched around a fifth of them from beginning to end. I learned to take my time, or I was forced to, since the risk of the film ripping grew the faster it was fed through the viewer. I kept one finger running along the edge of the film as I watched it, so I could tell by feel if there were any tears in it, and the faster I went, the friction grew hotter until it tore a hole in my protective glove and burned my hand. The hardest thing for my American-raised mind to grasp was the fact that I wasn't racing towards any goal. I had no deadline. There wasn't an end to the work I was doing. It only mattered that the work I did was good and thorough, and I was told repeatedly by my coworkers that in order for that to happen I had to take better care of myself.

If my eyes started hurting, Cesar told me, I should just take a break and have some espresso in the coffee room. There was no number of films I had to get through in a work day, no matter how much I worried I wasn't doing enough, and the point wasn't even to "get through" them in the first place.

The job I'd worked the longest before coming to Carleton was a waitressing gig at a diner down the street from where I grew up. I'd work Saturdays and Sundays, spend ten hours on my feet without anything in my head besides lists of things people wanted from me, ordered neatly by how short-tempered the customers looked, and traipse home smelling vaguely of sweat and potatoes with crumpled dollar bills in my jacket pocket, utterly exhausted. To have coworkers who insisted I take as long as I needed for lunch and tell me that I'd work better if I was happy as though it was the most logical thing in the world, quite honestly made me want to cry.

So I learned to enjoy indulgences, in the form of lunch breaks taken alone at the top of the hill behind the archive. All the way out past the nitrate film building there's a little path lined with cork trees and scraggly

I learned to take my time, or I was forced to, since the risk of the film ripping grew the faster it was fed through the viewer.

bushes that leads to a crag of rock with what I'll save as the best view in all of Lisbon. It was a view of the patchy countryside and its wind turbines, scattered with a few one-lane roads, some stucco buildings, and a small white church. Closer to the base of the rock face I could see red tile rooftops and clusters of dark pine trees which from my vantage point looked like tall cloaked figures huddled close together, discussing something important. I would swing my legs over the side of the rock, eating my nectarines and watching the same three big yellow swallowtails I saw there every day, and every day the same thing would occur to me: This seems too good to be true. I wonder if I'm here at all.

PROJECT 60 INTERNSHIP FUND

Created by the Class of 1960 to provide “real world” work experiences for Carleton students in partner nonprofit organizations.

Alexis Shuck '21

Political Science/International Relations



When working with the young people at our center, communication is prioritized above everything else. SafeZone's stress on in-person communication is something I came to really appreciate.

Face to Face; St. Paul, MN

This summer, I had the chance to intern at Face to Face's SafeZone location. SafeZone is a drop-in youth homeless center located in downtown St. Paul, Minnesota. It is currently the only drop in center for homeless youth in Ramsey County and for this reason, serves up to 100 homeless youth a day. My internship was made possible through Project '60. Project '60 was created as part of the Class of 1960's 50th reunion gift. It offers students a stipend so they can afford unpaid internships in the non-profit sector. At SafeZone, we offer homeless youth aged 14-24 laundry facilities, two hot meals a day, case management services, access to a computer lab, hygiene supplies, a food shelf, clothing, therapy sessions, and basic medical services. SafeZone creates a safe and comfortable environment for homeless youth to come together and hang out while providing essential services.

During my time there, I gained invaluable skills and knowledge about working with vulnerable people, social justice, youth homelessness, and initiatives that are being taken to help prevent homelessness in the Twin Cities. This internship taught me three very important skills, including the ability to communicate directly and clearly, the importance of listening to others with genuine concern and interest, and the value of taking initiative. When working with the young people at our center, communication is prioritized above everything else. SafeZone's stress on in-person communication is something I came to really appreciate. For instance, the staff team communicates with each other using walkie-talkies rather than online through a messaging platform or email. For this line of work, in-person communication was most effective for problem solving and daily operations.

Alongside this, my listening skills were strengthened over the summer. During my time at SafeZone, young people in the center were easily triggered and escalated. This resulted in arguments and conflicts between clients and staff members most of the time. This was not something I had expected to happen before starting. Whenever a conflict arose or a young person was escalated, I learned various strategies different team members took in order to deescalate the situation. In most situations, letting them rant, making eye contact with them, and taking them away from the space that was triggering them in order to fully listen and validate their feelings was useful in helping a person deescalate and come to a place of calmness. This taught me the importance of careful listening and validating someone's feelings in order to make them feel safe and comfortable enough to open up to you. Lastly, I did not have much supervision at my internship site. For this reason, I increased my efforts in taking initiative on my own projects as it was up to me to make myself useful to the center. As a result, this helped develop my self confidence as I was able to see how my own ideas were useful and

I would advise other students who are doing internships to try and take advantage of every opportunity available to them at both their internship site and community they live in.

helpful assistance.

This was my first internship, which means I had a variety of challenges and struggles that were new to me. Before starting, I constantly questioned my ability to take on this role. Even in the beginning, I was restrained by my own lack of confidence to really take a presence and feel comfortable with the uncomfortable. It was daunting working with people in the same age group as me and I felt that I would not be able to establish connections or relationships with them. To overcome these personal struggles for me, it took multiple attempts, mistakes, observations, and conversations which in the end only helped me grow as a person professionally and personally.

Every day at my internship was a new learning experience as I was constantly being challenged and surprised. For instance, one thing that surprised me that I had not expected to learn was how to administer NARCAN. Before starting my internship, I didn't even know what NARCAN was or much about opioid use and overdose. However, at one of our all staff trainings, we were trained on its purpose, signs of an overdose, and how to administer the drug. Before this, I was not even aware that people in our center were users. In addition, I also learned about Steve's law, a very important law regarding overdoses in Minnesota which grants immunity to people who call 911 in cases of overdoses.

I would advise other students who are doing internships to try and take advantage of every opportunity available to them at both their internship site and community they live in. You only have a limited amount of time and taking advantage of that is critical. I would also advise them to explore their internship location and to try and get involved as much as they can in their community as their internship works directly with the people who live there. Overall, this internship increased my ability to work in a team as well as with a diverse group of people. In an ever increasing diverse world, this will prove invaluable to whatever environment I choose to work in. Going forward, I now know how much I value working with people, which will help shape my career path I choose to take in the future. I plan to use this experience to understand more about non-profit work and social justice issues that affect the communities I live in. I am very fortunate to have been granted this

opportunity and am most grateful for the young people who shared their stories with me. Their honesty and openness towards me had the most significant impact on my growth there. In the same regard, I am also grateful for the other staff members for welcoming me into their space and treating me with respect and kindness.



Rachel Heilbronner '22

Undeclared



I have new perspectives on what the future of medicine can be, and I have a much greater appreciation for community-based initiatives.

Davis Phinney Foundation for Parkinson's; Boulder, CO

For as long as I can remember, I have wanted to be a doctor. I played with toy stethoscopes and reflex hammers as a child, and as a senior in high school I spent two months alone in rural India working at a hospital. My plan has always been clear and straightforward.

However, when I was considering what I wanted to do this summer, things seemed a lot hazier. I had a research opportunity lined up on campus for the next year already, so I wasn't sure I wanted to work in a lab this summer too. I thought about looking for an internship at a hospital, but I had spent three years in high school doing administrative work and shadowing physicians at a local doctor's office, so I didn't think I would gain as much from a similar experience. I've always been the kind of person who wants to try new things and experience new challenges.

So when I was applying for internships, I decided to seek a position as an intern at the Davis Phinney Foundation for Parkinson's. Part of my decision was based on the fact that it was in my hometown, but more importantly, I wanted a chance to broaden my horizons. I had absolutely no experience in marketing, but I was excited at the chance to explore something new.

I can now say that without a doubt that this internship has changed my life. I have new perspectives on what the future of medicine can be, and I have a much greater appreciation for community-based initiatives. I have also come away with new skills and a much better relationship with constructive criticism.

Although I went in to this internship with a fairly strong writing background, I had no idea how to run a marketing campaign, design a webpage, or build a brand on social media, and those are just some of the skills I accumulated this summer thanks to the kindness and dedication of my superiors and coworkers. However, I am most grateful about what this internship taught me about constructive criticism. I worked throughout this experience to actively seek feedback from the people I worked with in order to start discussions about where I could improve, and while I was nervous about it initially, this practice made me a much more effective learner. I quickly realized that when I got encouragement to change something I was doing, it wasn't a failure on my part but rather an open opportunity on how to be better. I fully intend to take this habit of seeking constructive feedback from my peers and supervisors back to Carleton with me, because I believe it can greatly improve my experience as a student as well.

Working with people with Parkinson's has opened my eyes to what community medicine can look like in the future. The introduction of telemedicine (the practice of meeting with physicians over video chat) has the potential to bring much-needed care to rural communities around

I also believe that I can be part of a larger movement to bring medicine to rural communities and to increase awareness around the country.

the United States and the world. Parkinson's is the second most common neurodegenerative disease, after Alzheimer's, yet thousands of people do not have the means to see Movement Disorder Specialists. During this internship, I had the opportunity to work on several marketing campaigns, as I expected, but I was also offered the incredible chance to do research on Parkinson's. I was able to do a deep dive into sleep and Parkinson's, as well as writing several articles for the Foundation about a variety of Parkinson's topics. The chance to delve into the world of Parkinson's to see its limitations but also its potential has changed my perspective on medicine and on community.

One incredible opportunity I had while working at the Foundation was to attend a conference at the University of Colorado Medical School at Anschutz. The conference was on palliative care and Parkinson's, and it truly changed my mind about what supportive care is and can be. Rather than just a synonym for hospice, it is a comprehensive and multi-level process that involves a team-based approach to reduce suffering and improve quality of life for people with terminal illnesses. I was so struck by what the presenter, Dr. Benzi Kluger, had to say that I decided to write an article about it for the Foundation's website. Changing the stigma around palliative medicine and encouraging people to take advantage of the opportunities available to them has been shown not only to improve their quality of life, but actually to improve how long they live. I will utilize the lessons I learned from Dr. Kluger and our colleagues throughout the rest of my time at Carleton and into my professional future, because I believe that increasing awareness and usage of supportive care can drastically change the lives of people living with terminal illnesses, including Parkinson's.

I also believe that I can be part of a larger movement to bring medicine to rural communities and to increase awareness around the country. One of the Foundation's initiatives was an intergenerational program called Sidekicks, which pairs up people with Parkinson's and youth to create art, share stories, and build meaningful connections. It reduces the unfortunately common isolationism for people with Parkinson's and simultaneously introduces young people to the concept of Parkinson's. I believe that continuing to build those bridges between different community groups can change the concept of what medicine is. So often we prescribe pharmaceuticals when lifestyle changes can be just as effective, if not more so. Because of this internship, I am beginning to see the myriad of ways that we can move forward to create a more integrated and cohesive healthcare system that offers care to the people who need it in the ways they need it. Of course drugs are necessary in many cases, but I believe that the future of medicine also involves partnering with community organizations to increase education, awareness, and societal bonds that can help combat the symptoms of all kinds of diagnoses.

I am beyond grateful for this internship and everything I learned from it. The chance to work with such incredible people was a gift, and I know that I will carry the lessons I learned from this experience throughout my academic and professional careers. Thank you to Jenna Deidel, Anna Sable, Mel Dizon, and Kelsey Bryant for their guidance, support, and love. Thank you to Polly Dawkins for welcoming me into the Foundation and making me feel valued and supported. Thank you to all of the Foundation staff for your kindness, generosity, and fun attitudes – you all made this an incredible place to work, and I won't forget the lessons I learned.

RATNER INTERNSHIP FUND

To support internships in healthcare especially related to geriatric medicine.

Maria Thurow '21

Biology



I learned the value of the insights of others doing parallel tasks and how people's unique backgrounds and specialties can all contribute to a project.

Duke University Center for Aging and Development; Durham, NC

This summer I had the amazing opportunity to work at the Duke Center for Aging and Development. Through this experience, I have learned a tremendous amount about both quantitative research and healthcare. I have grown so much both personally and professionally and am grateful to the Carleton Career Center and the Ratner Internship Fund for allowing me to have this life-changing experience.

The skills that I strengthened the most this summer were my organization and my ability to multitask and work as a team. When I first arrived at my internship site, I was daunted by the number of meetings and the expectations going into and leaving the meetings. I was assigned to work primarily on two projects and I quickly realized that the weekly meetings were a key part of monitoring the progress of the project and making plans for how the project will continue to move forward. In my organization the way that tasks are assigned was based on people talking about what they have done throughout the week and what needs to be done in the coming week. I learned that it was important to speak up about parts of the project where I was interested in contributing and follow through by completing the tasks and coming up with questions for feedback before the next meeting. Although the time management and organization were difficult for me at first, I quickly got the hang of it and gradually gained more and more responsibilities. By the end of my time I was compiling the meeting agendas, taking meeting minutes, and contributing to the forward progress of my projects.

Another skill that I learned was the value of collaboration. I was asked to be a part of a Scoping Review with three PhD students. It was a very interesting and valuable experience to learn how to work with others to tackle a daunting task. At the beginning of our review there were over 4,000 articles to screen and through good communication we were able to work through and extract the articles for our scoping review. I learned the value of the insights of others doing parallel tasks and how people's unique backgrounds and specialties can all contribute to a project.

One of the skills I learned during this process was how to learn skills by reading academic articles and use the knowledge to modify and fit your project's needs.



Interviewing people with dementia or end stage liver disease and their caregivers also really opened my eyes and changed my world view about how we treat patients with long term illnesses.

An example of this was learning how to code qualitatively. One of my main roles this summer was to read through the transcripts of interviews conducted by me or other members of the research team and using software code this data to see patterns in the responses. This process required me drawing on articles that are about both the information that we were trying to find and qualitative coding itself. It was very cool to be a part of the whole process of the interview process including extracting the useful information.

The thing that I am most grateful about from this experience were the people that I met. I learned so much from everyone that I worked with including the people that I interviewed. The group of PhD students and Faculty members that I worked with were very supportive of my learning process. They supported me and gave great feedback on the things that I worked hard on and guided me when I was struggling. I consistently felt like my efforts were not only recognized but appreciated. My opinions were valued and even my clarifying questions were taken seriously. I also felt like I became a part of the community because of the team's constant kindness and willingness to include me.

Interviewing people with dementia or end stage liver disease and their caregivers also really opened my eyes and changed my world view about how we treat patients with long term illnesses. I learned that although the person with the disease is struggling, their caregiver, especially if it is their spouse or child, is going through challenges of their own. In my future career I will focus my attention not only on the patient but also acknowledge the value and needs of the person that is caring for the person with the disease. I have learned that I can be a positive presence both with the other researchers that I work with and the people that we are interviewing.

My biggest advice to other students doing internships is to say yes to whatever you can, even if it scares you. Some of the most valuable experiences I had were from saying yes to opportunities that came up during the summer. One of these experiences was taking a spontaneous 5-hour van ride to go to an NIH conference. This allowed me to not only go to an amazing conference and hear professionals in the field talk about their cutting-edge research but also to get to know the professors and PhD students on a more personal level. This also opened the door to be a part of so many cool projects and work with diverse teams of researchers.

This experience cemented my desire to work in health-care. I have learned how much good can be done even if it's just by talking to people and making them feel like their worldview and struggles are heard. I am very grateful for all of the people who have made this experience possible for me. The team at Duke taught me so much and I am thankful for everything that I have learned and the new career perspective that I have gained. I am also very grateful to the Carleton Career Center and the Ratner Internship Fund for making this experience possible and supporting me during my time here including encouraging feed-

back discussions and reflection.



ROB WHITE '85 INTERNSHIP FUND

The Rob White '85 Endowed Internship Fund is intended to support students with financial need as they pursue social justice and social change internships.

Evy O'Neil '20

History



I got to learn about asylum and immigration through an entirely personal, human lens.

Las Americas Immigrant Advocacy Center; El Paso, TX

This summer I worked as a legal assistant for Las Americas Immigrant Advocacy Center in El Paso, Texas. I assisted lawyers working with detained asylum seekers. I regularly visited clients in detention centers and, on a few occasions, traveled across the border to Mexico in order to reach asylum seekers who were part of the 'Remain in Mexico' (MPP) program.

I got to learn about asylum and immigration through an entirely personal, human lens. I saw a lot of suffering. I witnessed immense injustice. I also met so many inspiring people, both coworkers and clients. I left El Paso feeling fundamentally empowered to fight for change. Many parts of my internship were heart-wrenching, but the victories were so satisfying. Now I feel confident that I want to pursue a future in advocacy. That may mean law school, but it may not. I plan to work for a few years and see how it plays out.

This summer was intense, and I'm undoubtedly still processing everything, but I am so incredibly grateful for everyone who contributed to my experience. My amazing mentor, Ellen, planted the seed of the idea in my head by suggesting I look into opportunities along the border. From there, I found an amazing internship host. Las Americas is a noble, inspiring and tenacious organization. I am so lucky to have worked for them. I am equally grateful to have spent time in a community as strongly-woven and positive as El Paso.

I am enormously thankful to Tom Rock and Melissa Raphan who, through the Rob White '85 Endowed Internship Fund, enabled me to travel to El Paso and volunteer for Las Americas this summer. Before this summer, I felt driven to help people. After my experience at this internship, I really feel like there is a fire in me. I am so grateful that I was able to jump on the opportunity to have such an empowering, eye-opening experience, and I owe much of my gratitude to them.



ROBERT E. WILL '50 ENDOWED INTERNSHIP FUND FOR SOCIAL ENTREPRENEURSHIP

Supports expenses associated with internships that incorporate the principles of social entrepreneurship and to help students explore solutions at a grassroots level.

Malika Adda Berkane '20

Religion



Though entering the program, I originally had hoped for more hands-on work with the communities. Nevertheless, the work was very fulfilling--heartbreaking at times, but fulfilling.

Habitat para la humanidad; Buenos Aires, Argentina

Boarding the plane from ATL to EZE for my summer internship--eight weeks in Buenos Aires, Argentina, where I would work for Habitat para la humanidad-- I felt a whirlwind of emotions: excitement, nervousness and hope. I was excited to embark on my adventure, to live in a country that spoke the language that I had fallen in love with months ago under the baby pink madrileno skies and most importantly to start my internship with Habitat para la humanidad. Accompanying the hopeful and excited sentiment was fear. I worried about the culture gaps--my lack of understanding and knowledge as I worried I would (and did) clumsily fumbled through social situations-- and the accent, which I heard and can attest is the most difficult Spanish accent that I have encountered. I had no idea what South America had in stall for me, but I did not realize how much the city Buenos Aires would capture my heart, challenge my beliefs and ultimately change me for the better. Buenos Aires, standing true to its name, was a refreshing breath of fresh air, illuminating a different work culture and my truest desires for a future career.

Interning with Habitat para la humanidad (HPHA) was a very meaningful experience. HPHA operates differently in Argentina than it does in the US. In the US, Habitat functions as a disaster relief organization, constructing new homes with the abundance of money that they receive in donations each year. In Argentina, due to lack of funding, different resources, strict rent/purchase laws and different cultural values, HPHA operates much differently. HPHA moves into a new community every ten years. Employees become members of the community, working to uncover the needs of the community and aid those. The organization's model mirrors that of community life in Argentina and many other countries. With the involvement of the employees in neighborhood life, they are able to find the needs of the neighborhood more acutely. HPHA holds workshops, teaching households how to fix a stove or heater, construct a bathroom or money management skills, and provides kits (packages with supplies given to community members to help with these projects). With the growth of homeless families by 60% in the last four years, HPHA is imperative and a necessary cornerstone of many community. I worked with the urban planning team, helping to assess the needs and eligibility of new communities, designing workshops and investigating the accounting information of each family and neighborhood. I enjoyed my work a lot. Though entering the program, I originally had hoped for more hands-on work with the communities. Nevertheless, the work was very fulfilling--heartbreaking at times, but fulfilling. Not only that, but through working with these underrepresented communities, the work revealed my true desires, educating me on my expectations and desires in a

Buenos Aires, standing true to its name, was a refreshing breath of fresh air, illuminating a different work culture and my truest desires for a future career.

future career. I am very grateful to have reached such conclusions before the start of my senior year, where I will need to begin searching for a job and find a fitting career path.

This life changing experience would not have been possible without many generous individuals of Carleton College. I want to thank the Career Center for all of their aid and advice through the application and pre-arrival timeframe of the Global Edge Program. Thank you Eric and Mimi Carlson with the Robert E. Will '50 Endowed Internship Fund for Social Entrepreneurship for providing me with the funds that made this opportunity possible. Thank you Cherlon Ussery and Mikki Showers for their help in the application process. I would also like to give advice to future interns: embrace the culture though it may seem strange and cause unease at times. Dare to make mistakes and push yourself past your comfort zone only then will you truly learn and immerse yourself completely in the culture.



Working at Fundación Espacios Verdes (FEV) confirmed that I work best with deadlines, specific tasks, and lots of information, but taught me that I am fully capable of flying by the seat of my pants if need be.

Fundación Espacios Verdes (FEV); Buenos Aires, Argentina

The time I spent in Buenos Aires this summer was one of the best experiences of my life. Not only did my internship help me gain confidence and develop professional skills, but it also helped me learn a lot about myself, both in and out of the workplace. One of the first challenges I faced was self-advocacy; the first internship I had wasn't right for me and in order to make the most of the experience I decided to transition to a different organization. This type of decision has always been difficult for me and I was tempted to tough it out for the whole summer rather than risk disappointing someone. Instead I pushed myself to stand up for my needs, and the positive outcome made me more confident than ever in my ability to be in tune with myself and trust my gut. In that same vein, living in a city helped me become more confident in my ability to be independent. This summer gave me a taste of what life could be like post-undergrad, and showed me that I am capable of thriving outside of structured environments like Carleton. In addition, the independence I was given at work was daunting but ultimately helped me start to develop my confidence as a self-starter. Going forward, I will undoubtedly feel much more comfortable bringing my own ideas and creativity to work. Finally, the most important skill I strengthened was adaptability. As a pretty flexible person I have never struggled with adapting to new environments, but I still find it exhausting and overwhelming. This summer taught me how to avoid being consumed by those feelings and how to lead a full, rich life in an unfamiliar place. By the end of the summer, my proudest accomplishment was how at home I had come to feel in a place where I had felt so out of place a mere two months before.

As a result of this opportunity, I know myself better than I every thought I could. At my internship I learned about my professional self, as it was my first long term job outside of the service industry. Working at Fundación Espacios Verdes (FEV) confirmed that I work best with deadlines, specific tasks, and lots of information, but taught me that I am fully capable of flying by the seat of my pants if need be. It confirmed that I like face-to-face contact with co-workers, collaborative projects, and direct communication, and gave me the opportunity to experience what that actually looks like in practice.

While the relaxed culture in the workplace was refreshing, it taught me that I really like to be busy and to feel productive while I am at work and that striking a balance between the two will be important for my success in future jobs. I think the most important thing I learned about myself through my internship is that the best thing I can bring to work is authenticity. Prior to my internship I worried a lot about whether I was qualified to be doing this job and about not meeting my supervisor's expectations. In the end I realized that simply being myself and being a source of positive energy in the office goes a long way. I may not have



I am so grateful for the other Carls on the program who motivated me to leave my apartment and get to know the city; without them I wouldn't have taken advantage of all that Buenos Aires has to offer.

been an expert on the subject I was writing about, but being open, honest and genuine with my supervisor was all that really mattered at the end of the day. The aspect that was the most meaningful and exciting for me was getting to know my coworkers, which taught me that there are a lot of different ways to have an impact. Intellectual, academic pursuits aren't the only path to meaning and happiness in life even if they tend to be valued over community building. Finally, this internship reminded me not to limit myself and to think outside the box. Although my studies have gotten a lot more specific since declaring my major, there are still a multitude of other subjects that excite and inspire me that I could pursue in my career.

Although this internship wasn't directly related to my major, the lessons I learned are applicable to any job I might pursue. One of the most important things I took away from the experience was a renewed love for the Spanish language. When I embarked on this adventure I hadn't spoken in three years and was growing more doubtful of my ability to regain fluency by the day. Being in Argentina reminded me to not be so hard on myself and reassured me that it was never really lost; with a little patience and humility, it will always come back. Using Spanish in a professional environment prompted me to think about the possibility of working internationally, or at least putting my language ability to use in a future job. Not only is it extremely useful, but this summer showed me that challenging myself to use Spanish can be fun and rewarding. In addition, I no longer feel limited by distance from home. I have felt pressure from myself to go home to North Carolina over the past few summers, more out of fear of the unknown than out of actual interest in returning. Starting out in a new place is always a challenge, but this summer I proved to myself that I am up for it. Letting go of homesickness and embracing the challenge is what made it possible for me to create a community and sense of home somewhere new. I am eager to challenge myself like this again, which will no doubt guide me in life after Carleton.

My advice to future participants is to bring a good attitude to work, especially if there is a language barrier. Even if you can't communicate well, positivity, humility, and perseverance will make a big difference in how you are perceived. Be gracious because it is really hard to host an intern effectively, but don't be afraid to advocate for yourself. Make sure your supervisor knows that you are committed to taking full advantage of the opportunity they have given you and let them know how best to support you based on what you know about yourself. Ask lots of questions and push yourself to say yes to every opportunity (within reason). Your internship will be more enjoyable if you have a full life outside of work. I am so grateful for the other Carls on the program who motivated me to leave my apartment and get to know the city; without them I wouldn't have taken advantage of all that Buenos Aires has to offer.

Participating in the Global Edge program was immensely transformative for me, and I would like to thank Eric and Mimi Carlson of the Class of '66 for making it all possible by establishing the Robert E. Will '50 Endowed Internship Fund for Social Entrepreneurship. This was a once in a lifetime opportunity that will open many doors for me professionally, and it is a privilege to have access to such generous funding. I am incredibly appreciative of the Carleton Career Center for their assistance during the application process and Connect 123 for their in-country support. Finally, I would like to thank Jeff Snyder and Kendall Clements for recommending me. Thank you!



Amelia Blair-Smith '21

Africana Studies



Now, I am considering getting a teaching certification after graduation to educate the next generation of leaders.

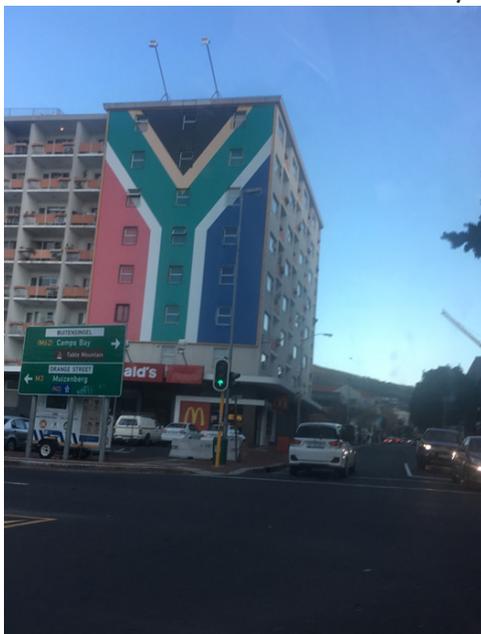
The Justice Desk; Cape Town, South Africa

During my time on the Carleton Global Edge program in South Africa, I discovered my passion for education and children's empowerment. Going into my internship at the Justice Desk, I was expecting to be focused on political and social issues and I expected to work with adults and people my own age. To my surprise, most of my time at the Justice Desk was spent working on the Mbokodo project: a project designed to empower young girls who had been through a traumatic violent event to learn how to stand up for themselves and each other. The projects name comes from an anti-apartheid protest chant: "Wathinta abafazi, Wathint imbokodo!" meaning "you strike a woman, you strike a rock!"

Throughout my internship I got to know the Mbokodo girls. I saw how talented and intelligent and considerate each girl was, and how the harsh effects poverty, racism, and misogyny were preventing them from reaching their full potentials. Educating kids in these systems and helping them gain the confidence to demand their liberation is extremely important to me.

Before this experience I was unsure about my career prospects. Now, I am considering getting a teaching certification after graduation to educate the next generation of leaders. I want to thank the donors who helped make my Cape Town experience possible. Thanks to Eric and Mimi Carlson who providing funding for my internship through the Robert E Will Endowed Internship Fund for Social Entrepreneurship.

My welcome picture from my first day at the Justice Desk. I had just done a 2-hour female empowerment boxing session with the girls from the Mbokodo project. These boxing sessions happened twice a week and taught the girls not only practical self-defense skills, but confidence, discipline and teamwork. The Justice Desk had a Birthday Party/fundraiser at a local restaurant. I was in charge of collecting donations. The interns made a lot of bracelets that we sold throughout the night. We were able to raise money to fund new boxing equipment for the Mbokodo Project.



Some members of the Justice Desk team at the Justice Desk office on the Western Cape. The Justice Desk has a fun and vibrant work environment. Everyone in the office is close knit. We celebrate each-others' birthdays and there is always fun music playing. The Justice Desk held a 3-day long female empowerment camp for the girls enrolled in the Mbokodo project in Stellenbosch, South Africa's "wine country". We had lots of team building activities like this one, where we had a

to create a picture of a strong woman with all our hands tied together. Me

I made friends from all over the U.S. and all over the world through the Carleton Global Edge program.

and Prudence, the Justice Desk's Educational Coordinator attended a benefit concert given by South African celebrity and Justice Desk sponsor Craig Lucas.

The Justice Desk team went to a community run empowerment nurse school on Mandela Day (The South African holiday that celebrates Nelson Mandela's birthday) to plant a vegetable garden and clean up trash. It is traditional that everyone does 60 minutes of community service on Mandela day as a reflection of Mandela's 60-year long struggle for liberation. I made friends from all over the U.S. and all over the world through the Carleton Global Edge program. Here I am at the Kristenbosch Botanical gardens with fellow Carleton student Brittany Deweaver and our new friends.

Me and Brittany at the Botanical Gardens.



Brittany DeWeaver '20

Sociology and Anthropology



It was awesome. These kids worked the runway as a loud crowd of their peers cheered them on. Their confidence and joy was appreciated and admired.

Just Grace; Cape Town, South Africa

Molweni (“Hello” in Xhosa)!

I spent the summer as an international intern at Just Grace, a non-profit organization in Langa - a township in Cape Town, South Africa. Just Grace is a non-profit company with the overarching objective of poverty alleviation in Langa, Cape Town. They run an after school program for learners, preparing them for higher education and for entering the workforce. In addition, they aim to develop the learners holistically through their psychosocial difficulties. They offer academic support, life skills sessions, coding classes, computer training, and literacy sessions, a book club, and more. Just Grace also carries out community development initiatives by offering a variety of programs and services to the community. They offer individual and family counseling, guidance in resume writing, basic computer training, and information on possible legal services to the Langa community.

As an international intern for Just Grace, I managed to:

- academically support secondary school students on Tuesdays and Thursdays
- plan and execute programs with colleagues (themes concerning careers, leadership, and women’s day)
- assist current and former students in the Langa community with their college/ higher education applications
- lead an excel session in a computer training session
- complete a South African domestic workers report
- do face-to-face outreach in Langa to educate the community about Just Grace and their offered services
- do other miscellaneous tasks



When I arrived, I immediately started helping Just Grace plan and then later execute their 7th annual Holiday Program featuring games, leadership themed activities, discussions, and food. The highlight of that week was the fashion show (pictured). The students made outfits out of reusable materials like garbage bags and paper. They were very innovative as they made pants, skirts, tops, necklaces, headwear, and even capes. It was awesome. These kids worked the runway as a loud crowd of their peers cheered them on. Their confidence and joy was appreciated and admired.

My most memorable memories will be of the

I've encountered challenges that made me think negatively about my internship, but I worked to understand my supervisors and establish more positivity in order to finish the duties I committed myself to.

diverse and resilient Langa community; Nozibele - a social worker at Just Grace who inspires kindness and love; the Xhosa women I helped in the computer literacy and training courses; the beautiful friends I made; feeding the high school students and giving them prizes (because that's when they were happiest); and exploring Cape Town's mountains and numerous sites.

In such a short time, I've learned so much. I did not have the perfect internship experience that I envisioned. I've encountered challenges that made me think negatively about my internship, but I worked to understand my supervisors and establish more positivity in order to finish the duties I committed myself to. Until a week before the end of my internship, I was ready to GO. Miscommunication had been a challenge since the start between my internship's organization and the South African company that matched me there, within my internship between supervisors, among supervisor-internship relations, and among interns. It was a trickle-down effect that could have ruined the winter (summer in the US). Nevertheless, I'm proud of myself and the other interns for sticking it out and focusing on what was important: the learners. Lack of communication can ruin a team but recognition and renewed energy can rebuild it. I'm glad that I got to be a part of the failures because I know that, in the long run, there will be more failures that I and my current team will need to overcome.

I leave my internship with renewed energy and motivation for my senior year, deep feelings of gratitude for the people I encounter(ed), a greater understanding that I know nothing, more patience, less of a need to complain and more drive to DO. This was an eye opening experience. I've learned about some of South Africa's economic and racial history. I've explored Cape Town's arts, educational institutions, food, and unique culture.

Thank you to the Robert E. Will '50 Endowed Internship Fund for Social Entrepreneurship (Eric and Mimi) for essentially funding an opportunity for me to grow, as a person and as a student soon entering into the workforce. And thank you Carleton (especially Rachel) for pushing me to reflect more because reflection produces growth, no matter the circumstance.

Sala kakuhle ("Stay Well" in Xhosa)!





Observing her audacity, and noting the results, taught me that I have been missing out due to my meekness. I'd like to abandon that trait. This internship started that process.



People Inspire People; Punta Gorda, Belize

This summer, I found myself enjoying a bowl of chicken foot soup, listening to the life stories of some amazing people, and assisting camera work and audio recording in Punta Gorda, Belize. Seven months earlier, the idea that I the storyboard gig I picked up on the side of my school work would bring me almost 3,000 miles from my home near Chicago to work on a documentary would have sounded like a joke to me. But now that I am on the other side of that experience, I can wholeheartedly say that the opportunity changed my life, and I can't thank the Robert E. Will '50 Endowed Internship Fund for Social Entrepreneurship enough. The generosity of The Will Fund made it feasible for me to take full advantage of this opportunity to assist BaSheeba Mays, and up and coming documentarian, get footage for her documentary about the Garifuna people. The Garifuna are descendants of west africans who survived the sinking of the slave ships that brought them to the west, and the Arawak and Carib people that lived on the islands the west africans arrived to. While we were in Belize we interviewed three people, Patrick, a Boyei (a Garifuna priest), his wife Rosa, a restaurant owner, Egbert, a Garifuna historian.

I hoped to take full advantage of the rare chance to travel abroad. While I was in Belize, I did a lot of work in my sketchbook. It's always great to practice capturing the world around you, but drawing new sights are a great opportunity to learn what views are possible and expand artistic horizons. In addition, I became more familiar with my audio equipment as I used it to help my supervisor tape interviews. But I believe the most important lessons I learned came from working with people while I was there.

Some of the lessons came specifically from the people we were interviewing and the wisdom people shared with us. The first I hope to incorporate into my life moving forward was one learned mainly through observation. The Belizean lifestyle that I got to see exudes a very 'make it happen, make it work' attitude. This attitude could be perceived in the way our friends hustled for the business they started, the way any building could be styled into a home, and in the life stories of the people we interviewed. The hustle and ingenuity it took for Rosa to put herself through highschool was immense, and that same approach is observable in how she runs her new business.

Though I learned a lot about the history and culture of the Garifuna people from the interviews, it was truly my listening skills that were tested. Inevitably, I brought my own undiscovered assumptions and biases to this experience, and I had to practice setting those aside so I could access a deeper understanding of the stories I was privileged to hear. This internship taught me that this is the most

While I was in Belize, I did a lot of work in my sketchbook. It's always great to practice capturing the world around you, but drawing new sights are a great opportunity to learn what views are possible and expand artistic horizons.

important skill to master when adapting history and experiences of another person into any media or medium. However, beyond simply improving the quality of work I can produce, maintaining this mindset in the everyday will also be crucial to better empathizing with others.

Also related to relating to people, is what I learned I can miss out on due to lack of confidence. My personality has always been shy, and its normal to feel a little unsure in new places and with new people, but by working closely with people during this internship, I witnessed what the extreme of that tendency can cost. It was intriguing and inspiring to watch my supervisor approach interactions with a commanding self confidence. Many of our most positive interactions were the direct result of how she navigated them. Observing her audacity, and noting the results, taught me that I have been missing out due to my meekness. I'd like to abandon that trait. This internship started that process.

I look forward to getting to a place where I can seamlessly communicate with others in stressful situations. This will take practice and growth, but I'm up for the task. Not only will this skill help me outside of work, but will also be useful professionally, and I will use every skill at my disposal. I will need to in order to pursue my artistic goals professionally, which I am all the more determined to do thanks to this internship.





It was a wonderful introduction into social protection research and macroeconomic policy crafting, and is exactly what I had hoped for coming in.

Economic Policy Research Institute; Cape Town, South Africa

In many ways, this internship felt like a dream. The work at Economic Policy Research Institute is everything I had dreamed of—and more. When I first joined, I had no clue what “impact assessment”, “microsimulation”, or “capacity development” meant. 8 weeks later, I can comfortably say I have completed work in all of the above.

I came to EPRI wanting to do quantitative data in an area that felt meaningful to me. EPRI focuses on research (mostly for UNICEF) in the field of social protection. I primarily worked with STATA analyzing and organizing field data on the impact of child grants in Nepal. I also helped with writing technical proposals and carrying out microsimulations on a project with UNICEF Bangladesh. The work at EPRI is amazing—the reports and research go directly to governments in helping them formulate policies to reduce poverty. I once spoke to my supervisor about the impact of our research, and she informed me that most of the policy advice we provide in our reports will get implemented. For example, if our impact assessment of child grants in Nepal concluded that a universal child grant made economic sense, Nepal would start rolling out universal child grants across the nation, and that could mean the difference between life and death for thousands of children. This ramped up the pressure on us to make sure our research is accurate, reliable, and reproducible. We did multiple benchmarks against other social protection research. Furthermore, EPRI also conducts capacity-development courses educating civil servants and other government officials on ways countries in lower- and middle-income brackets can achieve their developmental goals. I helped build course materials for an upcoming course in Kenya which aims to help support a strong national social protection system in tackling poverty, vulnerability, and social exclusion. I was unsure of the scope of work in this internship before I reached Cape Town, but it aligns exactly with my career aspirations. It was a wonderful introduction into social protection research and macroeconomic policy crafting, and is exactly what I had hoped for coming in.

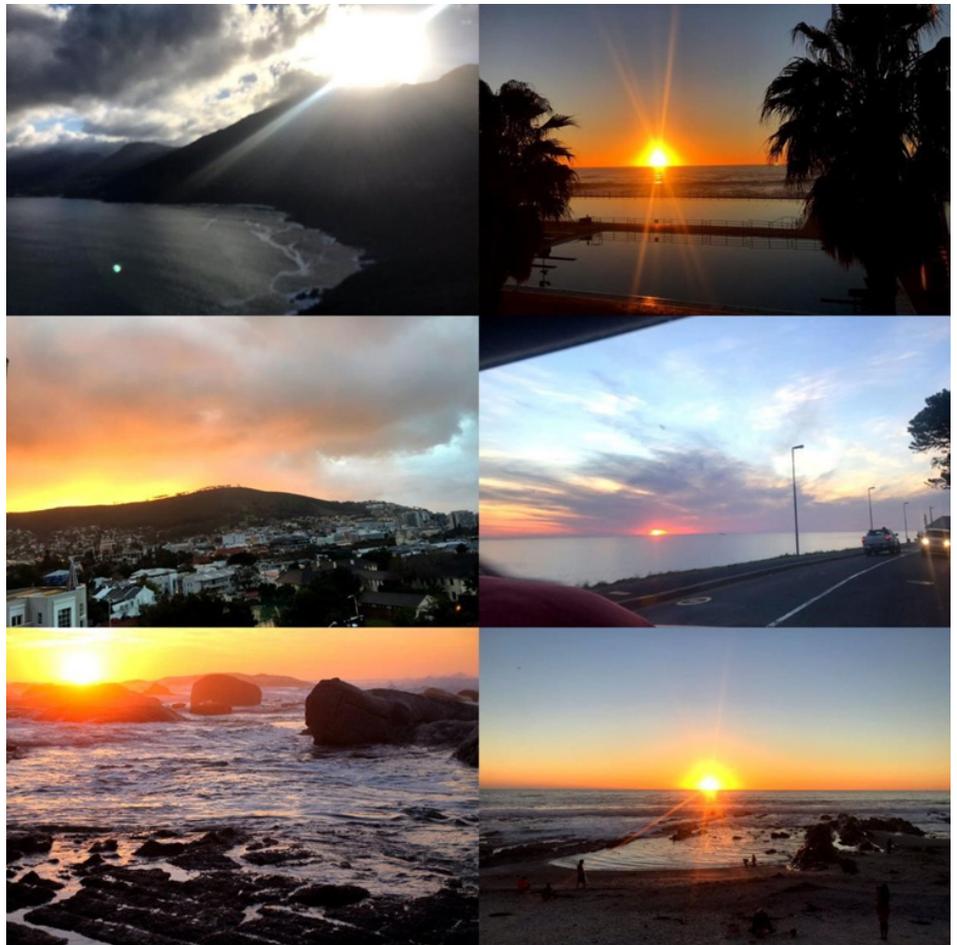
In my short 8 weeks there, I have learned how to use STATA, and have even taken primary quantitative lead on the project. It was terrifying to have such a large amount of responsibility that they normally never give to interns, but it also felt incredible satisfying to transform our initial STATA dataset into neat paragraphs of analysis and Power BI charts. I am incredibly grateful for the work I did, and for the faith my supervisors had in me. Submitting the final deliverables on my second to last day of work felt like a personal triumph.

Beyond the amazing work and incredible colleagues, my internship site of Cape Town was nestled between the Atlantic Ocean and the Table

It has been a life-changing Summer, and I am endlessly grateful to all the people and resources that have allowed me to pursue this opportunity.

