

Professionals for Tomorrow

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Institute for Women's Leadership

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 Statement

- As an IWL scholar I created a podcast series about education and career experience addressing social obstacles New Brunswick High School Students may face to further expand the conversation in our community.
- I interviewed former high school graduates from New Brunswick to explore topics regarding education, culture, and career.

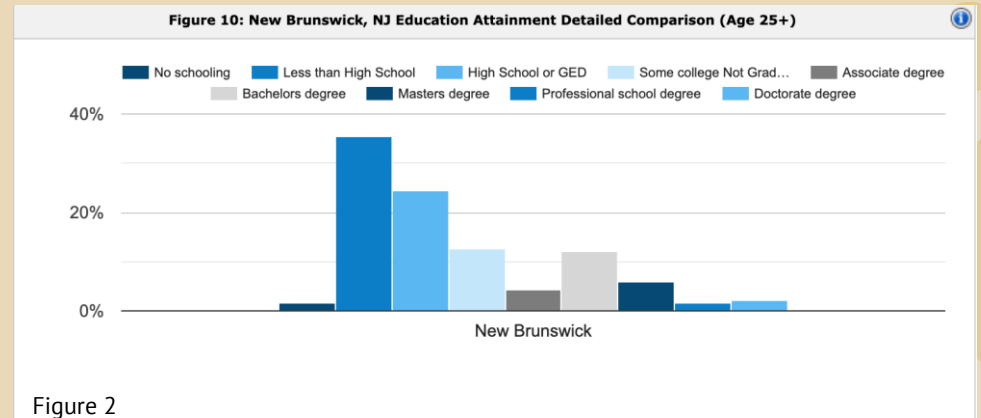
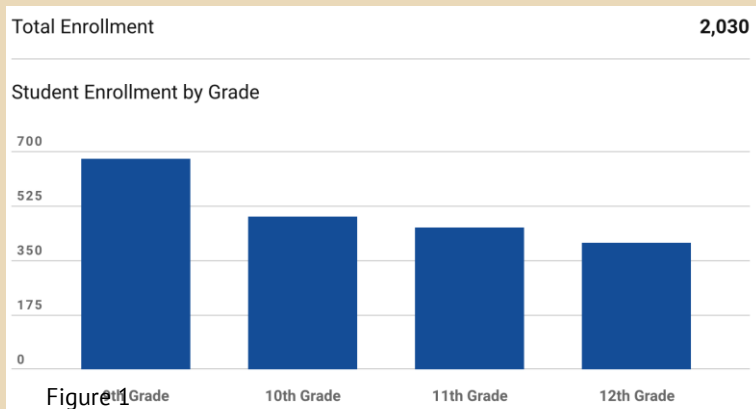
A white spiral-bound notebook is centered on a red background. The notebook has a red spiral binding at the top. The page is decorated with yellow tape pieces at the top right and bottom left corners. A white circle is on the left side of the notebook, and another white circle is on the right side. The text '01. Background' is written in a large, bold, red font in the center of the page. Below it, 'New Brunswick High School' is written in a smaller, grey font. A thin horizontal line is positioned below the school name.

01. Background

New Brunswick High School

Background

- In 2017 **26.9% of New Brunswick Residents did not have citizenship**, creating barriers for undocumented families from obtaining opportunities in high paying jobs (“Data USA”, 2017).
- The student population of New Brunswick High School, it demographically includes **87% Hispanic and 12% Black**. Their current **graduation rate is 73%** (GreatSchools, 1998).
- Students should have an **immersive education that reflects the diversity** of their students culture, especially in career development.



Background Continued

- Noticed lack of address towards **social issues within career development**.
- **Address their experience** may be different due to the common obstacles faced in New Brunswick.
- This will be the **foundation of the future mentorship program** I plan to create that encourages and strengthens students' creative, social and technical skills in their career.



Intellectual and Conceptual Foundation

- A study with school administrators found 70% of his respondents are **concerned with the scope of multiculturalism** addressed in school yet many, including those in this study, only have “1 or 2 days in the school year focusing on multicultural food, songs, dances, dresses, and artwork” (21).
- Familiarizing students with **technical skills can feed back into civic engagement** in the community as it is found that “heavy Internet users have more diverse social networks, visit public spaces more frequently” (Katz & Gonzalez, 2016).

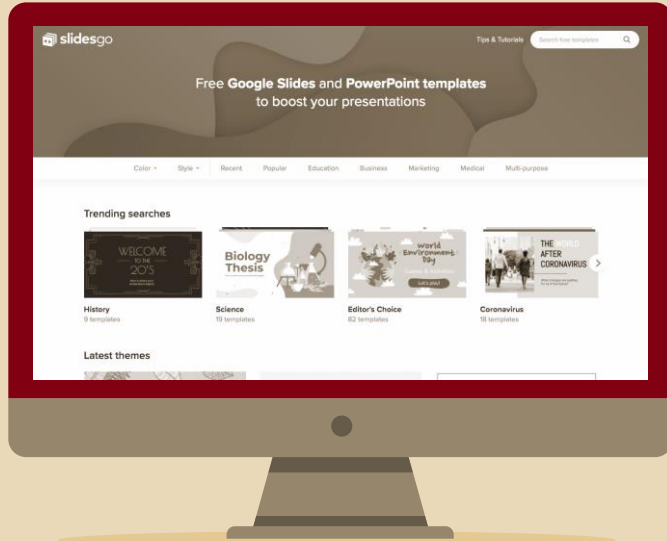
Intellectual and Conceptual Foundation

- The norms of institutional education and professionalism continue to be **traditionally masculinized and westernized.**
- Machista is the act of machismo, defined as male superiority “plays a pivotal role in determining social gender roles and behavior in Hispanic societies and families” (Quinones Mayo et al., 1996).
 - Because machismo is deeply rooted in latino culture, creating a Professions of Tomorrow where **women can identify and process these specific experiences encourages moving away from self blame.**

Process



Projected Impact



- Conduct 4 podcast series:
 - 3 recorded
 - 1 in process
- Reach and connect with New Brunswick community by promoting podcast on instagram
- Promote through program at Rutgers such as MASA

Gender Component

- This project will directly help women of color in New Brunswick by creating a **direct resource** that will help them feel **represented and create uplifting content**
 - addressing gender issues, women are able to **process their experiences** and men can gain some **perspective of gender discrimination** in the workplace.
- This would be especially helpful for women by **introducing, encouraging, and supporting women to pursue careers** disproportionately underrepresented women of color.



Feminist Leadership

Lesson Learned and Insight

Why want to work with
New Brunswick Youth?
I am one.

Your perspective and
project is important



Learn to adapt and reach
out

Be open minded at all
times

Thank you!

Vikki Katz, Institute for
Women Leadership and all
IWL scholars!

Do you have any questions?

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Resources

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Photos

- Figure 1: <https://www.usnews.com/education/best-high-schools/new-jersey/districts/new-brunswick-public-schools/new-brunswick-high-school-12665>
- Figure 2: <https://www.towncharts.com/New-Jersey/Education/New-Brunswick-city-NJ-Education-data.html>