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ACLU of Massachusetts | aclum.org

- Chloe Perez (Political Science, 2016)
- Public Advocacy Intern
- Part-time, 18-24 hours per week
- Unpaid

What do you do as an intern at this organization?
I research sentencing practices and other background information for one of their police accountability campaigns.

How did you find your internship?
I found it on the ACLUm website.

What do you enjoy most about your internship?
I like meeting everyone in the office and asking them about law school and their work.

What do you find challenging?
The hardest part about this internship is getting chosen for it. There are over 100 applications for 2 spots, and due to the ACLUm's timeline it is too late to apply for alternative funding. I didn't hear back from them until the last week of May.

What advice would you offer to someone who wants to make the most of an internship like yours?
Be honest in your application and interview about what you care about and why you're so passionate about civil liberties.

About the Organization
ACLU of Massachusetts
Boston, MA

For nearly 100 years, the American Civil Liberties Union has worked daily in the courts, in legislatures, and in communities to defend and preserve the individual rights and liberties guaranteed by the Constitution, Bill Rights and laws of the United States. The ACLU of Massachusetts—a private, nonpartisan organization with more than 20,000 supporters across the Commonwealth—is a state affiliate of the national ACLU. We defend the principles enshrined in the Massachusetts Declaration of Rights as well as the U.S. Constitution and Bill of Rights.
Beyond Conflict | www.beyondconflictint.org

- Mallory Feldman (Psychology, Peace and Justice Studies, 2016)
- Intern
- Part-time, 24 hours per week
- Unpaid

**What do you do as an intern at this organization?**
I’m working on the organization's neuroscience and social conflict initiative, providing research to inform best practices.

**How did you find your internship?**
From online searches and from teacher/friend referrals.

**What do you enjoy most about your internship?**
Being around people involved in transitional justice, who are trained in interdisciplinary flexible thinking.

**What do you find challenging?**
There is a high standard of engagement with the political, humanitarian, social, and scientific information necessary to engage in the different projects that this organization juggles.

**What advice would you offer to someone who wants to make the most of an internship like yours?**
Find an internship that involves topics you care about and then give it 110%. Try to show those around you that you care about your professional work and your professional relationships. Have fun!

**About the Organization**
Beyond Conflict
Cambridge, MA

Beyond Conflict assists leaders in divided societies struggling with conflict, reconciliation, and societal change by facilitating direct contact with leaders who have successfully addressed similar challenges in other settings. By mobilizing our international network of seasoned leaders and practitioners to share their experience, we put Beyond Conflict’s mission into action. Our powerful methodology of shared experience is grounded in two core principles: that people can learn from each other and that people can change. Beyond Conflict realizes its mission through two types of programming: in country programs and thematic initiatives that address global challenges to peace and reconciliation.
Catholic Legal Immigration Network, Inc. (CLINIC) | cliniclegal.org

- Lorenza Ramirez (International Relations, Italian, 2018)
- Public Policy & Advocacy Intern; Full-time, 40 hours per week
- Unpaid but receiving Career Center Internship Grant

What do you do as an intern at this organization?
I compared the language and requirements in all the state tuition equity laws, created a model language, and designed an infographic to educate others on the issue; wrote a four-part blog series for the CLINIC website about the need for more immigration legal service providers for immigrants in the Southeastern United States; and took a six-week intensive e-learning course on the "Comprehensive Overview of Immigration Law" offered by CLINIC.

How did you find your internship?
Online

What do you enjoy most about your internship?
My supervisor and the organization gave me a lot of independence to pursue my projects. For example, given my interest in graphic design, they allowed me to create infographics (and gave me lots of helpful feedback in the process). My supervisor also gave me lots of flexibility to engage with the D.C. community, which was probably my favorite part; for example, she allowed me to attend hearings on immigration issues in the Senate and House and a Q&A with Bernie Sanders hosted by the Hispanic Chamber of Commerce. The FirstGEN fellowship program connected me with a variety of professionals in D.C. who I otherwise would not have had access to (e.g., USCIS Ombudsman, Senior Advisor on Hispanic and Asian Affairs to Senator Harry Ried, Director at the Department of Education), many of whom became mentors for me. They gave valuable advice on pursuing careers in D.C., law, politics, and social justice and will definitely be able to help me navigate my future career path.

What do you find challenging?
Time management was critical, and often times challenging, as I was balancing multiple projects at once. Because I was given so much independence, at times it was a bit isolating and lonely. The staff at CLINIC, however, are extremely friendly and diverse so that really wasn’t a problem!

What advice would you offer to someone who wants to make the most of an internship like yours?
If you are a first generation college student, apply to the FirstGEN Fellowship Program (firstgenfellows.org). They placed me at CLINIC and on Fridays all of the fellows participated in a parallel advocacy training program where we made connections and learned from very important, AMAZING people in D.C. Applying was one of the best decisions I have ever made! If you're selected for the fellowship, you will be placed at CLINIC, NILC (National Immigration Law Center), LLCCUL (Lawyer's Committee for Civil Rights Under Law), or AAJC (Asian Americans Advancing Justice). Even if you're not a first generation college student but are passionate about social justice, immigration, law, and/or politics, apply to CLINIC or to any of those organizations for an intensive, educational and eye-opening internship experience. If you intern in D.C., attend as many events and meet as many people as possible.