Mountain range. Cape Town is absolutely gorgeous—for better or for worse, I catch the sunrise over Table Mountain every morning on my way to work and the sunset over the Atlantic on my way back (picture below). If anyone had asked me a year ago where I wanted to work after graduation, Cape Town would have been near the bottom of the list. In my short time there, I have fallen in love with the city and the country. I started this internship fraught with uncertainty and fear, especially at Cape Town's reputation as the murder capital, but looking back I have no regrets. The people I met in Cape Town have been some of the warmest and most compassionate people, and this experience will serve as a constant reminder to me how uncertainty has allowed me to grow tremendously.

To students looking for internships, I highly recommend pursuing an internship abroad, especially in an unfamiliar country. Living and working abroad has given me a great number of opportunities to both grow professionally and personally. It has been a life-changing Summer, and I am endlessly grateful to all the people and resources that have allowed me to pursue this opportunity. My gratitude goes out to both Carleton College and The Will Fund. Without their support, I would never have discovered my love for both social protection research and Cape Town.



Kent Hanson '20

Economics



I learned that a large portion of my incentive to work hard comes from the benefit that I can provide others.

Camano Capital; St. Paul, MN

I recently completed my summer internship at Camano Capital, where I learned a great deal about showing initiative while working independently, entrepreneurship, and potential future career opportunities. I would not have had the opportunity to experience this growth without the help of Eric '66 and Mimi '66 Carlson and the Robert E. Will '50 Endowed Internship Fund that they established. I would like to thank both Eric and Mimi for their generosity as the funding that I received from the Robert E. Will '50 Fund has opened doors for my future career that would otherwise remain closed and inspired me to pursue a career that will make a difference in my community and in the world.

I spent a total of ten weeks at Camano, a start-up that assists in financing other start-ups. For much of the ten weeks, I worked alone in the three-person office in the WeWork in Minneapolis as the other two employees spent a great deal of time traveling. As a result, working with minimal instruction and showing initiative were skills that were necessary to have in order to work for Camano this summer. I already thought that these skills were strengths of mine at the beginning of the summer, but these ten weeks allowed me to sharpen these skills even further. A third necessary skill that I strengthened from this experience is a strong attention to detail. Often, my supervisors would assign me a task and upon completion, they would review it with me. During most of the reviews, they would catch small, seemingly obvious, mistakes in my work that I had not originally noticed. In the later weeks of my internship, these mistakes decreased dramatically as my attention to detail improved.

I not only developed these important skills, but I also learned a great deal about myself. Specifically, I learned how much I appreciate deadlines. In school, deadlines have always felt burdensome and I am positive that they will continue to stress me out throughout the rest of my time at Carleton. However, I struggled a bit with finishing tasks as quickly as I would have liked as a result of a lack of concrete deadlines. Because I was balancing multiple projects at one time throughout the entire summer, some projects took longer to complete than I would have liked and what my bosses expected. The couple of times that my bosses gave me concrete deadlines, I completed the task before them, and I think I would have appreciated more of them. Additionally, from juggling multiple projects at a time, I learned that work is more fun for me when I can take a break with one project while working on other projects. Often this summer, I would take a break from a project of crunching numbers in Excel



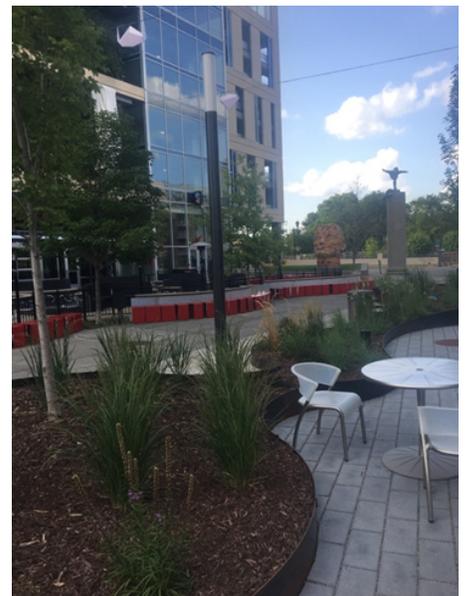
My final takeaway from my summer internship is the importance of working with people that are enjoyable to be around.

by working on a more reading-intensive, research-based project. Finally, I learned the value of stepping away from work for a short walk after sitting at my desk for a few hours. After my walks, I felt reinvigorated and ready to get back to work. Here are a couple pictures of the building that I would walk around:

Overall, my experience this summer gave me several important insights on my career moving forward. First, I want to work in a trusting environment that allows me to work hours that are most convenient for me as long as I get my work done. I found that the liberty and flexibility that I was given during my internship served as an incentive to work harder and allowed me to work more efficiently. Second, I want my future work to help others. I learned that a large portion of my incentive to work hard comes from the benefit that I can provide others. As a result, I think that I would find it difficult to be passionate about a career that did not benefit others. Third, I realized that I want my future career to be a mixture of quantitative aspects and interaction with people because I think that I would be bored in a career with too much of one without the other. I found my internship experience a year ago to be maddening because I did not get to interact with another person besides my boss while he assigned me work to do.

My supervisors were amazing at teaching me, making me feel valued, allowing me to work on projects that interested me, and at making the workplace an exciting place to go to daily. They also gave me an office with a beautiful view as demonstrated in the photograph below. While two Camano's employees went to Europe on vacation, one of my supervisors hung this photo on my window so I could get a similar vacation experience.

My final takeaway from my summer internship is the importance of working with people that are enjoyable to be around. I plan on pursuing a similar situation in my future career and it is the most important piece of advice that I would give any person looking for an internship or job.



Micalie Hunt '20

Political Science/International Relations



Through their stories and their persistence I learned so much about the human condition and felt my own worldview and perspectives evolving and being enriched.

Adonis Musati Project; Cape Town, South Africa

“Micalie can you do an intake?” It was 8:45 on a Monday morning at the Adonis Musati Project in Cape Town, South Africa. The office had only been open for fifteen minutes, but already it was packed full of new clients, refugees and asylum seekers, who needed assistance navigating the unfriendly South African system. Could I do an intake? I wasn’t sure what one entailed, I’d never done one before. What if I messed it up? I said yes. And then I never stopped. Yes to climbing mountains. Yes to holding meerkats. Yes to swimming in the ocean while locals laughed and exclaimed “are you crazy?!” Yes to helping organize a World Refugee Day event. Yes to early walks to catch crowded bus rides. A thousand yes’ to turmeric lattes and avocado toast from Pulp Cafe. I couldn’t have imagined how my one simple goal, to say yes to as many new experiences and opportunities as possible, would have resulted in such an amazing summer.

Interestingly, I think most of my learning occurred outside of my internship. I had never lived in a city before going to Cape Town and was a little apprehensive about navigating public transport and feeling confined without the freedom of the rolling vineyards I grew up in. However, I had made it a goal to take public transportation during my stay in South Africa and so every morning I would leave my apartment at 7:30 for the mile long walk to the bus. After only a few days I felt totally comfortable, and only had one near mishap when I got slightly distracted and nearly missed my bus stop! I even began noticing the regulars, a teenager who looked like he belonged in a group of cockney English boys and two Muslim women who always stopped to talk to the bus driver and got off at the same stop as me. Weirdly enough, bus rides home from work soon became one of my favorite parts of the day. I loved watching giggling school kids racing each other through crowded streets, well-dressed business women exuberantly telling stories as they walked home, and the yells of “Cape Town” “Cape Town” from minivan taxi drivers trying to drum up business.

Cape Town was also a unique enough city that I never felt confined. Watching the sun slowly fade over the mountain everyday on the walk up from the bus, or knowing the ocean was only a ten minute drive away kept me from feeling as if I was trapped in an urban landscape. The learning that occurred at my internship was not really related to specific skills or projects, I grew up in an area that had a strong working culture and started at my first job when I was thirteen. Since that time I’ve worked as a



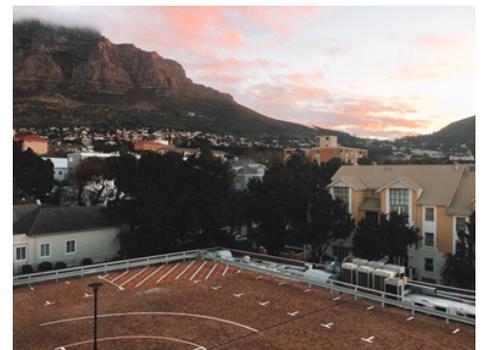
I loved watching giggling school kids racing each other through crowded streets, well-dressed business women exuberantly telling stories as they walked home, and the yells of “Cape Town” “Cape Town” from minivan taxi drivers.



Challenge Course and Rock Climbing Instructor, interned for a politician, made wine for a world renowned winery, and provided tailored wine tasting experiences at the winery with the World’s Best Shiraz. Therefore, I didn’t expect this internship to dramatically influence my workplace persona and professionalism. My expectations were partially confirmed as I found it was my past experiences that allowed me to adapt my personality and work style to fit the culture at the Adonis Musati Project. I simply drew upon already established patterns of interaction, rather than creating new ones to fit in.

Instead, everything I learned during my internship was from direct human interaction and enabled me to consider my worldview and issues I have previously studied from a different perspective. My past studies have focused on security issues, ethnic conflict, and terrorism from a macro perspective. There human lives are often simply statistics, and it is difficult to truly understand the direct impact these phenomena have on individual people. While doing intake the client would tell me why they were in South Africa, what their problems were, and what they needed help with. I like to think I’m a compassionate and empathetic person, and it was incredibly hard to hear these stories and not cry. I spent a lot of time thinking about how I was lucky to simply be born in Australia. These people were college graduates, young women who had to flee from their homes demonstrating a strength far beyond their years, families with young children, and elderly men and women. They had left war torn countries seeking safety, only to be shot and threatened in their new home. They were people who laughed, and cried, and deserved more than I could give them. How do you give a man whose house burned down enough, when the ‘storeroom’ only has a few donated shirts and pants? How do you keep families warm in the winter with donated sheets and towels?

I truly admire the social workers and peer counselors who work full-time at Adonis. Through their stories and their persistence I learned so much about the human condition and felt my own worldview and perspectives evolving and being enriched. Thank you to the Robert E. Will ’50 Endowed Internship Fund for Social Entrepreneurship, established by Eric ’66 and Mimi ’66 Carlson for making this amazing summer possible!



Marko Jurkovich '21

Economics



Luckily, working with such a small, welcoming group, I was able to get to know each coworker well and develop a strong personal and working relationship.

Mujeres 2000; Buenos Aires, Argentina

Over the summer, I interned with a small women's microfinance nonprofit called Mujeres 2000 in Buenos Aires, Argentina, made possible by the Carleton Global Edge program and Robert E. Will '50 Fund for Social Entrepreneurship. The summer represented my first time living outside of Minnesota and traveling independently, and my second ever internship. As such, my eight weeks in Buenos Aires interning with Mujeres 2000 were invaluable, instigating much professional and personal growth, and clarifying my post-Carleton aspirations.

During the week, I worked in the Mujeres 2000 office alongside my supervisor and three other regular coworkers. On Saturdays, I rode a bus with other volunteers into the Tigre neighborhood of Buenos Aires in which Mujeres 2000 does much of their work. My responsibilities ranged from data entry and Google Form creation, to identifying potential novel funding sources for the organization's programs. It was difficult to know how long each project would take, so one day I could be digitizing loan applications, while the next I could be compiling information on youth employability for a conference for my supervisor. I was able to learn not only through my formal projects, but also through conversations daily with my coworkers. Luckily, working with such a small, welcoming group, I was able to get to know each coworker well and develop a strong personal and working relationship. My Saturday excursions, too, enabled me to have enriching conversations with many of the other volunteers, and interact first-hand with the women that Mujeres 2000 supports.

From my experience in Buenos Aires, and working with Mujeres 2000, I've improved several vital skills. Primarily, my ability to live/work independently and to navigate uncertainty has much improved. Every day I encountered a situation in the workplace, out shopping, or on the Subte,



that required me to improvise and do the uncomfortable. My Spanish and cross-cultural skills also improved greatly. Aided by weekly classes, I was able to practice every day at work and in daily activities the language, and it was reaffirming to hear others note my improvement over the course of the eight weeks. In my work and daily reading, too, I learned much about Argentinian political and economic history as well as contemporary cultural conditions. Lastly, I was able to identify personal strengths (professionalism, efficiency) and areas of improvement

And finally, take yourself seriously because in many ways you are a peer in your workplace, while also leaving room to have fun and make mistakes!

(confidence, communication) for the future.

My Global Edge internship has also helped me begin to chart my path forward for my final years at Carleton and beyond. It has motivated me to draw greater connections between what I learn in class, and real-life systems and problems, whether the course be in Mathematics or Philosophy. Exposure to the field of social entrepreneurship and the daily operations of a small nonprofit, has likewise caused me to think more critically about effective systems for helping others, and how my career will fit into enacting a more equitable world. Additionally, it's pushed me to further pursue developing hard skills like statistical programming languages independently of Carleton classes.

If I could offer words of advice to those embarking on internships, I would say consider what you wish to get out of it when you begin and plan your actions accordingly. Write down what you're doing and what you learn as you're doing it, so you can remember and reflect on it later. Come into situations with very few fixed expectations, but high standards for yourself. Ask your coworkers about their own paths. You'll learn a lot and they will love to talk about it! And finally, take yourself seriously because in many ways you are a peer in your workplace, while also leaving room to have fun and make mistakes!

I am extremely thankful for many people who made my internship with Mujeres 2000 so rewarding. I cannot thank enough Eric Carlson and Mimi Garbisch Carlson for their establishment of the Robert E. Will Endowed Internship Fund in Social Entrepreneurship that made my internship a possibility. I am grateful for the Career Center for its work with the Global Edge program, for Connect-123, and for my fellow Global Edge participants for being there every step of the way. Finally, I would like to express my appreciation for my amazing coworkers at Mujeres 2000 for making the past summer such a singular experience and growth opportunity.



Rie Kurita '21

Computer Science and Economics



I cannot be thankful enough to my colleagues at Intentionalist who welcomed me and made my internship so meaningful that I could feel that my future path is being determined gradually.

Intentionalist; Seattle, WA

My internship as a software engineer at Intentionalist was very meaningful to me in a way that helped me narrow down what I would like to do in the future as well as let me gain skills in software engineering. Intentionalist is a startup that Laura Clise, a Carleton alum, started in Seattle and it provides an online directory of small local businesses that are owned by minorities such as veterans, native Americans, or LGBTQs. Her vision is to connect those businesses to consumers who care about it with a slogan, “Spend Like It Matters”.

The original contract with Laura was that I would do various things that Intentionalist needs help with since I also did not have a clear idea of what I would like to do in the future and wanted to try various things but we were both acknowledging that I was interested in computer science and marketing. I started with writing a short description of each business that Intentionalist promotes for the directory to get to know about the company in detail. Even though this was not what I would like to specialize, I could get feedback from the professional journalist and learn what information excites readers, how to communicate information effectively, and what kind of vocabularies and templates are useful to attract readers.

From the second week of my internship, Laura and I came up with a project that I could work on as we talked with one of the business owners that we promote. The owner was telling us that she once organized a small business stamp card campaign with neighboring stores but it was too much effort for her to organize everything by herself even though the impact of the campaign was huge. Therefore, we decided that Intentionalist undertakes the management part of the campaign as a new way to promote those small businesses. I was in charge of this entire project so I interviewed the businesses that participated in the previous campaign, proposed a new campaign idea which was online-based and programmed software for it in two months.

My first challenge was that since I was an intern and the business owners that I interviewed did not take me as seriously as when Laura talked with them. However, since Laura taught me how to navigate the conversation with them and how to withdraw their opinions, and helped me prepare for the interviews, some owners got excited as we talked and I could get useful answers. Another small learning was that it takes more time than I thought to create a new service from scratch. I thought my idea was almost perfect so many times but every time I submit my proposal, Laura pointed out the part that needs more consideration or came up with more creative ideas and I had to revise my proposal more than ten times a week. It was sometimes frustrating but, at the same time, it made me realize that most of the products and services that exist were made with tons of effort and re-consideration.

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The other and the biggest challenge was to code the entire website with almost no front-end engineering experience. Strictly speaking, what I was making was a plugin for the WordPress website that Intentionalist was already using. On top of the steps to create a webpage,

I needed to learn the syntax and functions that were unique to WordPress and the theme that Intentionalist was using. The first time I was told that I had to create new tables in the database, I had no idea what to do. I asked the engineers who worked at Intentionalist to sit down with me to decide what would be the best way to store data in a database and spend so much time with them every day. Since then, each step to create a webpage was new to me and I had to ask tons of questions to them. I am pretty sure that my questions were really basic and it was so much easier for them to build the page by themselves, however, they were always patient with me and assisted me all the time. Thanks to their help, I could build not only a webpage but also confidence in myself in the computer science field.

The people who were patient with me were Laura, my supervisor, and the designer of the webpage as well. As a software engineer at a startup, it was very important to reflect the User Experience designer's opinion and the founder's vision. Sometimes, I needed more clarification and from them than usual because of my less knowledge of the communication tools and terms, but they were always open to my questions and that environment helped me a lot mentally as well. Especially, Laura was kind and her favorite phrase was "How can I be helpful?" even to an intern like me. I cannot be thankful enough to my colleagues at Intentionalist who welcomed me and made my internship so meaningful that I could feel that my future path is being determined gradually.

I need to appreciate another family who made my internship possible. It is my host family who offered me emotional support on top of accommodation and advice to live in Seattle during my internship. The only downside of doing an internship at a startup is that it is hard to find a community of people who are at around my age while big companies usually have several interns. Therefore, having someone who asks me how the day is going at a place where I go back every day after work was significant for me. My host mother, father, and brother were very friendly and made my experience in Seattle a more positive and better memory.



This experience has re-inspired me to pursue non-profit work post Carleton.

Berkeley Food Network; Berkeley, CA

This summer I interned at the Berkeley Food Network (BFN), which is an anti-hunger non-profit working to provide an innovative, community-centered network of food sourcing and distribution to alleviate the problems of hunger and poor nutrition in Berkeley. About $\frac{1}{3}$ of Berkeley residents, both housed and unhoused, are food insecure, meaning they lack consistent access to food. Through mobile pantry distributions at convenient times and locations, the BFN meets Berkeley residents where they are.

Through my role as the Berkeley Food Access and Food Recovery Intern, I was responsible for setting up policies and procedures for BFN's growing food recovery program and supporting their ongoing mobile pantries. While I was initially overwhelmed by the responsibility of writing up new protocols for the food recovery program, this project allowed me to build on my existing knowledge and expertise in food recovery. At Carleton, I serve as one of the Program Directors for the Food Recovery Network organization in the CCCE. This organization addresses food waste and food insecurity by packaging up surplus dining hall food and distributing it to Northfield community partners. Working at the BFN, I was able to build on my role as a Program Director. My supervisor pushed me to work independently and helped me value my own expertise in the realm of food recovery. This experience has taught me to recognize and utilize my prior knowledge in a professional job setting.

In my time at the BFN, I was also incredibly inspired by the two amazing women running the organization. Started by the Executive Director Sara Weber in 2016, the BFN is a growing and dynamic non-profit. Serving as their first intern, this experience gave me insight into the world of food banking and the inner workings of a community centered, small non-profit.

While I have interned at larger non-profits in the past, this experience allowed me to better understand the non-profit world by sitting in on board meetings, joining in on donor recruitment, and seeing the struggles of grant funding and fundraising first hand.

This internship also helped me to develop my networking and client interaction skills. In my time at the BFN, I worked closely with Sarah Palmer DeFrank, the Director of Programs, on the mobile pantry programs. Bringing fresh produce, proteins and shelf stable items to YMCA Head Start programs, senior centers, health clinics, and schools, this program works to destigmatize food assistance programs



While I was initially overwhelmed by the responsibility of writing up new protocols for the food recovery program, this project allowed me to build on my existing knowledge and expertise in food recovery.

and make them convenient and accessible. Through my time working alongside Sarah, I honed my interpersonal skills with clients at different sites and was able to develop relationships with different clients receiving food throughout the summer. This work also introduced me to different folks working in food access, urban farming, and housing assistance, giving me an opportunity to network in the Berkeley area.

For me, the most meaningful part of this experience was solidifying my job goals post-Carleton. I have interned and worked at other non-profit organizations in the past, but felt unsatisfied with the amount of bureaucracy and lack of relationship building within the community. This experience has re-inspired me to pursue non-profit work post Carleton. Learning about my supervisor's career path, from chef to grad student and policy advocate, she has moved jobs often, but always stayed true to working for social justice. I know now that there are jobs in food justice and sustainability at the community level, but my supervisor's example has also helped me to understand the flexible career paths I have ahead. I also have begun thinking about the different grad school options ahead of me and this internship helped me to understand the interdisciplinary programs for studying food justice.

I am incredibly grateful to the Robert E. Will Endowed Internship Fund for Social Entrepreneurship for making this internship experience possible. To future interns, I encourage you to take this opportunity to pursue an internship you are truly passionate about. Value the knowledge you have gained in your time at Carleton and take your internship as an opportunity to apply and grow your ideas.



Sean MacDonell '20

Political Science/International Relations



This allowed me to dive into the art of data visualization and learn how to effectively display information via the ggplot2 package in RStudio.

Spotlight NSP; Cape Town, South Africa

Halfway through my internship in Cape Town, I found myself in Parliament shaking hands with the South African Minister of Health. My supervisor and I had been invited as members of the press to attend the annual budget hearing as South Africa began to put the wheels in motion for universal health care. Only a few months after learning about health systems in my class on global public health, here I was watching the nascent stages of health care reform first hand.

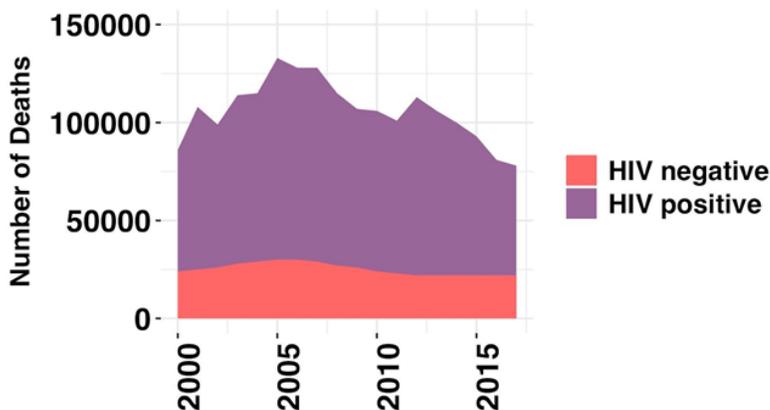
Offering experiences such as the one above, my internship at Spotlight NSP could not have been more perfect. Spotlight is an online publication that monitors the state of health and health care in South Africa, however a large portion of their work is dedicated to producing policy recommendations and other literature surrounding HIV/AIDS and tuberculosis (TB). Spotlight was born out of the Treatment Action Campaign, an HIV advocacy group that gained prominence during the period of AIDS denialism in South Africa. It now receives funding from groups such as the Bill and Melinda Gates Foundation and the United Nations Programme on HIV/AIDS.

My work was a perfect combination of my interests in public health, policy, and data science. Many of my tasks involved creating data visualization from mathematical models or data collected from organizations such as Doctors Without Borders or the World Health Organization. This allowed me to dive into the art of data visualization and learn how to effectively display information via the ggplot2 package in RStudio.

However, this required long hours spent staring at a computer screen. No matter how interesting the work, this proved to be incredibly tiring; I now know that my future job will need to have more personal interactions. I also found a detachment between the numbers I was working with and the reality of the public situation outside the office in South Africa. How can you even begin to comprehend the loss of human life inflicted by HIV and TB? While creating graphics and writing articles serves an important purpose, the lack of on-the-ground experience made me wish to have at least seen some element of the public health crises in South Africa. While I learned so much about

data visualization and RStudio, I also realized that whatever career I pursue, it will need to have a balance of activities and interactions.

For the last several weeks of my internship, however, my supervisor tasked me with compiling a literature review on case-finding methods for active TB disease. While TB deaths rates are dropping South Africa, this is primarily a result of increasing access to antiretroviral therapy (ART) for people living with HIV, as an HIV positive



I gained a greater appreciation for the literature review process and the attention to detail required to both write and publish a compelling and accurate article, whether in a journal or on a news platform.

status is one of the greatest risk factors for developing active TB disease. As you can see in the graph I made below, TB related deaths have stagnated among people without HIV. In other words, South Africa needs to develop a strategy for decreasing the rate of TB that does not rely solely on increasing access to ART. Therefore, the research I performed examined and offered suggestions on how to reduce the burden of TB through something called active case-finding, where people with TB are located outside of the clinic through methods such as mobile clinics and contact tracing. Eventually, my supervisor and I hope to submit this research to the South African Medical Journal.

While many courses at Carleton have allowed me to test the waters of academic research, the research I did on TB case detection was invaluable. I gained a greater appreciation for the literature review process and the attention to detail required to both write and publish a compelling and accurate article, whether in a journal or on a news platform. Because of the research I performed I was able to reach out to doctors, epidemiologists, and policy makers and ask them questions about their professions. Through this, I was able to explore a wide variety of careers in public health. While I have not narrowed down what I want to do specifically, I now know I want to pursue a career in health at some capacity.

I would like to thank everyone involved with the Global Edge Internship Program, especially the Career Center and the staff at Connect-123, for their support and guidance through this process. I'm especially thankful for my supervisor Marcus Low who gave me so many opportunities during the course of my internship. I would particularly like to express my gratitude to Eric and Mimi Carlson, '66, for establishing the Robert E. Will '50 Internship Fund for Social Entrepreneurship from where I received the funding for my internship. Such financial support makes transformative experiences like mine possible for so many students.



Joshua Small '20

History



I believe I improved my ability to work in a team setting through my consistent cooperation with my coworkers at North Central Equity.

North Central Equity LLC; Minneapolis, MN

This summer I was lucky enough to receive funding from the Carleton College Career Center to pursue an internship in Minneapolis at North Central Equity with the General Counsel and a Carleton Alum, Drew Backstrand. First, I would like to thank my parents for encouraging me to apply for internship funding. Second, I would like to thank the Career Center for allowing me to submit my application past the deadline. Third, I would like to thank the Robert E. Will '50 Endowed Internship Fund for Social Entrepreneurship for allowing me to stay in Minneapolis this summer for funding my internship. Fourth, I would like to thank my internship host, Drew Backstrand, for allowing me to work for North Central Equity. Lastly, I would like to thank David Tompkins, for writing my faculty recommendation letter to allow me to apply for funding.

Although I strengthened many skills this summer at my internship, I want to focus on my improvement in legal research, contract writing, and my cooperation in a team setting. First, I was assigned many assignments in which I was tasked with identifying how new laws and regulations could impact North Central Equity. For example, I was sent to an information session put on by a law firm, which educated companies on how to update their employee handbooks for the updated Minnesota Labor Laws and new Wage Theft legislation. Interestingly enough, I received an email from Carleton requiring my signature to acknowledge that I received notice of the new laws and regulations. When I received this email, I already knew how the new laws and regulations would impact me. My legal research was essential for the legal compliance of North Central Equity. Second, I improved my contract writing by better understanding how word choice impacts an agreement between parties. For example, sometimes lawyers purposefully use vague language in order to build a more flexible contract. I also improved my contract writing through the use of abbreviations. Many times, lawyers use abbreviations in order shorten certain words and company names in a contract. Third, I improved my ability to work in an office and team setting by always listening to my coworkers and finding out ways I can better assist in the office. In any team setting or office workplace, individuals are required to make compromises to contribute to the well-being and functionality of the company. I believe I improved my ability to work in a team setting through my consistent cooperation with my coworkers at North Central Equity.

My experience this summer will be extremely useful in my path forward as I seek to become a lawyer because I now understand the many different responsibilities of a lawyer and have many connections in the field. Although after Carleton I wish to attend law school and one day become a lawyer, there are many different types of law that I can practice, where I am also in the business field. North Central Equity allowed me to explore my passions for both business and law through my examination of different law

As for advice I have for future Carleton students and their internships, I found that there are many important experiences you can have outside of the office.

aspects of a business cooperation. North Central Equity is a private equity firm, that specializes in the investment of small to medium sized companies, mostly based in Minnesota. By working for the General Counsel of North Central Equity, I learned that law is essential in all business dealings between different companies and with compliance to laws and regulations.

As for advice I have for future Carleton students and their internships, I found that there are many important experiences you can have outside of the office. For example, when I got tired at work, I would go for walks in Downtown Minneapolis and therefore got to know the area well. Then, through knowing the area better, I was able to connect with my coworkers in an out of work setting to find out more about their work lives.

I truly had an incredible summer that would not have been possible without the Career Center. Thank you so much! Although I did not take many photos during my internship, please find some attached photos.





Not only did my Spanish skills improve, but I also gained the ability to communicate in different ways, comprehend more through body language, and advocate for myself when I needed help.

GAJAT; Buenos Aires, Argentina

I want to begin this essay by thanking everyone who made this summer experience in Buenos Aires possible: from Macarena and Anahi as the Connect 1-2-3 team in Buenos Aires, to Rachel Leathem, to Florencia Gomez, my boss at GAJAT, and to the Robert E. Will Internship Fund established by Eric '66 and Mimi '66 Carlson. My experience this summer wouldn't have been possible without the many people involved.

This summer I interned at GAJAT, a law organization helping to fight for indigenous rights in Argentina, specifically with land access. Going into my internship in Buenos Aires, I knew that the language would be a barrier but I couldn't fully comprehend how difficult it would be. My Spanish was better than I expected, and while it was easy to understand people, I found it was difficult to express myself. This actually turned out to be one of the major ways in which I grew this summer. Not only did my Spanish skills improve, but I also gained the ability to communicate in different ways, comprehend more through body language, and advocate for myself when I needed help. Advocating for oneself is an underrated skill but one that was a necessity this summer, when I had to tell my boss I didn't understand something or when I needed help with a project. Though it may have seemed easier to try to suffer in silence, collaboration became the theme of the summer. Even living in a city for the longest period in my life I was better able to understand the ways in which humans come together to create something. Overall, the major skills I gained this summer were in my Spanish language skills, my communication and collaboration skills, and in performing research, specifically related to laws and their implementation.

There are several things I learned about myself this summer. One is that I need to give myself structure in order to get my work done and that procrastination makes work seem more daunting. Working both in and out of the office, I found my outside the office hours were most productive if I worked on something as it came up and set aside a certain amount of time to get it done. Additionally, I learned that my imagination surrounding laws, specifically international laws, has been greatly affected by living in the US, a country which largely does not recognize international laws. It was mind blowing to me to learn that Argentina writes many international laws into their constitution. With this among other things, I realized how much of my thinking is informed by living in the United States and the ways in which I can break outside of that to expand my thinking.

Throughout my internship experiences, especially in this experience, I am understanding how important and useful it would be if I gained a law degree. Watching my boss's deep understanding of the law and the way she could explain people's rights and how they could fight for their rights was incredible and empowering and I am interested in pursuing a degree in law. The Global Edge program is all encompassing, and as well as learning at

My boss was a huge inspiration for me and I feel I gained a friend and mentor in the process. She showed me so much kindness and had so much confidence in my ability that it pushed me to be better.

my internship, I learned outside of my internship, as I was able to live in an apartment in a city for the first time. I was able to learn so much more about myself and what I need to feel comfortable. This summer definitely at times felt outside of my comfort zone but what I learned that most surprised me is the way in which your comfort zone can shift and expand.

I am extremely grateful to everyone who made this program a possibility. My boss was a huge inspiration for me and I feel I gained a friend and mentor in the process. She showed me so much kindness and had so much confidence in my ability that it pushed me to be better. She was also extremely knowledgeable about Indigenous rights and the ways in which to fight for them. I am very grateful that I got to work for her this summer. The biggest advice I would give to someone going into an internship is to do research into the organization you are working with and figure out what you want to get out of the internship. For example, if I wanted to publish a report for my organization, I could have pushed to do that. It is important to know what you want to get out of the internship.

Again, I want to thank everyone involved in the Global Edge program and I really hope that Carleton continues to work with them. This summer was an invaluable experience that I couldn't have gotten any other way and the Connect 123 staff was incredibly helpful. Thank you again to Connect 123, Rachel Leatham, Florencia Gomez, and Eric '66 and Mimi '66 Carlson who established the Robert E. Will Internship Fund.

Liam Holloway-Bidwell '20

Sociology and Anthropology



This summer showed me that maturing is as much about conscious choices as it is about uncontrollable processes.

Sünabloom; Minneapolis, MN

I would first like to thank Carleton College and the Robert E. Will '50 Endowed Internship Fund for Social Entrepreneurship, established by Eric '66 and Mimi '66 Carlson for providing me the resources necessary to take this internship position. This summer experience has been hugely influential in my exploration of professional career and beneficial in my development of personal and professional skills. My understanding of myself, my confidence in professional settings, and my career aspirations have all been transformed this summer. In my first Carleton blog post, titled "Welcome to Bass House" (the name of my apartment), I wrote: "There is both freedom and fear that comes from this manner of work, and it is something I have to continue to get used to. It has forced me to work on my self-discipline. Viewing this summer as a platform for new experiences and personal growth, I could not be more satisfied. I have continually been put out of my comfort zone, been forced to negotiate new spaces, people and schedules, and had to work on my leadership, motivation, and goal setting as an individual." Now at the end of my summer, this excerpt captures my feelings about my internship experience.

The start of this summer was very stressful. I found myself balancing moving into a new apartment with my new job, new captain position on a sports team, new roommates, and a new location. I was the most nervous about my internship position. I not only wanted to establish myself as a worthy intern who could provide substantial results and productivity, but also as a respectable person who could socialize and connect well on a professional level. Much of my anxiety was dispelled after the first Sünabloom meeting. I met the founders (one of whom is a Carleton grad) in a cafe, where we casually went over goals and expectations. I found myself working alongside like-minded interns on projects that would allow me to be creative and think critically. I fully understood what was expected of me, and what the goals and expectations were of the company. Many of these goals were ambitious and would require hard work and careful planning, and though I understood them, I was not sure I could live up to what was being asked of me.



This led me to realize an extremely important truth; one does not become an adult simply by getting older. I had long imagined that becoming an adult was a mental process that just began at a certain age; that one day when I was older I would miraculously stop binge eating pints of ice cream, know how to do taxes, feel comfortable in a button up shirt, and love boring conversations. This summer showed me that maturing is as much about conscious choices as it is about uncontrollable processes. In order to succeed and contribute to society what I want to contribute, I need to change

Working in social media helped me realize that creativity and work can go hand in hand, and helped increase my confidence in my own artistic abilities.

my behaviors purposefully. This took the form of creating checklists for what I needed to get done, budgeting my time effectively, and setting deadlines.

Outside of my internship, I had to learn to communicate with housing providers, compare geographic locations, and negotiate pricing. I created my first monthly budget sheet, which allowed me to responsibly and effectively allocate my savings towards rent, gas, food, and other necessities. I also spent my first summer living with friends in a new city. While not always smooth sailing (many of us had different concepts of cleanliness, particularly in regards to the bathroom and kitchen sink), all of us learned to communicate effectively and create a sustainable living situation. I found through these methods that I had more time in the day than I had previously thought, and was more productive inside and outside of my internship position. This internship also allowed me to reevaluate my career path in light of the experiences it offered. As I have progressed through Carleton, I have wondered how best to align my professional goals with something the world needs; to find a path that I am passionate about and confident in the positive impact it is having on individuals and society. Working with Sünabloom's founders, I understood the potential of plant-based yogurt as a sustainable, cruelty free, allergen free choice for consumers. Through aligning with the company's values, I helped solidify my own values and realized the importance of working alongside a mission I believe in. This internship experience has helped me realize what I want from a work environment, and that a mission driven company is an important factor.

I found myself directly impacting numerous crucial aspects of the company. I directly contacted potential retailers to set up tastings and discussed with chefs the best ways our yogurt could be incorporated into menu items. I quickly learned which businesses would be most receptive to our product, and what angle to approach conversations to best portray our value. Most often, I created social media content, photos, and captions to best capture our brand and connect with consumers. I was allowed to let my creative side flourish, and helped create the aesthetic and style of our instagram page. This was not only fun, but also extremely beneficial in my development of an understanding of social media, branding, and content. I learned to schedule posts, diversify content, conduct audience engagement, and measure company growth. Some examples of pictures I took and photoshopped images I created are shown below.



Chris Padilla '20

Computer Science and Philosophy



I managed my own project, I had to design a database and web application based on requirements I had to interpret myself, and I had lots of practice communicating with a very non-technical client.

Forward Stride; Washington County, OR

This past summer I worked as a software developer and database designer for Forward Stride, a non-profit organization that does equine facilitated physical and psychological therapy. I first started working with this organization in the winter of 2018 as an externship. That was where I was introduced to the organization and was given the challenge of helping them with their crazy scheduling and hour tracking problems.

Forward Stride was struggling to use Google Sheets to keep track of all of their complex scheduling information and volunteer data. By the time I got there, the spreadsheet was so complex that it took weeks to train new volunteers to read it properly. It also couldn't automatically track any important information, such as volunteer hours or horse use. Forward Stride hired me, as a computer science major, to help them restructure and organize their data to be more efficient, but over the winter I pitched them the idea of building their own website to manage their highly specialized data in an efficient, user-friendly way. This led to me working a formal internship with them over the summer, which allowed me to work on developing and fine-tuning the software I was building so it could do the job they needed.

Over the course of this internship, I gained a lot of valuable experience. I managed my own project, I had to design a database and web application based on requirements I had to interpret myself, and I had lots of practice communicating with a very non-technical client. I also learned new technical skills and gained lots of confidence in my abilities as a programmer, because I had no computer-oriented superior to turn to when I ran into issues. I had to solve every problem on my own, because they were depending on me to create a system that worked.

Outside of the office, I also cultivated relationships with families of two employees that I stayed with at different points. I greatly enjoyed getting to live with and talk to two families that lived in a totally new part of the country for me, and get a taste of very different lifestyles than what I was used to. I was also able to spend lots of time biking around and exploring the city. I found plenty of fun donut shops and nice parks!

I would say that the biggest challenge I faced in my internship was translating what the staff and volunteers from Forward Stride told me that they wanted into technical specifications that I could actually code. In every class I've taken at Carleton, especially computer science, the problems are carefully defined and laid out in terms we are already taught, so it is easy to know exactly what you have to do. And if you do get confused, the rest of the class and the professor is there to clarify directions. So doing what was essentially contractor work out in the real world for people who didn't understand computer programming was a new, challenging, and rewarding experience. There were many times that I ended up having to completely

So doing what was essentially contractor work out in the real world for people who didn't understand computer programming was a new, challenging, and rewarding experience.

redo hours of work due to a misinterpretation of what they asked for, because I didn't understand the inner workings of their facility, and they didn't know how to effectively explain them to a computer scientist. So a lot of my work this summer revolved around having meetings with many staff and volunteers, and having them test my work over and over again to make sure it worked not only as I designed it, but also as they expected it. Sometimes these miscommunications could be very time-consuming and frustrating, but I think of it as valuable experience, and it has taught me to be more patient, and better at communicating technical ideas to non-technical people.

Doing a software development internship that I designed myself in a completely non-computer science setting was a unique experience for me as well. When I wasn't working on the software, I was spending time outside with volunteers, learning how to take care of horses and assist with their therapeutic programs. Working at such a unique facility that was almost completely different from my expected career path allowed me to learn new things while improving the skills I already have. I think it is also a great example of how a Carleton externship can blossom into something much bigger when you approach it with a sense of curiosity and a willingness to help out.



I have learned a lot about myself as a worker. When I have things to do, I place a clear priority on them, and work wholeheartedly to complete the task at hand.

Rural Partners in Medicine; Broomfield, CO

My internship this summer was working with a doctor and an organization called Rural Partners in Medicine, a group that seeks to connect highly qualified doctors to rural areas where it can be challenging to hire a full-time specialist. My job was to abstract electronic medical records and compile them in a useful form that could alter be used to sort and isolate useful information. While I did not have as much fun being a part of this internship as I imagined I would have, I still had a good time and consider it to be a valuable experience. The primary skills I strengthened from this experience was my perseverance. The job was not very stimulating, but I was able to convince myself, day after day, that it would be worthwhile in the end. Another skill I consider to be heavily strengthened is my willingness to ask for help. While I typically put my head down and push through a problem, I knew this was a project I did not want to waste any time with. I found myself asking for help from others as I needed it. This saved me both time and what I imagine would have been a big headache to try to figure out myself or to fix later. Finally, my communication improved—sort of. I found that my primary objective, the project, received most of the attention. I communicated well with my boss and the people I met who worked with me. Unfortunately, when I focused on my goal, it seemed that communication with Carleton and the blog suffered (sorry!).

From my internship, I have learned a lot about myself as a worker. When I have things to do, I place a clear priority on them, and work wholeheartedly to complete the task at hand. I know that this will serve me well as I continue through my educational journey, where prioritizing time is essential, however I believe it also serves as a cautionary warning to me—especially in regard to personal relationships and secondary duties which may seem less important than the task at hand. Upon this reflection, I will go forth in my life very conscious of balancing work and life, even when work is more important.

I am surprised how inefficient the healthcare system is as a whole. I had previously done reading about medical errors and found that a startling number of patients leave hospitals with at least one error in their medical record. Beyond errors, standard issue pre-op bloodwork was often missing. Further, the inefficiencies behind EMR systems and HIPPA shifted my perspective on the medical community as a whole.

I am most grateful for the guidance and support my project director gave me. Beyond organizing this project, he has been a huge resource in choosing a path for my future and preparing me for interviews and resume building. His position in the medical world will give me a huge benefit as I work my way through higher education and into a job. I am also extremely grateful for the connections he gave me. While I was initially interested in

I am most grateful for the guidance and support my project director gave me. Beyond organizing this project, he has been a huge resource in choosing a path for my future and preparing me for interviews and resume building.

becoming a spine surgeon, he helped expose me to surgeons from many different specialties as well as other jobs in medicine that have shifted my perspective on my future career goals.

My experience has taught me so much and have given me numerous invaluable experiences. While I can't say for sure if the benefits of the job outweigh the job's monotony, I would encourage students to make choices that benefit them the most professionally. While this is clearly a personal choice, I believe that, especially considering an internship is a short-term experience, choosing a position that is more relevant to your future is beneficial and better to have in the early stages of life. While I gave up a potentially "nicer" position elsewhere, I don't believe it would have offered me the same caliber of growth as my position offered me. In the end, do what you need to so you can pursue what you love.

