

Women's Internship Guide for Empowerment

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The Leadership Scholars Certificate Program is a two-year selective, interdisciplinary certificate program that prepares Rutgers undergraduate women to be informed, innovative, and socially responsible leaders.

Leadership Scholars design and implement social action projects to expand their understanding of issues and problems and to develop leadership skills.

This project gives Scholars the opportunity to apply the theoretical knowledge they have gained about leadership, advocacy, and social change with the practical and experiential knowledge they have developed about a particular policy issue or problem through the field site placement. It also further develops leadership skills by giving undergraduates the opportunity to *practice leadership through action*.

To find out more please visit the Institute for Women's Leadership's website at <http://iwl.rutgers.edu>.

Mission

The mission of WIGE is to aid women, specifically Douglass Women, navigate the internship world.

- Creating a Master List to be published by BOLD Center that provides paid internship opportunities. The list will also include other avenues to secure funding.
- Host a panel partnered with the BOLD Center that will showcase experiences (specifically of women of color), enhance the understanding of students to how to utilize internships successfully, and will provide networking opportunities.
- (Tentative) Raise funds for summer internships.





Our Company

A Startup PowerPoint Presentation

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Advisors



A Startup PowerPoint Presentation

Rebecca Reynolds

Assistant Dean, Mentoring & Bunting Programs



Lisa Hetfield

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Leslie Danehy

Assistant Dean & Executive Director



Intellectual and Conceptual Framework

PEW Research Center & Socio Economic Status

- ❖ A 2015 study, they found that Hispanic women make \$12 and Black women make \$13 to every \$21 made by white men (Patten 1)
- ❖ A study shows that "39 percent of African-American children and adolescents and 33 percent of Latino children and adolescents are living in poverty, which is more than double the 14 percent poverty rate for non-Latino, White, and Asian children and adolescents" ((Ethnic and Racial Minorities & Socioeconomic Status 1).

Intern Bridge "The Debate Over Unpaid College Internships

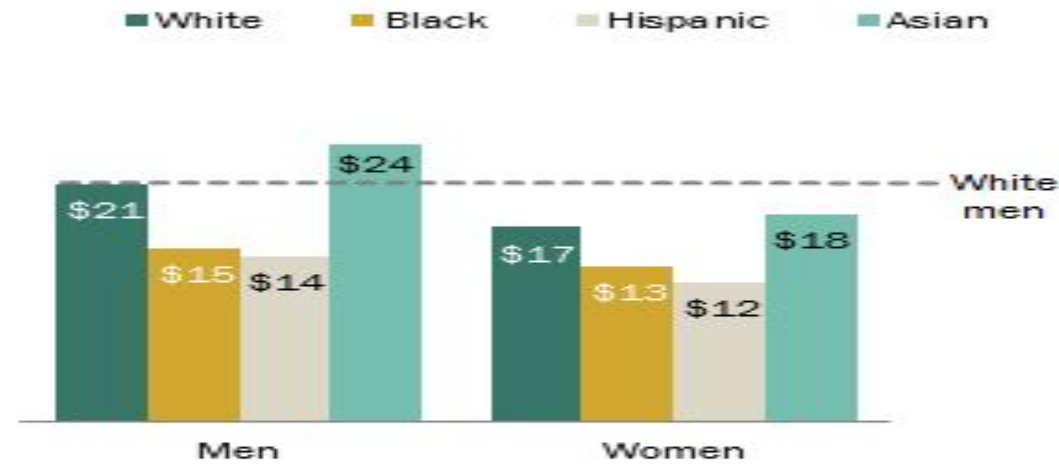
- ❖ 27,335 undergraduates at 234 colleges and universities
- ❖ 77% Women took an unpaid internship
- ❖ Engineering and computer science majors (87% paid)
- ❖ Education (34% paid), social sciences (35% paid), health sciences (39% paid), communications (41% paid) and arts and humanities (43% paid).
- ❖ Non-profits offered unpaid internships at a rate of 57% and 48% for government internships while for-profit sector offered 34% of their internships unpaid.
- ❖ (Phil Gardner 6)

Opportunity Costs: The True Price of Internships

- ❖ Hiring rates for students who completed an unpaid internship (37 percent) while those who did not completed any internship at all (35 percent),
- ❖ Students who had paid internship experience were more likely (63 percent) to secure employment post-graduation.
- ❖ Economic justice, "we recognize gender-race wage disparities"
- ❖ NOW offers paid internships
- ❖ (Imhoff 1)

White men had higher hourly earnings than all except Asian men in 2015

Median hourly earnings of men and women from each race/ethnicity



Note: Figures are rounded to the nearest dollar. Based on civilian, non-institutionalized, full- or part-time workers with positive earnings. Self-employed workers are excluded. Hispanics are of any race. Whites, blacks and Asians include only non-Hispanics. Asians include Native Hawaiian and Pacific Islanders.

Source: Pew Research Center tabulations of 2015 Current Population Survey data.

PEW RESEARCH CENTER



Feminist Leadership

- ❖ Intersectionality
- ❖ Experiences and how to use them for empowerment
- ❖ Why we and what we do matter!

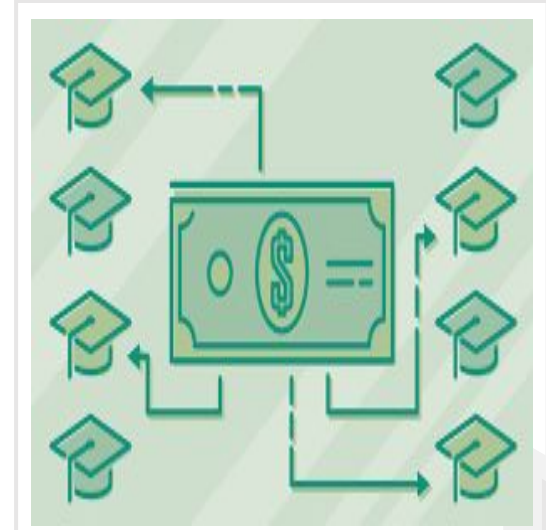
Project Phases



Master List



Panel



Funds



Why Humanities?



STEM vs Humanities

We have to support women who are pursuing ALL fields. WE cannot forget about humanities because women overwhelmingly are integrated in this sector.



Goals and Future Vision



BOIQ Center as a home because it has always reached to improve the educational quality of Douglass Women

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