Sophie Schafer '21

Mathematics



I learned so much this summer, from affordable housing to education, as well as the values of solutions beyond shaking our fists at the system and the world.

Devine & Gong, Inc; Oakland, CA

This summer I worked as an intern for Devine & Gong, Inc (DGI), an affordable housing consulting firm in Oakland, CA. The title “intern” manifested itself in many ways, as I was both an intern for the six employees of the consulting firm, as well as working on a more personal and individual project with my supervisor, Chan U Lee. Chan U had been involved with Oakland Unified School District for many years now, and they’ve recently hired her to be involved in their project to develop educator housing in Oakland. Beyond assisting in day-to-day tasks and with other bigger projects, my main focus was on this exciting project. I am so, so grateful for Chan U for this opportunity to work on such an interesting vital project, and to the Will Endowed Fund for Social Entrepreneurship for making it happen. OUSD is very near and dear to my heart, as I went to Oakland public schools my whole life, and have considered returning to work as an educator in Oakland post-graduation. I also grew up witnessing the detrimental cycle that is now prevalent in Oakland, watching my sister and I, only two years apart, have completely different teachers for the same class because my teachers couldn’t afford to stay in Oakland long enough to teach her. This is a symptom of the housing crisis in Oakland. I wrote about this crisis in an early blogpost this summer, titled “SOS the Bay Area Housing Crisis is So Real!” Dramatic, yes, but also a reflection of how shocking it was to see the numbers concretely when working at an affordable housing firm. Through DGI I was working to bridge education and housing in aiding their educator housing project. Oakland has a very rampant political climate as well, which made getting things done at the district level a city-wide affair, and thus a very difficult process. I learned so much this summer, from affordable housing to education, as well as the values of solutions beyond shaking our fists at the system and the world.

Oakland is an incredibly diverse city, but the schools do not reflect that. Below I have attached two maps demonstrating how clearly the housing and education systems tie together, as residential neighborhoods that are in the north Oakland hills are wealthier and whiter, and the students who attend those schools are healthier and score higher in state exams. Throughout you see similar patterns around redlined housing, neighborhood stress, and school quality. When everything ties together in this way, it sends lights flashing in affordable housing and education departments.

The teacher turnover rate in Oakland public schools is increasingly shocking, but I quickly learned in this internship that what most of us consider an obvious solution, higher pay, is actually out of the question. One of my first tasks in this internship was compiling a database surrounding laws California and the City of Oakland have implemented for funding, and restricting, teacher benefits. In this database I also included laws about public parcels, charter rights, and other things that might get in the way of building

I provided an example with a site, and then gave pros and cons at the end to show how each outcome would affect them in the future financially and politically.

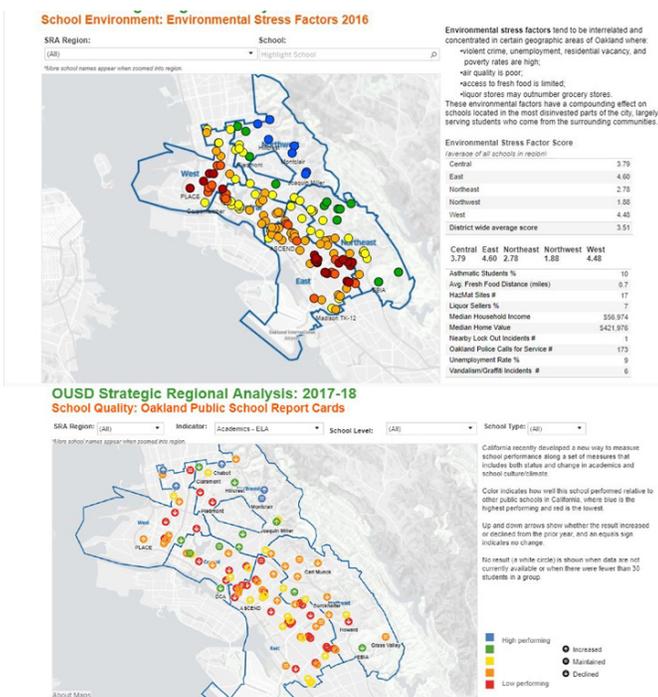
teacher housing. Through this I learned a significant amount about how bills work before and after they are implemented. I also learned exactly where to look when wanting to find the key details of a law, which sounds mundane but should be incredibly useful in the future.

The next big project I worked on, which became my final project, was creating a system for OUSD to use when making decisions about pieces of land. They had been given things like this from other consultants, but frequently complained to Chan U about the complexity of what everyone was sending them. It turns out that Oakland Unified School District, unsurprisingly, is behind the technological times. So, I created an easy to read flowchart. The idea behind this flowchart was a conference room discussion in which they had to make easy decisions at every checkpoint, so that nothing felt too overwhelming. Chan U and I had previously realized in these conference room meetings that the massive project they had to do with deciding what to do with 40 empty sites and needing to close over a dozen schools was so daunting that they couldn't even make small amounts of progress. In this flowchart they started by choosing a site, and then the first question was as simple as "empty or in use?". Then following each path was questions such as whether the site is a historic landmark or not, which helped narrow down possibilities. I provided an example with a site, and then gave pros and cons at the end to show how each outcome would affect them

in the future financially and politically. I then wrote a memo so that when Chan U presents this material to them in September, they can have a more detailed explanation as well. This project was really interesting because it tied in everything from analytical to writing skills, and Chan U trusted me with making fairly large recommendations and suggestions to the school district. While I knew that this was a very small step in the beginning, I hope that this takes some of the pressure and intimidation from the project away.

In my final feedback session I was able to discuss with Chan U both about things that I felt I had gained, and things she felt I had been successful in. The main thing she wanted to emphasize was that I wasn't afraid. She says it can be relatively easy to find smart people with good resumes, but to find someone who is courageous enough to dive head first into a project that usually would take years of prepping to tackle. I didn't have the experience to truly solve the issues, but I was willing to

help. The one thing Chan U didn't know, was that I was pretty afraid in the beginning, I just faked it until I was confident enough to make mistakes. So really, I should thank her and the people who funded my experience, for making me grow into a person who is courageous enough to make professional mistakes, and excited for the next project.



Mustapha Trawalley '20

Psychology



It is good to have high expectations for something that you are excited about, but it is also important to realize that not all situations will end up the way you expected.

Thione Niang Group; Dakar, Senegal

Coming into the trip, I had high expectations coming into the internship, but I soon learned that when you enter into a new experience, you must learn to adapt in any situation and never have too high of expectations because little changes in your experience can potentially mess up your experience. In my internship in Dakar, Senegal, one of the most important skills I have learned how to approach any situation or experiences. It is good to have high expectations for something that you are excited about, but it is also important to realize that not all situations will end up the way you expected. There will always be some scenarios that do not fit expectations because that is life. When my mentor told me I would be working at one of his hostels. I was very excited and thought the hostel would be a 5-star hotel and imagined it as something really big, but when I go there it was not what I expected at all. I quickly realized that there were a lot of things that needed to be improved.

The second skill I had to learn, very quickly, is management. I had to help manage the hostel to make it as efficient as possible. One thing that needed improvement was the efficiency of the hostel. In order to make the hostel as efficient as possible, I had to find a way to make everything as simple as possible. For example, I would find ways to help the cleaning services by providing them with the necessary tools that would make more cleaning easier and faster. Not only was my management skills improved, I also had to sharpen my leadership skills. My main goal was to leave a positive impact on the hostel and did not expect to have to lead a hostel coming in, but I had to accept the challenge and conquer it. For example, there are some cultural differences in that part of the world, but may not seem professional in a universal setting. Therefore, I had to help them understand that some things should not be done or could be done differently in the environment of a hostel in which we should present ourselves. I believe that that was the biggest impact I had left during my short time in the hostel, leadership.

ROSENHEIM ENVIRONMENTAL INTERNSHIP FUND

The Rosenheim Environment Internship Fund will give students access to valuable experiential opportunities and mentorship in the sustainability sector.

Eric Biddulph-West '21

Physics



Despite an unstable computer simulation at the end of the summer, I learned more than I can fit in this essay and changed more than I can describe.

Center for Compact and Efficient Fluid Power; Minneapolis, MN

I spent most of this summer interning at the Center for Compact and Efficient Fluid Power (CCEFP) headquartered at the University of Minnesota's Mechanical Engineering Department. This opportunity was made possible by the generous support of John Rosenheim. During my time there, I also received helpful guidance from Dave Rosenheim. I'm very grateful for his continued support. As for the experience and what I learned from this great opportunity, I should start by saying that mechanical engineering was a completely new field to me. Picking up a new skillset to begin working on a cutting-edge project certainly proved to be a challenge. Surprisingly, there wasn't a lot of crossover between physics material I had seen at Carleton and fluid power projects at CCEFP even though physics and mechanical engineering are adjacently related fields. It seemed the questions these researchers asked were qualitatively different. As a novice intern, I was working much with theory since it had been worked out already. My job was mainly to create a computer simulation of a valve through which air would flow. This valve was but a small part of the large engine they were building: a Hydraulic Free-Piston Engine (HFPE). Below is a photo:

With my primary objective of computer simulation, I obtained a few transferable skills, exposure to new concepts, as well as key lessons for my career ahead. Throughout the process, I made tons of friends in the Minneapolis area and had a glimpse at what might be around the corner after graduation. Despite an unstable computer simulation at the end of the summer, I learned more than I can fit in this essay and changed more than I can describe.

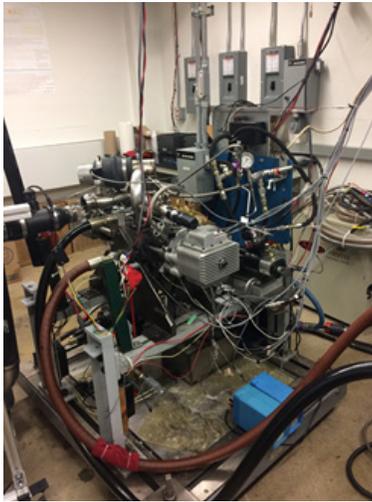
Making a computer simulation was something I was familiar with. Sure, even the coding program, MatLab, was something I had used since high school. However, engineers at CCEFP use Simulink, a package within MatLab that is designed for numerical simulations with high complexity. In all the years I had been using MatLab in the physics classrooms, no one had ever told me about Simulink. This was a great analogy for most of my experience during the internship: I had familiarity with the language, but this internship involved a coding instrument I had never heard of that hugely limited the tools I had used before. For me, this was analogous to trying to solve problems with only one hand. It sure pushed me to be a better coder. One of the lessons that became explicit to me during this experience was that each line of code had to have the correct units. I knew the importance of checking units in a problem set: each equation must have equivalent units on either side of the equals sign, but I hadn't been practicing this explicitly in my code.

Another transferable skill I acquired during this summer opportunity

I would like to pursue environmental engineering with a focus on micro-grid sustainability of developing, international communities.

was the ability to conduct a thorough scientific literature review. I hadn't done a literature review to this extent and starting from scratch at Carleton. I gained invaluable experience identifying key words and search items. I learned to read the abstract, conclusion, and introduction sections first, and dig deeper if I decided the paper was relevant and well cited. By the end of the time, I was able to understand the projects of my peers reasonably well apply those techniques and knowing what questions to ask. This came as quite a nice surprise realizing how much I had developed that muscle by the end.

As for key lessons, despite my P.I. (Primary Investigator) trying to ingrain in me specific steps to become a research expert in any field, I think the key lesson I learned was gained by feeling my way around a new but similar department. I was able to triangulate and identify the positions and aspects of jobs I liked and didn't like by changing one independent variable: in this case, the research department. I was still doing research, just a different discipline. That is how I learned the key lessons for me: I do not think I want to pursue research and there are a lot of other fulfilling scientific positions out there other than being a researcher. These key lessons weren't something any other person could have taught me. They were about me personally, so I had to find these out on my own.



With a challenging yet rewarding summer behind me, I now look to a different future than I had anticipated. I would like to pursue environmental engineering with a focus on micro-grid sustainability of developing, international communities. Doing the science and math that I love, but on a more on the implementation side of things, using the tools that we already have. This is a way I think I can use my acquired skills and talents to make change in the world while connecting to people in the way that I want. And I have so many to thank

for this special opportunity that brought one step further in my holistic education. Thank to my mentors and supports, thank you to John Rosenheim, and thank you to Dave Rosenheim for the advice. I am grateful for this opportunity and the doors that have now been revealed to me.

Kyra Ngai '21

Political Science/International Relations



Whether it was choosing appropriate attire or addressing my colleagues, my internship gave me the chance to practice and improve my professional self.

Alliant Energy; Madison, WI

This summer I was fortunate enough to land an internship with Alliant Energy, a public utility based in Wisconsin and Iowa. With the support of my family and the Rosenheim fund, I was able to relocate to the Madison office and work as an Energy Policy and Solutions intern for 9 weeks. I worked primarily in the company's regulatory department, although I also collaborated with other interns and professionals from different teams on a variety of projects. My responsibilities included conducting research to inform company business decisions, writing an executive summary for a 4-year water heater control program, populating spreadsheets, and contacting a myriad of subject matter experts to prepare for a statewide, biannual, energy assessment report.

While brief, this summer was one of the most constructive and insightful experiences I've had so far, and a tremendous first step for my career development. This was my first real work experience, and as a political science/international relations major with a keen interest in renewable energy, I feel extremely grateful that it was an internship related to my field of study. I was able to become much more knowledgeable about the energy industry from a business and political standpoint (especially considering that the industry isn't the most transparent) and gained a much better sense on how to conduct myself in a professional environment. Whether it was choosing appropriate attire or addressing my colleagues, my internship gave me the chance to practice and improve my professional self. I also improved my interpersonal skills, which include understanding the corporate milieu and learning how to ask colleagues for help or to repeat explanations—feats I would have found more difficult in the past.

Professional development aside, this summer also served as a great opportunity for me to grow as a person in terms of exploring my interests and figuring out how to live independently. I had never lived alone prior to this summer; the first few days were mayhem as I discovered how to shop,

cook, and clean by myself, for myself. I had many more responsibilities; on the flip side, it was hugely empowering, and it also gave me the chance to improve my wellbeing. For example, I especially enjoyed exploring the city and doing activities that enriched my weekends, and simply making time to focus on my mental, emotional, and physical health. I had more freedom and autonomy than ever before-- but with those privileges also came the need for great responsibility and discipline, which was one of the best lessons I could have asked for.

Having said that, I also experienced my fair share of challenges. Most of the terminology I heard was very technical, and I didn't come into the internship with a



Altogether, facing these challenges was really helpful for narrowing down what I want to do with energy, whereas I was more or less clueless before.

strong background in engineering or economics even though I was working with a utility. However, these challenges each contained important lessons that taught me about my own values and future ambitions. For example, I figured out that I'm not very interested in energy pricing and rate reviews; instead, I found myself more invested in learning about the relationships and politics between different stakeholders within in the energy industry. I learned that I struggle to ask for help on independent assignments and that I have a preference for working in a team, whether that be in a group of interns on a project, supplying research or data to another colleague, or just helping my intern friends move their couch after work. Altogether, facing these challenges was really helpful for narrowing down what I want to do with energy, whereas I was more or less clueless before. That being said, I do think that this internship provided me the experience and exposure I needed to chart my path forward. Now that I have a better background of utilities and know more about the positions and career options that exist within the energy industry, I can start to head in a more specific direction that is team-oriented and more geared towards the relations between different stakeholders.

In terms of advice that I can offer to other students, I'd say that it's very helpful to have an idea of what you want out of the internship, and to start the internship search early. For example, I know I wanted to work in a mid-sized energy company that had a supportive environment with mentors that would actually be present to help me during the duration of my internship, rather than have an extremely busy supervisor who was never there. And, considering that you're going to be working at the company for a decent amount of time, I think it's important to get a sense of what the company culture is like which can be done by seeing what current employees or former interns had to say. Once you're at your internship, you might want to network with people both inside and outside of your department; shadow them, ask to attend their meetings, or talk to other interns about their work—it's a great way to explore other career/position options and to learn about your own role from a different perspective. Lastly, build a lasting mentor relationship with your supervisor and colleagues that you can sustain even after your internship— they can help guide you through your career development process and support you in your future career endeavors.

Overall, I'm extremely grateful to have had this opportunity. I'm fortunate to be the recipient of such generosity; it makes me hopeful that there are people like the Rosenheim family who believe in students like me enough to support them in their career development. I'm also grateful to have had the chance to work with such amazing colleagues—being a part of a team of veterans has been both inspiring and humbling, and a reminder that there's still a long way to go for me. This summer has been among one of my most memorable, and I thank everyone who has helped me along the way.



SHACKEL INTERNSHIP FUND

To support students in any internships to provide insights into life after Carleton.

Quinn McVeigh '20

Biology



But my review of hundreds of articles this summer showed me how complex these issues are and how hard it is to know the impact you are having. Especially when you are acting in an unfamiliar country and culture.

Harvard University T.H. Chan School of Public Health; Boston, MA

This summer, I did not do what I expected to do. Had I known that almost all of my time would be invested into skimming and filling out forms for roughly five hundred journal articles about maternal and child health in Ethiopia, I might have chosen to do something different. And while I did not learn the skills that I had hoped, such as data cleaning and meta-analysis, the articles, my professor's research, and my coworkers triggered an internal debate about my role as a white American research in the field of public health. Similar to the saying, "the road to hell is paved with good intention," the history of global public health is riddled with well-meaning individuals, usually from the U.S., Western Europe, or Canada, that unintentionally caused a lot of harm in foreign countries they were trying to help. In the past, I had looked at these historical examples and thought, how ignorant they were, I would never do something like that. But my review of hundreds of articles this summer showed me how complex these issues are and how hard it is to know the impact you are having. Especially when you are acting in an unfamiliar country and culture.

This internship also made me question why I wanted to do research in a different, likely lower or middle income country, instead of the U.S. at all. One of my coworkers, who was originally from India, scoffed at how many foreign global health researchers want to go conduct research in India. India has many of its own brilliant professors and doctors working to improve health in India, what is it that foreign researchers, who are unfamiliar with the region, feel they can add? Indeed, a large part of my professor's project in Ethiopia is dedicated to helping training Ethiopian Ph.D. candidates and medical doctors to eliminate the need for foreign public health researchers. There are many, many problems with the public health system in the U.S., the country where I was born and raised. Including issues that I am very passionate about such as the dearth of research into how medical treatments have the potential to have different effects on women than men. I thought going into global public health would be the perfect career for me, given my passion for healthcare, science, and travel. But just because it combines my passions does not mean it is the best thing for me to do.

After my internship, I realize that the career I thought I wanted, is not for me. I feel a bit lost and confused about what I want to do next. But I am grateful for it. I would rather learn this now, than potentially committing to a job or graduate study in a career that ultimately would not fit

SOCIAL JUSTICE INTERNSHIP FUND

Established in 2007 to provide financial support to students pursuing unpaid or low-paying summer internships or training programs in not-for-profit or other organizations promoting social justice in the United States.

Adela Mu '20

Sociology and Anthology



I am most happy to have gained skills in taking initiative on small projects, self-defining and refining goals, and developing teamwork strategies and maintaining open communication with teammates.

Amalgamated Transit Union; Silver Spring, MD

This past summer, I spent eight weeks with two other Carleton interns at the Amalgamated Transit Union (ATU), working with both union staff and organizers from the Industrial Areas Foundation (IAF), who were in a partnership with the union. We arrived at a very serious and transitional time, as the former union President Larry Hanley had just passed away suddenly. Consequently, it was a very political time for the union as well as a solemn and nostalgic one, and it ended up being a really interesting time for us to observe union politics and activity. All in all, I was extremely glad that I had this opportunity and thought that it was period of substantial personal and professional growth.

Through this internship, I am most happy to have gained skills in taking initiative on small projects, self-defining and refining goals, and developing teamwork strategies and maintaining open communication with teammates. Because of all the freedom we had in developing our own ideas about how to attain the final project goal, the three of us interns had many opportunities to discuss among ourselves, with relatively little supervision, how we envisioned the project to grow and how we could achieve those goals. This process encouraged us to maintain high integrity, taking responsibility for all of our actions and ideas, and to be honest with one another about how our individual tasks were going, accepting mutual supervision as a key to successful teamwork.

Over the course of the internship, I also discovered more of my preferences regarding working styles and the kind of qualities I appreciate in colleagues. I learned that I am not afraid to take risks when the risk is small, but the reward can be big. My supervisors reminded us to keep our focus on the big picture and to always think about why we were interested in this line of work in the first place. The level of failure and embarrassment that we might face during this internship is nothing compared to the amount of good we might be able to catalyze if we succeed. Put simply, there is no reason to be scared. Secondly, I found that I like to plan everything and to have several backup plans, even though I know that circumstances can always shift and change. After each meeting, I like to develop my quick notes into full-fledged memos that I can share with others and also with my future self. I know that I have poor memory, so I like to write everything down and make to-do lists and plans based on each piece of information. Lastly, I realized that I really value efficiency, and I sometimes had to urge my colleagues and even supervisors to stay on-track in order to reach our project goals. I understand that this



can sometimes be irksome, especially since supervisors have other matters to tend to that are potentially higher in priority, and colleagues may find me too tense and no fun to work with. I hope I managed to maintain a good balance between productivity and good team spirit.

Going into the internship, I had no idea what union work or organizing work would be like, but the summer really helped me imagine myself doing this kind of work in the future. I am definitely attracted to both as a possible career path, but I do also want to continue with more education for the next few years to come. I have been planning to pursue a master's degree in urban planning, and I think I will proceed with that goal, having experienced how hard it is to make changes for equity when few powerful people are willing to answer the calls for more just developments in the city. As a career goal, I would like to work with actors such as union leaders and organizers from within governing structures, hopefully making it easier for them to work with relevant agencies to improve the lives of people who do not always have many advocates. This internship also made me understand, first-hand, the importance of always considering the impact and implications of any policy or decree: who makes the decisions, who benefits, who is overlooked, and who suffers.

Having said that, I am both surprised and grateful that there can be successes that follow civic action, and that there are indeed many actors and organizations that have been doing this line of admirable work for as long as people have known the ills of inequity in society. I was also surprised and grateful that even as inexperienced interns, we were given the reins in many aspects of the work, and that creativity was welcome and initiative

valued. All of the union staff and organizers were so caring, welcoming, and passionate about their work, and it was amazing to see how their spirit affected and drew in citizens who were previously just interested but who, by the end of a conversation, would become invested in the work and willing to give up time and energy towards a common goal. Watching that process and change happen was perhaps one of the most uplifting and hopeful experiences in my life.

Lastly, if I am allowed to be vain for a minute, I do have a few tips for future interns. First and foremost, when in doubt, ask! However, this does not mean asking blindly. Always think through what you want to say, because even though supervisors and colleagues are usually happy to help, it hurts everyone if you waste their time. If you have questions or concerns about the work, make your messages concise and easy to respond to. Secondly, when the projects that you are assigned are in somewhat uncharted territories, ask if you can take initiative and be creative about your tasks. You might be

surprised by how much freedom and trust they allow you! Be mindful not to



Let the people who are taking care of you and training you know that you are making progress and that their mentorship is paying off in some way.

overstep, however, and be humble! You are there to learn, after all. Thirdly, always, always communicate your actions and progress. Always update your supervisors and colleagues and do not leave them in the dark because a lack of communication will always come back to haunt you. You do not necessarily have to ask for permission every time (well, depending on your workplace, of course), but make sure they know what you are doing. Weekly and monthly reports are generally greatly appreciated, even if you do not get a response. Lastly, always give thanks! Let the people who are taking care of you and training you know that you are making progress and that their mentorship is paying off in some way.

On that note, I would like to give my many thanks to the Chaplain's Office, the Barry "Mike" Casper and Paul and Sheila Wellstone Fund for Community Engagement, the Clement F. Shearer Fund for Achieving Common Ground, the Interfaith Social Action Fund, and the Broom Fund for Social Justice for making the 2019 Carleton Social Justice Internships possible and to the Career Center for setting up interviews and processing my application materials. I am also greatly appreciative of Liz Raleigh and Liz Cody for working on the CPT application process with me and of the whole SOAN department for developing my interest in working for social equity. I also want to thank all the strangers we hit up on the streets to talk about public transportation (likely not a conventional experience!), Especially those who became involved and who will hopefully continue to fight for equity in public services and social causes they believe in. Lastly, I express my most sincere gratitude to the ATU staff and IAF organizers for taking me in for the summer and spending the time, effort, and goodwill in teaching and training me like their own, and for the passion they devote to their work that has surely inspired many, like they have inspired me.





My biggest project was a series of writing workbooks for kindergarten through second graders that provided vocabulary prompts, encouraging them to build sentences and stories.

Lakota Language Initiative; Pine Ridge Reservation, SD

I left Pine Ridge four weeks ago and have been so glad to have some time to reflect and restore after my amazing and breathtaking and challenging South Dakota adventure. I don't think I've fully acclimated back to life off the Rez yet, and thoughts about my experience and the wonderful people I met enter my mind every day. When I step into the fully-stocked grocery store 2 blocks from my house, I can still feel my heart sinking to my feet as I think of the thousands of people at Pine Ridge that live (at least) an hour from an affordable grocery store with abundant produce.

While working at the Lakota Language Initiative on the Pine Ridge Reservation, I spent most of my time creating educational materials for the coming school year. My biggest project was a series of writing workbooks for kindergarten through second graders that provided vocabulary prompts, encouraging them to build sentences and stories. The books were based off of an English workbook, so my job was to translate all of the vocabulary and format the books so they would be appealing to students. This process was fairly time consuming, but I'm really proud of the polished and functional workbooks that I created and am excited that the students will be able to use and learn from them this coming year. This process also helped me pick up a little Lakota; for example, after doing an extensive unit on Halloween I'll never forget the Lakota word for pumpkin - wagemuzi.

I am glad I was able to put my graphic design skills to use for the organization and I certainly learned a lot about the design elements that engage young children and facilitate learning. Beyond my work for the LLI, I am appreciative of the experience I had living in a very isolated and unfamiliar place. Living in a more sparsely-populated environment than I had ever experienced strengthened my personal resolve and gave me a deeper appreciation for the experiences of Native Americans living on reservations, as well as other marginalized rural populations. I also worked on my ability to connect with community members and "put myself out there" as I attended several formal and informal social gatherings. I am so thankful for the friendships and connections I made and was constantly touched by the generosity and warmth the Pine Ridge community showed me.

One of the most salient emotional experiences I had on my internship was participating in the reservation's 4th of July celebration. I was really unsure of how the 4th would be received on the reservation, especially given the event's historical background and the fact of the reservation being its own sovereign nation. Much to my surprise, the 4th was celebrated there with more joy, spirit, and power than I've ever seen anywhere else. After sharing dinner with my boss and his family, they invited Rameen and I to join them for their annual tradition of lighting fireworks behind Pine Ridge's Subway

This internship also made me more appreciative of human interaction and community and I'm so grateful for being invited into this world that's so different from my own.

(which they own) and then watching the town's display. Rameen and I ran back to our dorm so I could pick up my car keys and, as we were driving into town, I turned on the radio to the local Native-run station, which broadcasts everything from Johnny Cash to live tribal meetings. This evening, I tuned in to hear a traditional Lakota tribal song, powerful with pulsing drums and Lakota chanting. As we turned the hilly corner to approach the town center, we began to see huge fireworks erupt from different parts of the town. At first I thought they must be the city fireworks, they were so big and spectacular, but they were scattered all over the place and I realized they must've just been coming from peoples' backyards. So, with a traditional tribal song playing and fireworks exploding in the empty South Dakota sky, I felt like this must be the real 4th of July.

With tears in my eyes we entered the town, beholding more excitement and decor and festivity than I had ever seen before. Everyone was setting off fireworks; there were absolutely magnificent fireworks going off on every block. We found our hosts behind the subway, and I watched the pure joy of my boss's children (the grandchildren of American Indian Movement founder Dennis Banks) light sparklers and those tiny packets that make a loud noise when you throw them at something. The city's display itself was amazing, much more impressive than my hometown's show. I found the Lakota 4th of July to be deeply affirming and I'm still grappling with exactly why. I think there's a lot of power in Native people celebrating a holiday that can feel kind of imperealist and nationalistic with so much fervor. Maybe it was because it is a pure celebration of this place that has always been theirs, untarnished by manifest destiny and colonialism.

I feel incredibly lucky to have had this unique experience living and working on the Pine Ridge reservation. I am proud of the work I did and I am grateful to have been a small part of the Lakota language's revitalization. I feel like this experience demonstrated how a successful grassroots organization can run and flourish. I am also more aware than ever of the immense privileges I was born into, especially in terms of my (comparatively) immense access to resources. This internship also made me more appreciative of human interaction and community and I'm so grateful for being invited into this world that's so different from my own. I really loved working at the Lakota Language Initiative and could certainly see myself doing similar work in the future. I was drawn to the "boots on the ground" approach to activism and education that this organization fostered. This internship has made me seriously consider getting a teaching certificate after graduation or doing some sort of work in the educational sphere!

My Pine Ridge experience has also given me the ability to authentically communicate the efforts, struggles, and joys of Native people on the reservation with people in my own communities. For example, I just found out one of my family friends (a history teacher) teaches a unit on Pine Ridge in his high school classroom. He was so excited and interested in my experience on the reservation and I hope he'll be able to share some of the things I learned with his students. I also offered to put him in contact with some of the educators I worked with on the reservation, potentially forging new bonds between educators and students across cultures.

I'm also so excited that my internship coincided with the arrival of Meredith McCoy, Carleton's new American Studies professor in Native American

studies. I hope my time at Pine Ridge will inform my upcoming class in Contemporary Indigenous Activism and my American Studies scholarship more broadly. Native America is so central to studying and understanding America, and I know this experience will endlessly inform my academic and personal pursuits.

For future interns, I'd definitely recommend taking advantage of as many events and gatherings as you possibly can. My favorite days at the internship were attending things like a Sun Dance, a native arts festival, and a Pow Wow celebration.



I, like many other Americans, have grown more passionate about immigration issues in the U.S.

Immigrant Law Center of Minnesota; St. Paul, MN

On Wednesday, August 7, ICE detained approximately 680 undocumented immigrants at a food processing plant in Morton, Mississippi. My last day of work at the Immigrant Law Center of Minnesota (ILCM) also took place on this Wednesday, but although our office usually discusses ongoing news and policy shifts in the immigration field, I think this event hadn't really been caught by the news cycle by the time I left my office at my regular 5 pm. So, when I heard this news on Thursday, I felt a lot more helpless than I would have, say a month ago, when I was helping people on the ILCM's detained docket (albeit often by filing paperwork, calling distant relatives, and doing other administrative work for our attorneys) every day. Hearing this news did not feel good and felt extremely close to home because of how much it related to the type of issue in the immigration field that I have been working with all summer, but I suppose the public effect of this event has a single advantage to the issue of immigration in that it calls attention to the regular raids and detention that have been occurring across the country every day for years.

I, like many other Americans, have grown more passionate about immigration issues in the U.S. as they have grown more visible under the Trump administration. But for the past few years, I have also been frustrated by the single-minded about this issue that exists within media and public mentality. Powerful energy and rhetoric have rebounded against the proposal of the border wall, the Muslim ban, and family separation at the disgustingly mishandled detention facilities which sit alongside the U.S.-Mexico border. These are all incredibly important issues, but it is also true that the public focus on these issues looks past those who are detained by ICE in our local communities (Northfield, the Twin Cities, Morton, Mississippi, and every other locality in the U.S.). Across the U.S., our neighbors, in addition to recent immigrants to the county, are unfairly arrested (sometimes after a traffic stop, petty crime charge, or workplace raid) and detained in facilities which are crowded and unequipped to deal with immigration detainees and which treat immigration detainees in the same way that criminal offenders are treated (despite the fact that immigration issues are technically in the realm of civil not criminal proceedings). Over this past summer, the state of Minnesota increased room available to detain those in immigration proceedings by adding 200 beds for ICE detainees to Sherburne County Jail in Elk River (already home to the state's largest ICE detainee population) and expanding ICE detention eligibility to Polk County Jail in Crookston. Each day, thousands of people struggle to understand complex immigration paperwork and proceedings, function without their detained family members, and raise money to pay

bond and filing fees not just at the border but every local community in the country. Since the provision of a lawyer is not mandated in immigration court (which falls under the jurisdiction of the U.S. DOJ and Executive Office for Immigration Review), many of these respondents appear in court pro se, or representing themselves.

I would be amiss to give the impression that I worked at the forefront of the ILCM, appeared in court, or even developed close relationships with clients. Some of my proudest moments doing this work this summer included helping staff and doing intake bilingually at a free legal clinic in Northfield, doing research and writing country conditions reports to be included in supplemental material evidence filed in support of clients seeking relief from removal, and helping gather evidence in favor of a client so that, not regarding her as a flight risk or a danger to her community, the judge in her case would post a low bond (bond is essentially equivalent to criminal proceedings' bail; it has been statistically shown that respondent who "bond out" have a much higher probability of winning their immigration case). Though her case was a difficult one, she was able to get an extremely low bond and has since been released from ICE custody. I also worked answering calls on the ILCM's detention helpline and mailing applicable resources to people who have recently been detained, observing court proceedings, filling out immigration forms, organizing materials for them to be filed or re-filed with the court, copying documents, translating documents, making coffee when the office ran out, and very occasionally doing data entry or building IKEA furniture (both of which kind of made me want to unscrew my eyes from my skull and never come back to work). Most of my work was not glamorous and took place in front of a computer with a Windows 2000 era server and in the ILCM's relatively crowded intern area – an area of the office's suite with no windows but with close proximity to the coffee maker and the other college and law students volunteering for the organization.

At the beginning of the summer, I struggled with all of these things as well as the mundane nature of a lot of my daily tasks, a supervisor who was fairly adept at micro-managing, a still-developing sense of legal jargon and immigration policy, and my own very average and very not fluent Spanish. There was an extremely steep learning curve, and I felt particularly behind while working with interns who had already been at the ILCM for a month at the time that I arrived. Recently, though, probably on a day where the other interns and I accidentally took an hour and a half long lunch talking and eating pastries brought in by staff, giggling with staff attorneys about some topic, and returning to my work calling clients' family members or reviewing evidence that would be filed on their behalf, I realized how much I how much I have enjoyed this work and how much I have learned. Firstly, I can now understand sentences like "I'm heading to Sherburne for LOP, will stop by the sheriff's office to quash a warrant, and then have to finish an N-600 for a Natz client this afternoon," but I also unexpectedly learned about working on a team and developing friendships with co-workers, developing relationships with those who work above you, developing relationships with people with personalities which are extremely different than yours, how attorneys have different styles in terms of their approach to clients and their families, not regarding immigration judges and prosecutors with extreme loathing (still learning), Spanglish, some of the reasons people seek asylum in the United States, some of the types of relief that people can apply for in the United States,

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how backlogged the immigration system is and how frustrating it is when the government automated hotlines and websites to which we refer people are (with no warning or ready solutions) down, alliances between different non-profit organizations, and what the strengths and limitations of an actually functional and organized non-profit can look like (first time for everything). To answer the question that I receive from everyone who I worked with at the ILCM and everyone who hears about this job, no, I do not now know if I am going to go to law school or if I'm going to work in immigration law. I don't know what I'm going to do next. But I think I do know a few more things than I did on day one.

Maia Kosek '20

Political Science



Another thing that immediately stood out to me about the organization is that it is made up almost entirely of women. I found it to be an empowering, open, and respectful environment to work in.

Immigrant Law Center of Minnesota; St. Paul, MN

My first thought when I arrived at the Immigrant Law Center of Minnesota in June was that I had absolutely no experience in law. At least three people asked me, “Are you considering law school?” to which I responded that I hadn’t given it a lot of thought, but that I was interested in political science and social justice work. I was immediately overwhelmed by the jargon of immigration law, and upon meeting the other interns I realized how familiar everyone was with terminology and the flow of work. My supervisor, Lenore Millibergity, sat down with me right away and handed me orientation guides to read through. The next couple of days would be a time for me to familiarize myself with ILCM and with the work I would be doing. I started to read; I read about DACA renewals, VAWA applicants, public charge rules, pathways to naturalization, asylum cases, and removal proceedings. I took notes on notes, and when I got home that night I delved into articles about recent legislation concerning immigration, as well as the history of immigration policy in the US.

Once I was more comfortable with the terms and the laws, I started working with various supervisors on their respective projects, including organizing and storing case files, meeting with clients and helping file applications to USCIS, contacting clients with notices about their cases, and researching country conditions for asylum cases. The most surprising thing to me was that ILCM is a very collaborative organization. Nonprofit lawyers work together; they have case review meetings to consult with one another, and they contribute and pool resources to provide the most well-rounded services they can to their clients. Another thing that immediately stood out to me about the organization is that it is made up almost entirely of women. I found it to be an empowering, open, and respectful environment to work in. Looking back on my time at the Immigrant Law Center, I think that the three most important skills that I gained were in hands-on learning, communication, and organization. I was immediately welcomed as an intern, but I had a steep learning curve to climb before I was completely

at ease with the happenings of the office. I found that being so immersed, working with so many lawyers and interns who were more than happy to explain things in detail, helped me learn quickly and efficiently. I have become a lot more confident in my ability to learn and retain new information. In a similar vein, I think that my communication skills have increased a lot. I realized how important it is to establish connections with the staff, not only to learn more, but also to find new things to work



Overall, this experience has offered me a very real window into immigration law.

on when my supervisors were busy or had nothing for me to do. I started introducing myself and asking attorneys if they needed help with projects, and I maintained clear communication with each person that I was working with through email and in-person meetings. I became less anxious about seeming like a nuisance; I have started owning my drive to work hard and get things done. I think that the lawyers picked up on that and have appreciated my cooperativeness and my ability to assert myself. And finally, the third skill that I have strengthened over this summer is organization. Organization is essential for maintaining professionalism with clients and attorneys, for keeping track of my own responsibilities, and for doing paperwork that will sometime in the near or distant future be accessed by others. I gained a lot of confidence in my ability to use spreadsheets, create or edit client files, and prepare for meetings with clients (that I often did one-on-one for DACA renewal cases).

Overall, this experience has offered me a very real window into immigration law. It has ignited an interest in working for immigrant rights, for people who are moving or are seeking legal acknowledgement of their movement. My interests in history, religion, and politics have felt very enriched throughout my time at ILCM; I am starting to gain an idea for what I want to pursue after Carleton which has been truly invaluable. I've also learned about things that I didn't necessarily know about myself -- I need to be active and moving throughout the day, through community involvement, traveling, or research, because 9-5 office work can make me feel very inhibited. Similarly, I want to aim to work in a city or a place close to other people.

I am incredibly grateful that I had the opportunity to work in an office with such kind and caring cointerns and staff. People put so much heart into this work! I also want to acknowledge the Social Justice Internship Funds and the Carleton Career Center for making this experience possible. It was very formative working with a Carleton alum (who was one of the attorneys that supervised me throughout my time here) because I learned about her own unique path that led her to pursue immigration law. The blog was also an important outlet for connecting with other interns, comparing the similarities and differences in our internships, and learning about the wide range of fields that the Career Center helps students explore.

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Some advice for future interns: Go into your internship with an open mind, but when you feel like you are not getting anything out of it or like you are being overlooked or overworked, be open and communicative with your supervisor. It shows that you are motivated and truly want to make an impact! Also, keep a checklist of the activities you've been doing, even the mundane ones, because it's easy to forget how much you get done in 10 weeks.



Rameen Dogar '21

History



I also really enjoyed the challenging nature of the project, of running across a problem and having to work through it until everything functioned the way it was supposed to.

Immigrant Law Center of Minnesota; St. Paul, MN

I spent this past summer on the Pine Ridge Reservation in South Dakota, working as an intern at the Lakota Language Initiative. Through the course of the internship I learned a great deal, from how to create educational online games to what the significance of a Sundance ceremony is to certain insights into what career paths I might want to pursue after college. I also had the opportunity to meet a host of interesting people, from my internship supervisors to the director of the initiative, as well as to have some new experiences, from going to a pow wow for the first time to visiting the Badlands. I'd like to thank the Social Justice Internship Fund and the Chaplain's office, as well as my supervisors for allowing me this opportunity. I'm very grateful to have had this experience to learn, but also to be challenged and to grow in the way that I have.

I strengthened and gained a number of skills from this internship, from building a stronger and more consistent work ethic to learning how to design reports or create inventory spreadsheets to practicing my creative writing skills by writing short stories for children. However, one of the most surprising set of skills I learned while at this internship were those needed to successfully build and host online educational games. Because not many online educational games and animations are created in Lakota, I was tasked with creating some on a variety of different topics, from animations on tree identification to vocabulary games about colors, animals, food, and school supplies. Although I initially struggled with the unfamiliar software I was using, I quickly came to enjoy the various challenges that the project presented: learning how to use the software, coming up with ideas for games, building the actual games in different and interesting formats, and figuring out how to host the games online so that they could be embedded onto different web pages. In the end, I actually found the project to be very rewarding as it gave me the opportunity to take initiative and be creative in a way that I hadn't before. I also really enjoyed the challenging nature of the project, of running across a problem and having to work through it until everything functioned the way it was supposed to.



The internship site itself also provided a great opportunity for self reflection and thought, and in terms of the lessons that I've taken away from the experience, I think I've learned a few key things about myself and the type of work I find most fulfilling and enjoyable. When I have had the opportunity to do projects that have some type of creative aspect to it, I've always really enjoyed myself but for some reason I never really considered the importance of creativity with regards to jobs or careers. However, after this experience spending time working on both more and less creative

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projects, I think I'm starting to realize that I actually really do value the creative aspect of things a great deal. I also really enjoy having a level of independence and the ability to take initiative in the projects I'm working on, so this is also a helpful insight when thinking about what I might do next. Again, I'm very grateful to have done this internship and I'd like to thank everyone who made it a great experience.



Rebecca McCartney '20

American Studies



She was developing my leadership so that I could be a better ambassador for Beacon (or any organization, for that matter) in the future.

Beacon Interfaith Housing Association; Minneapolis, MN

Over nearly two months working full-time as a community organizing intern at Beacon Interfaith Housing Alliance in the Twin Cities. I was thrown into the depths of the affordable housing and homelessness world right off the bat, and each day I grasped more clearly just how much I did not know. In reflecting on what I learned and gained and lost this summer, I'll begin with a story from my last week at work.

I sat in my almost-business casual clothes, slightly faded from repeated wear this summer, at a meeting with my organization's executive director, our senior congregational organizer, the chair of our board, and one of our most skilled clergy leaders, and the governor's policy aide. We were discussing Beacon's plan to end homelessness in Minnesota through the increase of rent subsidy (achieved by establishing a dedicated funding source, either by increasing the county's tax levy, or raising taxes at the city level, or funneling away from some part of the state's budget) to support recipients of Section 8 low-income housing support. As we prepped for the meeting, I sat on the cold marble floor of the Minnesota Capitol marveling at the eloquence of my coworkers. Then — they asked me to ask a question in the meeting. I had only been preparing to take notes, and was more than happy to defer the lion's share of the talking to my coworkers, who had been working in this field for years. But then they asked me to participate — to ask a question of the governor's policy aide whose phrasing would be essential in gauging the support of the governor's office in regards to our campaign. I had not expected to be granted this responsibility, and I did not think I was well equipped to step into the role. So I glanced at my supervisor, and then looked down quizzically and said I thought someone else should take that question — I didn't have to ask anything. But my supervisor urged me on — treating me just like one of the other superstar volunteers or staffmembers — and I rose to the challenge.

That moment encapsulated so many things I learned this summer. First, that having community organizing principles at the core of any organization is strengthening and challenging in a very positive way. Second, that community organizers are acutely aware of developing the leadership skills of their volunteers, and continually expanding their network of relationships. When my coworker Emily urged me to ask a question to the governor's policy aide, she was pushing me to rely on strengths I did not know I had: she was developing my leadership so that I could be a better ambassador for Beacon (or any organization, for that matter) in the future, even if I was leaving the organization the next week. Third, that people in nonprofits can do an incredible job at their work because they believe in it. On a more cynical note, I gained some clarity on my previously black-and-

So, going forward towards a professional career path I still have yet to figure out, I will be sure to draw on the strength of community organizing principles, building relationships, and struggling through the difficult work, even when there is no reward in sight.

white conception that people who give up their shot at a lucrative career to work in social-justice-oriented nonprofits are always happy in their positions. In my mind prior to this summer, I believed that people who sell out to work in a traditional corporate structure are usually disillusioned by their work and choose to grind through it for the profits, whereas those in low-earning nonprofit positions love every second of their work. I now realize how naïve that one-dimensional pitting seems. Not all people who wind up working in corporations are miserable or even earning much money, and people who work in nonprofits are not always happy. In fact, the work in social justice organizations is utterly grueling, with little reward, especially when you are working for big, structural change. My colleagues at Beacon like to call themselves 'the people who hope their jobs don't exist in 20 years - or 10 - or however soon enough they can accomplish their goals. I will always think of that as valiant.

So, going forward towards a professional career path I still have yet to figure out, I will be sure to draw on the strength of community organizing principles, building relationships, and struggling through the difficult work, even when there is no reward in sight. Community organizers are essentially professional empathizers, yet they do something more: they take people's stories and the empathy they build on the ground and spin it into tangible action. This drive for change and action will never leave me, and I have Beacon to thank for helping me locate it more powerfully within myself.

Sarah Chebli '20

Religion



I began to speak up and share my ideas and thoughts, and guess what, they listened and even used some of my suggestions.

ISAIAH; St. Paul, MN

I spent about ten weeks at a non-profit political advocacy organization called ISAIAH in St. Paul, Minnesota. During these ten weeks, I learned about the political environment in Minnesota, I cried at powerful stories, I formed strong relationships, and I began the journey to figure out who I want to be and what I want to do. As a senior, I still am in the process of figuring out my path after Carleton. For the first time, I do not have a clear plan. I am anxious and at the same time, excited for the possibilities that await.

I gained a lot of skills during my time at ISAIAH. These are the most important skills I learned. One, I learned how to create a narrative and its importance. You need to have a clear story that you are trying to portray to the public. If it is not clear in your writing, then the people reading will not understand the point. I have become more conscious of the narrative in everything I write, even after my internship finished. Another skill I gained is learning how to conduct one on ones. One on one is a powerful tool to learn about people and their self-interest. People are moved by their self-interest, and thus when people's self-interest are aligned they are more motivated to move. One on one is an hour-long intentional conversation between two people that dives deep into knowing people. It is a skill that I can use in various fields. The third skill that I learned was how to write letters to the editor. They are a lot less intimidating to write than I had previously believed. Yet, they are a powerful tool.

My workstation, aka my view, for my internship. I would spend mornings looking for news articles that fit with the narratives of the organization and write about them in short posts about the news articles on various social media platforms. The key lesson I have drawn about myself from this experience is that I have something to contribute. At the start of my internship, I would keep my ideas to myself during meetings because I felt that I was under-qualified, that no one would take my ideas seriously. However, I had to remind myself that I am here to learn. If I do not put myself out there, what is the point of even being there? I am so glad that I listened. I began to speak up and share my ideas and thoughts, and guess what, they listened and even used some of my suggestions. Because of who I am and my experience, I provided a viewpoint that they did not have. This was so powerful, being me was an asset that I have. After I started speaking up, my co-workers would ask me about my feedback and suggestions for various things, outside of communications even.



This is the time to try, fail, and try again until I succeed. I made it through three years at Carleton already, I can take whatever life throws at me.

I was not able to take lots of photos because of various reasons. One, there were many meetings that were confidential. Two, this internship really made me think about the spaces and security. For example, I was going to take a video of the halls of a masjid where we have a community meeting for the Carleton blog. However, once I started recording I realize this could be dangerous. It could be dangerous because if someone got access to this video, they might figure out the layout of the masjid and use that information to attack the masjid. This might seem paranoid, but that very masjid I was going to record was bombed in a year or two ago.

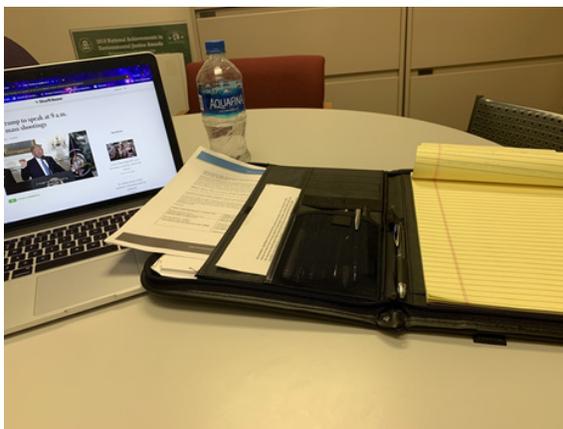
I will use this experience I gained to chart my path forward by re-evaluating what I want from myself. As I wrote before, I used to have a somewhat clear plan for after Carleton. However, I did more self-reflection during this internship than I did in years. I concluded that I do not know what exactly I want in the long term and what is driving me? Since then, some things did become clear. I cannot shy away from opportunities because of fear of the unknown.

This is the time to try, fail, and try again until I succeed. I made it through three years at Carleton already, I can take whatever life throws at me. Because of this shift in mindset, I have so many different options in front of me of where I could go from here. This is so exciting and kind of terrifying at the same time. Nevertheless, I am ready.

I am most grateful for the relationships I cultivated with my co-workers and the community at large. I learned that all people have pain and assumptions hinder us so much. I had many purposeful conversations with people from all backgrounds where I learned about their story and pain. I was able to share my pain and listen to the pain of a white, Catholic priest, and undocumented Mexican, an African American barber, a Somali woman childcare center owner, and more. There were parallels and differences, but regardless, I understood people better when I figured out what drives them. It was an empowering time at the internships.

There was this cute gyro place right next door to my internship site. Let's just say I ate a lot of gyros this summer. The advice I would give to other students about the internship is that do not be afraid to try an internship in fields you have not considered before. This is the time to experiment and see what feels right for you. Also, put yourself out there. Introduce yourself

to everyone. This is the perfect environment for you to start meeting people and forming relationships. These relationships are vital for when you are in Carleton and even more so when you leave Carleton. You never know who you will meet and the impact they might have on your journey. Stay open-minded!



Yadari Nunez-Marquez '20

Sociology and Anthropology



The amount of growth and learning that I experienced throughout my ten-week internship is indescribable.

James H. Binger Center for New Americans; Minneapolis, MN

The amount of growth and learning that I experienced throughout my ten-week internship is indescribable. The experiences that I gathered from the Binger Center for New Americans are exactly what I needed coming into my final year here at Carleton. I was able to meet all of the internship goals that I set out for myself, which is extremely helpful to me since my goals were both a mix of skill-building and life-learning skills that I believe needed improvement. I am also truly excited to continue this learning experience throughout the 2019-2020 academic school year which is all thanks to Benjamin Casper-Sanchez and Abyan Gurase from the University of Minnesota Law School.

The most important goal that I had for myself — figuring out if I truly wanted to go to law school right out of Carleton — took some time to sort out, but the many law students and lawyers that I worked closely with were always available to provide law school advice. In short, I was given the same answer every time that I asked their opinion on foregoing a gap year and that advice went kind of like this, “No no, no no no... definitely do not do that.” After having spoken to two Carleton alums, a recent University of Minnesota Law School graduate and a University of Minnesota Law School Professor, about my aforementioned predicament, they made it clear that it was extremely beneficial to them both to take some time off after graduating from Carleton’s academically rigorous environment. This advice has been so helpful to me as I had spent almost the entirety of my summer trying to figure out how I was going to realistically study for the LSAT, research my comps and do well in class, all without losing my sanity. This summer has taught me that it is okay to take some time off to prioritize your health and wellbeing. After all, law school will still be there even after a one-to-two year hiatus.

In addition to this, this internship has allowed me to feel confident in the fact that I truly do want to pursue a career in the law field. After dipping my toe in the immigration law world and seeing how drastic the disparity between detainees and immigration lawyers is, I feel extremely passionate about taking my advocacy work one step farther. While this realization came as a result of many days filled with anger, frustration, and tears, the end certainly justified the means since I was able to witness the injustices that plague the “justice” system for myself. The Court Observation Project, for example, is a key initiative that encourages advocates to keep Immigration Judges (or IJs) accountable for how they rule on a detainee’s case in court by scheduling volunteers to observe immigration court at Fort Snelling Immigration Court. This project, which is a joint collaborative effort between the James H. Binger Center for New Americans and the Advocates for

After dipping my toe in the immigration law world and seeing how drastic the disparity between detainees and immigration lawyers is, I feel extremely passionate about taking my advocacy work one step farther.

Human Rights, allowed me to recognize the differences that exist in a judge's discretionary ruling given their background (e.g. as prosecutors or other). This program also allowed me to see the positive impacts that concerned citizens can have on the justice system.

To close this reflection essay, I want to express my gratitude towards Carleton's Chaplain's Office and their community partners for making this internship a possibility for me. This truly would not have been possible without funding that I received and without Carolyn's support. The skills that I strengthened and the metaphorical tools that I gathered while interning at JHBCNA are so invaluable as they will last a lifetime.



I got to make connections with lots of people involved in the Twin Cities social justice movement, which will help me get my foot in the door and hopefully find a job when I graduate this year.

TakeAction; Minneapolis, MN

My transformative summer as the Data and Digital Intern at TakeAction Minnesota (TAMN) taught me a lot about myself and about working in the social justice/non-profit sector. My supervisors were very intentional about helping me develop skills that would prepare me to work in this field after I graduate this spring. I strengthened my leadership skills through some of the projects I was working on, particularly a database de-duplication project that I spearheaded, created a streamlined process for, and later trained other staff members about. I took charge of my projects, where applicable, and helped shape the direction they would take. Towards the end of my internship, I occasionally led portions of TAMN staff meetings, and I learned how to marshal at rallies we hosted over the summer. I also gained a lot of experience working with real-life datasets and analyzing them to benefit the organization, building upon my Carleton education on statistics and data analysis. Over the course of my internship, I completed 7 data reports and worked on 3 data cleanup/auditing projects, allowing me to apply my knowledge to create real-world solutions. Finally, I focused on my interpersonal skills in the office this summer, networking and building professional relationships with my coworkers. I got to make connections with lots of people involved in the Twin Cities social justice movement, which will help me get my foot in the door and hopefully find a job when I graduate this year.

This summer, I learned that I am far better prepared for life beyond Carleton than I previously thought. I seamlessly transitioned into the workplace environment, and to my surprise, felt and acted as if I was a full-time employee at TakeAction without much effort. After my experience this summer, I feel very ready to become a “real adult” and join the professional workforce. I also gained insight about myself as a young professional, through self-reflection and feedback from my supervisors. The work ethic and efficiency I have honed at Carleton earned me the label of a “high-

capacity worker” from my supervisors, but this fast pace comes at a mental toll. I practiced slowing down and taking care of myself, both inside and outside of work, when I needed it. I’ve also learned from this experience how much I value a strong workplace community. I thrive in a collaborative, communicative, and supportive workplace culture, and should look for environments like these in potential future employers.

Speaking of the future, my internship this summer has greatly informed the type of work I want to do when I graduate. Coming into this summer, I knew that I eventually wanted to go back to graduate school and earn my Ph.D. in counseling psychology – but that I would need and want to enter the workforce before doing



It feels right for me to utilize my data skills to work against systems of oppression and benefit the most marginalized people.

so. I see myself working at TakeAction MN or a similar non-profit when I graduate next spring. I really enjoyed the data analysis work I did this summer, and it is a niche where many social justice non-profits can use some extra help. It feels right for me to utilize my data skills to work against systems of oppression and benefit the most marginalized people. Doing this work will help me create my own social justice framework from which I will approach my future career as a licensed therapist.

I absolutely loved my summer at TakeAction Minnesota. I am so grateful to my two supervisors, Patrick Burke '14 and Cindy Yang, for being so welcoming and supportive. They were both very invested in my growth as an intern and as a person, and they always prioritized helping me meet my goals. I am so thankful for the mentorship and friendship they so willingly offered me this summer. I would also like to thank the entire TakeAction MN staff, but especially LyLy Vang-Yang, Eric Holmberg, Matt Kramer, Nelsie Yang, Bahieh Hartshorn, Amanda Otero '09, and Jessica Zimmerman, for their friendship and their help in making my summer so meaningful. I also want to thank all the people at Carleton who made my internship possible, including the Chaplain, Carolyn Fure-Slocum, and the Social Justice Internship committee, for believing in me and helping me to secure this internship. I am grateful to the Career Center and the Social Justice Internship donors, including the Barry "Mike" Casper and Paul and Sheila Wellstone Fund for Community Engagement, the Clement F. Shearer Fund for Achieving Common Ground, the Interfaith Social Action Fund, and the Broom Fund for Social Justice, for making this amazing opportunity possible.

My advice for other Carleton students participating in summer internships, particularly those who are far away from home, is to invest yourself fully in the experience. Take the time to get to know everyone at your workplace and make connections within the new community you are in. When you look back at your summer, you are going to remember the people you met more than the work you did. Make sure that you have contact information for everyone you met, especially because these connections may be useful when you are looking for jobs someday. While at work, challenge yourself to leave your comfort zone when you can, because you will grow the most when you do so. But most importantly, take time to practice self-care and recognize your own worth. This summer is about work experience, but it is also about rest and self-reflection. Listen to yourself, trust yourself, and be open to learning new and unexpected things about yourself.



Society's problems are infinite, always there, and always being resisted, and this summer has taught me to see myself not as a passive listener or researcher, but as an actor in that reality.

Industrial Areas Foundation NW; Seattle, WA

This past summer I interned at IAF Northwest in Seattle, WA. I graduated from Carleton last June, so I am a rare Senior receiving funding to do one of these social justice internships. During my time at Carleton I wrote my thesis about Career Waitresses in Portland, OR, and spent the summer of 2018 walking around and asking Servers if I could interview them. I became curious about these women and their worldviews while I was a Server; I got my first Waitress job when I was 15, and continued working at restaurants throughout high school and college. Growing up, my parents flipped houses. I spent a lot of summers tarring roofs or painting buildings with my dad, and evenings at Home Depot adoring the colorful array of paint samples. While I was used to working hard, I also was used to class privilege and not being financially burdened. My mom often reminded my sister and I that we had no idea what her life had been like before us; for a decade, she raised my older brother alone as a single mom, supporting both of them off of minimum wage jobs and renting houses from one Portland neighborhood to the next. My experiences in various cross-class environments have shown me the value in taking seriously people's lived experiences, and at IAF I have stumbled upon an entire organizational culture which places that type of understanding as a core institutional value and figures it as a tool for political change.

This past summer doing health clinic organizing with IAF, I had conversations with people about who they are, what they do, what their problems are and what they are interested in working on. I spoke to a group of Latina Community Health Workers or "Promotoras" who provide a combination of community outreach and medical services to their communities about their passion for community health, but also about the boundlessness of their job description and the emotional strain it places upon them. I spoke with Medical Residents and Doctors about what it's like to see the the for-profit healthcare system provide inadequate services to someone dealing with heroine addiction, and how working in that system disillusioned them from how they hoped they could help as providers. The key difference between this summer and my interviews with career servers last summer is, this time, when I am talking to people, it's not for the purpose of research. It's for two reasons; first, building a relationship, and second, offering them a path to take action. Yesterday, at the IAF retreat in a cabin in the forest outside of Seattle, Stacey Siebrasse, an IAF Organizer from Missoula, shared with us a quote from another Organizer: "Listening without an invitation to power leads to hopelessness."

Service workers at Fred Meyer, a major grocery store in Portland, are presently striking after years of being denied a living wage. In Portland, Seattle, and cities across the U.S., the rising cost of living in the city is forcing working class people in the service industry to move out of the city,

I believe this experience has been particularly impactful for me as a recent college graduate because I am staying in Seattle long-term, and when I imagine my future I see myself staying involved with the individuals, groups, and issues that I have met and learned about throughout the summer.

further away from their work, giving them a long daily commute and creating increasingly homogenous, educated, middle class cities where class difference is increasingly difficult to see. Society's problems are infinite, always there, and always being resisted, and this summer has taught me to see myself not as a passive listener or researcher, but as an actor in that reality.

I believe this experience has been particularly impactful for me as a recent college graduate because I am staying in Seattle long-term, and when I imagine my future I see myself staying involved with the individuals, groups, and issues that I have met and learned about throughout the summer. Your financial support has made this experience possible for me and allowed me to develop roots as an actor in relationship with others; I appreciate that so much, and appreciate your continued support to this incredible program that Carleton offers.

I was able to best understand the way my internship differed from others when a group of us went to meet with a staffer from a local congressman's office and discuss how our goals are aligned.

Industrial Areas Foundation NW; Seattle, WA

My summer with Industrial Areas Foundation Northwest started with discomfort. On my first day, myself and the other two interns gathered together in a fourth story hallway of an unfamiliar hospital and waited. We started to worry together, none of us had met our supervisor, Joe, before this moment. Before we knew it we were surrounded by medical school residents. Our first day was a full day organizer training. We each struggled with the same questions and activities as the medical apprentices. By the end of the day, I was unsure. I was unsure if I had entered the conversation in the right ways, if I had helped to move the dialogue forward, if I was building on the work of the facilitator or working against it. While the discomfort of the first day was hard to anticipate, it was rooted in a principle of trust I have not experienced in other employment positions. Joe trusted me and the other interns to be open, curious, and serious during the training.

The trust in our abilities to learn, grow, and engage set a tone for the entirety of my summer with IAF Northwest. There were two concrete ways the trust I had with IAF organizers changed my experience. First, I was allowed to make mistakes and learn through experience. Second, I was treated as a full member of the team. During my summer I was given the same space to take part in conversations as any one else in the IAF NW team. Joe and our other supervisor, Dorothy, gave us chances to not only follow them to meetings and events, but also put us in a position and contribute to the work meaningfully. Myself and the other interns were encouraged to testify in public meetings, facilitate research meetings, and bottomline whole campaigns.

I was able to best understand the way my internship differed from others when a group of us went to meet with a staffer from a local congressman's office and discuss how our goals are aligned. In the meeting there were three interns. Two worked for the congressman and then there was me. During the meeting the two congress interns were silently, they had learned to hang back and simply observe what was happening. The IAF team on the other hand was working collaboratively, we were building on one another's experiences.

The difference of expectations and trust led to meaningful material differences in my internship outcomes. As a Carleton graduate, my internship was not simply a building block for a future career, it was the start of my continuous professional life. Connections I built in my time with IAF Northwest led to a growing professional relationship with St. Vincent DePaul Society of Seattle. I am currently working with them to plan and facilitate community listening sessions in South King County. We have been discussing the different possible ways to build a full time job for me moving forward. The chance to participate in a Carleton sponsored social justice internship in the summer after graduating has opened up gateways of opportunity for my future. I can't wait to see where these connections lead next.

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Supports students to pursue international internships in all fields outside the United States.

Rose Delle Fave '21

Political Science/International Relations



I could make a bit of difference to just one person, and that would be enough. That's the beauty of working for a small nonprofit — the joy of real human connections.

Utopia56; Paris, France

When I started working at Utopia56 in Paris, I quickly had to become a jack of all trades. New interns and volunteers are thrown into the deep end almost immediately — you get a quick debrief on the organization and its missions, and then you're sent out into the field. My days were overwhelming at first, as I never received an assignment until the day before, and plans could change at any time. My range of responsibilities was vast and varied: distributing information, acting as a translator, sorting and distributing donations, and doing accompaniments for unaccompanied minors. I spent a while feeling like I was underqualified for my job and all the responsibilities it put on my shoulders. I would come home to my apartment at the end of the day and collapse into exhaustion.

As time went on and I adjusted to the everyday chaos, I gained a lot of confidence. I grew to be more flexible and able to adapt to new situations and obstacles. I learned how to advocate for others, speaking for them on the phone or to medical professionals and law enforcement officials. I could navigate metros and trams like a native Parisian, and spending three or four hours a day on public transportation became normal. I am grateful for all of my coworkers, who were patient with me as I asked them about a hundred questions a day. After a while, I got more comfortable with my role in the organization, and I started to make connections with the people I saw most often, especially our group of 15 – 17 year old minors who came to chat with us at Rosa Parks every day. I'm grateful for our fun conversations, and everything they taught me about French rap, playing Uno, and staying positive through hardship.

My favorite day was spent with one of our minors. I had to wake up early and meet a sixteen year old who had bussed in from Lille, where he lived with a host family while his immigration papers were being processed. I was assigned to help him navigate through Paris to the Guinean Embassy, where he had to request a copy of his birth certificate. That mission took no more than a couple of hours, so we had a ton of time to kill before I was supposed to bring him back to the bus stop. We decided to go exploring in the Parc de Bercy, one of the most beautiful parks I've ever seen. We walked along the Seine for over an hour, just talking. He was so excited to see the city. I bought us sandwiches from a kebab place, and we picnicked. We eventually ended up in a park, relaxing in the sun. I knew he loved music but didn't have a phone to play it on, so I pulled out my phone and showed him all my favorite French songs. As we sat in the grass, sharing headphones and nodding along to Stromae, he said something I'll never forget. He said, "You know, Rose, I've been in France since January, and this is the first beautiful day I've had." With that single sentence, I realized why



Meeting refugees from all around the world helped me realize the extent to which migration is a worldwide issue that will require more and more international cooperation as time goes on.

I loved my job despite how tedious it could be. I realized that I didn't need a crazy, huge, world-saving project. I could make a bit of difference to just one person, and that would be enough. That's the beauty of working for a small nonprofit — the joy of real human connections.

It's hard to imagine going back to a regular office job after all the wonderful chaos that was my work this summer. While I'm not exactly sure where I want to go from here or what I want to do next, this internship gave me a lot of insight into what I might be interested in for the future. I thoroughly enjoyed everything I learned about French immigration law. Meeting refugees from all around the world helped me realize the extent to which migration is a worldwide issue that will require more and more international cooperation as time goes on. I want to stay involved with immigration issues and explore how they impact other countries as well. One of the questions I received most frequently while I was working at Utopia56 was "Why are you working on immigration in France when the US has so many of its own issues to deal with?" I realized that I have a lot to learn about immigration in my own country, and maybe I can take what I learned at Utopia and apply it while working somewhere in the US. What surprised me most about my job was how much overlap exists between nonprofit organizations in Paris, and how they all work together to manage problems and try to make change. I would be happy to be a part of a nonprofit, or maybe I'll go into immigration law or work to create change at a higher level, such as government. It's a lot to think about in terms of new directions, but I know for a fact that immigration will always be a passionate issue for me.

I would like to thank the Tancredi International Internship Fund and Carleton College for making my internship experience possible this summer. Utopia56 is a very small organization that relies on volunteers and interns on civil service contracts who are paid by the French government. The money I received this summer allowed me to have an amazing learning experience in a foreign country without placing any financial burden on either myself or the organization. My favorite part of the internship was the storytelling — whether it was my coworkers recounting their craziest encounters or one of our minors describing the beauty of their home country. I never would have met so many wonderful people or collected so many captivating stories if not for this internship opportunity. Utopia56 taught me to embrace chaos and that the smallest actions can make the biggest difference for other people.



Emma Diers '21

Political Science/International Relations



I saw how goals change as we work to actually apply plans, and how many stakeholders there are in discussions of seemingly simple issues.

Sciences Po; Paris, France

I am Emma Diers, a junior political science major and French minor. I spent two months this past summer living in Paris, France as an intern at the French university Sciences Po's Center for European Studies and Comparative Politics, thanks to the generosity of the Tancredi International Internship Fund and the Post-OCS Paris Internship Program. I was coming off a spring term spent in Paris through a Carleton French department program: I was feeling good about my French level, I felt comfortable in the city within the incredibly specific Parisian culture. This internship gave me so many chances to learn – my French skills improved exponentially, I learned how research and statistical methods I have studied in class are actually used by researchers, I developed a new awareness surrounding how to behave and connect in a workplace, and I discovered what it means to be a young person living in an international city.

Over the course of my internship I worked with two different professors, each for about a month. They were both very different – in their research and their interpersonal styles – but both have become role models to me. The first, Dr. Charlotte Halpern, studies sustainable urban development policies. She sent me digging through EU websites collecting and summarizing documents – fitness checks, implementation reports, and actions plans – relating to environmental policy goals and actions of the EU commission under Juncker. The work, while at times tedious, was incredibly informative. I learned about how the European Union, which at times can seem impossibly complicated, actually functions. I saw how goals change as we work to actually apply plans, and how many stakeholders there are in discussions of seemingly simple issues. Most importantly, I was able to spend time picking Charlotte's brain about her career and research, all of the exciting projects she has worked on, and how the political systems she knows so well actually function.

The second half of my internship was spent with Dr. Nonna Mayer – a recently retired professor who seemed to still work full time. She is the kind of person who is so brilliant that she is initially incredibly intimidating until you get to know her and realize that she is a kind and lovely human. She studies many subjects related to inter-cultural tensions and racism in France. This was incredibly exciting to me, as race is often considered a taboo subject in France. She set me onto a project – largely independent, though under Nonna's careful guidance – to do exploratory analysis work for a survey she had conducted last winter. I haven't done a huge amount of statistics so far, so this was an exciting/thrilling/terrifying experience for me. I was excited to see what I could do, but worried that what I could do wouldn't be good enough. I learned so much through doing this project – about French politics, about R, but I think most importantly about my own abilities. I learned that I can work independently, that when I run into problems I can find solutions, and that when I don't quite know how to do something, I can probably figure

I haven't done a huge amount of statistics so far, so this was an exciting/thrilling/terrifying experience for me. I was excited to see what I could do, but worried that what I could do wouldn't be good enough.

it out (especially if I have someone more knowledgeable than I in my corner). Throughout the course of this portion of the internship I compiled a report about what I found, and how I, as an outsider to the French political system, understood it. I first “presented” this report to Nonna about halfway through my time with her, thinking that I was finished. Instead, she gave me about a ton of suggestions of infinitely better ways of doing things that I had done and new areas to explore. I did this several times, each time walking into her office excited about what I had accomplished, and then leaving even more excited about all of the additional work that I could accomplish.

These two women have become such incredible role models for me. They were both unapologetically intelligent and constantly kind. They expected a lot out of me, but were always supportive when I made mistakes or had questions. They were incredible women working in a traditionally male dominated field. They invited me to seminars and lunches and introduced me to the lovely group of researchers that make up their department, and the other young people in it hoping to learn from them. On beautiful days they would let me leave a little early because they said I was young and should be wandering around parks and living life – something I often forget to take time to do.

I'm still working out what I want to do after graduation, and this internship further showed me the wealth of opportunities out there. In focusing on two topics that were so different, I was reminded of how diverse and exciting a field political science is (giving me more confidence in my choice of it as a major), and how many different things you can do with it. I had the chance to meet people doing all sorts of policy-related work, I listened to talks by scholars from all over the world, and heard about issues I think about often from a new, global perspective.

Still, I think in many ways my experiences outside of the office were the most meaningful. I met other young French students, watched the end of the Tour de France, and sat on the Champs de Mars watching fireworks explode over the Eiffel Tower for Bastille day. I visited countless museums and ate lunch every day in a garden, looking at a cathedral. I rode the metro to work and wandered around Paris. I spoke French. It was an incredible opportunity for “experiential learning” – I learned from professors by seeing how they work and trying to emulate them and pick their brains, and also learned about the country I was studying (and have spent years studying) culture by ingratiating myself in that culture.

Loulou Ferrer '21

Chemistry



That was how my 8 weeks at this internship went, focusing and writing a book around LGBTQ+ issues meant to be a guide to workshops for facilitators to do with children roughly between the ages of 8 and 14.

Les Petits Debrouillards; Paris, France

First and foremost, I'd like to thank Carleton and the Career Center that let me get the Tancredi International Internship fund that helped me afford to stay in France during my internship. I would also like to thank the organization which I interned for, Les Petits Debrouillards in Paris. The experience was just as amazing as it was unexpected.

Let me explain that a little further; I had originally gone to the organization because they worked in the spread of scientific education to highly-populated urban communities in France, and as a chemistry major from a similar background, that piqued my interest. However they also did work around social sciences and coding. My supervisor had wanted my take on their information in the social sciences, and as I approached the one related to gender, a feeling stirred in my gut and my fears came to fruition. It was terribly compiled, briefly mentioning trans people, as well as not leaving enough room for women's issues in my opinion. Though I did not know much on the latter issue, I offered my experience with the former issue in order to allow for a separation between the women's issues and the LGBTQ+ issues into two, more in-depth, books around these issues.

That was how my 8 weeks at this internship went, focusing and writing a book around LGBTQ+ issues meant to be a guide to workshops for facilitators to do with children roughly between the age of 8 and 14. It is in no way finished, but at 27 pages in French, it is around halfway done. I am grateful to be able to influence the organization in such a profound way, and to have the possibility of having it published and used when it is completed. Though the journey was also incredibly interesting. It was divided into three major areas, research, descriptive writing and presentation.

First, I had to research the words that I wanted to use and concepts that I wished to include, and how to restructure things that may not exist in direct translation in France. Then I actually had to write the information down, all in French, in a manner that mimicked and separated the format of the original work, which was the format that the association wished for. Finally, during my last week at the organization, I gave a 3 hour interactive presentation on how to present the workshops. This gave me the platform to discuss my identities in a more elaborate way, not only in French, but also in English.

It was tough at times, being someone who identifies as a non-binary pan-androsexual, where gender neutral pronouns were non-existent in formal settings and rare in informal ones. Even as I write, I am sure some of you are wondering what those two parts of my identity mean, and this knowledge was increased tenfold when I explained it in French, an extremely gendered language. France as a whole is an extremely gendered society, if I walked into a school, as was a part of my internship, while wearing nail polish, I would be asked if I was a girl, even if I had a beard at the time. During my

This gave me the platform to discuss my identities in a more elaborate way, not only in French, but also in English.

presentation, I took an especially bold risk that I was nervous about at the time, I had walked in presenting male as usual, meaning I generally looked like my gender assigned at birth, and to get into the theme of questioning heteronormative expectations, I changed my outfit to look much more feminine, along with makeup.

Michael Gasior '20

Psychology



Working with children this summer has also taught me that I would like to continue serving young people through my profession.

L'Hôpital Pitié-Salpêtrière; Paris, France

This summer, I completed an internship in the child and adolescent psychiatry department at L'Hôpital Pitié-Salpêtrière, located in the 13th arrondissement of Paris, France. My daily tasks involved supervising six children between the ages of three and seven with severe autism and other comorbid developmental disorders in the department's hôpital de jour. I had the opportunity to visit the hospitalization units there, sit in on therapy sessions, attend the 6th Annual Franco-Brazilian Interdisciplinary International Congress on Infants, and observe psychological intake sessions for children aged 0 to 3 at a satellite office. During my time at Carleton, my interests within psychology have centered on clinical psychology, psychopathology, and psychiatry, so this internship directly built upon my prior knowledge while providing real-world experiences that reading articles and attending classes cannot recreate.

Although I have previously worked in hospital settings, I had never worked in a psychiatry department specifically, nor had I spent much time working directly with young children. I quickly bonded with the kids in the day hospital and spent my days eating, playing, and attending therapy sessions alongside them. France has a much different theoretical approach to autism and other developmental disorders than the US, and it remains rooted in now-rejected theories by Freud, which proved frustrating at times for me when talking with psychiatry residents and doctors. My theory-related concerns aside, my work with the children, educators, and doctors provided me with a chance to strengthen my abilities in French, broaden my knowledge of childhood psychopathology and how it manifests, and practice crucial interpersonal skills for clinicians in a particular work environment that can



be difficult to access in the United States as an undergraduate student. Moving forward from this internship, I want to continue studying clinical psychology and pursue a Ph.D. in the field after graduating. Working with children this summer has also taught me that I would like to continue serving young people through my profession. I have already reached out to people I know from the Carleton community who specialize in pediatric clinical psychology so I can learn more about the field.

Naturally, I also learned a great deal simply by living and working abroad. As someone born and raised in rural areas of the United States, being in a city in a foreign country was a daunting but rewarding experience. I lived alone in a small apartment near where I worked, navigating a place using my still-recently-developed French language skills. Learning to cook wholesome, healthy meals took some time and practice, and I needed to adjust to living without cell service beyond a small non-smart phone I used for work purposes. Living alone, specifically, provided an opportunity to test my independence and self-reliance while still

This summer abroad turned my usual way of life on its head, and in having to adapt to a radically different routine, community, and language, I discovered strengths that might have otherwise gone unnoticed.

having my Carleton connections as a safety net. This summer abroad turned my usual way of life on its head, and in having to adapt to a radically different routine, community, and language, I discovered strengths that might have otherwise gone unnoticed.

I could not have possibly completed this internship without help from several key sources. Thomas Roman, who works closely with Carleton to help students receive internship placements in Paris, found the position at Pitié-Salpêtrière for me; I greatly appreciate the work he did to discover this internship and routinely check on me to ensure that everything was progressing smoothly. Moreover, I am extremely grateful for the financial support from the Tancredi International Internship Fund. As a student who relies on financial aid to attend Carleton, interning abroad would have been impossible without financial support, and the Tancredi International Internship Fund provided a generous award that allowed me to live, work, and thrive for my two months in Paris. My colleagues in France exceeded any and all expectations I had in terms of welcoming me into the department and their daily lives, and their patience and support during my two months at the hospital were remarkably kind. It feels very cliché to quote Neale Donald Walsch and say that “life begins at the end of your comfort zone,” but this internship placed me outside of my comfort zone in a way that allowed me to more deeply explore my abilities, aspirations, and self-reliance. In knowing myself in these more comprehensive ways, I feel much more prepared for my life after Carleton.





I was grateful to engage in my duties because I knew that it was important work that had to be done, and tangible progress could be seen on a daily basis.

Unité de Réflexion et d'Action des Communautés Africaines Basiliade; Paris, France

This summer I had the privilege to intern at URACA, a public health organization that works to fight against chronic illness in the African migrant communities of Paris. I learnt a lot during my two-month internship about how a small-scale NGO functions, the challenges migrants in Paris face, and about myself with regards to my professional aspirations. I am sincerely thankful for the financial support provided by Tancredi International Internship Fund to allowed me to undertake this important internship opportunity which helped me to gain valuable perspectives that I will benefit from as I move forward professionally.

As an URACA intern, I worked as a general staff assistant. My contribution to the organization consisted of two main roles. For three days of the week, I was charged with technical duties: entering medical files into a database and processing recently collected data from medical screenings. While these tasks were not always the most glamorous, I was grateful to engage in my duties because I knew that it was important work that had to be done, and tangible progress could be seen on a daily basis. I appreciated the importance of hard work within the office environment and I was humbled in understanding that I will need to work my way up the totem pole during my professional career.

On Tuesdays and Wednesdays, I was responsible for organizing weekly community women's and men's meetings for the migrants in the community. My main role was to facilitate cooking meals to feed approximately twenty people, using ingredients from donated groceries that we would receive on the day of the meetings. This challenging for me because I had no prior experience cooking for so many people and because I had to accommodate cultural differences regarding what constitutes a good meal. While it wasn't a conventional task for a Carleton-intern, I am grateful for this experience which forced me to work with several different personality types, while accommodating cultural dynamics, and also being efficient and realistic about available time and resources.

During my internship, I learned several valuable lessons related to the importance of building trust through consistency and humility. As an American working in an office comprised of African immigrants, all of whom had a much deeper understanding of the migrant situation in Paris, I felt like such an outsider at the beginning. Fortunately, I was able to build trust with my new colleagues by demonstrating consistent completion of tasks assigned in an efficient manner, and more importantly by being very polite and expressing gratitude throughout the



process. Part way into my internship I was trusted by the senior staff to handle confidential medical information.

I also learned the importance of social intelligence, and an awareness that different personality types deal with problems and tasks differently. One of my colleagues, whose work I respected greatly, struggled with this. I witnessed several meetings in which she was extremely impolite, rolling her eyes and speaking aggressively to other staff members. Observing this poor behavior and the negative consequences helped me to further appreciate the importance of demonstrating respectful interpersonal behavior in a work place. Having been raised by parents who always stressed the value and importance of the formality, good manners and courteousness that I tried to model at work enabled me to develop effective working relationships, even with my colleague with the bad temper. As cliché as it seems, I was able to reflect on how thankful I am for this aspect of my upbringing that served me so well this summer.

One of my hardest realizations this summer was how bad my French really was despite having always succeeded in my academic university setting. The French language is so much more nuanced in real life than what we learn in the classroom and on day one of my internship my colleagues were already making fun my inability to speak the language smoothly. I worked hard, observing others and conversing, which helped me to improve tremendously over time. I realize that I still have a long way to go to perfect my French; however, I am truly grateful to have been forced to embrace the full French language immersion experience. I am now extra motivated to continue improving my French and hope to engage another immersion opportunity, ideally again in France. I truly fell in love with France this summer!



After having thought for a long time that I wanted to pursue NGO public health work, this summer I discovered that there is a lot of bureaucracy involved in this type of profession. I now realize that I would rather pursue more technical, statistical work instead of management-oriented work. I think in order to be fulfilled professionally, I need to be more engaged in mathematical technical work, either with a public health organization or perhaps a bigger company like the CDC. I am happy that I have come to this conclusion, which doesn't come with any negative sentiments towards the work of public health NGOs. In fact, much of the data that I dealt with during surface-level tasks inspired me into thinking about how helpful and important sound statistical analyses can benefit an organization of that kind.

To conclude, I would like to reiterate my gratitude to Tancredi International Internship Fund for providing me the opportunity to benefit from a very rewarding internship while fully enjoying the experience of

In fact, much of the data that I dealt with during surface-level tasks inspired me into thinking about how helpful and important sound statistical analyses can benefit an organization of that kind.

living in the beautiful city of Paris all summer long! To others who would like to experience a similar internship, I would advise them to keep an open mind and to not be too proud or arrogant about their previous academic achievements. I would encourage them to see everything aspect of the experience as a learning opportunity, while still having the courage to engage and develop meaningful working relationships and to contribute your own ideas with your new colleagues.



Daamir Robinson-Johnson '20

Linguistics



The advice I would give to future interns would be that your internship does not have to be directly related to your major or what you think your career path will be. It is okay to explore and have experiences in other areas.

Lattice; Paris, France

I have taken away a lot from my experience as an intern in Paris. While at my internship I gained valuable research experience and bettered my French-speaking abilities. I chose to do an internship in linguistics because I wanted to gain some research experience that I could use when I am conducting my research for COMPs. I gained a lot of experience working in linguistic databases which will be extremely useful come this winter when I will most likely need to use various databases to find examples and data for my COMPs project.

During my time in France, my capacity to speak French grew tremendously. At the workplace, all communication between me and my coworkers was in French. I think this not only helped with speaking but also with my confidence, which is something I wanted to work on during my stay in Paris. I did learn however that working as a research linguist is not the career path I see myself taking. I think the work they do is interesting but I do not see myself in that position. On the other hand, French is a language that I have grown to love. Although it is extremely challenging and sometimes frustrating, I do see myself continuing to study the language. I hope to use my language abilities in some aspect of my future career. I am not sure what that career I will pursue in the future but I hope to be able to use French. I think the country itself is somewhere I could potentially see myself live. If that were the case I would be able to continue learning and using the language in my profession.

The subject I worked on at my internship was a very interesting topic. It is not something I think the Carleton profs would have taught in class. I was surprised however at how much work it took to maintain a database. There is a lot of computer science that goes into maintaining the database. I have always known that computer science and linguistics go hand and hand but this was the first time I saw that in practice. My supervisor was not a linguist she worked more on the computer science side but was well versed in linguistics as well.

I am extremely grateful for this experience. Being able to live and work in Paris was a dream. I never expected to have an experience like this in my life so I am very grateful. I am also very grateful for my internship allowing me to work there. I had very little experience doing research so it was going to be more of a challenge for them. The advice I would give to future interns would be that your internship does not have to be directly related to your major or what you think your career path will be. It is okay to explore and have experiences in other areas.



I later found out that what seemed like a nonessential part of the job played a critical role in managing the publishing house's daily operations and its future endeavors.

Le Marché de la Poésie; Paris, France

This summer I interned at Le Marché de la Poésie, or the Paris Poetry Market. LeMarché de la Poésie is hosted by Jean-Michel Publishing House, a small publishing house inParis. Each spring, the publishing house hosts a large poetry market to celebrate the works poets from a guest country. This year the Poetry Market featured poets from the Netherlands as well as poets from around the world and I had the great pleasure of listening to these poets discuss what poetry was, its rich history and its influence on both the literary world and our lives during the two weeks of my internship. To these poets, poetry is and has always been more than words written on paper. Poetry is a catalyst to political and intellectual movements; it is a way of being both outside of and interacting with the world around us and often acts as an electrifying force that can render us speechless while being an amplifier for emotions that are otherwise faint whispers wanting to be heard. Although I was only able to interact with/learn from these poets a short amount of time, they were able to simultaneously re-affirme my love for poetry and challenge what I believed it could be.They showed me how limitless poetry is as well as how necessary it is and for that I will always be grateful.

After these first two weeks, I focused more on the logistical side of the business. I spent most of my work days inputting the company's expenses into Google Sheets and at first I did not understand why I was doing, what seemed like, such an inconsequential task. "Anybody can input numbers into a computer. What is the point of all this? Why am I not out in this glorious city networking and discussing life with influential poets?" I often thought to myself. While it was true that anyone could do the job and that networking is an important skill, I had to constantly remind myself that there had to be a reason. I later found out that what seemed like a nonessential part of the job played a critical role in managing the publishing house's daily operations and its future endeavors. I do, however, wish that I had more of an opportunity to network some more with the authors that I met during the first two weeks of my internship or learned a little more about the business itself outside of the company's finances, but I did appreciate the chance to play a role in the company no matter how small it appeared to be initially.

Although the second part of my internship was nowhere near as glamorous as I expected it to be, considering how exciting the start of my internship was, it was an opportunity that was humbling in the best way. It showed me that the glamour and excitement that I had always associated with the literary world was only one aspect of the business. The often tedious work that I did was what allowed material to be distributed, made networking events possible for the poets, and managed how much money the publishing house could afford to spend on travel so that the poets could have a platform to express themselves and inspire others. Without this work their words may have been left unheard and that would have truly been a tragedy.



I took risks and made choices that constantly put me in situations for growth.

Center de Recherche (CRI) sur l'Inflammation; Paris, France

Fear, doubt, anxiety—this just about sums up my emotions as I rode the elevator up to Monsieur Couvineau's lab on the 6th floor of Hôpital Bichat. The galvanizing anticipation that had come with an foreign internship abroad in Paris had quickly turned sour, placing myself in a world of hypotheticals in which everything that could go wrong was most definitely going to go wrong. The fact that I was currently running six minutes late, an anomaly for my generally meticulousness nature, was not helping matters. The elevator stopped and I rushed off and ran down the hallway towards M. Couvineau's office only to find the door closed and locked. I was confused: just a day prior we had confirmed my arrival for 10:00 AM (now 10:07 AM) on Thursday. I eventually mustered up the courage to ask a girl as to his whereabouts to which she replied (in french of course): "oh... he probably won't be in for a while, but your welcome to wait with us in the intern lounge." Sure enough, at 11:37 AM, M. Couvineau strolled into the intern's lounge, greeted me with a smile, and invited me to talk with him about my internship. Now, to you, the reader, this might seem small - a kind, middle-aged man arriving late to work and saying hello to his intern - but to myself, looking back on this day two months later having just finished my internship, this moment was crucial. It very much defined and set the tone for the positive experience that I was about to have at INSERM, the French national biomedical research laboratory. This was for several reasons: it forced me to rapidly adjust to a new culture that came with being in France, I was immediately placed in a position of practicing (and improving) my conversational french skills, and it established a calmer workplace environment that made me comfortable with making mistakes. All three were vital to my growth throughout the course of my internship, mirroring some of my most important takeaways from the experience.

Though my internship took place in a hospital and involved the development of lots of technical, scientific skills, much of my growth during this time also occurred in the form of soft skills such as improvements in my conversational French, knowledge of French culture, respect for the workplace, timeliness, handling managers, and teamwork. This was complemented with the development of technical skills in cellular culture such as DNA transfection, creating a mutated cell line, freezing cells, thawing cells, and performing a passage on a line of cells. Evidently, my time at INSERM was a period of tremendous growth and learning, but it was not always easy! My first few weeks at the lab included a period of built-in naptime for "the American," who they knew would get tired from working all day in a foreign language (they were right, of course). Rather, it took a concerted effort to improve that I exerted each day in both my lab skills and conversations with my co-workers. For myself, each lunch was

One of the greatest lessons I learned from the experience was the ability to navigate new and foreign situations with ease.

not a casual break, but a continuation of my workday where I attempted to practice new phrases and grow my vocabulary. Though I could have taken the easy way out eating lunch alone or deciding not to get that drink after work with my fellow interns, I took risks and made choices that constantly put me in situations for growth. In a way, this marks one of the greatest lessons I learned from the experience, which was the ability to navigate new and foreign situations with ease. After my time in this lab, I have a lot of newfound confidence in myself to both learn things quickly but also interact with unfamiliar personalities and social situations when I am not at my most confident (i.e. operating in my first language). My success in these situations relied on my ability to utilize my listening abilities, learning to recognize both the space I was taking in the conversation, and learning to make that same space for other people. As a result of acquiring these new soft skills, I actually feel I am a much more proficient conversationalist in English! I would never have thought that an internship in a cancer lab in Paris would give me these skills, but they are definitely things that I will take with me!

Though I did grow greatly during my time at INSERM, this was not all a result of my own actions. Indeed, I received generous support from both the Carleton College Career Center and the Tancredi fund for post-OCS internships. Without this funding, my internship experience and tremendous experiences would not of been possible—and I am thus extremely thankful for the existence and generosity of these two funds. In addition, I am also extremely thankful to the constant patience and generosity of my co-workers as I learned cancerology, the French language, and how to navigate French culture simultaneously. It was a long journey, but I feel that I have finally made it—and I could not be happier that I did! Because of this internship, I am now pursuing a minor in French and plan to continue honing my skills so that I can work abroad in STEM fields in the future. My advice for future interns would be to say yes. Say yes to the opportunities that present themselves and always keep an open mind, especially in foreign places and unfamiliar cultures. If my experience has taught my anything, it was that these “yes” experiences are the best way to put oneself in positions of growth, maturing as both a person and student.

Bia Furtado '21

Studio Art and French and Francophone Studies



Working for her was a rewarding experience which allowed me to better understand the different paths artists can take to exhibit their work as well as the processes that they undergo to complete their projects.

Elsa Sahal Artist; Paris, France

My Summer Internship had come to an end a couple of weeks earlier and I was scrolling through my Instagram feed when I chanced upon a post of the Museum of Modern Art. They had featured an image of Tschabalala Self posing next to three of her paintings and one sculpture at the MoMA. These works reminded me so much of those I had seen and interacted with during the two months of my internship, and I was surprised to have never heard of her before. As I read articles about the artist, I realized how I was drawing from my knowledge of other art works I had come to know during my summer internship. The connections I could create between different pieces of art that I knew and the ones I was discovering made me realize how much my internship has allowed me to learn about art and better understand it. Being an intern at Elsa Sahal's studio offered me a wider vision of a world I was only slightly familiar with and allowed me to gain knowledge and experience in so many different areas and levels.

One of the main reasons why I was interested in working with Elsa Sahal was to discover what it means to be an artist and what the work of an artist consists of. I am grateful to say that working for her was a rewarding experience which allowed me to better understand the different paths artists can take to exhibit their work as well as the processes that they undergo to complete their projects. On a superficial level, there are a few paths that can be taken by artists in France (most of them, as does my supervisor, choose to follow all of them): they can have their works exhibited in art galleries, museums and art fairs, they can sell them to private collectors. They can also create public government-funded projects or undertake private ones. For example, a few of the main projects I worked on during the internship period were on the production of new pieces for an exhibit in my supervisor's gallery in Turkey and for the FIAC (Foire Internationale de l'Art Contemporain) one of the biggest international Art fairs in France. We also worked on researching and developing works for a public commission - a high school being built in Saint Gilles Croix de Ville. Working on these different projects allowed me to gain knowledge on the paths that artists can take with their works and it also allowed me to exercise different abilities and develop skills which I believe will be extremely helpful in the future. During my first month, I



was asked to do research on the village of Saint Gilles Croix de Ville. My supervisor wished for me to look for information that would be relevant to better comprehending the physical space in which her project/ sculpture would take place: an understanding essential to developing a relevant artistic proposal. For this, I researched the town's history, analysed the statements made by the architects hired to design the site, studied the town's economy and demographics and studies the other artist projects that existed in the town. With the first attempts, I would feel stuck and unable to advance in the research, forcing me to seek guidance from my supervisor. With time and practice, however, it became easier to know which information was relevant and useful for the purposes of my supervisor's work.



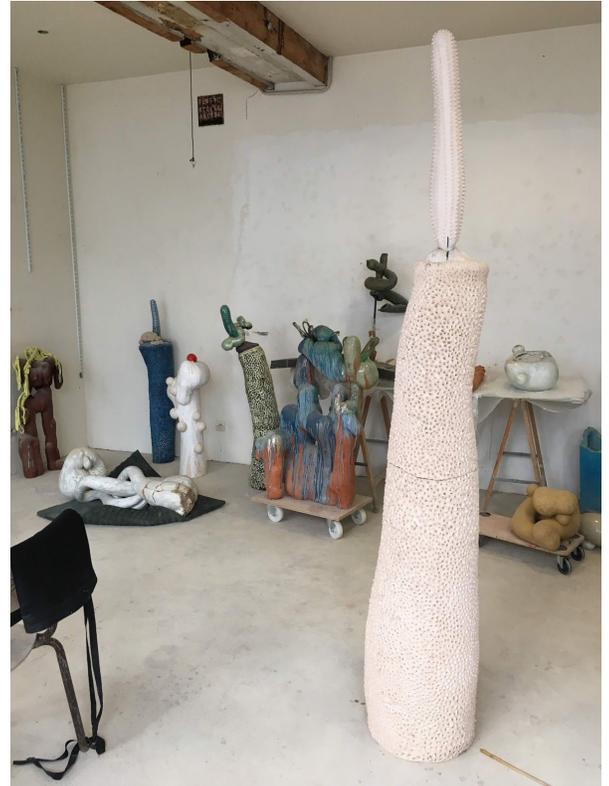
Working with my supervisor on her projects for the Fiac, done in partnership with Gallerie Papillon, helped me learn more about the importance of galleries for the progress of the artist's work as well as the relationships between the artists and the gallerists. I was offered the opportunity to attend exhibit openings, what the French call "vernissages", where I met the featured artists, gallerists, and all the other people that worked to make the vernissage happen, as well as collectors and the audience that came to visit. I talked to interns who were working at the gallery which my supervisor works with and I was able to exchange experiences with them.

Working with a ceramics artist, it was inevitable that I would also learn about clay, its properties and the techniques used to manipulate it. Having never worked with clay before, I thought that, to be able to fully appreciate and immerse myself in art medium, I would have to try and learn more about it outside my internship site. I decided to visit as many ceramic-related exhibits as I could, visit galleries that worked with ceramic artists, and ceramic museums. All this helped me better understand the context and the importance of my supervisor's work and also allowed me to be of greater help when asked to handle the clay. She taught me the basics of working with earth, how to store it, how to mold it. I learned how to build heating tents, how to differentiate types of clays, how to work a kiln and to use underglazes and regular powder glazes. I am sure I will be able to employ some of my newly acquired knowledge not only in my upcoming ceramics class but also in the future of my art practice, in case I decide to continue with earth modeling.

Finally, to return to my surprise at the discovery of having a deeper understanding of art than expected, I can say that one of the most valuable experiences gained from my two months at Elsa Sahal's Studio was precisely this knowledge of art and art history. My supervisor had formerly been a professor at the École de Beaux Arts in France and thanks to her interest and efforts to help me learn more about the lives of different artists and their works, I was able to develop an appreciation for art history and for gallery and museum visits. Many times we would leave the studio during lunch break to sneak a peek at a few galleries in the region of the Marais, occasionally talking to the gallerists and the employees about the works of art being exhibited. We would also visit the museum's special exhibits such as "Le model noir" at the Musée d'Orsay and "Helena Rubenstein" at the Musée d'Art et d'Histoire du Judaïsme. At her recommendation, I visited

I not only gained a sizable amount of knowledge in many different areas concerning the art world but had also fostered a deep curiosity for this subject which I had not had before.

countless other galleries and museum exhibits, amongst them the Picasso and Calder Exhibit in the Musée Picasso, the Kandinsky collection in the Musée Kandinsky and the Atelier Brancusi. I am glad to say that towards the end of my internship I had not only gained a sizeable amount of knowledge in many different areas concerning the art world but had also fostered a deep curiosity for this subject which I had not had before.



WEST FUND INITIATIVE FOR SERVICE INTERNSHIPS IN INTERNATIONAL DEVELOPMENT

To support volunteer service internships in the areas of international community, social, and economic development which may motivate a career in international service.

Isabel Hackett '21

History

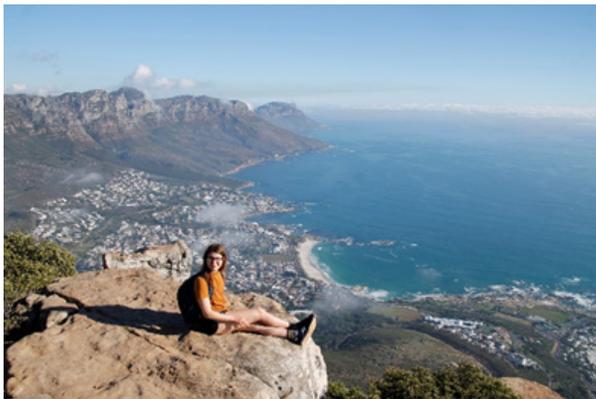


I got intimately involved with the conversations regarding the place of migrants in South African society as I listened to stories from refugees who faced xenophobia and discrimination as foreigners.

Scalabrini Institute for Human Mobility in Africa; Cape Town, South Africa

Upon arriving at the Connect-123 office in Cape Town for Global Edge intern orientation, our coordinator stressed how valuable internships abroad were as they gave us a chance to explore a new workplace environment with the additional consideration of different cultural norms. My first full-time job experience was also be my first experience living abroad since I was a toddler, but I can already see that I was able to gain so much in both practical work skills and personal growth from my internship with the Scalabrini Centre because I was living and working in one of South Africa's capital cities. For example, my knowledge of immigration issues was strengthened by being able to compare current debates in the US with those happening in South Africa, especially since I was interning at an NGO specializing in researching refugees and providing them with a variety of services. I got intimately involved with the conversations regarding the place of migrants in South African society as I listened to stories from refugees who faced xenophobia and discrimination as foreigners. I was also responsible for researching migration policies in Uganda for SIHMA and the role of foreigners in the informal economy for my role in research with a professor at Northern Arizona University.

My experience was made even better by the inclusive work environment that I had the pleasure to be a part of. Because of their welcoming attitudes and unwavering dedication to helping their team of interns get the most out of their time at the Scalabrini Centre, I am most grateful for the great team of people I had the privilege of working with at my internship site. I worked most closely with Father Filippo as we shared the SIHMA office and were always the only two people to inhabit that space, so we had the opportunity to discuss the history and mission of the institute. His willingness to arrange projects that interested me and allowed me to better understand the vast organization that is Scalabrini really improved my



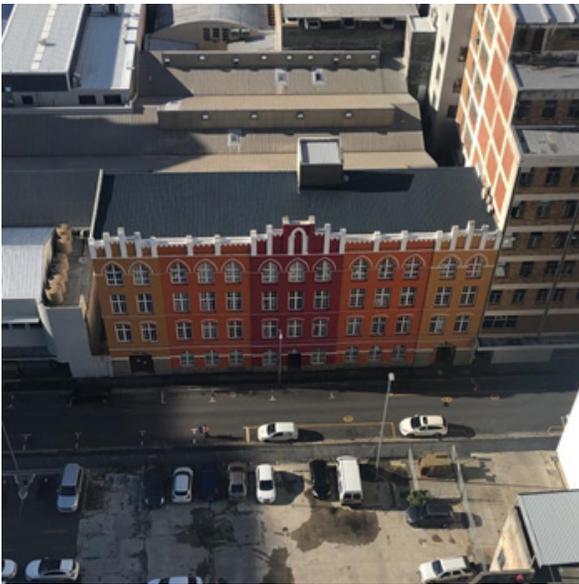
summer internship by personalizing it to my pursuits and doing so in a varied way. Father Filippo frequently let me know about events that were either organized by Scalabrini or related to its mission; other times, he arranged field trips for me to see other related organizations like the Lawrence House, a home for orphaned youth that was located in a different neighborhood of Cape Town. The people I worked with in BASP were similarly friendly and devoted to making my experience with them a good one. Because

there were so many interns with BASP alone (at one point, there were about

My internship reaffirmed my love for research, writing, and inter-cultural interactions, and I am so glad to have been a Global Edge intern.

seven college students working in the computer lab with me), the full-time staff at BASP provided a lot of opportunities to get involved with the students, the course material, and the administrative side of the office, to different degrees depending on our individualized interests. They also made an effort to develop a family atmosphere by arranging events for interns and staff and holding check-in meetings twice during my time with them to hear our questions, concerns, and highlights. Though I rarely interacted with other Scalabrini programs besides SIHMA and BASP, I could always count on kind smiles and a plethora of “hellos” when I wandered through the other parts of the office. The almost weekly farewell parties for the summer’s interns were further proof of Scalabrini’s dedication to making sure that we knew we were valued as workers. Because of this office attitude, I was always excited to go to work, and I know that this environment is something that I will value in future workplaces.

I know that I wouldn’t have had this amazing opportunity without the help of a wide team of support. With the efforts of Professor Thabiti Willis from Carleton’s History Department and Judge Bruce Manning of the Hennepin County Juvenile Courts who both wrote letters of recommendation for my application to the Global Edge program, my application was strengthened immensely. Robyn Casper, formerly our liaison in Connect-123, did a great job finding a perfect internship for me and providing a lot of in-country support that made my adjustment so much easier. My main internship supervisor, Father Filippo Ferarro, always tried to help me make the most out of my experience and frequently looked for opportunities and projects that he thought I might enjoy. Father Filippo also provided me the opportunity to work with Dr. Leah Mundell, for which I am incredibly grateful. Dr. Mundell’s research was so interesting, and I am so glad to have worked with her in South Africa and to be able to remain involved in her research from the US. On the BASP side, I am thankful for Tavia, Yoni, and Savanna (the program’s full-time workers) who were always so friendly and clearly dedicated to the work they were doing in providing refugees an important chance to receive a college education. I would also like to thank Rachel Leatham whose support in the Global Edge application and internship process was invaluable. Without being a Global Edge participant and receiving the extensive funding that comes with this opportunity, I would never have been able to do an unpaid internship, especially one outside of the United States and in a country like South Africa that is so distant. I am so grateful for the Initiative for Service Internships in International Development that is sponsored by Stephen and Phyllis West because they made this great experience possible for me.



Working at the Scalabrini Centre of Cape Town was the perfect way for me to spend the summer as I gained valuable work experience and an international adventure. I was able to explore a potential career path, discovering the ways that it fit with my interests while also learning what parts didn’t fit with my future work expectations. My internship reaffirmed my love for research, writing, and intercultural interactions, and I am so glad to have been a Global Edge intern.

Fletcher Metz '20

Biology



This internship was my first opportunity to work as a full-time researcher, so I gained a lot of valuable insights into what my future may hold as a researcher.

Instituto de efectividad clínica y sanitaria; Buenos Aires, Argentina

This summer, I interned at Instituto de efectividad clínica y sanitaria in Buenos Aires, Argentina through Carleton's Global Edge. I would like to start this essay by thanking the Carleton Career Center, Global Edge and those who fund it, as well as Connect123 for making this incredible opportunity possible. The support of all of those people, and especially those who fund Global Edge allowed me to have a truly horizon expanding and worldview altering experience.

Instituto de efectividad clínica y sanitaria (or IECS) is a public health research organization that is affiliated with the University of Buenos Aires but acts independently. While interning there, I worked on a literature review of calcium fortification regulations across the world. This task was part of a larger project that aims to fortify staple grains and tap water with calcium in countries that lack sufficient daily dietary calcium intake. Calcium fortification could bring these countries up to the recommended calcium intake levels, which would lead to a variety of health benefits, especially for pregnant women, the elderly, and children. This internship was my first opportunity to work as a full-time researcher, so I gained a lot of valuable insights into what my future may hold as a researcher. IECS is primarily focused on bibliographic research rather than laboratory-based research, so I became especially attuned to the nuances of that type of work. Although it was very useful for me to get experience doing bibliographic research as that is a necessary skill for someone who wants to become a biology professor, I would have liked to do some hands-on laboratory research as well.

Outside of the skills I gained in terms of planning, organizing, and



conducting the bibliographic research necessary for the project I worked on, I might also gain a more tangible benefit from the project. There seems to be a decent chance that the review I wrote may get published. That would be a great boon to my upcoming grad school applications as I would be the lead author of the paper.

Aside from my research experience at IECS, I also had the opportunity to live in a new culture for the first time in my life, which I think was even more valuable. Having only ever lived in small Midwestern towns, there was a little bit of culture shock when I first arrived in a city bigger than Chicago and smack in the

Being immersed in the language at work and whenever I was outside of our apartment gave me know choice but to think and solve problems in Spanish.

middle of South America. However, after a week or so I had adjusted and was starting to enjoy life there. It was also my first time having to speak in another language in order to communicate with most people. This was a bit difficult at first as well since I had not taken a Spanish class in roughly a year and even so, the dialect of Spanish spoken in Argentina is fairly different from what I learned at Carleton. Being immersed in the language at work and whenever I was outside of our apartment gave me know choice but to think and solve problems in Spanish. This helped me to improve my Spanish immensely and to become a more flexible thinker by learning to recognize words by their context and to skirt around words I did not know the right word for when I was speaking. I believe these cultural and linguistic differences were great for helping me grow intellectually and have a fuller understanding of the world as a whole. I learned about their work standards and habits (which is quite a bit more relaxed than the work culture in the US). I also got a taste of the Argentinian day to day life through conversations with my coworkers and just living in the country. In that way I experienced how they eat, what they do for fun, how they greet one another, and basically all the other aspects of the culture. Truly being immersed in their culture allowed me to act as a sponge and just absorb this information and these customs in a deeper and more lasting way than I ever could have learned about them in a classroom.

Probably my favorite part of my internship experience was the opportunities it afforded me to travel around the country on weekends and see new sites. Outside of Buenos Aires, I traveled to El Tigre, Mendoza, and Iguazu Falls. El Tigre is a huge river delta just outside of the city that has a thriving flea market and nice little boat tours. Mendoza is Argentina's wine country and is nestled in the Andes. I learned a lot about wine and olive oil making and also got a chance to spend a day hiking in the mountains. On the last weekend of the trip, our entire Global Edge group traveled to Iguazu Falls, which is a system of waterfalls that comprise one of the seven wonders



of the world. That trip was the highlight of my summer since I got to bond with a great group of people and saw probably the most breathtaking sights I have seen in my entire life. I'll attach a few pictures of Mendoza and Iguazu at the bottom of the essay.

As a whole, my internship experience at IECS was incredibly valuable for both my career and personal growth. It allowed me to progress as a researcher, a Spanish speaker, and a global citizen. This

combination made for an unforgettable and unmatched experience, so here's one last huge thank you to everyone who made it possible!

WOODSIDE CURRENT AND ENDOWED INTERNSHIP FUND

To help prepare Carleton students for life after Carleton.

Eli Arbogast '22

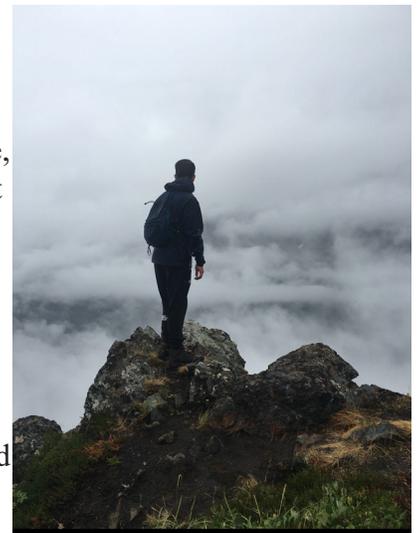
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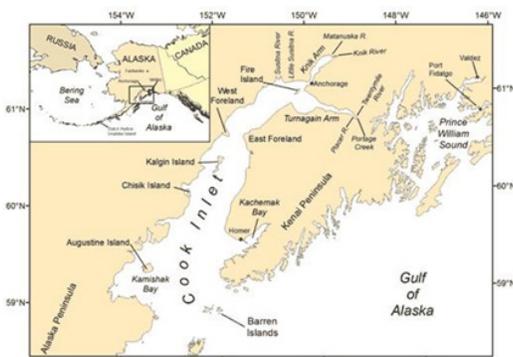
Overall, I found that Alaskan people had a great sense of pride in their state, it's resources and it's beauty.

Cook Inletkeeper; Homer, AL

This summer I lived and worked in Homer, Alaska. I worked as an intern for Cook Inletkeeper, an environmental organization that protects the waters of the Cook Inlet Watershed. Alaska is home to biodiversity, both on land and in its many rivers and ocean inlets. The wild forests of Alaska are home to bears, moose, elk, wild cats and more. Alaskan waters are home to salmon, whales, and sea otters just to name a few of the many sea creatures that are critical to Alaska's environment and economy. Salmon and halibut fishing is a way of life for many small-scale fisherpeople in Alaska, as the state has the only real remaining wild salmon runs left in the world. These runs are also especially important to Alaskan Natives, who have used salmon as a food source for thousands of years and continue to do so today. Overall, I found that Alaskan people had a great sense of pride in their state, it's resources and it's beauty. I also found that many Alaskans support efforts to maintain this pride by keeping wilderness wild and protecting critical species from harm. Throughout the summer I learned not just about Alaskan environmental protection, but also general lessons on how environmental organizations work, and what a job in the field can look like. Immediately upon arriving in Alaska, I was welcomed by the other interns who were in Homer for the summer. I am very grateful to have had a positive living situation throughout the summer, where I felt comfortable to live, work and explore Alaska. I had been in Homer for only two days or so, but I was still invited to my first hike across the bay that my roommates had organized. I am happy to say that these trips took up most of my weekends while I was there.



My work with Cook InletKeeper varied significantly. I served as a general intern while I was there, which meant that I did anything and everything that was needed. I enjoyed this for the most part because it meant that overall I got to see a variety of different kinds of work in the organization, depending on what I was doing and who I was working for. One of my major goals going into the summer was to explore different possible careers in environmental work, and I think this was accomplished. At Cook Inletkeeper, there were slightly more obvious roles like "Organizer", "Science Director", etc, but also a full-time graphic designer who worked on all Cook Inlet media, as well as a lawyer who studied complex legal operations of ongoing



I experienced personal growth in many different areas this summer, but I think that coming to Alaska already being able to be flexible was hugely important to my success.

environmental lawsuits. Part of me was hoping that this summer might narrow down my career interests, but it may have actually done the opposite. However, I don't see this as a problem given that I go to Carleton. I will very likely declare a science major this winter, but even within a potential major like biology, geology, etc, I have a lot of opportunities to connect my studies to the environment both at Carleton and in the future.

My two biggest endeavors during my internship were working at "Salmon Fest" - a three-day music festival for salmon advocacy, and organizing "Wild Salmon Day." Salmon Fest was a 5-day process of setting up, maintaining, and taking down a functioning small city, with booths for advocacy groups such as Cook Inletkeeper, multiple stages for artists, and waste stations with an emphasis on recycling and composting. As an intern I did anything that was needed, which meant managing our booth, filling in for volunteers to run our waste stations, etc. It was an incredibly tiring weekend, but I'm very glad that I did it. The effort required constant communication with our entire team and was overall a team effort. I felt much closer to all of the Inletkeeper staff by the time we had all successfully wrapped up the festival. Wild Salmon Day was August 10th, and on that day five different Homer restaurants featured a wild salmon special, where proceeds went to helping protect salmon. I was in charge of making this happen, which meant I spent several weeks meeting with dozens of local restaurants, preparing informational material and making sure donations ended up in the right place. I ended up personally raising around 800 dollars for wild salmon, but I also helped lay the foundation for repeating this in the coming years and expanding on it. Going through with this project taught me about the complexity of organizing, and how the best strategies for organizing come from understanding the different stakeholders which in this case were restaurant owners, chefs, and several nonprofit food directors.



To students pursuing internships in the future, I would say be willing to be flexible. I experienced personal growth in many different areas this summer, but I think that coming to Alaska already being able to be flexible was hugely important to my success. Some days you might not have anything specifically assigned to you. It's therefore so important to be proactive and reach out to anyone in your office that might need help. I think that doing this also meant that I got to do a variety of different interesting things, from learning about the history of Native Alaskans to working at a music festival to being part of public meetings and more. Be open to anything and you'll experience a full range of what your internship site and city have to offer.

Overall I had a great summer in Alaska. It was a time to learn about environmental work, form connections with environmental leaders and peers, and explore the wilderness of the beautiful state. I would like to thank Sam and Meg Woodside, and the helpful staff at the Carleton Career Center for making my education and life in Alaska this summer possible.

Jacob Bransky '20

Geology



As a hydrology intern for the Forest Service, I learned that I really like solving problems related to water quality and would like to pursue a career in this field in the future.

United States Forest Service; Routt National Forest, CO

This summer, I interned for the United States Forest service in Routt National Forest in Colorado. I worked in the hydrology department helping the hydrologists with their management of the watersheds on the National Forest. This internship taught me a lot of really useful skills as well as helped to apply and expand what I had learned at Carleton.

The most noticeable strengthening of a skill for me happened with my writing. My internship involved collecting data and documenting conditions of watersheds most days but then there were some days where I would come into the office and write up reports on what we observed. The improvement in my writing for these reports greatly increased throughout the summer as I got more experience writing to explain and describe what I saw in the field. I also developed my ability to lead and communicate in a team. There were some jobs where I was made a site expert and was tasked with deciding the most efficient way to complete the watershed analysis of an area. At first it was uncomfortable deciding what other people did and telling them where to go but I gained confidence in my abilities as the summer went on. Another skill I strengthened was verbal communication of ideas and observations. Many times, I had to report to someone on my findings verbally and I would have to remember what I had observed and think of ways to explain them and decide what were important details to repeat.

As a hydrology intern for the Forest Service, I learned that I really like solving problems related to water quality and would like to pursue a career in this field in the future. I enjoyed using creative methods to solve problems and

also having to weigh human and environmental costs of each decision. One of the things I really enjoyed about this job was the friendships I developed with my coworkers. This really emphasized the importance of a positive work environment where

people get along with one another and how much more fun a job can be if this is the case.

As well as learning about myself and my preferences, I also liked



My favorite experience was electrofishing to create healthy habitat for Cutthroat Trout.

learning new procedures and how to use specific technologies to test watershed health. I learned many useful skills like water sampling, vegetation sampling and water rights laws. My favorite experience was electrofishing to create healthy habitat for Cutthroat Trout. We were removing Brook Trout from the stream and it was really neat to see just how many fish there were and try to catch them.

In closing, I am grateful for the generosity of the Sam'75 and Meg Woodside Fund for Career Exploration for providing me with the opportunity to do this internship. I would also like to thank the Carleton Career Center for their help throughout the internship process and Liz Schnackenberg and the US Forest Service for giving me this opportunity for the summer. I would recommend an experience like this to other Carleton students and encourage them to take advantage of any opportunities internship hosts and others at your internship site provide.



Alexis Chan '21

Chemistry



While shadowing, I got to see how doctors interact with their patients and deliver not so great news. Being a doctor was almost completely opposite of being a researcher.

MD Anderson Cancer Center; Houston, TX

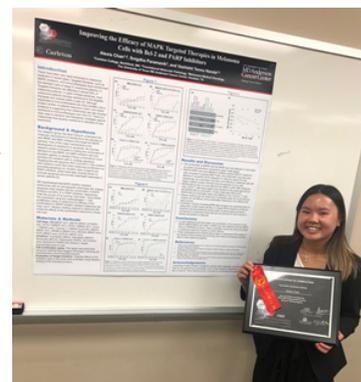
This summer I was able to work with an amazing mentor and lab group at MD Anderson because of the funding granted to me from Sam '75 and Meg Woodside Fund for Career Exploration. Through my experience working at MD Anderson, I was able to learn a lot about the scientific research process, patient care, cancer treatments, and myself.

The biggest three things I was able to learn this summer was 1) what a career in research looks like at a big institution, 2) the daily life of a doctor and 3) how to present myself to professionals during day-to-day interactions and presentations. During the summer, I had the chance to be a researcher, meaning I was able to create my own experiments and make my own schedule. Having the freedom to control what I did on a daily basis allowed me to learn how to manage my time better and know when I've done enough or too little. The flexibility was nice; however, I never knew when to stop. Especially at MD Anderson, where deadlines are everything, I never knew when I should stop what I was doing and continue it the next day.

On the other hand, doctors have a very strict schedule; a concrete start and end to their day, for the most part. While shadowing, I got to see how doctors interact with their patients and deliver not so great news. Being a doctor was almost completely opposite of being a researcher; more social interaction, compact daily routines and a 9-5 work schedule. I realized that this lifestyle fit what I see myself doing in the future more. With research, I never knew when to stop and constantly found myself, especially towards the end, working on the weekends and 12 hour days with almost no break in between. This was the biggest insight I took away from this summer experience.

Finally, I learned a lot about how to interact with other in a professional setting. Over the summer, I was able to attend multiple lab meetings, journal clubs and one-on-one meeting with my PI. Coming from Carleton, where we address most of our professors by their first name, the environment at MD Anderson was vastly different. Almost everyone I spoke to on a daily basis had a title and it was rare to greet someone by their first name. I was able to build on how I came across professionally, and at the end of my program, I was able to present my research findings to postdocs, my mentor and PI.

I was surprised by how time intensive everything in lab was; everyday had to be planned out correctly to make the most out of it. Coming into the summer, I thought the experiments would run smoothly, without a hitch; which I quickly learned wasn't the case. I was constantly challenged



I was constantly challenged and had to adapt to the ever-changing situation. This being said, I am grateful for the constant support I got from both my mentor and research assistant.

and had to adapt to the ever-changing situation. This being said, I am grateful for the constant support I got from both my mentor and research assistant. Throughout my experience, I never felt uncomfortable talking to them about a procedure, hypothesis or just life in general. Without this support, I do not think I could have done the amount I did in such a short time.

If I were to do this experience again I would have tried to learn more about the project before hand and come ready with questions to get on the ground running. I felt as if I did not get a lot of stuff done in the first few weeks of my internship and could have made a lot more progress if I had. It's hard to get settled into a lab super quickly, but if I had done the readings ahead of time, it could have made things go faster. Overall, enjoy getting to learn new techniques and appreciate all the help you are getting along the way!



Brevin Clark '21

Biology



I was pleasantly surprised with my ability to keep my workload up without the constant direction that school had always provided.

Monarch Joint Venture; Minneapolis, MN

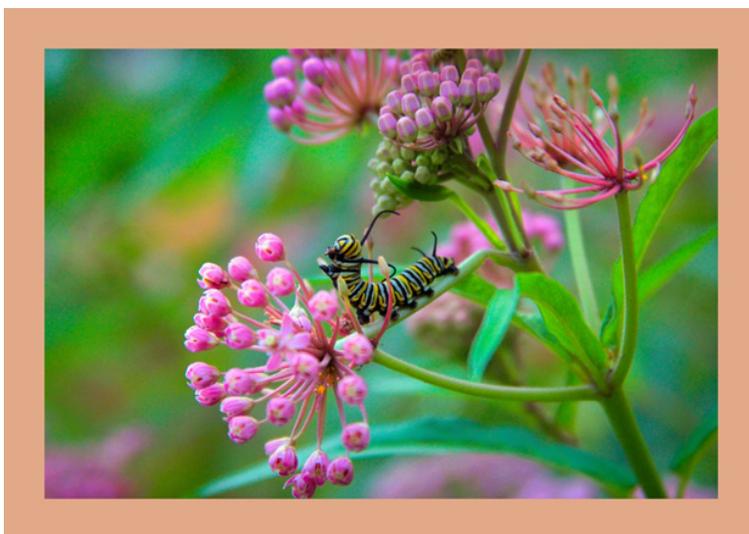
A small office doing big things. This summer I worked in Minnesota with a nonprofit conservation group, Monarch Joint Venture. The Monarch Joint Venture, or MJV, started as an attachment of the University of Minnesota and transitioned to a nonprofit in 2019. By partnering with citizen-scientists and various like-minded groups across the nation, MJV hopes to one day create a self-sustaining population. By working alongside MJV and those in the community, I've grown as a student and as a person.

Coming out of my sophomore year, I'd rarely explored beyond the guided environment of the classroom. Things quickly changed as I started my 10-week internship. I'd previously worked with MJV over a few weeks for a winter externship, so they trusted me to jump right into things and make the most of my 10 weeks. As a nonprofit, things change on a day to day basis and individuals cover a large range of tasks, which proved true for my experience. I'd pick up and juggle several long-term tasks all while staying on top of daily work. I was pleasantly surprised with my ability to keep my workload up without the constant direction that school had always provided. I even suggested and led a new project to help citizen scientists find the program most fitted for them. This self-direction is something that will definitely benefit me in my future jobs and classes.

Although self-direction was a big part of my job, teamwork was integral as well. Both in the office and in the field, we worked alongside each other and coordinated to be as efficient possible. The skill of teamwork is something that I had already gotten good experience with, but not in an environment as professional as this. Expanding the range of teamwork for me was a big thing, as I was worried it may not transfer fully. A big part of this happening was thanks to my coworkers for treating me as an equal in the office, rather than a temporary intern.

They each invested their time in me and made sure I would succeed, and I am very thankful for that.

Working with Monarch Joint Venture allowed for me to get a glimpse of a full-time professional job as well. Small things like rush hour and the days that you just don't feel your best hit me harder than I'd anticipated. It was the meaningfulness of the work and the passionate people that I saw day in and out that truly kept me motivated. Because of this experience I'm now consistent even on the tough days and



helped me see the importance of doing something that is important and fulfilling to you.

It was the meaningfulness of the work and the passionate people that I saw day in and out that truly kept me motivated.

I'm ever grateful for this experience and all of the things that came with it. Moving forward I aim to stay in the field of biology, but likely working to improve health of people instead through medicine. My interest in ecology most definitely remains high but I will be exploring deeper into the health field. For future students in internships, I highly recommend doing something that you may be interested in, like I had done, so you can go make educated decisions about your career with no regrets.

There are many people who helped make this summer incredible and full of personal growth. I'd like to thank everyone at the Career Center for directing me towards funding and encouraging healthy reflection. I'd also like to thank my supervisor, Kyle Kasten, and everyone else at MJV for welcoming me to their organization and all the support they provided along the way.



Allison Corlett '21

Psychology



I am so grateful that I was able to use topics that I had been learning about in my psychology classes at Carleton and apply them elsewhere, while continuing to challenge myself and my knowledge through learning new lab and surgical techniques.

Reed College Department of Psychology; Portland, OR

This summer, I was a research assistant in a behavioral neuroscience lab at Reed College under the supervision of Professor Paul Currie. The lab primarily analyzes topics related to behavioral neuroendocrinology, or the study of hormones and neuroendocrine systems on behavior. One of our main experiments conducted this summer investigated the effects of ghrelin, a gastric peptide, on metabolic, limbic, and reward signaling when directly injected into key regions of the hypothalamus. This experiment was conducted on an animal model, and has implications in understanding and potentially treating alcohol abuse disorder. Another experiment I had an opportunity to participate in studied the signaling of GLP-1, an anorexigenic glucagon-like peptide, and Ex-4, a GLP-1 analogue, and their respective effects on metabolic function in an animal model. Additionally, I had the opportunity to help develop protocols for operant conditioning, which is a method of learning for animal models and lacks published guidelines.

Prior to this summer, I had very limited research experience in the field of psychology and neuroscience. I was first introduced to neuroscience in a behavioral neuroendocrinology class at Carleton, where I was fascinated by the way biology and psychology were combined. I later took a behavioral neuroscience class and lab where I was introduced to many basic research methods and protocols, and was intrigued by how little research has been conducted and how little understanding we have of the brain. With a brief overview of many skills and very little knowledge on many topics, I truly hit the ground running and jumped into the world of neuroscience research and working with live animal models, which in this case was rats. I went from my first day of learning how to hold a rat, to building on my previous knowledge of how to conduct stereotaxic surgeries on rat brains in a matter of days, and it was only a matter of weeks before I was completing these surgeries independently with minimal supervision and positive success. I am so grateful that I was able to use topics that I had been learning about in my psychology classes at Carleton and apply them elsewhere, while continuing



to challenge myself and my knowledge through learning new lab and surgical techniques. During this experience, I had many personal qualms about the ethics of using live animal models for research (all experiments were approved by the animal ethics committee at Reed). I quickly learned that these animal models had the greatest potential to mimic the responses of humans and were essential for our research on alcohol abuse; every day I made my greatest effort in treating the animals with respect and care, and acknowledged daily how grateful I was that the animals I was working with will have a positive contribution to our

I learned that neuroscience has a great deal of published papers that contradict one another, and it was very beneficial to learn how to appropriately acknowledge other research when conducting experiments and writing papers.

understanding of the human brain and potential future treatments.

Some of the most important skills I developed from this experiment included gaining a deeper breadth of understanding of laboratory skills including stereotaxic surgery, handling animal models, different forms of injections, conducting histologies of the brain, learning how to use both injectable and gas anesthetics for surgery, operant conditioning, among many other skills. I had a very basic understanding of these skills prior to this experience, and I gained a great deal of confidence in my skills and ability to conduct research. I also strengthened my critical thinking skills, especially related to analyzing other published scientific papers and protocols. I can now ask more critical and targeted questions and examine publications through a scientific lens. I learned that neuroscience has a great deal of published papers that contradict one another, and it was very beneficial to learn how to appropriately acknowledge other research when conducting experiments and writing papers. I think my biology and psychology classes at Carleton have helped me to develop critical thinking skills in this regard, and it was really exciting to apply my knowledge from a breadth of coursework to research I was conducting. Additionally, I believe that I strengthened my ability to work and thrive in both individual and group environments, along with being confident in myself and my ability to attempt new protocols and skills. A great deal of my work was done in groups, however most of our group work relied on the success of individual work. I think being confident in my knowledge and abilities allowed me to flourish in both circumstances. I would advise other students to pursue research opportunities in their respective fields of study, even if they are interested in a different element of their field or it is outside their comfort zone. I think my research opportunity has provided me with a different level of appreciation for how psychology and neuroscience have developed, and it was a very essential experience to develop a stronger appreciation of psychology and our progress in understanding the human brain, regardless of what I choose to pursue.



I am very appreciative that my first research experience in the field of neuroscience was so successful, and that I was always allowed to voice my ideas and opinions. This experience has encouraged me to consider the field of neuroscience, but also strengthened my desire to pursue clinical psychology since research plays such a large role in treatment methods. Although I entered this summer with surface-level knowledge of neuroscience, I am very grateful that I took the chance to gain a better understanding of how and why we have our current knowledge of the human brain. I am very excited to continue learning more about neuroscience and research methods in my coursework and the neuroscience lab I am a research assistant for at Carleton. I would like to thank Paul Currie, our student lab supervisor, and the psychology department at Reed College for being welcoming and teaching me so many new skills. I would also like to

thank professors in the psychology department at Carleton for supporting me and encouraging me to pursue research opportunities, along with the Woodside Fund for Career Exploration for making this essential research experience possible.

Maddie Bryant '21

English



When I began to understand the legal aspects and intellectual challenges of the process of securing a planned gift, my interest grew substantially.

Handel + Haydn Society; Boston, MA

My donor research and development internship at Boston's Handel and Haydn Society exceeded my expectations in how much I was able to learn in just three months. I was given increased responsibilities, the freedom to make mistakes and ask questions, and enthusiastic support from my superiors. Because Handel + Haydn has their own internship learning curriculum in place, I ultimately blended my Carleton learning plan with the Handel + Haydn learning plan I created when I arrived. Knowing that Handel + Haydn was invested in helping me create and execute my goals encouraged me to advocate for my success in accomplishing these goals. I entered the internship open-minded about any potential assignment I would be given and I was prepared to treat my learning plan as a flexible source of guidance. This attitude about flexibility paid great dividends because it led me to planned giving, the part of development that I discovered I was most interested in. Planned giving is the area of development that includes gifts from trusts and estates, donor advised funds, charitable gift annuities, life insurance policies, and other giving vehicles that involve a gift being arranged in the present for future allocation. Before this internship, the idea of encouraging an individual to put an organization in their estate plans made me uncomfortable because it made me feel as though I were crossing family boundaries. Because of this, I was not at all interested in planned giving and instead initially expressed more interest in institutional giving. Persuading big corporations to donate their money to important causes seemed like the most worthwhile part of development, so discovering that institutional giving was not my primary interest was surprising. When I began to understand the legal aspects and intellectual challenges of the process of securing a planned gift, my interest grew substantially. The planned giving officer I was assisting was passionate about her work and was eager to teach me, which made me all the more enthusiastic about my projects. I was genuinely excited about producing accurate and exceptional work because I wanted to demonstrate my potential and authentic interest.

My individual summer-long project involved conducting research on how to best cultivate and market a branded monthly giving program to younger audiences on social media. This project provided me with the opportunity to work in a space between marketing and development. The research, which culminated in the form of a proposal, which I presented at a development department meeting in early September, forced me to apply my ability to synthesize a vast number of sources and articulate them in a professional setting. Moreover, it forced me to present my own interpretations in front of a team of experts who may or may not have agreed with the tactics I was suggesting. From my coursework in creative writing, I was aware that sharing your own creativity forces you to be vulnerable, but forging through this in a professional only made me more comfortable

If there is something you want to learn but are not being offered the direct opportunity to learn it, I think that if you are excelling in what you are already being given, you can show your enthusiasm and potential by taking the initiative to learn an additional area of the organization.

with this vulnerability. Because I was also given the opportunity to share my opinions at other department meetings, I felt like my opinions were valued and that the research I presented would be taken seriously as Handel + Haydn moves forward in developing their own branded monthly giving program.

The other projects I was assigned involved data entry and maintenance in the Tessitura database. These projects allowed me to learn about event planning, donor cultivation, and the appropriate etiquette for soliciting donations. The 'hard' skills I gained during this internship are transferable to not just the non-profit world, but also in the sales/marketing area of business. Any business--whether it be a company, college, or organization--must persuade another party to invest in something or someone. This is a universal dynamic, and I feel that after this internship, I am significantly more confident in navigating this dynamic in the for profit world of sales/marketing.

If I were to give advice to a student preparing for an internship, it would be to take initiative and responsibly for what you want to take away from the internship. As an intern, you are expected to contribute a certain set of skills to the organization, but the organization has selected you because they believe you were a great fit to learn in their environment. If there is something you want to learn but are not being offered the direct opportunity to learn it, I think that if you are excelling in what you are already being given, you can show your enthusiasm and potential by taking the initiative to learn an additional area of the organization. For example, I was really interested in social media analytics so I reached out to the appropriate people in the marketing department and they enthusiastically invited me to make a one-hour appointment in their google calendar to chat about their work. A second piece of advice I would give is to prepare in advance for informational interviews or luncheons with outside professionals your internship host may set up for you. Come up with interesting questions and try and establish a connection with the guest speaker. Then, add them on LinkedIn within 1-2 days of the meeting. Internships are such a fantastic opportunity to network and increase your chances for getting yourself in front of the right people at the right time, and if the organization that has already chosen you is one that the guest speaker respects, chances are that the guest speaker will take you seriously.

I would like to thank the Woodside Fund for Career explanation immensely for helping to make my summer internship at Boston's Handel + Haydn Society possible. The opportunity to translate the academic skills Carleton has taught me into a professional setting is a critical component in becoming a successful

professional after Carleton. I am certain that when I graduate and secure a paid job, I will be most grateful for the ways in which Carleton has supported me in the classroom and in the professional world.



Rachel Freeman-Cook '20

Sociology and Anthropology



I learned so much about myself and my work preferences, along with the invaluable knowledge that I gained about reproductive justice, criminal justice, and the intricacies of operating a non-profit.

Minnesota Prison Doula Project; Minneapolis, MN

This summer, I had the pleasure of interning with the Minnesota Prison Doula Project (MNPDP), a program of the Ostara Initiative that provides reproductive care, advocacy, support, and education opportunities for incarcerated parents all over Minnesota. This has been a dream of mine for a few years now, and I feel so incredibly lucky for the opportunity to work with the amazing people that I was able to meet this summer. Over the three months that I spent working with the MNPDP, I learned so much about myself and my work preferences, along with the invaluable knowledge that I gained about reproductive justice, criminal justice, and the intricacies of operating a non-profit.

In terms of the work skills that I strengthened, I believe that I really honed my ability to work independently. Because I was working remotely, I didn't have an office to go to every morning, or daily in-person check-ins with my supervisors. Aside from occasional meetings and conferences, I was on my own for a lot of the summer! Originally, this set-up was difficult for me, and though it presented its challenges, I am grateful for the opportunity to learn about how I work alone. Something I recognized early on was the necessity of open communication. Even though I was working alone most days, I was collaborating with doulas, grant-writers, and researchers all across the United States on various projects and assignments, and I'm grateful that I felt extremely comfortable reaching out for help when I needed it. Texting with my boss was not something that I was really used to before this summer, but I came to really appreciate the quick text message check-ins and mid-day encouragements clad with smiley emoticons. I was able to build lasting relationships with people working in this field all over the country from the comfort of my kitchen table, which I really appreciated throughout the summer.

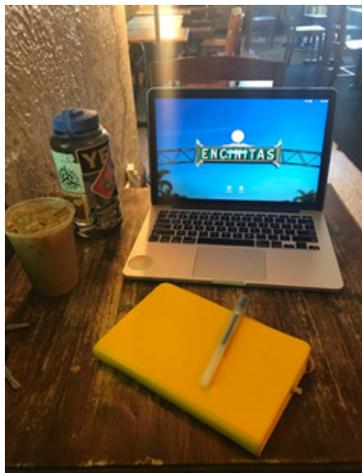
I also learned that I'm able to work alone while still being productive and maintaining my sanity. I am notoriously terrible at being alone. I don't like to study alone, eat alone, or even be alone in my dorm room for very long. Specifically, I have a hard time staying focused on work when I don't have people around to keep me accountable. The prospect of working alone this summer really frightened me at first, and it certainly took some getting used to, but I was able to develop a routine that ended up working well for me. For me, a classic extrovert, this



The second key to my success was making sure that I was able to spend quality time with my loved ones after work.

required some key tricks: moving around a lot and making time to see friends/family after work. I was sure to work in a new space every day, sometimes working at home in the mornings, then at coffee shops in the afternoons. I really enjoyed getting to know the areas of the cities a bit better (stay tuned for a ranking of the best oat milk lattes in the MSP area on my poster!), and even though I was surrounded by strangers, I felt so much better, and more productive being out of the house. To the left is a photo of my setup one morning at Border Town Coffee in Dinkytown, Minneapolis. I never left the house without my laptop, journal, and water bottle! Even though I didn't have supervisors checking in on me in person, I knew that there were people counting on me to do the work I was assigned, which included writing grant applications to pay peoples' salaries and fund our work in the prisons and jails, so I didn't have much of a problem staying motivated, even while alone. My ability to stay productive while alone surprised me, and I am proud of the work I got done this summer.

The second key to my success was making sure that I was able to spend quality time with my loved ones after work. I was so lucky to be able to live with my aunt and uncle (and two little cousins, pictured to the right) in New Brighton this summer, and I absolutely loved being able to have dinners with them, spend weekends with them, and feel connected to family after working alone all day. I was also incredibly lucky to have a few good friends living in MN as well this summer, and I got so much joy from being able to see them after work and on weekends. Knowing that I could see my loved ones after work, during lunch, and on weekends really improved my mood throughout the summer and made me feel at home while I was in a relatively new place.



I was able to go climbing, see concerts, and go out to new restaurants with my friends and family this summer, and I felt so surrounding by love and support, even while spending work-days mostly alone. I'm extremely grateful to Sam and Meg Woodside, as well as to the Carleton Career Center, as this funding allowed me to participate in these activities even while working as an unpaid intern.

I am so thankful for the experience I was able to have this summer, and I'm looking forward to continuing my relationship with the MNPDP in the future. I'll be coming back to volunteer with them during Winter Break 2019, and I've already been talking with my supervisor about job opportunities for after graduation.

If any future interns are reading this, here's my best advice:

- 1) Make sure you find something that makes you happy in the area you're in and make time to do it! Even if you're tired!!
- 2) Ask questions, ask questions, ask questions! It's better to feel silly for asking an easy question than to make a mistake you could have avoided.

Sasha Kyrysyuk '20

Biology



Working at the leading cancer research centers in a cutting-edge lab allowed me to strengthen a lot of skills, both interpersonal and lab-based.

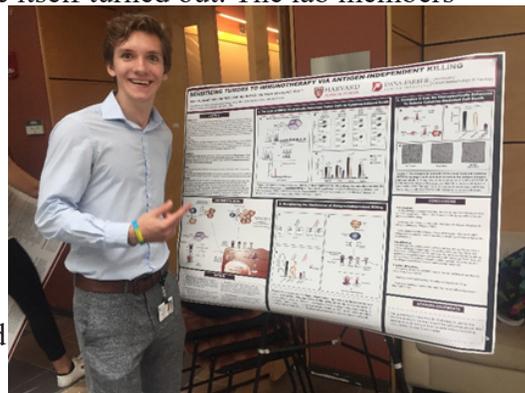
Dana-Farber Cancer Institute; Boston, MA

Immunotherapy has revolutionized cancer care in the past two decades, especially evolving cancer therapeutics in the past 10 years. The idea of re-writing our own immune system to eliminate even the most complex cancers is breathtaking, earning the Nobel Prize in Physiology and Medicine last year. Carleton's class of Immunology has sparked my interest in the fascinating field of immunotherapy, leading me to work at the MD Anderson Cancer Center two years ago. Even though immunotherapy is an incredible addition to the anti-cancers arsenal, I was puzzled why not all the patients benefit from this invention. This led me to work at the Dana-Farber Cancer Institute over this summer, only made possible because of the Career Center's funding.

Working at the leading cancer research centers in a cutting-edge lab allowed me to strengthen a lot of skills, both interpersonal and lab-based. Firstly, I've learned the laboratory techniques that we have read in the upper-level biology classes and I only could have dreamt about before. I was lucky and am deeply thankful for my mentor's faith in me, which allowed me to experiment, make mistakes, and learn the most modern biology techniques that are going to be crucial for my future. Besides the wet lab experience, I deepened my exposure to a highly collaborative laboratory environment. The lab I was working in was much bigger than the ones I have previously. Interacting with much more experienced scientists and observing the working dynamic between them helped me learn about the professional world of academic research.

I am incredibly grateful for the opportunity to conduct research at Dana-Farber and how the experience itself turned out. The lab members were respectful, patient, and eager to share their experience with me. However, the most incredible lab member was my direct mentor, Dr. Dang Pan. He was patient, incredibly intelligent, and ready to let me make my own mistakes and learn from them. We understood each other really well and developed a really good working dynamic. I am really grateful for Dr. Pan giving me the opportunity to develop my own projects and guide me with his advice when I needed them. He supported my ideas before the PI of the lab and gave me the full credit for my suggestions. I truly think your direct supervisor is one of the key factors that make or break one's internship experience, thus I am deeply grateful to have worked with such a wonderful mentor.

Having said that the experience at Dana-Farber was incredible, it is

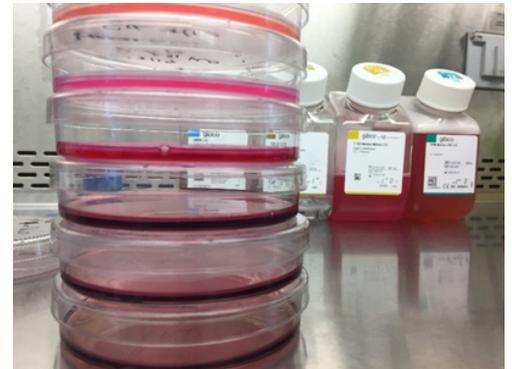


I want to conclude with what I think would be good advice for another student with a similar opportunity. Show initiative, take risks and be open to new experiences.

worth mentioning that a lot of what I have heard prior to starting the internship about the competitive nature of the Harvard area scientific environment was true. I would be willing to work at the institution for some time; however, I believe I have figured out that I wouldn't want to pursue my Ph.D. in such environment (even if the opportunity arises). It is unfortunate, yet, a very good thing to understand.



Having had this incredible experience, I want to conclude with what I think would be good advice for another student with a similar opportunity. Show initiative, take risks and be open to new experiences. These really are going to help shape one's internship's experience and make it rewarding, rich, and memorable.



Maris Daleo '21

Biology

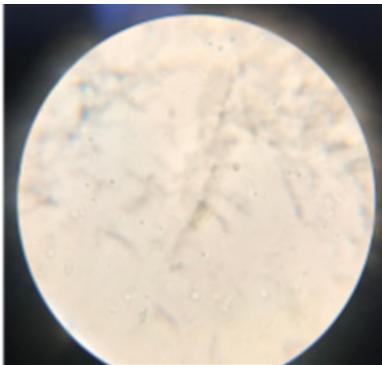


This success then began the augmentation of my confidence and comfortability with the wild animals which also initiated an eagerness to grab the reins of the chaotic clinic and master its many tasks.

California Wildlife Rehabilitation Center; Los Angeles, CA

The idea of moving to a city that I had never been to, in a state that I had only visited for a couple of days, on the opposite side of the country, both excited and unnerved me. I was enthused to begin working with an entirely new group of animals but worried that I didn't know anyone. Although I am quite independent, I was still concerned that I would end up feeling lonely during what was supposed to be a fun, adventurous summer. After I moved in, I was excited to begin exploring this world-renowned city of angels. Yet after my first day at my internship at the California Wildlife Rehabilitation Center, I felt awkwardly inserted into this working routine-machine of a clinic. Initially, I was not focused on creating many long-lasting relationships, which felt of secondary importance to gaining the most wildlife experience possible, but this idea changed as time went on.

Nevertheless, time went on and I became more and more confident on the west coast and in the rehabilitation center. The internship was very hands-on and I was able to get a lot of experience doing medical techniques that I had only watched before. This began with tubing (force-feeding) doves, which are a very common patient at the clinic. The months June through August are known as "bird season" at the rehabilitation center because that is when most avian species are mating and orphaned and injured birds are brought to the center. Baby birds rely on their parents for food, so the orphaned clients that we received were to be tubed with either seed-based or protein concentrated formula up to four times a day. Tubing was my first step to mastering the anatomy of birds because it is important when inserting the tube down the esophagus to the crop (where birds store food) to miss the trachea where the fluid could enter the lungs and suffocate the bird. My first tubing attempt presented a challenge of pressure, stress, and embarrassment; the dove wouldn't open its mouth for the tube and when I finally got the tube into its crop, I pushed the formula down too slowly and the dove started shaking its head all around. The fledgling ended up fine with all its formula and no regurgitation, but the whole process took much longer than it should have. After what I considered my first failure, I waited a couple of days to try again and tubed perfectly my second try. I was very proud of myself and tubing then became almost second nature. This success then began the augmentation of my confidence and comfortability with the wild animals which also initiated an eagerness to grab the reins of the chaotic clinic and master its many tasks.



I then learned how to safely remove animals from their recovery enclosures and restrain them for the wildlife technician. I learned restraining is almost as important as the procedure itself because of the untrusting nature of wild

Although I gained a tremendous amount of animal experience which I am so thankful for, I appreciate the relationships I made in California the most.



A radiograph of a wing fracture

animals. This also presented me with a good vantage point to watch and learn other techniques such as giving fluids. Many animals come to the clinic emaciated and dehydrated, so by taking a percentage of the animal's body weight, patients receive Lactated Ringer's Solution (LRS), containing electrolytes and vitamins, under their first layer of skin. Giving fluids was another technique that became automatic for me from all the practice I had. I then learned how to draw blood from the back vein on the legs of water birds and analyze the blood work in the lab. I also practiced reading fecal samples using a microscope to detect and identify various parasites that infect the local wildlife. I learned to give oral, subcutaneous, and inject vaccinations to avian and mammalian species. I even learned how to give an intramuscular injection for animals that were experiencing pain in their legs from back trauma. I learned the process of taking radiographs and had a lot of practice reading x-rays which then led to being able to provide wing wraps and tail guards for the veterinarian. I even practiced doing euthanasias to animals that were too injured to be rehabilitated or would not be able to survive in the wild on their own.

Although I gained a tremendous amount of animal experience which I am so thankful for, I appreciate the relationships I made in California the most. I never thought I would become such good friends with my fellow interns and technician, who I initially saw as my superior. I thought I would be sad to leave California because of its beautiful weather, so I was surprised when on my last day I was sad to leave California because I was also leaving my summer family. Coming from Carleton, I believed I was an open-minded person, quite familiar with diversity. However, being with the people on the west coast, I truly learned how to view this experience from a different perspective. I learned how to create solid relationships from just being myself. I believe that working at the rehabilitation center has made me a kinder, more appreciative person. Therefore, from these relationships and life-long lessons about working/living with others, making friends, and exploration, I am most grateful.

Thus, my advice to students in other internships is to put yourself out there. Take not only your internship but the entire environment into a learning experience. You might learn a lot of skills from your internship, but you will also grow so much more by opening your mind to all that the internship offers, not just techniques.

I would like to thank Sam '75 and Meg Woodside Fund for Career Exploration, the Carleton College Career Center, and Steve Drew for giving me this amazing opportunity to expand my horizons. This summer experience was indeed life-changing, and would not have been possible without you! In the future, I aspire to attend veterinary school. Even though I had a fantastic experience at the rehabilitation center, I learned that I do not wish to be a wildlife veterinarian. I want to feel a connection with the patients that I work on, unlike the untrusting, unhabituated nature of wildlife animals. Still, I am thankful for the skills that I learned that will help me in the future regardless and for the internship to help broaden my veterinarian knowledge.

Quincy D'Alessio '20

Psychology



I was excited to go to work every morning, even though it was an hour commute. I learned a lot about what goes into research, how multifaceted it is.

Duke University Identity and Diversity Lab; Durham, NC

I've had difficulty deciding what my favorite part of my summer work at the Duke Identity and Diversity was, whether it was running child studies with rambunctious six-year-olds or hanging out with other research assistants in the morning while we were sending emails, but I know what my least favorite part was: calling. When you're doing human subjects research, a crucial step is recruitment; you can't study human behavior without humans. And while the ID Lab is in a prime spot to do adult research on college students who always need extra pocket money, convincing parents to bring in their kids so 20-something psychology nerds can ask them questions for an hour is not an easy task. So, we have to call. Like, actually pick up a telephone, a landline even, punch in the numbers and talk to a real live person on the other end. Blasphemy! Most of the time, no one picks up or the number's disconnected, but when they pick up- it's a nightmare. "Hello," I say, "my name is Quincy and I'm calling from the Identity and Diversity Lab at Duke University. May I speak to the parent of insert child's name here?" Boom. Hackles raised on the other end. "How'd you get this number?" some say, "How do you know my child?" others wonder. I actually once had a guy who asked me if I knew what time it was and why I was calling so early in the morning. It was 10:30 AM. Overall, not fun. However, we do it because every so often we can schedule a participant this way and get sweet, sweet data.

Despite calling shifts, I had a really fabulous time working at Duke. I was excited to go to work every morning, even though it was an hour commute. I learned a lot about what goes into research, how multifaceted



it is. I also learned a bit about me. As a lab that studies race and gender, we talked a lot about race and gender, something I had never really done before. I grew up in a very privileged position where I didn't have to talk about inequality and oppression except theoretically, in historical and literary contexts. As I got older, it became clear that those weren't the only places race and gender were relevant, but I didn't know how to talk about it. In fact,

I chose this site because of the interesting questions they were asking about social perceptions and because they emailed me back.

in my life I've said some rather stupid and ignorant things because I didn't know how to talk about these issues. I wouldn't say my time in the ID Lab has resolved that, and yet I truly believed it's helped.

My time working under Dr. Gaither this summer has also shaped me and my future in a much more immediate way. In July folks in the lab began discussing the annual conference for the Society for Personality and Social Psychology, fondly abbreviated as SPSP; the conference is a big deal, tons of researchers come and there are talks and posters and mingling events- the whole shebang. I, of course, in my youth and naivete, shrugged my shoulders and continued coding. Until I was approached by one of the graduate students who was working in the lab. He said that he had this huge data set and wondered if I wanted to work with it and create a project to present at the SPSP conference. Mind blown. So, now I'm working to establish correlations between pressure to conform to gender norms and the perceived power and status those norms hold. I guess I better get a flight to New Orleans. This summer I had the wonderful opportunity to work on unique psychology research at the Duke University Identity and Diversity Lab in Durham, North Carolina. I chose this site because of the interesting questions they were asking about social perceptions and because they emailed me back. Through this internship, I was able to explore many aspects of psychology research from mundane calling and coding to working with participants and managing data. I also explored myself, from what I want to do with my future to how I think about issues surrounding race and gender. It was a great experience and I thank the Woodside Fund, the hard-working folks in the Career Center, and Carleton College for providing me with support so I could take full advantage of the opportunity I had.

Kathleen Danielson '20

English



I gained a network of valuable contacts, as well as experience in the field I hope to enter after college.

HumanitiesDC; Washington, DC

This summer, I worked as a Grants Management Intern at HumanitiesDC in Washington, DC. HDC is a nonprofit organization that uses government funding to offer a range of awards for grant applicants whose proposed projects demonstrate a lasting, humanities-driven impact on the citizens of DC. As an intern, I completed tasks aimed to teach me the ins and outs of a humanities council's grantmaking process and prepare me for a future career in grants management. I communicated with grantees and gained familiarity with the work of DC nonprofits, wrote summaries of evaluators' comments on grant proposals, studied and tested to become certified on grantmaking platform Foundant, wrote a blog post to be published on HDC's Facebook page, and contributed to the redesign of HDC's website by researching effective site designs used by other state humanities councils.

While these tasks comprised my day-to-day work, my supervisors also ensured that I joined them in some off-site meetings and events as well. For example, I was included in a trailer for a film showcasing grantees' funded projects; attended evaluator meetings discussing proposals for three different grant programs; participated in webinars; and attended events at the Library of Congress and the Corcoran Gallery showcasing projects funded by HDC. Through all of these tasks and events, I gained a network of valuable contacts, as well as experience in the field I hope to enter after college. The content of my internship was consistently interesting and useful, making me feel like a valued member of the organization even though I was only part of it for eight weeks. One of the most unexpected parts of my internship was the very first day. After I arrived and studied my orientation materials, my supervisor told me we would be Ubering to a meeting with a filmmaker in Chinatown. Much to my surprise, our meeting turned out to be an interview between the filmmaker and my supervisor; the interview was filmed, as well as a few shots of the three of us talking and walking through the Chinatown area, for a short film being produced in conjunction with HDC's DC Community Heritage Project grant program. I went home that night feeling a little dazed and overwhelmed from being thrust so quickly into the world



of grantmaking, but ultimately my unexpected first day made me more excited than ever for the coming summer.

While not every day was like that first one, I had countless more excitements throughout my summer at HDC. Among these were a few favorites: I attended a grant evaluators' meeting in the Washington Post building, and had the opportunity to hear grant process discussions while enjoying the view over the National Mall; received

a special tour of the HDC-funded 6-13-89 exhibit at the Corcoran Gallery, as well as a sneak peek at a not-yet-open exhibit; and attended an event at the Library of Congress celebrating its Veterans Oral History Project. Through all of these events, where I often spoke with HDC grantees and board members who were eager to talk with me about my internship, I learned that although it is often difficult for me to step out of my comfort zone and push past my introverted nature to strike up conversations with people older and more experienced than me, the connections and confidence I can gain from doing so is worth the stress of speaking up.

While I learned a lot at HumanitiesDC and was lucky enough to have a supervisor intent on giving me as many unique experiences as possible, my proudest achievement was earning certification on Foundant, a grantmaking platform used by grants nonprofits across the country. My supervisor encouraged me to learn how to navigate it and become certified to operate its grants management software. I studied for and passed a 100-question test on the ins and outs of the software, which enabled me to add my certification to my LinkedIn and resume. Having that qualification will be invaluable in the coming year, as I apply and interview for jobs that will lead me toward a career in grantmaking.

The end of each workday saw me taking the metro home, squished between the train's rattling windows and dozens of other people sweating through their business casual attire. Once I pushed through the crowds and the nearly visible humidity and swiped into my dorm, it would be time for my roommate and I to make dinner in our cramped dorm kitchen. I roomed with another Carleton student in George Washington University's summer intern housing. The GWU campus is beautiful, but quite the change from Carleton: surrounded by tightly packed apartments and restaurants, a block from a metro station and less than a mile from the White House, swarming with rats and electric scooters, and home to a busy hospital and trauma center, GWU is about as different from our quiet little school as you can get. The view from my 11th-floor room? The side of another building--and in the distance, if you lean just the right way, the tip of the Washington Monument.



I would like to thank the Woodsides for the contribution of their Fund for Career Exploration to my internship funding. Without the money I received from the Career Center, this summer would have placed financial strain on me and my family, and I'm grateful to have had the resources to travel to DC for an internship like this, unpaid yet priceless in terms of skills learned and experience gained. Throughout the summer, I often felt that many of my experiences in DC were once-in-a-lifetime. While this mindset helped me appreciate each day and make the most of my time at HDC, the things I learned and experienced at my internship have helped me feel more confident that I can build a career in grants management after college. Maybe I'll even end up in DC after graduation, and spend a lifetime having more once-in-a-lifetime experiences.

Soren DeHaan '22

Undeclared



What I learned over this summer was just how impactful a dedication to simplicity can be.

University of San Diego Department of Mathematics; San Diego, CA

This summer, I did a summer research internship at the University of San Diego, working on a branch of math called 'partition theory,' with Dr. Jane Friedman. Without her, or the generous funding of Carleton's off-campus internship program, this would not have been possible, so I'm extremely grateful for the opportunity provided.

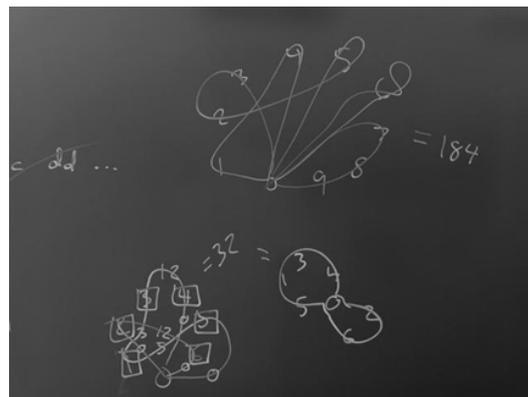
Over the course of my internship, I was able to grow in many ways as a mathematician. Pattern-finding was one such skill, as a majority of my discoveries this summer came from pulling obscure patterns from long series of numbers. Mathematical priority was another- knowing which veins of research are likely to yield results, and which are just surface level approaches. Despite how useful these will be in the future, I suspect that my most impactful area of growth came from outside my technical mathematical skills. In a word: simplicity.

I've long known that my multitasking abilities are lacking. Whenever I have several different events and tasks I need to work on over the course of a day, I often find myself burnt out, whereas when I have just one goal, I tend to build momentum as the day wears on. What I learned over this summer was just how impactful a dedication to simplicity can be.

For the first weeks of summer, things were busy. My internship was starting, old friends were back in town, summer assignments were appearing, and I had a lot of things that I wanted to get done. And for the first week or so, this was great. But I soon found that I was starting to have trouble remembering all the things that I said I was going to do, not a minute after I looked away from my to-do list. I was constantly worried that I was forgetting something, falling behind schedule, falling short of my goals.

Slowly, this stress started to take its toll. If I ever pushed a project one day later, that slight, guilty discomfort would make it harder to start on the next, and I found myself trying to avoid so much as thinking about the things on my plate. But the more that I felt I was behind, the more unpleasant it was to address, which slowly spiraled unless there was a deadline to pin it down.

Midway through summer, after a long evening walk, I decided that it was time for change. I was going to cut out everything that wasn't directly related to my biggest goals, reclaim the time for reading and reflection that I'd recently repurposed, and spend more time working alone.



Concretely for this term, I've made a more detailed schedule, so that I can plan out longer work sessions, and I'll be looking for a place to convert into my 'simple space' when needed.

The changes took time to manifest, but the impact was noticeable. I was surprised at how much more productive I was when I optimized my 'simple space:' a clean space, easy to take in with a single glance, without a computer, and without other people. I'd set music just loud enough to dull out the background noise, sit down with a glass of water and some fruit, and suddenly deprived of my usual distractions- work intently for hours.

With my newly simplified schedule, I found that while I was working on fewer things, the total amount of progress that I was making increased rapidly, which did wonders for my time management. Further, since I was able to stay in the flow for longer, I was able to spend less time retracing my earlier steps, and so it was in this latter half of summer that I made a majority of my findings.

I'm hopeful that this can be applied both in the upcoming term, and beyond. Concretely for this term, I've made a more detailed schedule, so that I can plan out longer work sessions, and I'll be looking for a place to convert into my 'simple space' when needed. Additionally, keeping ahead of my assignments will make it easier to stay focused on whatever task I'm prioritizing, which should create a new spiral, upwards this time.

Outside of school, I'm placing more value on my future time, and trying to eliminate small tasks as soon as they arise so they can't build up. This has also led me to reevaluate what I'm looking to get out of college as a whole, and I hope that building these practices up into habits will help me make consistent progress on my larger goals.



To other students, who are just starting their internship, I would not necessarily suggest simplifying. Just because it worked for me, does not mean that it would have the same effect for others. Rather, I would say, remember to step back and ground yourself. Go for that long walk, take the slow day, keep a journal, whatever it takes to provide the opportunity for self-reflection. Don't be so committed to accomplishing goals that you lose sight of why you made them.

Of course, personal growth is never finished. Dr. Friedman and I made a lot of progress this summer, but because of some hints at a larger result, we're planning to keep meeting over winter break. Beyond just research, I see this as another opportunity for reflection, and I hope to understand myself, and my experiences, just a little bit better by the end.

Gabrielle Evans '22

Undeclared



Regardless of the major and career I end up in, I think the developments I made in my critical thinking skills during this internship will serve me well.

University of Minnesota Department of Biochemistry, Molecular Biology, and Biophysics; Minneapolis, MN

With the support from Carleton's internship funding, this summer I worked for David D. Thomas in a biophysics lab at the University of Minnesota. The primary goal of my project was to identify potential drug compounds for treating the pathological ryanodine receptor (a calcium-regulating muscle protein), which is associated with serious diseases including heart failure and Duchenne muscular dystrophy. From this opportunity, I think the developments I made in my general lab skillset, critical thinking and interpersonal relationship building taught me about myself and substantially impacted my current career trajectory.

I was able to become more competent in lab-specific biophysics skills as well as more transferable wet-lab skills. I utilized the lab's unique access to [3H]ryanodine binding assays (a well-established method of ryanodine receptor function) and high-throughput FRET screening (fluorescence resonance energy transfer). More general lab skills I gained from this experience include site-directed mutagenesis, protein expression, protein purification, SR membrane isolation and fluorescent protein labeling and using excel and origin software to analyze large datasets.

Aside from the technical knowledge I gained, I also learned what kind of work I enjoy doing. I learned that quantitative methods and certainty are characteristics that are important to me in a career. Moreover, I enjoyed getting to do work in an interdisciplinary field, biophysics, because I am in the process of exploring different careers. Getting 'real world' exposure to physics, data analysis and machinery have inspired me to take more physics classes and potentially pursue a career in engineering.

Regardless of the major and career I end up in, I think the developments I made in my critical thinking skills during this internship will serve me well. My internship advisor highlighted the importance of critical thinking in being a good scientist: from compiling a lot of data to useful figures, to calibrating sensitive machinery during long, 50,000 compound screenings and developing protocol. At the end of the summer, I presented in a judged poster session. Having to explain my project to people outside the field as well as justify my methods to other researchers made me realize the large foundation of background and intuition I had developed in the area of fluorescently-labeled protein screening. Even though I don't think I will work on this exact project in the future, I feel confident knowing that I am able to use and expand on my critical thinking skills to help me succeed in a variety of careers.

At the start of the internship, I expected to strengthen my lab skills, hoped to improve my critical thinking, but I did not anticipate learning a lot about interpersonal relationships. Beyond acclimating to a new work

My advisor also emphasized the importance on community and connections in supporting and advancing her career as a woman in science, which I found inspiring.

environment and learning to navigate relationships (with superiors, peers and subordinates), my experiences this summer have changed how I see the role of socializing in my academic success. My advisor was not only a proponent of almost daily coffee breaks (I'm talking 'set aside lab work and walk 10 minutes to a sit-down local coffee shop' kind of breaks.), but also of asking personal questions. From this I've realized that, contrary to my introverted tendency, being more open can be rewarding and helps foster deeper connections. My advisor also emphasized the importance on community and connections in supporting and advancing her career as a woman in science, which I found inspiring. I plan to use these interpersonal skills to continue building my community here at Carleton.

I am thankful for the funding from Carleton and the support from my mom and my advisor. Without Carleton funding, I would not have been able to do this full-time internship, which has shaped the trajectory of my academic and personal life by exposing me to unique opportunities (with big research university scale lab) and perspectives. Of course, I am most grateful to my mom and my advisor for having confidence in me, when I did not. I think that their belief in my abilities was imperative to me exceeding my expectations with this internship. I was offered a lab job on coming breaks as well as gaining much sought after direction with potential major and career paths.

My internship advise to other students is to listen, to be sincere and to set your own standards for yourself. It can be overwhelming to enter an internship workplace with relatively little background in the field, but I think being patient, listening to others and giving a sincere effort is all it takes to eventually acclimate and be successful in your internship.

Emma Ferrer '20

Biology



The parts I enjoyed the most about my summer in and out of work were interacting with people. I solidified for myself the decision that I want to serve people in my career.

Northwestern University Department of Ontology; Evanston, IL

This summer was an experience I'll take with me to Carleton and beyond. I go back to campus with confidence in the skills I further developed over the past three months.

I strengthened my communication skills by setting the habit of checking in with my supervisor about projects and scheduling for the day. This allowed me to learn about how I work best on a project, I was more efficient when I reviewed all the steps before and wrote out a multitasking plan. This detail orientation then filtered back to my check-ins in which my supervisor was impressed with my work.

Through the projects I was working on, I learned lab techniques that fortified my understanding of biological principles. Experiments and methods harness biological properties and diagnosing what goes wrong requires understanding how those properties work. I learned the ins and outs of antibody tagging and was able to connect it back to my immunology class and will definitely draw on this experience as I go into my immunology based comps.

The parts I enjoyed the most about my summer in and out of work were interacting with people. I solidified for myself the decision that I want to serve people in my career. This summer maintained my love for research and science and the overlapping of all those that excites me the most is nursing. I've always considered myself an introvert but I was surprised by how much I sought out social interaction and wasn't worn out by it. This shift has taught me a lot about the types of situations I want to be in, career-wise and personally. I am so excited to take advantage of my last year at Carleton with the security of that knowledge.

Internships are like a free trial but for a job so your main task is just to let the experience take you so that you can then reflect and learn about what you want for the future. It's important to regularly check in with yourself about your feelings toward the situations you are in so you know what you want in the future. Lastly, be thankful for all the lessons summer and an internship has to offer.

I am appreciative of the Woodside Fund, for allowing me to explore a field I am passionate about, Jing Zheng, for her guidance, and the Otolaryngology department for their welcoming environment.

Claire Guang '21

Psychology



Most of the research activities relate to children's perception of numbers and how they understand the concept of quantification.

University of California San Diego Language and Development Lab; San Diego, CA

This summer, I had the incredible opportunity to be a research assistant at the Language and Development Lab at the University of California San Diego. I declared Psychology as my major in spring term 2019. With a general idea of what I wanted to pursue in the future, I was ecstatic about working as an intern in a psychology lab in the summer to mark my first work experience in my field of study. I took Developmental Psychology and Psychology of Language at Carleton, so this internship would allow me to apply what I had learned in class and it would teach me more about the process of conducting research. I hoped it would give me a clearer understanding of what I want to pursue after college. Along with exploring different career paths in Psychology, I also spent this summer on developing a better and healthier lifestyle.

The Language and Development Lab's summer team consists of five research assistants, one lab coordinator, and one professor/principal investigator. It was an eye-opening experience for me to work with people from different backgrounds who are interested in the same subject, namely, developmental psychology. When the lab wasn't busy with participants we would gather around and share our stories of how we became interested in psychology, what courses we had taken, and what our plans would be after college. I felt inspired hearing about everyone's passion and interests. Since we are all around the same age, but at different stages of career, I am able to gain some insight on what I could expect in the next few years. I also met with Dr. Barner, the professor in charge of the lab, to hear about his research interests and professional journey. Talking to the others in the lab and hearing their stories was one of the biggest rewards from this summer. It has made me eager to find my own niche in psychology in the future.

Aside from the personal connections I have made at the lab, I also learned a lot about the process of research. Most of the research activities relate to children's perception of numbers and how they understand the concept of quantification. For instance, one study looks at whether the successor function (the idea that there is always another number) is a piecemeal process. It also looks at whether children who don't understand the idea of associating numbers with quantities (subset knowers) do worse on the task than those who understand the association. We spent the summer playing "games" with young children to try to determine how they understand such operations, and how best to 'test' them. The lab's relative smallness allowed me to dabble in more areas of the research than an usual RA job would allow. I also worked with one of the graduate students to create stimuli for the upcoming studies that would be run during the school year. Although the

Working alongside people with similar interests and hearing their stories trigger my own reflections on academic interests.

labs we conduct in class are on a smaller scale, the process and challenges we face are very similar. Classroom labs also make me realize how much I enjoy analyzing data and discussing the results. This was something I missed during the summer. Our main responsibilities were confined to collecting data, and I did not have the opportunity to access the full data, analyze it and discuss the findings. This is partly due to the fact that this particular project is still at the data-collection phase, and my internship is only during the summer.

I spent most of my time during the weekdays in the lab, but I made sure to set aside time for myself and the goals I had established for myself, such as reading more and exercising. While these goals seem small and easy to accomplish, I have constantly struggled with them in the past. To find my rhythm, I started taking myself on short dates to the beach or coffee shops where I could turn my phone off completely and immerse myself in reading. Reading for leisure is something I haven't indulged in much since high school, so it feels really good to be able to finish a few books. Exercise is another thing that I occasionally struggle with. I signed up for a two-month gym membership hoping that worries about not wasted membership would motivate me. And they did. I was fairly regular, and also found a friend to go together so we were able to hold each other accountable. Accomplishing these goals have made me feel healthy and energetic.

This summer's experience has allowed me to reflect more on my future aspirations. I have also enjoyed spending time on exercise and getting myself healthy. Working alongside people with similar interests and hearing their stories trigger my own reflections on academic interests. After this summer internship, I have solidified my interest in research. Now, I am considering a gap year before attending graduate school to narrow down my field of interest. I thoroughly enjoyed working in developmental psychology and psycholinguistics this summer, but because the field is so broad I would like to explore the other fields in the next few years such as applied psychology, social psychology, clinical psychology, etc. In the meantime, I have made plans to return to this lab as a research assistant during Carleton's winter break.

I want to thank the Woodside Fund for Career Exploration for funding this incredible summer internship, without which I couldn't have had the opportunity to work in a research lab. I also want to thank professor Kathleen Galotti for recommending me for the summer funding that has led to my first professional experience in psychology outside of Carleton. A big thankyou to Dr. David Barner, Ashlie Pankonin, and Kelly Kendro for accepting me to be a research assistant in the lab this summer. Last but not least, I want to thank

Abigail Jackson '20

Biology



Based on my experience in the Bazarro lab this summer, I feel more confident in my knowledge of biology overall, and in my plans for the future, which are still very much in fluctuation but currently involve obtaining a PhD and pursuing a research-based career.

University of Minnesota College of Biological Sciences; Minneapolis, MN

I spent the summer interning at the University of Minnesota, conducting research with Professor Jannell Bazarro in the College of Biological Sciences. Her research focuses on regulatory mechanisms in *Methylobacterium extorquens*, and looks specifically at formaldehyde levels in the bacteria when using one-carbon compounds (like methanol) as energy sources. I spent most of my time conducting wet lab work with another undergraduate intern and with a lab technician. I also worked closely with Professor Bazarro, both in the lab and by having weekly meetings, both on individual and group levels.

Before the summer started, the majority of my lab research had been done in a class setting, with a professor assigning projects and closely supervising. This summer was the first real opportunity I had to plan and conduct experiments myself, and by doing so I was able to learn more about what pursuing a research-based career path could look like. Overall, I loved the work I did in the lab — I enjoyed spending my days surrounded by biological research equipment, and loved learning about a specific organism on a really in-depth level. Although parts of the lab work were not my favorite (spending full nights at the lab to monitor cell density in culture, for example), it was really exciting when an experiment worked, and when I was able to report results to the rest of my lab. Based on my experience in the Bazarro lab this summer, I feel more confident in my knowledge of biology overall, and in my plans for the future, which are still very much in fluctuation but currently involve obtaining a PhD and pursuing a research-based career.

I also learned that working in a microbiology lab at a university might not be the best fit for me. Although I found the work interesting and was always excited to get results, I found that spending eight hours a day working on research that didn't have a clear goal ended up feeling a bit pointless by the end of three months. While I fully understand and appreciate the importance of research for curiosity's sake (by which I mean research done without a clear end goal), it became hard to stay motivated when I wasn't fully invested in the research itself. I learned that I'm very purpose-oriented, and I believe that knowing more about myself and how I work best will be really helpful as I begin to explore post-Carleton paths.

Although this internship did take place in an academic setting, I was able to experience a new side of academic research that is hard to find at a school as small as Carleton. Within just a minute or two walking distance of my lab was everything we might need for genomic analysis, including labs for primer design and genomic sequencing. It was really nice to work in an area that was so very clearly dedicated to microbiology research. Furthermore, the University of Minnesota College of Biological Sciences

is home to a very collaborative group of professors, and I enjoyed learning about many different projects from all the professors working in the same building as me. I worked in a shared lab space: a giant room with 15 long lab benches, all filled with pipettes, test tubes, and equipment. Because of this, I could see research being conducted in dozens of different ways every day, which was always inspiring.

Although there was a significant learning curve required to understand and feel confident using the equipment in the Bazarro lab and understanding the complexities of the organisms we were working with, perhaps the most challenging part of the experience was less subject specific: understanding how to plan ahead and what my limitations were. At the beginning of the summer I was excited to fill my plate with as many experiments as Professor Bazarro and I could dream up. However, as the weeks went on, it became clear to me that I simply wasn't going to be able to finish everything I wanted to. Large numbers of test tubes meant hours of set-up for each experiment, and hours of clean up afterwards. Furthermore, more complex endeavors meant not only trial and error before I could even begin, but also necessitated significant chunks of time reading protocols and adapting them to my own end goals. With these limitations in mind, however, I was able to ensure that my last month of the internship was much more balanced. Finally, I'd like to thank The Sam '75 and Meg Woodside Fund for Career Exploration for funding this opportunity.

Sydney Marie Jones '22

Undeclared



I am happiest when I am birding and working in avian conservation at a professional level has been a longstanding dream of mine.

National Oceanic and Atmospheric Administration, Rookery Bay National Estuarine Research Reserve; Rookery Bay, Florida

For 10 weeks, I worked as an avian ecology intern at an estuarine reserve in southwestern Florida, just north of the Everglades. I lived in a little field station off the coast. My front yard was miles of scrubby palmetto and pine, interrupted only by small rivers of blackwater swamp. My backyard was an array of mangroves that separated my place from the white sands of the Gulf coast.

During my time at Rookery Bay, I worked the reserve's avian team to collect productivity data for seabirds, shorebirds, and wading birds nesting in Collier county. Workdays were never the same. Some mornings we would wake up at dawn, boat to a sandbar well off the coast, and check the productivity of a Black Skimmer and Least Tern colony. Other days would be spent closer to home, wading near mangroves and over mudflats to conduct surveys on roosting shorebird populations.

I left Florida as a more knowledgeable ecologist and environmentalist. Never having lived near the coast, I arrived at the internship with minimal experience in coastal birding. By the end of the experience, I could pick through a flock of shorebirds from the bobbing bow of a skiff, identifying Least Terns from Sandwich Terns and counting the number of Marbled Godwits roosting with hundreds of Willets. I also learned the ins and outs of shorebird monitoring. Strict survey protocol ensured better health of the birds, but quick decisions often must be made about the management and protection of a certain colony. Working alongside experienced biologists was eye-opening in understanding the amount of work

and thought that is put in behind the scenes in wildlife protection.

Florida's unpredictable weather taught me lessons in flexibility. Before each day began, I knew what areas we would be monitoring and what surveys we would be conducting. Schedules, no matter how loose, were often stalled or thrown off by the unpredictability of a tropical climate and the rhythms of field work. We were often rerouted by severe and sudden lighting storms and had to change plans because of injured wildlife or unexpected predation events.

Thanks to the incredible staff at Rookery Bay, I was also given the opportunity to explore other departments in the reserve's wildlife monitoring program.



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Throughout the summer, I was able to scour the beach for nesting sea turtles, tag burrowing owls in a nearby neighborhood, and contribute to ongoing fish research in the reserve.

Though I am still unsure about where I aspire to be after Carleton, this internship has solidified my interest in ecology and has given me confidence in my academic path. This was the first time I was able to work with environmental protection in a professional setting, and I am thankful that getting an inside look into the field only increased my respect and appreciation for conservation work. Wherever I end up in the future, I will use everything that Rookery Bay taught me about my own strengths and weaknesses, about communication, about policy and conflict, and about flexibility.

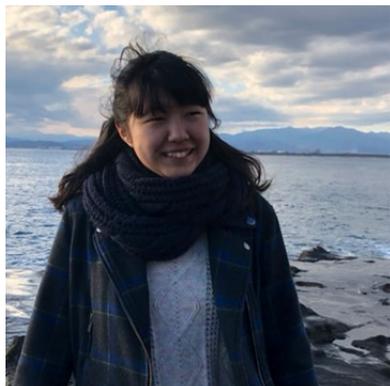


I am grateful that I was able to do what I love for work. I am happiest when I am birding and working in avian conservation at a professional level has been a longstanding dream of mine.

I am so thankful for the opportunity to work and learn with incredible biologists in the stunning, fragile landscape of southwestern Florida. It took a village to make those ten weeks possible; I wouldn't have been able to do it without supportive recommendations from Carleton faculty, assistance from the Career Center, encouragement from professors and family members, and generous funding from the Sam '75 and Meg Woodside Fund for Career Exploration. While I worked with only a few people in the solitude of a large reserve, it took a village to get me there.

My advice for other interns would be to keep an open mind and to be flexible. To have an internship is an incredible opportunity to learn about the world, connect with passionate and intelligent people, and explore the inside of a profession you've dreamed about. The internship you expect may or may not be different from the internship you experience, but there will be immense value in it regardless.





I gained multiple skill sets through this experience, but my greatest takeaway was acquiring the ability to develop ideas and strategies to problem-solve and to remain persistent and curious during times of hardship.

Rutgers University Department of Chemistry and Chemical Biology; New Brunswick, NJ

This summer, I spent 10 weeks at the Department of Chemistry and Chemical Biology at Rutgers University under the supervision of Dr. Andrew Nieuwkoop. The Nieuwkoop lab investigates various biochemical interactions using Solid-State Nuclear Magnetic Resonance spectroscopy (ss-NMR). In particular, the research that I was involved in focused on the interaction between specific proteins that bind to a type of lipid membrane called phosphoinositides (PIPs). For this project, I worked on two proteins called phospholipase C delta 1 (PLC- δ 1) and Kindlin-2 (K2), both of which bind to membranes that contain PIPs.

Understanding the dynamics of these protein-lipid interactions is important to human health as both of these proteins are involved in some types of cancers. My project goal was to develop a reproducible method to produce crystalline protein samples of PLC- δ 1 and K2 that could be used for analysis. My responsibilities in this project included producing proteins from recombinant gene expression using *E. coli* cells, purifying and crystallizing the obtained proteins, and analyzing the ss-NMR spectra. I gained multiple skill sets through this experience, but my greatest takeaway was acquiring the ability to develop ideas and strategies to problem-solve and to remain persistent and curious during times of hardship.

Throughout my internship, I faced multiple obstacles that I had to overcome to move forward in my project. Although the ultimate goal, obtain protein samples and analyze them, was simple, the process was anything but straightforward. Coming across difficulties enabled me to learn how to integrate knowledge that I gained from my time at Carleton and from further literary research to find solutions for the problem at hand. When I obtained my purified protein samples of K2, I began finding the optimal conditions to crystallize this protein. SS-NMR requires different crystalline characteristics compared to the crystals necessary for the more widely used X-ray crystallography technique. Therefore, the laborious task of testing out 96 reagents that are commonly used to crystallize protein samples turned out to be unsuccessful. Moreover, due to the relatively recent advancement in using ss-NMR to examine protein structures, there was little research done in the past that investigated conditions to crystallize K2 for ss-NMR. I only knew about the basic concepts of crystallization and had little guidance from past research, so I was struggling to generate further crystallization experiments. With the help of my supervisor and lab group members, I studied more about how various factors, such as temperature, concentration, and the pH of the sample could affect protein crystallization. Combining what I learned with my observations of the previous screening experiment and past crystallization methods, I developed a plan to find the right reagents and conditions.

Their attitude towards research encouraged me to view setbacks as a chance to explore and appreciate the unpredictable nature of chemistry research.

After adjusting and fine-tuning multiple results, I was able to design a crystallization protocol for K2 that was both time-efficient and required little preparation.

In addition to practical skills for problem-solving in the lab, I developed personal attributes critical to research as well. Due to the amount of time it took to overcome the problems that I encountered, I wasn't able to complete my project. Even when I was heading into my last week, I still hadn't obtained my spectra of both PLC- $\delta 1$ and K2 that I was assigned to analyze. At times, I felt frustrated and worried when things didn't go as planned. However, during those setbacks, my supervisor and other group members remained persistent and turned those unsuccessful moments into a learning experience to come up with new ideas to try. Not only were they resilient, but I noticed that their curiosity was what motivated them to keep trying. While brainstorming ideas in group meetings, many of the members would ask questions that started with "what if?" Even if there was little evidence or concepts that supported the idea, they were eager to test out what would happen and expand on those results to get closer to a solution. As I am interested in pursuing research after Carleton, I recognized that this was an important mindset for researchers to have. Their attitude towards research encouraged me to view setbacks as a chance to explore and appreciate the unpredictable nature of chemistry research.

Despite not being able to complete my project, I believe that overcoming challenging obstacles was a more valuable experience compared to if everything went according to plan. This experience has facilitated both my academic and personal growth. Academically, I improved my skills to

understand concepts and expand on them by integrating information from various resources to develop my ideas. As a student, most of my effort at Carleton has been put into understanding materials from textbooks or lectures. This research experience was a chance to apply knowledge, which I learned requires a combination of understanding basic chemical concepts, observing experimental results, and finding specific information from past research. From a personal aspect, I became encouraged to stay curious even when I'm overwhelmed with all of the tasks that I have to finish or when I'm not able to find a solution. Working with the lab group taught me that one of the joys of doing research is being able to ask questions and explore the possibilities. At Carleton, if I can't solve a problem, I would refer to

my class notes or go to office hours. However, I learned that in research, I shouldn't feel discouraged if I can't come up with a solution immediately. I now understand that problem-solving is a slow process of getting closer to the solution one step at a time by continuing to ask questions.

I aim to use my experience as a start to building my path to graduate school so that I could pursue research after Carleton. Although this was a valuable experience, I am aware that with just three months, I only gained a glimpse of what research involves. For my remaining years at Carleton, I am determined to gain more experience in research and learn more about the various research topics in chemistry to better formulate my career path.



Zach Kulstad '21

Biology



This internship, however, pushed my considerations towards a research degree or a dual-degree program.

University of Minnesota Medical School; Minneapolis, MN

Researching neural development in *D. rerio* (zebrafish) was the most formative experience of my academic and professional career. I improved upon a number of professional skills, learned new biological research methods and explored a field for which I've developed a deep passion. I began the internship prepared to strengthen my research skills: the most notable of which being fluorescent imaging, behavioral quantification and statistical analysis. Though I accomplished my goals, I finished my internship with a skillset much broader and more diverse. Most important, in my opinion, was my experience developing and executing my own research paradigm. For that I am incredibly grateful; someday I will look back on my internship as an inflection point in my research experience and my career search. I also learned about the importance of punctuality and effective communication. The importance of these traits cannot be understated in a laboratory, working with expensive materials and machines where time itself often limits our progress most. The work done in a lab ought to be accurate and well coordinated and I believe I made personal progress in both of these professional qualities. I also learned more about my own professional strengths and weaknesses: I was complimented on my work ethic and personally understood the shortcomings of my communication skills. I have room to work and to grow but I feel confident with my professional and academic progress so far. My internship drastically changed my outlook on my path forward. I longed for a medical career since I was young and always planned on obtaining a medical degree. This internship, however, pushed my considerations towards a research degree or a dual-degree program. I enjoyed the research process and the prospect of teaching enough to change my outlook on the future. I intend on using what I learned over this summer to apply for more research internships over the coming years. This summer was much more than a resumé-builder; I learned about a profession that I enjoy while making significant progress on a research project that I am continuing at Carleton.

I would advise future interns to use their network while looking for internships. I used my connection with Carleton Professors Fernán Jaramillo and Brielle Bjorke to secure a research position in a successful lab with smart, welcoming and supportive researchers. I would also strongly recommend any future interns to pursue the internship where they believe they will learn the most. Dedicating oneself to expanding their knowledge and experience will always prove more beneficial in the long-run. My internship was profoundly formative. I am extremely grateful for the help I received from various instructors and members of the career center. Many thanks to Mark Masino for his generosity over the summer and providing me

I would also strongly recommend any future interns to pursue the internship where they believe they will learn the most.

with the opportunity to work in his lab and for his supervision, commitment to my learning and patience throughout the process. Thanks to Fernán Jaramillo and Brielle Bjorke for the advice and support throughout my project. Lastly, I would like to give my sincerest thanks to the Woodside Fund for Career Exploration for their extreme generosity. The Woodside Fund is designed to support interns advancing their careers after Carleton and I believe their internship funds have been the most effective and generous assistance of my professional career. After this summer, I will have the experience necessary to pursue a biomedical research career in neuroscience.

Clara Liang '20

American Studies



I applied to this internship at SOS because I wanted to help work to make San Francisco a place where everyone – poor people, people of color, old people, disabled people, non-English speaking people, newcomers and lifelong residents – can thrive and feel at home.

Street Outreach Services; San Francisco, CA

I am extraordinarily grateful to have been able to spend the summer working at Street Outreach Services (SOS), a nonprofit that provides urgent medical care to homeless residents of San Francisco in their own spaces – on the street, at soup kitchens, etc. – via a mobile medical van. As a San Franciscan who always misses home, I wanted to spend this last summer back in the city, and I wanted a work experience that would allow me to interact with San Francisco in a new way. I am always thinking about what it means to be from a place like San Francisco, with its astonishing inequality and rapid changes, how to ethically exist here, and how to navigate appreciating the beauty and wonder of the city while also deploring, decrying, its inhospitality. I've been witnessing here how hard it is for communities to hold on to their sense of self and their place in the city as it so dramatically remakes itself. It feels more tangible and real than ever. Murals are painted over. Old stores and bars shut down. People I know have been forced to leave. Homelessness is, of course, a markedly visible, and infamous, symptom and symbol of these problems. People on the streets starkly point out that San Francisco, as it is, cannot be home for all. I applied to this internship at SOS because I wanted to help work to make San Francisco a place where everyone – poor people, people of color, old people, disabled people, non-English speaking people, newcomers and lifelong residents – can thrive and feel at home.

On the van every day, we drove around the Bayview, Hunter's Point, and Mission districts of San Francisco. These are neighborhoods in San Francisco that are generally poorer and home to black and Latino people. Within San Francisco's homeless population, those who live in these neighborhoods tend to be older, more isolated, and less likely to receive services than those who live in, say, the Tenderloin, which acts as the face of San Francisco homelessness. The van is stocked with over-the-counter medications, vitamins, menstrual products, bandages, and harm reduction supplies for people who use drugs. Stacks of pamphlets containing information about free showers and meals, Medi-Cal registration, dental services, and detox shelters are available for patients who want them. In the back of the van a clinic is set up for the doctor or registered nurse on board, and up front I conduct intakes and take the vitals of our patients alongside two other outreach workers.



One thing I learned early on is how diverse homelessness is. We pull up alongside encampments on the street, where 62% of SOS's patients live: they are in cardboard boxes, and under shopping carts with blankets strewn over them, and in tents strung with lights and scented with incense. Some of the homes are huge, stocked with possessions, while some patients live with only a backpack and a sleeping bag. We stop at long rows of trailers inside of which people are woodworking, playing punk music, microwaving pancakes, drawing, using drugs. Often we wake people up who are napping in parks in the sun. Outside of Martin de Porres, a Christian organization that offers free lunch every Thursday, we pull up. Hispanic men clustered in the U-Haul parking lot waiting for work; we stop for them, too. "Anybody home?" we ask, and then inform our patients that we have a doctor, water, snacks, and medical supplies on board.

I was astounded by how trusting most patients are. It is true that many of the patients are regulars on the van, which has been running since the 80s with the same doctor, Dr. Dan, who I was informed early on is somewhat of a street celebrity. But even the people who do not recognize the weekly route the van takes are incredibly open with us, respectful, kind, and appreciative. I'm amazed that patients answer so calmly all the questions I ask them for the intake form, intimate questions about their bodies, about drug use, pain, partner violence, disease, money. And then I'm amazed when they go on to trust me with more than I've asked for, to tell me about their days, their dogs, their brothers and sisters and parents and children, their paths to homelessness. They sit and talk to me, a stranger, about horrific incidents of strangers harassing them, betraying them, stealing everything they own. I loved this job because of the opportunity to talk extensively to people about their lives, and to offer them some sort of small comfort. There was never a dull moment. It was a huge relief to not spend the summer inside an office looking at a computer screen. I loved that every day was different, that you could never predict what the day would bring. I feel very lucky that I was not given "intern work" to do, but instead experienced what it was like



to actually be an outreach worker. It seems like medical providers have a rare privilege in that patients generally respect them and entrust them with intimate details of their lives that they don't share with their closest friends. These aspects of medicine appealed greatly to me, and I am more strongly considering going to medical school than before.

Though the tasks I did were simple – take temperatures and blood pressures, hand out hygiene supplies and water, record intake questions – the job allowed me ample opportunity to think about the state of San Francisco, the meaning of home and of community, the way that care is given in this city, the strength of the human body, and the way that people organize and make sense of their lives no matter their situation. I got to glimpse into the wealth of knowledge gained by people living in extreme conditions and being treated as if they are not human. There are countless stories I jotted in my notes that demonstrate radical resilience, empathy, generosity, humor by and among homeless people. A man with little to call his own offered me his watermelon in thanks after we treated

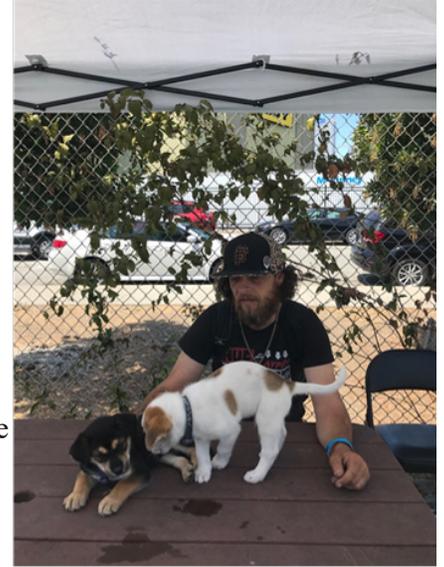
The collaboration necessary to work in a team in sometimes emotionally taxing and high-stress situations allowed me to develop skills that I believe will serve me well in the future

his wound. A woman, homeless since age five and drug user since age ten, suffered the loss of her mother, father, and son but still has the drive to look for a spot in a shelter. A patient tells me gleefully about going out to eat at his favorite diners and buying a radio to listen to Wagner on a day when he has access to cash.

One of the most challenging but rewarding parts of this experience was working in a small, close-knit team. The collaboration necessary to work in a team in sometimes emotionally taxing and high-stress situations allowed me to develop skills that I believe will serve me well in the future: patience and composure, communication skills, learning when to take on a task and when to step back, assessing what needs to be done most urgently.

The nature of the work seems to facilitate bonding – you’re in a small van all day driving around – and I am very appreciative of my coworkers for welcoming me so warmly onto their team and making such an effort to get to know me personally. Another challenge I worked toward was interacting with all patients in a manner that was at once empathetic, efficient, and professional. Professional etiquette takes on an interesting meaning when your office is the street that is your clients’ home. How to talk to all these different people in such different states of mind? How to dress? How much to share about myself when they ask me questions? I hope to be able to work with homeless populations again in the future, and if I do it is important to me that I establish more clearly for myself what the patient-provider relationship should look like (specifically with homeless outreach work.)

I would like to express my enormous appreciation to the Woodside Fund donors and to the Career Center for making this experience possible. Huge thanks to the staff, doctors, and nurses at SOS – Carly, Ilse, Sonia, Boyd, Dan, Mary, Vanessa – for guiding me and dedicating their time to this important work.



Brendon Lin '20

Biology



My summer internship was not limited to a single area of study, but rather focused on diversifying my experiences so that I was able to participate in many different activities.

Dartmouth Hitchcock Medical Center; Hanover, NH

As an undergraduate student, nothing is more valuable to me than experience. Taking classes and learning theory can only get me so far; to truly understand which career paths best suit my interests, I had to venture into the wider world beyond Carleton. In the summer of 2019, I was fortunate enough to find an internship position at Dartmouth-Hitchcock Medical Center (DHMC), an academic hospital affiliated with Dartmouth College, where I was able to witness firsthand the kind of work that I hope to one day do.

My summer internship was not limited to a single area of study, but rather focused on diversifying my experiences so that I was able to participate in many different activities. I worked primarily as a research assistant for my supervisor, Dr. Erin Barnett. She is a clinical pediatric psychologist by training, but has dual faculty appointments in The Dartmouth Institute, the public health department at Dartmouth College, and in the Psychiatry department in Dartmouth's Geisel School of Medicine; her research, accordingly, combines public health, psychology, and psychiatry. In my role as an intern, I was able to aid her in her various research projects. I collected survey data for a study on parental perspectives on their children's psychiatric medications; I conducted literature reviews examining polypharmacy (the excessive prescribing of medications) and motivations for parents to seek mental health treatment for themselves and their children; I contributed to the preparation of a grant proposing a new model for psychological treatment; and I compiled a list of social resources for patients and providers in the three counties surrounding DHMC.

Outside of research, I engaged in several other relevant activities. Because I am currently pursuing a pre-health track, with a long-term goal of becoming a child psychiatrist, Dr. Barnett ensured that I would spend some time inside the hospital. Most notably, I spent a few hours each week observing child and adolescent psychiatry appointments; I was also able to attend several lectures on clinical practice and mental health disorders for residents and fellows at the hospital. By masquerading as medical school student for a few weeks, I gained a much deeper insight into the practical, day-to-day elements of working in the healthcare industry.

This summer experience has made me a more capable and more knowledgeable scientist. Firstly, over the course of my internship, I developed a much greater familiarity with reading primary literature. Research is built on original findings, and the ability to analyze and interpret research articles is essential to any scientific field. I was constantly reading during my time in New Hampshire, and I am now much better at thoroughly but efficiently making sense of scientific writings. Furthermore, through all of this reading (in addition to informative lectures and seminars), I now

My summer at DHMC was productive, informative, and lots of fun. Through my work as a research assistant, I improved upon many useful skills.

know much more about the fields of public health, clinical psychology, and psychiatry. I hope to one day practice psychiatry, and, after this summer, I am far more familiar with the science behind the field. A third area of growth is my increased ability to conduct research. Many doctors do not only practice medicine, but also conduct research; as such, understanding the fundamentals of research will serve me well in the future. I was able to attend research meetings and participate in several different steps of the research process, thus gaining firsthand experience of research in academic settings. The skills and the knowledge that I acquired over the summer have influenced the future that I envision for myself. I had previously decided to pursue a pre-health track; accordingly, I hoped to use my internship to expose myself to the kind of work, both in research and in clinical practice, that occurs on a daily basis in academic hospitals. My experience at DHMC reinforced my interest in becoming a doctor. Now, with a greater understanding of the field of medicine, I am increasingly sure that it is the best future path for me. I am more aware of potential obstacles that I might face, but I have also come to see so many reasons that medicine would suit me well. In addition to supporting my career plans, this internship has opened potential new windows. Many medical schools offer a combined MD/MPH program (an MD degree is a Doctor of Medicine, and an MPH degree is a Master of Public Health). While I certainly intend to pursue the MD, my summer experience has spurred within me an interest in receiving an MPH as well. My supervisor, as well as several doctors I met at the hospital, conduct research in public health; as such, I was frequently exposed to the field, and learned much more about how it overlaps with traditional clinical practice. Because of this internship, I am now strongly considering pursuing a combined MD/MPH degree.

My summer at DHMC was productive, informative, and lots of fun. Through my work as a research assistant, I improved upon many useful skills, including collecting survey data, analyzing primary literature, and communicating findings coherently. Furthermore, I was able to experience clinical practice firsthand, while also increasing my familiarity with the many steps involved in conducting research. Whether or not research becomes a central part of my future career—and, frankly, even if I choose not to become a doctor—the knowledge and the tools I gained this summer will serve me well in any scientific discipline. Though I spent only eight weeks in New Hampshire, what I learned in my time there will impact my life for far longer. I would like to thank the Sam '75 and Meg Woodside Fund for Career Exploration, as well as the Career Center at Carleton College, for providing the funding that made my summer internship possible. I am also extremely grateful for Dr. Erin Barnett, my internship supervisor, for everything she did to ensure I had an incredible summer.



These experiences helped to demystify the clinical environment.

Sea Mar Community Health Center; Seattle, WA

“You need to go to the ER first – before you go to your eye appointment. Okay?” Dr. Fernando was speaking with a woman in her 70s. She said she felt fine, but her lab results indicated high levels of creatine and her blood pressure was 170/80. Fernando concerned by the possibility of kidney failure ordered his patient to the ER, and the woman responded flustered and confused. Yet at the same time she responded with trust. Dr. Fernando and her had seemingly developed a meaningful relationship. So even though the situation was tense, the woman seemed receptive to Fernando’s instruction.

Observing this interaction was a culminating experience for me at Sea Mar Community Health Center. I had shadowed positions throughout the clinic, from care coordinators, to receptionists, to nutritionists, to primary care providers and cardiologists. I had befriended my coworkers, designed and implemented projects, worked with administration, and hosted brief presentations for patients. In combination, these experiences helped to demystify the clinical environment. I learned that providers fit a specific niche in the care team, that other people in the clinic developed stronger relationships with patients than the providers did, and that the satisfaction rate amongst providers was about 50 percent. This was sobering and surprising and at times discouraging news to receive as a pre-med student. However, in that exam room with the 70-year-old woman, I was reminded of why I want to be a doctor. I want to be a doctor because I want to be patients’ trusted point of contact, I want to be there to help them through critical moments, and I want to be able to give them the information they need to empower themselves and take care of their health.

Reaffirming my interest in medicine and examining possible career pathways was a large part of my internship. While my experiences were more complex than that which can be summed up in a short story, I point to this observance with Dr. Fernando because it was meaningful, and it will be something I can draw upon if I decide to continue on in medicine. At the clinic some experiences inspired me to pursue an M.D. while others opened my eyes to new career pathways such as nurse practitioner and social work. Upon seeing the expansiveness of the opportunities that lie before me, I have realized that I need more time to sort my interests and priorities before entering into a medical career. Ultimately this internship has motivated me to chart out a year or two of service before continuing on a track to medicine.



I learned not just what time management looked like in the work place but also what time management looked like when I had to commute an hour to work every day.

Along with shaping my professional pathway, this internship helped me to develop my professionalism and workplace skills. At the clinic I implemented a pilot project that's goal was to distribute informational brochures to patients. Supervising this project, I became more independent and more confident in taking initiative. I learned to instigate meetings with administration and others at the clinic to move the project along, and in doing so I developed communication skills. For instance, I learned how to tailor information I was presenting to those with whom I was communicating so that it would be focused and relevant. Finally, through my work, I saw myself developing my time-management skills. I became more attached to timelines and because of this I found I was better able to stay on top of my work.

Many of the skills I developed were soft skills and are inherently tied to personal growth. Through my experience I learned not just what professionalism was but how to balance it with other aspects of my personality; I learned not just how to communicate with supervisors but also how to build friendships with coworkers; and I learned not just what time management looked like in the work place but also what time management looked like when I had to commute an hour to work every day. Because this was my first summer internship, there was lots to learn about myself and how I worked in a professional environment.

In conclusion I would say that this internship was a very meaningful experience. I was grateful for the opportunity to live in Seattle with family friends and was grateful to have a supportive internship supervisor. My main recommendations to future interns are to come into the summer with a growth mindset; be ready to learn even if you do not enjoy all parts of the experience; give the blog an honest shot because sometimes it can help you to reflect in meaningful ways; and talk to your coworkers as well as



your friends and family when you are processing your experience. An internship is a chance to try something new, and regardless of whether you enjoy it or not, you will only be at your site for a summer. Be grateful for the world around you and try make the most of it.

Finally, I would be remiss if I did not recognize some people and organizations for their support. I would like to thank Carleton College and the Career Center for giving me funding to make this experience possible. I would like to thank Carl, Sandrine,

Elise, and Margot for allowing me to stay with them for the summer. Lastly, I would like to everyone at the clinic including my supervisor Helen, for their friendship and guidance. I am indebted to the many people who helped me along the way.

Amanda Mosborg '21

Geology

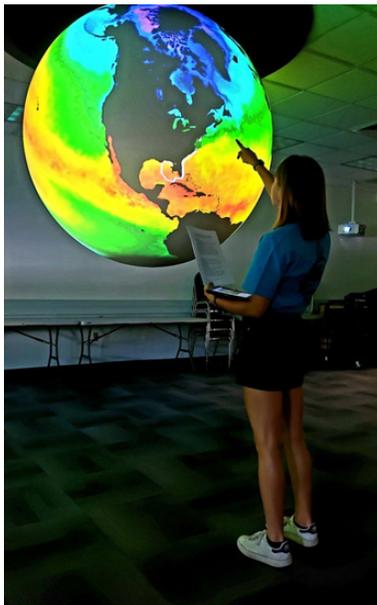


Through the process, I learned how to synthesize advice, collaborate effectively, and mold my message to a variety of audiences.

National Oceanic and Atmospheric Administration, Northeast Fisheries Science Center; Boston, MA

After three weeks back in my home state of Minnesota, it is rewarding to reflect on my remarkable summer in the tourist-filled but science-fueled village of Woods Hole, Massachusetts. From June to August, I worked as a science communication intern at the National Oceanic and Atmospheric Administration's Northeast Fisheries Science Center (NEFSC), one of several famous marine science institutions located in the village. My supervisor at NEFSC, Heather Haas, is a research fisheries biologist who specializes in sea turtle ecology. Most of her career has been spent placing satellite tags on the carapaces of loggerhead and leatherback sea turtles; the location data gathered helps inform scientists about the migration paths and behaviors of these vulnerable reptiles. It also helps industry (e.g. off-shore wind and petroleum) and the military (e.g. coast guard) consider the ways in which their activities might endanger the turtles, and implement changes to reverse this trend. I ascertained that Heather had sufficient monetary resources, but no time to do anything other than field work - this meant little sea turtle outreach! As a summer intern, I helped bridge that gap, bringing Heather's fascinating science to the public: I wrote two turtle-related lesson plans for kids, and presented her data on the local zoo's 3D display system, "Science On a Sphere" (see image 1). Through the process, I learned how to synthesize advice, collaborate effectively, and mold my message to a variety of audiences.

The format of my internship followed a distinct pattern: I would develop a portion of my materials (either for the lesson plans or the "Science On a Sphere" presentation), reach out to my Woods Hole contacts for their guidance, edit out the kinks, then repeat. This meant that I was working with a host of professionals; by the end of my summer, I had conferred with three professionals at NEFSC, two at the Buttonwood Park Zoo, one at the Woods Hole Oceanographic Institute, a lead scientist at the Massachusetts-based Coonamessett Farm Foundation, a science teacher at Truro Public Schools, and an engineer at Wildlife Computers (the manufacturers of Heather's satellite tags). On one hand, getting a lot of input for my work was incredibly helpful; I was surprised to discover how warm and willing these experts were to help. On the other hand, it was extremely challenging, especially when one individual's advice would directly contradict another's! By the end of my time at NOAA, I learned how to open my mind to all thoughts and opinions, but then synthesize them into a coherent plan I could get behind. No matter what angle of science advocacy I ultimately pursue, this fusion will be a valuable skill; science is all about combining and building on others' work, and communication is a creative process that requires fact checking and an editor's once-over.



I made life-long friends from colleges and universities around the country, as well as professional contacts I will utilize for my entire career.

Each time I shared my work with someone, I incorporated some aspect of their suggestion into my broader outreach plan. So, when I walked into Heather's office at the end of my summer, I was surprised, but ultimately appreciative, to hear that my collaboration - while broad reaching - could have taken even a step further. Through our conversation, I realized that I had completed my projects by forging separate lines of communication with multiple mentors, when I could have created a collaborative network to put these professionals in contact with each other. What would have been the result? Perhaps, or even likely, a cross-organizational, sea turtle synergism that would have added even more perspective to my outreach efforts: more inspiration, more structure, more nuance. Heather took care to note that this synergism might have been an overly-ambitious goal for a two-month endeavor, and that she was proud of me already, but that such next-level collaboration is a good thing to aspire to for my next internship or job where I am building an initiative. As someone who is fairly private in regard to my own writing and who can be nervous about losing control over my projects, I recognize that it will be healthy to challenge myself to a more joint form of progress.

Not only did I learn how to combine advice and collaborate, I also learned to tailor my message to multiple audiences. Throughout the summer, I gave several presentations: one at NEFSC for a room full of scientists, one at the zoo for a room full of kids, and one at the outdoor science fair for a more mixed audience. For the scientists, I could assume understanding of scientific vocabulary, as well as incorporate a more complicated message. At the zoo, I needed to pack the maximum punch with minimum confusion. I kept my narrative straightforward, as short as possible, and heavy on visual aids (see second image); I also engaged the kids with a lot of questions. For the science fair audience, I targeted the middle of the complexity spectrum: not too involved, not too simple. Writing for a younger audience was especially important because I am also thinking about a career in journalism, a field in which the most important elements of a story are placed at the beginning in a headline.

On top of all the in-office learning already mentioned, this summer also taught me how to find community in an entirely new environment. I made life-long friends from colleges and universities around the country, as well as professional contacts I will utilize for my entire career. I attended trivia nights,



listening events, concerts, lectures, film screenings, and museums. I saw sunsets and happy families, and tasted the salt of the sea. I laughed, cried, anticipated, and wondered, all as part of an emotional training that was just as important as the career experience I gained. There is nothing wrong with scooping ice cream at the local creamery all summer (as I did last year), but there is certainly something right about daily stepping out of my comfort zone, learning so much, and exercising my creativity. I am not the same Carleton student I was four months ago, that is for sure, and none of this would have been possible for me if it weren't for the incredible generosity of the Sam and Meg Woodside Fund for Career Exploration. I hope to someday be able to pay it forward for

others as the Woodsides did for me.

Thank you!

Sasha Mothershead '21

American Studies



I am already considering employing these skills in my comps to look at the intersection between restorative justice and political consciousness in a school setting.

University of Maryland Baltimore County Department of Psychology; Baltimore, MD

This summer I spent eight weeks working on restorative justice research with doctoral candidate Natasha Robinson-Link from the University of Maryland, Baltimore County. I would like to thank my supervisor, Ms. Robinson-Link, as well as the Woodside Fund for Career Exploration for this wonderful opportunity.

As briefly mentioned above, I spent the summer as a research assistant investigating restorative justice—an alternative form of justice and discipline—with a particular emphasis on application in schools. Through this internship I gained important skills and valuable insights as to what I would like to do in the future.

In terms of acquired skills, I believe I have greatly developed my writing, research, and communication skills. I wrote short summaries and reflections each week, which helped me enhance my concision and clarity, and also allowed me to gain confidence with the writing process. In the beginning, for instance, I found it incredibly nerve-racking to write work-ready pieces. Even though I write frequently for school and consider written communication a strength, for some reason writing with the knowledge that the piece was for work made me stressed and confused—and often created a worse final product! Having continued practice writing helped me gain confidence and get used to writing in a work environment. Through my internship I also learned how to perform qualitative research. I created codebooks, analyzed qualitative analysis formats, and coded dozens of research articles—giving me a good grasp on what formal research looks like. Finally, and perhaps most importantly, I gained skills in confidence. I often struggle with power dynamics; from teacher-student to boss-employee relations, it is hard for me to feel comfortable and confident when I am aware that there is an unequal power dynamic. And while I struggled with this at the beginning of the summer, by the end I had gotten to know my boss and felt much surer of my contributions and skills. And this definitely showed—it was one of the things my supervisor mentioned in our final feedback session. This newfound confidence in my work and my ideas was probably the most important skill I acquired.

In addition to specific skills, I also learned lessons about myself through my internship experience. For one, I came understand that I am more capable and insightful than I often give myself credit for—and that I should be more confident in my skills when entering new work situations. I attribute this lesson largely to my supervisor—who also happens to be what I was most grateful for this summer. Ms. Robinson-Link made me feel valued, challenged, and listened to in a way that I have not experienced in previous work situations. I was aware that my insights and contributions were valuable

Through this internship I gained important skills and valuable insights as to what I would like to do in the future. In terms of acquired skills, I believe I have greatly developed my writing, research, and communication skills.

to the team, and this directly influenced my confidence levels. Additionally, I also learned what kind of work environment I prefer. I was mostly completing remote work (see below for image of me meeting with my supervisor!), which meant that I was largely without true co-workers. As an introvert, I was at first excited at the prospect of working remotely. No awkward small talk? A private workspace? Sign me up! Yet only a few days in to the project I came to realize that I missed being around people. I longed for work lunches and office chitchat in a surprising way. It was also difficult to regulate my time without a separate work place—often I would work late at night or through weekends, just because I recognized that any free time technically could be filled with work. While I remain grateful for the flexibility that my internship format provided, I think in the future I would like to be in a place with more hands-on interaction and a designated workspace. This was perhaps the most surprising takeaway from my internship.

In the future, I plan to use my new skills in qualitative research to inform the work that I do at Carleton (and perhaps beyond!). I am already considering employing these skills in my comps to look at the intersection between restorative justice and political consciousness in a school setting. In all, I gained useful experience with discipline theory, educational policy, and formal research. I am still hoping to go into the educational field in the future and thus—as this will likely mean some graduate programs—the experiences I had in this internship will complement this goal nicely.

Luke Norquist '21

Undeclared



My three biggest lessons coming out of Breakthrough are that teaching is difficult, rewarding, and powerful.

Breakthrough; San Juan Capistrano, CA

Even in just two short years at Carleton, I have come to learn one big lesson about the internship (or externship!) experience: expect the unexpected. It is difficult for potential employers to accurately reflect what interning with them will be like in the span of such little blurbs that we read on their website. It is even more difficult for us as applicants to trust their blurbs, and I would argue impossible really get a sense of what will be expected from the position until we actually arrive at the scene. Even knowing this, I expect every applicant to any position harbors a vision of what they are hoping for in the internship, even if that comes with a healthy dose of skepticism.

In my preparation for being a 7th grade teaching fellow for the Breakthrough collaborative, deep down I aspired for on the ground experience with teaching, accompanied with some autonomy and flexibility to be the teacher I wanted to be. I wanted to see education up close and personally, to learn concrete strategies for how to teach effectively and efficiently. Above all, I wanted to witness educational equity up close. Breakthrough is after all designed to help low income students from traditionally underrepresented populations in higher education, well, break through the barriers before them. I wanted to feel like my actions in this program were a meaningful part of helping students reach their full and great potential. I was skeptical if my experience could match my lofty expectations, but, spoiler alert: I felt and experienced all of these things in my time at San Juan.

My three biggest lessons coming out of Breakthrough are that teaching is difficult, rewarding, and powerful. And I know, none of this is surprising! Yet my experience with as a teacher affected my awareness of the teaching experience in various and unique way.

To start with difficulty, my goodness teaching is hard! Breakthrough prepares its teachers with two weeks of extensive seminars before unleashing students on us. Even with the helpful and pragmatic classroom management and teaching tools they gave us, the process was bound to feel overwhelming at first. I was running two 7th grade English classes, in which we read and dissected an incredible little novel, *The House on Mango Street*, as well as an elective I had pitched the spring before that was centered around ecosystems. And there was a very real and very intense grind to managing the day to day realities of leading this coursework. For a brief overview, Breakthrough hours ran from 7:30 to around 5:30 every day. This, in conjunction with the need to go home and design detailed English and elective lesson plans for the following week,



plus grading homework and trying to plan for the following day, took a lot. Especially when most of us were new to this! I am emphasizing the intensity I faced because the grind taught me a significant lesson about teaching: there is a gap between academia focused on education and the process of educating kids.

Academia has the privilege of time and distance to analyze things like child psychology while objectively measure and compare different varieties of teaching practices. And, while I definitely believe it has been worthwhile to study these things at Carleton, being in the shoes of a middle school teacher really informed me as to how difficult it is to integrate



abstract concepts related to effective teaching when your focus more naturally leans towards things like classroom management, and, in short, survival. It gave me some perspective on how valuable expertise must be for teaching; as much as I grew in my confidence and abilities over my 6 weeks on the job, the overwhelming number of balls teachers juggle daily makes it clear to me now how decades of experience can be necessary before a teacher reaches their fullest potential.

Regarding the rewarding and powerful nature of education, I can confidently claim that meeting, caring for, and watching real students grow under your instruction is the only way to understand education's importance to society in general. As I saw these 7th graders—so many of them immediately exuding confidence, charisma, and an assured capacity to learn and achieve—I found it unbelievable that individuals from the poorer and LatinX populations of San Juan are not already commonplace leaders in business, academia, and politics.

At the same time, I heard so many stories from my students about family members struggling to adjust to the college lifestyle, and then dropping out. I talked with so many parents whose belief in their children's future success at college was tainted by an all too worldly awareness of how relatively uncommon such success stories were among the LatinX community in San Juan. Being a teacher so far removed from my rural MN roots, I came to more fully grasp from my students the heavy weight of expectations and fear that laid barriers before their path to college; I also saw how perturbingly unfair such barriers were in light of these students' obvious talent and intelligence.

At my Breakthrough site, a favorite catchphrase among teachers and administrators was "DOIT!" short for "do it for the kids." And that energy was pervasive over the summer, because we all came to see the program's impact on these students. As a teacher we not only helped these students practice skills that will be invaluable to their success in later years of school, but also surrounded these students with an unwavering faith that college attendance could and should be a goal they sought after. Having a whole program of teachers constantly reinforce this message is powerful, because we felt it powerfully. When the kids cried, wrote notes, and gave speeches of thanks at the end of summer, it was clear they felt it too. And it is easy for me to believe that when these students go through this experience summer after summer (7th grade is the first of many Breakthrough summer programs these students attend, with students returning annually at inspiringly high

Being a teacher so far removed from my rural MN roots, I came to more fully grasp from my students the heavy weight of expectations and fear that laid barriers before their path to college; I also saw how perturbingly unfair such barriers were in light of these students' obvious talent and intelligence.

rates) is genuinely effective in ensuring these students remain on a trajectory that leads to their dream jobs as scientists, engineers, lawyers and more of the future.

All this DOITsing represented for me a transition from knowing about educational equity as a cause I believed in, to feeling it as a passion I want to remain committed to in any future career I aspire towards. Thank you thank you thank you to the Sam and Meg Woodside Fund for Career Exploration for supporting this experience!!! For me and for those incredible kids, it makes all the difference.





In choosing this internship, I wanted to get a sense of the growing alternative agriculture community as both a field and a lifestyle.

The Oregon Extension; Ashland, OR

Good food unites people. It is a powerful signal of culture, and is often the medium through which tradition is passed on. However, our food sources are currently in crisis. As climate science progresses, we have found that agriculture is incredibly ecologically destructive, especially on the scale required to feed our growing population. Meanwhile, the changing climate makes clean water increasingly scarce, especially in areas which still rely on subsistence and traditional agriculture. There is a growing community of scientists and farmers exploring alternative forms of agriculture, to combat these problems. My main intention for this summer was to engage with that growing community. The agricultural director at the Oregon Extension has been growing food organically for decades, and has recently begun implementing permaculture methods to food production. Permaculture, otherwise known as agroforestry, is an agriculture method that uses ecology to create communities of plants and animals to sustain the soil and each other, while providing food for humans. It sounds like a perfect solution in theory, but the practice is always different. In choosing this internship, I wanted to get a sense of the growing alternative agriculture community as both a field and a lifestyle. In pursuing this goal, I learned several critical lessons, both about farming and about how to live healthily.

The word “networking” carries a sense of business students and tech guys in suits, and therefore has never made sense to me as a priority I need to focus on. However, in talking with my supervisor about agroecology, I realized that I had been overlooking a major facet of the field. When you are creating a new permaculture plot, you have to focus for several years on slowly building soil health and resiliency. Cover crops are used to protect from erosion, and chop-and-drop plants are used to pull nutrients from deep soil and return. The community of soil scientists and agroecologists has grown in much the same way, with small communities sharing information and tips among themselves, while slowly adding new farmers to the fold. In many ways, progressing in the field is about who you know, which was very surprising to me.

Beyond slowly building soil health, permaculture is mainly about troubleshooting. Like many fields that operate primarily outdoors, the gear all sustains significant wear and tear, and is constantly exposed to unpredictable conditions. During the first half of my internship, I was constantly running to grab my boss and ask what should be done about various problems that arose. However, midway through the internship, my supervisor had to take a more hands off stance. Quite suddenly, it became my responsibility to solve issues as they arose to the best of my ability, without relying on expert opinions. It was terrifying. I am sure I made mistakes. But it was also much more efficient, and resulted in more plants surviving minor catastrophes. I am not advocating

Meanwhile, we were all isolated from larger communities, at least in part. This led to a lovely and intellectually stimulating community.

not checking your work with a boss, but it was important for me to notice that I was prepared for more responsibility before I realized it. Without taking that responsibility that I felt so unworthy of, I would have missed learning many important skills.

Far beyond taking additional responsibility or exploring networking, the hardest lesson I learned was that of living in community. While working on the farm, I was also living in close community with my fellow workers and my supervisor. Meanwhile, we were all isolated from larger communities, at least in part. This led to a lovely and intellectually stimulating community. However, it required some vulnerability and hard work. The lessons of creating community were some of the most valuable that I learned during this externship, and the people that I met are some of my favorites. I would encourage fellow students to open themselves up to this type of community in whatever ways they can.

Nikko Baer '20

Biology



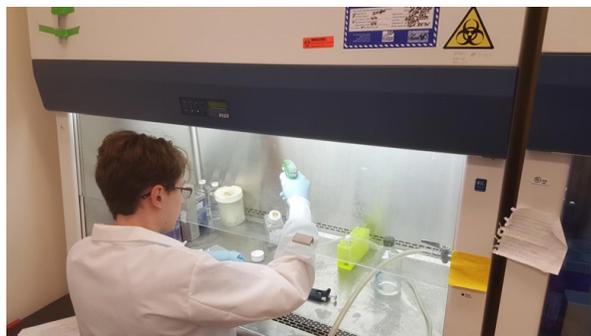
I learned how to balance powerful personalities and keep all parties happy. This is an ability that will be critical throughout my career, since I hope to work in clinical and laboratory settings, where you must engage with others to be successful.

Boston Children's Hospital; Boston, MA

This summer, I returned to the Engle Laboratory at Boston Children's Hospital under the supervision of Arthur Lee, MD PhD. The laboratory is located in the Center for Life Sciences within the Longwood medical area in Boston, MA. This area is home to Harvard Medical School (HMS) and several hospitals. The laboratory investigates the genetic origins of Congenital Cranial Dysinnervation Disorders (CCDDs), a group of disorders in which a failure of nerve growth or guidance impairs coordinated movement of the eyes. Over this and the previous summer, I have looked for areas of our DNA that might be responsible for CCDDs. These areas are hard to study because they are non-coding. This means that the DNA in these regions is not used to produce protein. Non-coding DNA has non-obvious functions and makes up 99% of our total DNA, making it difficult to search. To investigate these areas, I had to use cutting-edge single cell sequencing methods. Single cell sequencing is a collection of methods that allows researchers to uncover information about the DNA or RNA in many individual cells at once.

This information might be the sequence (i.e., pattern of As, Ts / Us, Cs, and Gs) of the DNA or RNA molecules or clues about the state of the DNA (e.g., how tightly it is wound around proteins at different points) in these cells.

The skill I developed most throughout this summer was designing and implementing new protocols. This skill went hand-in-hand with a second: collaborating to tackle difficult projects. My supervisor and I adapted a complicated single cell sequencing method called sci-CAR for use in the Engle



Lab. This task required careful scrutinization of published manuscripts and a detailed understanding of each step of the protocol. We also worked with another member of the lab to alter a previously published method called CUT&Tag for use with single cells instead of bulk samples. This project required collaboration with a protein production expert from a separate lab to purify a large quantities of a protein for CUT&Tag experiments. We also began a partnership with a company to optimize our protocol for large-scale use. I learned how to balance powerful personalities and keep all parties happy. This is an ability that will be critical throughout my career, since I hope to work in clinical and laboratory settings, where you must engage with others to be successful.

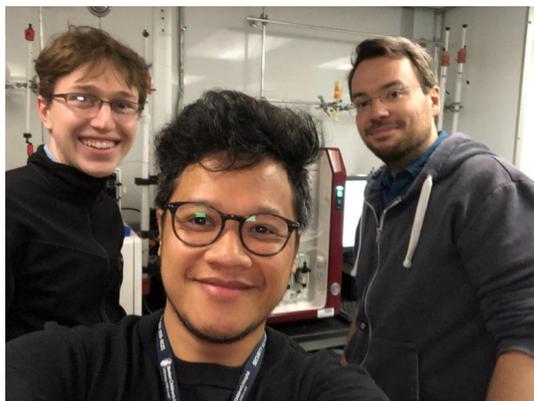
Perhaps the most important skill I strengthened this summer was networking and communication with other scientists. I am hoping to work in a laboratory for two years after graduation. I decided that I would take

Because the Engle Lab was close to many hospitals and HMS, I was able to attend seminar series, shadow physicians, and speak with researchers about positions after graduation.

advantage of my time in Boston by reaching out to principle investigators in the area about research assistant positions. Through a series of meetings, I had many opportunities to explain my summer work and scientific interests. I also spoke with researchers and graduate school staff who I met during a summer lecture series. They provided solid career advice and suggestions about good labs to work in. Overall, I now feel more confident when reaching out to scientists and speaking about my research experiences.

My strongest piece of advice for other students is to seek out the opportunities and resources your site has to offer. Because the Engle Lab was close to many hospitals and HMS, I was able to attend seminar series, shadow physicians, and speak with researchers about positions after graduation. The lab itself had significant discretionary spending, allowing me to purchase the equipment and reagents needed for protein production. Our location in a research complex further provided the chance to partner with an expert to complete our protein production protocol. Other internship sites have different opportunities to offer – the key is to identify and take advantage of them.

I am grateful to the Engle Laboratory for hosting me for two summers. I am especially grateful to my direct supervisor, Dr. Lee, who allowed me to become intellectually invested in our work and to take the lead on some parts of our protocol design and execution. Very few undergraduates have the opportunity to work with such cutting-edge research techniques, let alone develop them for expanded use. Finally, I am thankful for two summers of generous Carleton funding, first from the Kolenkow-Reitz Fellowship and more recently from the Woodside Fund for Career Exploration. Each summer pushed me in new ways to develop the skills necessary for a career as a physician scientist.



Naseem H. Dillman-Hasso '20

Psychology



One of the first skills that I learned was how to effectively present a lot of information to a group of people who had no prior knowledge to what I was going to talk about.

Baruch College, Department of Psychology; New York, NY

This summer, I worked in an Environmental Psychology lab at CUNY Baruch in New York City. Environmental Psychology has a lot of different subfields, but there are two main subfields that interest me: the interactions between nature, climate change, and mental health; and the psychology of sustainability (also known as conservation psychology). The lab that I worked in, under the direction of Professor Mindy Engle-Friedman, focused mainly on the psychology of sustainability side, but still gave me opportunities to bring in some of my knowledge and make ties with the nature and mental health side. The summer brought along a lot of unexpected challenges and exciting opportunities, and overall was a wonderful experience.

One of the first skills that I learned was how to effectively present a lot of information to a group of people who had no prior knowledge to what I was going to talk about. After I met with the professor on the first week and told her about my research interests, she asked me to give a presentation on the mental health impacts of nature and climate change for the whole lab. Most of the previous presentations that I've given at this level have been to an audience who had a background in what I was talking about. However, I had to assume for the lab members that they did not have this background. I made a PowerPoint presentation that had all of the information on the slides that I wanted to get across, and then worked on whittling down the amount of text on the slides so that it wasn't as overwhelming. I also did a bit of reading on how to effectively give presentations and decided to put a "roadmap" slide at the beginning, and a few "check-up" slides throughout the presentation where I could review what we already talked about and pause for questions or comments. I found that this was incredibly useful, and I got a lot of positive feedback from the lab members and professor. I also learned how to work more independently than I was used to – the professor had more of a hands-off mentality. She would check up on you in person once a week, and would always welcome emails throughout the week, but otherwise wouldn't follow up with you and expected you to get the necessary work done. I ended up liking this way of working, because it gave me freedom to work on multiple tasks throughout the week and switch up if I got bored with what I was working on. Lastly, I learned a lot about interpersonal communication. As a consequence of the hands-off mentality, if I was working on a project with people in the lab, we had to coordinate everything together throughout the week. Since a lot of the people weren't coming into the lab every day over the summer, a lot of planning went into collaborative projects.

One of the key lessons that I learned about myself from this experience was that while there are benefits to a hands-off research experience, it can be a bit hard to stay self-motivated without more concrete goals/projects

I also really appreciated the opportunities that the lab gave me – such as working on a paper that will be submitted to a peer-reviewed journal and making presentations for national and international conferences.

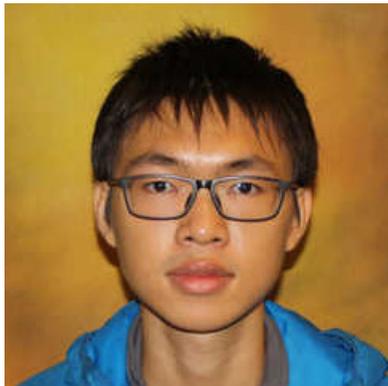
happening. This will be very helpful going forward, because it will dictate the types of labs that I apply to after college, and also the types of grad schools that I look at.

One of the things that surprised me the most about my summer experience was that I didn't enjoy living in New York City. I always assumed that I wasn't a big-city person, but I thought that I would be able to have an enjoyable summer there. However, at times, it was overwhelming and stressful to live in the city, and I felt weirdly isolated. While this wasn't a huge part of my experience, it was definitely something that I didn't expect. I made sure to get out of the city when I could to make myself happy, so I went for a very long bike ride throughout New Jersey on one of the weekends, which made the experience more enjoyable.

I was very grateful for a lot of things this summer. One of the biggest things was the ability to work on something that I was very interested in. While looking for environmental psychology-related internships or jobs for the summer, I was a bit worried that I would end up working in a tangentially related field that didn't exactly align with my interests fully. However, working in this lab was amazing. I also really appreciated the opportunities that the lab gave me – such as working on a paper that will be submitted to a peer-reviewed journal and making presentations for national and international conferences. These aren't things that are required of a summer job or internship, but the professor and lab managers at this lab made sure that I was able to have the opportunities. For that, I am incredibly grateful.

For students who are doing summer internships, I'd urge them to keep an open mind about everything. I was surprised many times throughout my internship, and if I had kept a closed mind about everything, I wouldn't have been able to have the opportunities that I mentioned above. Walking into a new setting with the ability to roll with the punches, and enjoy the wonderful surprises that it will bring, is incredibly helpful.

I would like to thank the Woodside Endowed Internship Fund and the Career Center for helping make the finances work out for this internship; Professor Engle-Friedman and the rest of the lab for allowing me to work there over the summer; the Carleton grad who allowed me to sublease his room for the summer; and Professors Julia Strand and Deborah from Carleton for giving me guidance, advice, and grounding me throughout the summer.



“Think big”, as my experienced seniors told me in Singapore, and only now could I appreciate the wisdom behind the maxim.

Rutgers University Cognitive and Data Science Lab; Newark, NJ

For my summer research, I would like give my sincere thanks to the monetary support given by the Woodside Current Internship Fund, the constant guidance given by the Career Center, the reference and cognitive modelling knowledge given by Professor Anna Rafferty and the great memories given by the Patrick Shafto’s Cognitive and Data Science Lab at Rutgers University. How and why does a neural network make errors in image categorization? Why does the neural network categorize an ambulance as a snowplow? How do we convey the reason to a layperson using the neural network or devising public regulations? I sat in the lab and mused over the questions given by my adviser over the summer. What am I going to do to start on these questions? I begin my summer research with both excitement and trepidation. I am traveling alone to Newark, which according to online sources, is a dangerous city in the United States, perhaps second only to Detroit. There I will be working in a graduate lab well established in probabilistic machine learning, and only recently have I begun to understand the rudimentary concepts in both probability and machine learning only in my sophomore year.

Upon landing at Newark, I was compelled by the strange atmosphere to put my guards up. I avoided looking at anybody on the street, stuck only to the main roads, and locked down every valuable around me. The dense, sprawling and noisy Newark with racial demographics reversed was totally alien to me.

But gradually I recognized the humanity in Newark. The residents, whether Black or Hispanic or Latino or mixed, were mostly trying to live better lives. For instance, I spoke to my housing landlord, and he and his brother were Nigerian immigrants who came to America, began with nothing, and now manage two rental houses! Once or twice on the streets, I was greeted by strangers with a warm “How are you” or invited to get a “Fist Bump”. Soon I got to connect with the residents in the downtown yoga studio over mediation and vinyasa. Newark being a dangerous city gradually dissolves into a myth.

However, I was saddened by the water crisis in Newark late July, as the city raised warnings and distributed bottled water while the New York Times reported negligence and suspected corruption. I puzzle over the despairing reality as my lab updated one another on the latest developments. The statistical reality about the gap in the human development index in the United States has suddenly deepened into an experiential reality as the locale reverberated with pipe repairs.

My research progress equally surprised me. I



Nurturing connections with the lab members became integral to my summer research.

could never answer my summer questions alone as I continuously stalled in my thought processes over math and coding. Fortunately, the stereotypical anti-social research scientist does not hold and collaboration was the norm in the research lab. My postdoc even worried over me not sharing enough research thoughts and experiences! Almost magically, through the constant discussions and gentle prompts by my postdoc, I managed to glide through my research questions and complete a significant chunk over the short time there. As I polished my GitHub readme as summer closes, I sat amazed at the little miracles. I began with no experience in the machine learning library PyTorch, and yet scaling up distributed programs using PyTorch across the lab's supercomputers has become my new aptitude. Matrix linear algebra and Bayesian modelling started cryptic to me, and I am now able to operate and code on them accurately. All thanks the constant support given across the whole lab!



More important, nurturing connections with the lab members became integral to my summer research. Through prolonged discussions with my postdoc, adviser and lab-mates, I gradually sharpened my communication and analytical skills. By taking a constant interest in the numerous projects around me, I was exposed to the state-of-the-art probabilistic machine learning. The lab supported me in various ways, including networking me to previous lab alumni like one who is working now in at New York University's prestigious Courant Institute. In addition to research, we shared about parenting, religions, nationalities, and numerous captivating topics over the regular lunch meetings to enlarge my world.

Perhaps the most important growth to me over the summer is a courage to accomplish bigger aims. "Think big", as my experienced seniors told me in Singapore, and only now could I appreciate the wisdom behind the maxim. Now my bigger aim is to nurture a deeper connection with American and the research community as the new summer application cycle restarts.

Colleen Scallen '20

Theatre Arts and Psychology



Three important skills I gained or strengthened from this experience were learning to let go of control, keeping myself occupied and busy without constant direction, and learning how to be vulnerable with authority.

Erasing the Distance; Chicago, IL

This summer, I had the incredible experience of interning in Chicago with a non-profit theatre company called Erasing the Distance (ETD). ETD uses documentary theatre to destigmatize mental illness. They do this by interviewing people about their mental health experiences and then shaping and performing monologues. These monologues use verbatim text drawn from these interviews to show real-life experiences with any and all mental health experiences. Professional actors perform these pieces across the city (and sometimes country!) at schools, churches, retreats, conferences, and full productions in theatre spaces. I was drawn to work for ETD as it perfectly combines my majors and interests: being an actor and a therapist.

I entered this summer with much less trepidation than last summer. Last summer, I moved to the Bay Area for my internship and was living in a student co-op, meaning I was new to that area of the country and knew no one; in contrast, I've been to Chicago a million times and was living with my sister. Interestingly, however, I had a much easier time adjusting to

California life because I gave myself the grace of uncertainty. This summer, I expected to be just fine, whereas in reality I struggled socially much more, as I was the only intern and wasn't living with people my age. It was a surprise learning experience, but learning how important it is to experience and live through loneliness was a crucial part of my internship experience this summer. I truly do feel that personal growth through loneliness was an instrumental element in my summer.

Three important skills I gained or strengthened from this experience were learning to let go of control, keeping myself occupied and busy without constant direction, and learning how to be vulnerable with authority. There were multiple instances where I wanted to fix things or do more, like when I was reorganizing the story database of all stories ETD has collected over 15 years, and I couldn't. There simply wasn't access to that information from my shared permissions on the drive, or it wasn't provided on the consent forms, or protocol hadn't been followed. These were moments where I needed to accept that I didn't have control and let that go. Secondly, I improved a lot in keeping myself busy by utilizing opportunities to organize, research, or take the next steps on projects without needing constant oversight. I developed this skill largely in part because my boss was often overwhelmed with the sheer amount of work she had to do and couldn't always hold my hand through every step, so utilizing this self-guidance was necessary to both stay busy and to help her manage the constant flow of tasks. Lastly, I learned how to be vulnerable with authority. I was able to open up to my boss about my own mental health struggles and how they were impacting my work and my summer, and while it was scary, it made our relationship (both in a personal and professional sense) deeper and better.

This experience has taught me some important lessons about myself.

I learned that when I give myself grace and trust, good things happen.

One is that one should also try and have a certain level of hubris; I came into the summer without much trepidation and a bit of cocky certainty of my adjustment abilities, and I think that definitely contributed to my having a harder time socially. On a similar note, I learned how important it is for me to have a mix of alone time and people time, and that while reaching out is difficult and I do love being by myself, I am a social creature and need to have a balance of alone-time and people-time. Lastly, I learned that when I give myself grace and trust, good things happen; the voiceover class I took, the shows I saw, and the yoga studio I joined all happened because I trusted myself and gave myself the grace to try something new and have confidence in my abilities.

I will use this internship experience practically every day after I graduate. It showed me that Chicago can (and will!) be a new home for me and gave me numerous connections in the theatre community there. Heather has already expressed internship in hiring me when I return to the city, and the staff at the school at which I took my voiceover class expressed interest as well. I feel like I've already laid some foundation to really create roots when I move back, and that is an incredible asset for my career path.

I am most grateful for the incredibly safe and supportive atmosphere of my internship. Heather-- as well as two other women I worked with, Jana and Melanie-- created such a safe and caring environment that made space for mistakes, celebrated successes, and took mental health struggles at face value and treated them with respect and validity. All of these factors made my internship a hotbed for growth and beneficial experience.

My biggest advice to students pursuing internships would be "say yes." Explore your city. Reach out to people in your field for coffee and a chat about their path. Go to museums and shows and live music. Take a class. Enjoy the outdoors. Say YES to any opportunities that arise; people are kinder than you think and want to help. Let them.

Thank you to Sam '75 and Meg Woodside for their generosity; without your funding, I would not have been able to have this incredible experience. Additionally, much thanks goes to my boss, Heather Bodie, for her amazing guidance and support, and to my sister, Catherine Scallen, for encouraging me to pursue my dreams despite any challenges and providing lots of laughs and love in our home this summer.



Eliana M.B. Durnbaugh '21

Biology and Dance



I recommend to future internship students that the most important thing to bring to an internship is a willingness to change perspective.

Martha Graham School of Contemporary Dance; New York, NY

To begin, I would like to thank the Carleton College Career Center and the donors of the Sam '75 and Meg Woodside Endowed Fund for Career Exploration. Without this funding, I would not have been able to have this experience at the Martha Graham School, an internship which has significantly informed my future career goals. Furthermore, it has been a goal of mine since the age of thirteen, when I first became involved with the Graham Technique, to attend this specific intensive at the Martha Graham School in New York City; this internship funding allowed me to achieve this long-time goal.

At the Martha Graham School of Contemporary Dance, my internship was two-fold: I attended the Graham Adult Summer Intensive, which entailed dancing four to nine hours a day, and I worked the rest of my hours as a receptionist at the school's front desk. The Graham School teaches a very specific technique of modern dance, created by dance pioneer Martha Graham in the early 20th century, and today the Graham Company is the longest-running dance company in America. At the intensive, I not only took over two hours of Graham technique every day, but also Ballet and Contemporary techniques, a Graham repertory class, and a choreography composition class. As a receptionist, I carried out daily administrative office work and routine tasks such as setting up the school store and documenting attendance.

From the experience I gained from this internship, I re-evaluated my post-college career goals. As a double major in both dance and biology, I never considered my love of dance as anything more than a hobby and artistic outlet. Dancing in New York and asking questions of my mentor Sierra Powell, who is a freelance dancer and head receptionist at the Graham School, I gained a deeper comprehension of the professional dance world. I came away from this internship with a new understanding of my relationship to dance: I now envision a future for myself where I audition for companies and perform part-time, perhaps even semi-professionally.

I danced in the advanced division of Graham Technique, level three out of four (the highest level being the professional division), and the rest of my classes were combined with the professional level. As a result, I learned how to operate and train as a pre-professional in large and competitive classes. Most importantly, I learned how to glean information from classes independently of direct instruction from the teacher. I not only gained knowledge of the specific technique, which I can apply both to my dance comps and potential dance career, but also matured as a dance student.

Working at the reception desk, I learned how to function in an administrative position, which I had never done



Working at the reception desk, I learned how to function in an administrative position, which I had never done before.

before. It is common for dancers to work in their company's administrative office, as was the case for my mentor Sierra, and gaining insight into how a dance office worked helps my employability as a dancer. I learned how to be adaptable in this office setting, identifying things that I could do that would help the office as a whole, instead of putting pressure on my mentor to give me assignments. For example, I saw that there was a large box of old files that needed archiving, and with the permission of my mentor, set up the scanner in the office to digitize the files.

Finally, while at the Graham School, I learned how to define my own successes that at times went against the grain of my environment. For example, many of the teachers at the intensive framed their classes to cater to students auditioning for the Graham Company. Furthermore, I entered my internship with unrealistic goals for the time given, specifically, with perfecting certain dance technique "skills." Learning how to re-define my successes on a day-to-day basis not only made me feel better in the short term about the realistic accomplishments I did make, but also has helped me to be (mentally!) flexible and forgiving of myself in general for my high standards. As a result, instead of scolding myself for not reaching an outlandish goal, I was able to congratulate myself on smaller victories, like pushing through a hard-to-remember combination or not falling over in a difficult balance, which in turn motivated me to work harder instead of quit altogether.

I was most surprised by the kindness and helpfulness of my fellow dancers. New York dance is notorious for its jealous and competitive dancers, but I did not find a single dancer like this at the Graham School. I am especially grateful for the dancers who attend the Graham Professional Certificate Program year-round for answering my questions about the dance profession and even giving me corrections on my technique. I was very inspired by my friend Micah, who started dancing after college, and is now in this professional program. She, along with my mentor, were the two people who really encouraged me to consider a career in dance.



To close, I recommend to future internship students that the most important thing to bring to an internship is a willingness to change perspective. I know many Carleton students anticipate they will grow along a certain path when they enter their internship, and I think it is extremely important to be open to leaving this path. I went to the Graham School thinking I would just learn the technique for my dance comps, how to work in an office, and have a great summer in New York. While all of this did happen, I no longer see myself stopping at "just learning dance," but being able to take this knowledge and apply it not only to my comps, but also to my future after college.



**Thank You
For Reading**

Index by Student

Abigail Jackson '20	345	Claire Guang '21	343
Ada Meyer '20	142	Clara Liang '20	353
Adela Mu '20	267	Clara Posner '22	27
Alexander Frieden '20	155	Colleen Scallen '20	375
Alexis Chan '21	320	Cora Showers '20	29
Alexis Engel '21	79	Daamir Robinson-Johnson '20	207
Alexis Shuck '21	212	Daamir Robinson-Johnson '20	303
Alexis Tolbert '20	186	Dae'Kevion Dickson '22	31
Alli Palmbach '21	15	Delina Haileab '22	32
Allison Corlett '21	324	Duc Nguyen '22	137
Ally Jeidy '19	288	Eliana M.B. Durnbaugh '21	377
Amanda Mosborg '21	360	Eli Arbogast '22	316
Amelia Blair-Smith '21	226	Eli Babcock '21	12
Andrea Lofquist '20	83	Ellery Rourke '22	117
Andrew Sauer '20	254	Emily Bruell '20	165
An Kitamura '21	349	Emma Diers '21	294
Anli Gerbino '21	75	Emma Ferrer '20	342
Anna Schumacher '21	17	Emma Leither '20	197
Anne Seefeldt '21	179	Erica Cagliero '20	168
Anya Gould '21	19	Eric Biddulph-West '21	260
Arianna Varela '21	184	Evvy O'Neil '20	220
Arya Misra '22	21	Fletcher Metz '20	313
Athena Brooks '22	124	Gabrielle Evans '22	340
August Lindgren-Ruby '20	106	Grace Liao '20	242
Bethany Bobo '20	101	Gray Harrison '21	34
Bethstyleline Chery '21	304	Hannah Pos '20	147
Bia Furtado '21	307	Heather Luedke '20	140
Brendon Lin '20	356	Ian Bell '21	145
Brevin Clark '21	322	Ian McCarthy '20	358
Brittany DeWeaver '20	228	Ilan Friedland '21	10
Brittany Dominguez '21	63	Isabel Hackett '21	311
Bryan Richter '20	115	Isabel Olson '20	87
Calla Slayton '20	182	Izzy Link '21	171
Cameron Meikle '20	108	Jackie Tyson '20	248
Carly Bell '21	224	Jack Sherrick '20	96
Caroline Hall '20	23	Jacob Bransky '20	318
Cecilia DeLeon '21	77	Janet Kaumeheiwā '20	208
Cedar Heffelfinger '21	73	Jaylin Lowe '21	58
Chris Padilla '20	252	Jenny Portis '20	178
Christian Cavan '20	26	Jeremy Soehnlín '21	50
Cindy Guo '21	232	Joshua Small '20	246

Kapani Kirkland '22	104	Nikko Baer '20	369
Kate Finstuen-Magro '20	81	Olivia Siu '20	94
Katherine McFerrin '22	157	Peter Ohashi '20	85
Kathleen Danielson '20	336	Phil Gagnon '20	61
Katie Paasche '20	113	Quincy D'Alessio '20	334
Katrina Sewell '21	135	Quinn McVeigh '20	265
Kenneth Laster '20	129	Raba Tefera '21	121
Kent Hanson '20	234	Rachel Freeman-Cook '20	328
Keyra English '22	230	Rachel Heilbronner '22	214
Khinny Lin '21	203	Rae Tennet '21	367
Kira Roberson '20	270	Rahul Kirkhope '22	188
Kyra Ngai '21	262	Rameen Dogar '21	278
Lea Winston '22	36	Rebecca Hicks '21	103
Lena Stein '21	273	Rebecca McCartney '20	280
Leo Anaya '20	99	Rie Kurita '21	240
Liam Holloway-Bidwell '20	250	Riley Irish '19	290
Lizbeth Ramirez Gaytan '21	126	River Fiocco '20	286
Loulou Ferrer '21	296	Rose Delle Fave '21	292
Luke Norquist '21	364	Sarah Chebli '20	282
Maddie Bryant '21	326	Sarah Grier '21	46
Madeline Hagar '20	38	Sara Saintil '21	119
Maia Kosek '20	276	Sasha Kyrasyuk '20	330
Malika Adda Berkane '20	222	Sasha Mothershead '21	362
Maria Thurow '21	217	Sean MacDonell '20	244
Maris Daleo '21	332	Sergio Demara '20	52
Marko Jurkovich '21	238	Sogra Nassri '20	176
Mary Zhang '22	152	Sonja Borgmann '21	163
Matteo Pellizer '20	160	Sophie Lefebvre '21	70
Maya Rogers '22	150	Sophie Schafer '21	256
Meredith Oldham '20	110	Soren DeHaan '22	338
Micalie Hunt '20	236	Sydney Marie Jones '22	347
Michael Gasior '20	298	Tessa Newman-Heggie '21	71
Miles Allen '21	40	Thandie Mangena '22	199
Mohammed Mehdi Shahid '22	89	Trevor Hughes '21	305
Molly Potter '21	300	Trung Huynh '21	44
Molly Smith '21	56	Wesley Noss '20	67
Morgan Whyte '20	191	Xinyi Guo '21	92
Mustapha Trawalley '20	258	Yadari Nunez-Marquez '20	284
Naomi Lopez '22	54	Yoshiko Lynch '21	194
Naseem H. Dillman-Hasso '20	371	Yuanhao Zou '22	48
Natalie Marsh '21	173	Zach Kulstad '21	351
Nate Isbell '21	133	Zane Grinde '20	65
Nicole Collins '23	42	ZhaoBin Li '21	373

Index by Host Organization

Adonis Musati Project; Cape Town, South Africa	236
Alliant Energy; Madison, WI	262
Amalgamated Transit Union; Silver Spring, MD	267
Asian Art Initiative; Philadelphia, PA	182
AWARE Singapore; Singapore	92
Baruch College, City University of New York; New York, NY	371
Beacon Interfaith Housing Association; Minneapolis, MN	280
Believet Canine Service Partners; Northfield, MN	56
Berkeley Food Network; Berkeley, CA	242
Big Creek People in Action; War, WV	103
BLAST; Northfield, MN	34
Boston Children's Hospital; Boston, MA	369
Breakthrough Houston; Houston, TX	63
Breakthrough Houston; Houston, TX	99
Breakthrough; San Juan Capistrano, CA	364
California Wildlife Rehabilitation Center; Los Angeles, CA	332
Camano Capital; St. Paul, MN	234
Center de Recherche (CRI) sur l'Inflammation; Paris, France	305
Center for Community and Civic Engagement; Northfield, MN	27
Center for Community and Civic Engagement; Northfield, MN	42
Center for Compact and Efficient Fluid Power; Minneapolis, MN	260
Charity Dream Association; Shanghai, China	77
Children of Incarcerated Caregivers; Minneapolis, MN	54
Cinamateca Portuguesa (ANIM); Lisbon, Portugal	208
City of Northfield; Northfield, MN	38
Clean Energy Associates (CEA); Shanghai, China	87
Colorado Immigrant Rights Coalition; Denver, CO	165
Common Notions; New York, NY	10
Community Action Center Food Shelf; Northfield, MN	23
Cook Inletkeeper; Homer, AL	316
Cottonwood Gulch Expeditions; Thoreau, NM	194
Dana-Farber Cancer Institute; Boston, MA	330
Dark Horse Recording; Franklin, TN	155
Dartmouth Hitchcock Medical Center; Hanover, NH	356
Davis Phinney Foundation for Parkinson's; Boulder, CO	214
Devine & Gong, Inc; Oakland, CA	256
Duke University Center for Aging and Development; Durham, NC	217
Duke University Identity and Diversity Lab; Durham, NC	334
Economic Policy Research Institute; Cape Town, South Africa	232
Ecosurgica; Harare, Zimbabwe	199
Elsa Sahal Artist; Paris, France	307

Environmental and Energy Study Institute; Washington, DC	140
Erasing the Distance; Chicago, IL	375
Events Beyond Imaginations; Bartlett, TN	101
Face to Face; St. Paul, MN	212
Faribault Middle School; Faribault, MN	50
Forward Stride; Washington County, OR	252
French Coordination for the European Lobby for Women's Rights; Paris, France	176
Friends of University Academy; Kansas City, MO	186
Fundación Espacios Verdes (FEV); Buenos Aires, Argentina	224
GAJAT; Buenos Aires, Argentina	248
Ground Space Records; Portland, OR	106
Growing Up Healthy; Northfield, MN	26
Growing Up Healthy; Northfield, MN	36
Habitat para la humanidad; Buenos Aires, Argentina	222
Handel + Haydn Society; Boston, MA	326
Harvard University T.H. Chan School of Public Health; Boston, MA	265
HealthFinders; Northfield, MN	17
Homi; Minneapolis, MN	61
Housing Conservation Coordinators; New York, NY	94
HumanitiesDC; Washington, DC	336
IJK Capital Partners; Shanghai, China	85
Immigrant Law Center of Minnesota; St. Paul, MN	273
Immigrant Law Center of Minnesota; St. Paul, MN	276
Immigrant Law Center of Minnesota; St. Paul, MN	278
Imperial College London; London, UK	108
Industrial Areas Foundation NW; Seattle, WA	288
Industrial Areas Foundation NW; Seattle, WA	290
Inner Chapter; Shanghai, China	79
Institut des Sciences Sociales du Politique de l'Université de Paris Nanterre; Paris, France	70
Instituto de efectividad clínica y sanitaria; Buenos Aires, Argentina	313
Intentionalist; Seattle, WA	240
ISAIAH; St. Paul, MN	282
Jackson Hole Conservation Alliance; Jackson; WY	197
James H. Binger Center for New Americans; Minneapolis, MN	284
Just Grace; Cape Town, South Africa	228
Kepler Group; New York, NY	115
La Casa Norte; Chicago, IL	126
Lakota Language Initiative; Pine Ridge Reservation, SD	270
Las Americas Immigrant Advocacy Center; El Paso, TX	220
Lattice; Paris, France	207
Lattice; Paris, France	303
Laura Baker Services Association; Northfield, MN	46
Le Club Barbès; Paris, France	75
Le Marché de la Poésie; Paris, France	304

Les Petits Debrouillards; Paris, France	296
L'Hôpital Pitié-Salpêtrière; Paris, France	298
LIMSI; Orsay, France	71
LINK Center; Northfield, MN	96
Lumbini Academy; Yangon, Myanmar	203
Martha Graham School of Contemporary Dance; New York, NY	377
Mayo Clinic Computer Aided Molecular Design Lab; Rochester, MN	157
MD Anderson Cancer Center; Houston, TX	124
MD Anderson Cancer Center; Houston, TX	320
Minnesota 350; Minneapolis, MN	171
Minnesota Prison Doula Project; Minneapolis, MN	328
Minnesota State Legislature; Minneapolis, MN	188
Monarch Joint Venture; Minneapolis, MN	322
Mujeres 2000; Buenos Aires, Argentina	238
Mujer y Gobierno; Buenos Aires, Argentina	184
Musée en Herbe; Paris, France	73
National Children's Health System; Washington, DC	191
National Oceanic and Atmospheric Administration, Northeast Fisheries Science Center; Boston, MA	360
National Oceanic and Atmospheric Administration, Rookery Bay National Estuarine Research Reserve; Rookery Bay, Florida	347
National Sports Center; Blaine, MN	160
Ni Putes Ni Soumises; Paris, France	179
North Central Equity LLC; Minneapolis, MN	246
Northfield Community Action Center Food Shelf & Northfield Community College Collaborative; Northfield, MN	29
Northfield Middle School; Northfield, MN	58
Northfield Public Library & Northfield Union of Youth; Northfield, MN	31
Northwestern University Department of Ontology; Evanston, IL	342
Office of Massachusetts Attorney General; Boston, MA	168
Oklahoma Center for Community and Justice; Tulsa, OK	150
PBS Frontline; Boston, MA	163
PEN America; New York, NY	110
People Inspire People; Punta Gorda, Belize	230
Planned Parenthood Action Fund; Minneapolis, MN	173
Propagate Content; New York, NY	65
Reed College Department of Psychology; Portland, OR	324
Renai Hospital; Shanghai, China	81
Rheintek; Santiago, Chile	67
Ro*co Films; Sausalito, CA	104
Rural Partners in Medicine; Broomfield, CO	254
Rutgers University Cognitive and Data Science Lab; Newark, NJ	373
Rutgers University Department of Chemistry and Chemical Biology; New Brunswick, NJ	349

Scalabrini Institute for Human Mobility in Africa; Cape Town, South Africa	311
Sciences Po; Paris, France	294
Sea Mar Community Health Center; Seattle, WA	358
South Slough National Estuarine Research Reserve; Charleston, OR	142
Spotlight NSP; Cape Town, South Africa	244
Street Outreach Services; San Francisco, CA	353
Summerbridge Hong Kong; Hong Kong	89
Sünabloom; Minneapolis, MN	250
Sun Valley Institute; Sun Valley, ID	133
TakeAction; Minneapolis, MN	286
Tenant Resource Center; Madison, WI	117
The American Civil Liberties Union of Minnesota; Minneapolis, MN	178
The Justice Desk; Cape Town, South Africa	226
The Oregon Extension; Ashland, OR	367
The Wandering House; Northfield, MN	21
The Wandering House; Northfield, MN	52
The Wassaic Project; Wassaic, NY	129
Thione Niang Group; Dakar, Senegal	258
Tian Yuan Law Firm; Shanghai, China	83
Union of Medical Care and Relief Organization (UOSSM); Gaziantep, Turkey	19
Union of Medical Care and Relief Organization (UOSSM); Gaziantep, Turkey	32
Union of Medical Care and Relief Organization (UOSSM); Gaziantep, Turkey	40
Union of Medical Care and Relief Organization (UOSSM); Gaziantep, Turkey	48
Unité de Réflexion et d'Action des Communautés Africaines Basiliade; Paris, France	300
United Nations Association of Minnesota; St. Paul, MN	44
United States Forest Service; Routt National Forest, CO	318
University of California San Diego Language and Development Lab; San Diego, CA	343
University of Maryland Baltimore County Department of Psychology; Baltimore, MD	362
University of Minnesota College of Biological Sciences; Minneapolis, MN	345
University of Minnesota Department of Biochemistry, Molecular Biology, and Biophysics; Minneapolis, MN	340
University of Minnesota Department of Neuroscience; Minneapolis, MN	152
University of Minnesota Department of Pediatric Hematology and Oncology; Minneapolis, MN	135
University of Minnesota Medical School; Minneapolis, MN	351
University of Minnesota School of Public Health; Minneapolis, MN	119
University of New England Department of Physical Therapy; Portland, ME	12
University of North Dakota School of Medicine and Health Sciences; Grand Forks, ND	121
University of San Diego Department of Mathematics; San Diego, CA	338
University of Wisconsin Physical Activity Epidemiology Lab; Madison, WI	113
U.S. Department of State; Almaty, Kazakhstan	145
U.S. Department of State; Washington, DC	147
Utopia56; Paris, France	292
Vingroup Bigdata Institute; Ho Chi Minh, Vietnam	137
Wild Parsnip Fellowship; Northfield, MN	15



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