About the Organization
Catholic Legal Immigration Network, Inc. (CLINIC); Silver Spring, MD

Embracing the Gospel value of welcoming the stranger, CLINIC promotes the dignity and protects the rights of immigrants in partnership with a dedicated network of Catholic and community legal immigration programs. Programs include Advocacy, Center for Citizenship and Immigrant Communities, Family Detention Project, Religious Immigration Services, and Training and Legal Support.
Rachel Canowitz (Sociology, Drama, 2017)
Summer Intern
Full-time, 35 hours per week
Unpaid

What do you do as an intern at this organization?
I work as an Intern Assistant, so I send emails on behalf of the Staff, balance the schedule, and act as a liaison between the interns and the Director. I also help with the Filmography project, so I research film-related resources, analyze their relevance to the Consortium’s work, and provide them to the greater Research Hub. I also take on small weekly tasks, such as transcriptions, website editing, or general organizing.

How did you find your internship?
Jumbo Jobs

What do you enjoy most about your internship?
The Consortium employs a large group of interns who are assigned to projects and jobs that match their unique skills and interests. If you do not enjoy a project, you can be removed from it. If you need more work, they will find something for you to do. There is a broad range of topics to be covered, so the learning possibilities are endless.

What do you find challenging?
The entire staff is only three (incredibly hard-working and nonetheless attentive) people, so it can sometimes be difficult to feel heard or ask for more work as they try their best to accommodate everyone.

What advice would you offer to someone who wants to make the most of an internship like yours?
If you are working at a small NGO (or any small non-profit), chances are good that you will have opportunities to do the real, meaningful work of the organization. In order to get this good work, you must express self-sufficiency and a genuine passion for the goals of the organization; it can be very easy to slip into mindless work.

About the Organization
Consortium on Gender, Security, and Human Rights
Boston, MA

Our mission is to create a more peaceful, just, and gender equitable world through programs designed to produce cutting edge gender analysis of war and peacebuilding, transform gender and security research and policy agendas, and foster innovative education, activism, and practice.
Corporate Accountability International | www.stopcorporateabuse.org

- Natanya Trazenfeld (Community Health, International Relations, 2017)
- Non-Profit Administration Internship
- Part-time, 27 hours per week
- Unpaid; Received travel stipend

What do you do as an intern at this organization?
I was an intern in the recruitment department. My main responsibilities were to screen all candidates applying for jobs and internships, coordinate the fall intern recruitment program, and increase the visibility of the organization’s job openings through job sites and listservs.

How did you find your internship?
Jumbo Jobs

What do you enjoy most about your internship?
The two best parts were the other interns and the orientation. There were sixteen summer interns, and we all got along incredibly well since we have shared political and academic interests. Especially for a summer internship, making friends was a huge bonus. Secondly, the orientation is incredibly comprehensive. Learning the history of the organization, campaign organizing skills, and the purpose for our mission made the work so much more meaningful and rewarding.

What do you find challenging?
Everyone in the organization contributes toward development efforts and campaign actions. This means periodic phone-banking to ask members to take action or donate money. Making these strong asks can be uncomfortable for some people.

What advice would you offer to someone who wants to make the most of an internship like yours?
Network! Working in recruitment taught me a lot about how and why people are hired. You can never be too ambitious when it comes to building your network. Get to know as many staff as possible and let them know the kind of work you're interested in for the future. A lot of people, at non-profits in particular, have colleagues at other organizations doing similar work. If you do a good job, your supervisor will be happy to use his/her network to help you find your next position.

About the Organization
Corporate Accountability International
Boston, MA

Corporate Accountability International is a member-powered non-profit organization that protects human rights, public health, and the environment from corporate abuse. Founded in 1977, the organization makes an enormous impact -- as proven by its successful track record of securing lifesaving victories in the face of overwhelming power, money, and influence.
Cass Madden (Anthropology, Spanish, 2016)
Research and Publications Intern
Part-time, 15 hours per week
Unpaid

What do you do as an intern at this organization?
Cultural Survival publishes a quarterly magazine focusing on news and perspectives from indigenous communities around the world as well as news pieces that are published weekly on their website. I research timely issues and write short news bits for the website as well as long form articles for the quarterly.

How did you find your internship?
I wanted to be involved with indigenous rights work, and Cultural Survival is one of the most prominent organizations in the field. I have been aware of the organization for several years. When I started looking for an internship, I got in touch with them directly for information about internship opportunities.

What do you enjoy most about your internship?
I like the people I am working with a lot; it is wonderful to be a part of a committed and passionate group of interns and staff. Also, though it can often be difficult to feel that you are making tangible changes with human rights work, I think it is really important work, and I am glad to be part of an organization that is trying to make changes.

What do you find challenging?
It can be pretty disheartening to research human rights abuses and realize that change is slow. I struggle with feeling a bit hopeless about the whole state of affairs, and I have had to try to learn how to leave some of it behind at the office.

What advice would you offer to someone who wants to make the most of an internship like yours?
My internship with Cultural Survival is very independently driven; I am not supervised much of the time, and I make my own schedule and often recommend my own assignments. To be successful in this kind of work, you have to care about it personally and be able to hold yourself accountable, even if no one is checking in with you. I also think you need to be able to challenge yourself. There is always more work to do, but you often have to ask for it or fill in the gaps where you see them, rather than waiting for someone to tell you what to do.

About the Organization
Cultural Survival
Cambridge, MA

Since 1972, Cultural Survival has partnered with Indigenous communities to advance Indigenous Peoples' rights and cultures worldwide. We publicize Indigenous Peoples' issues through our award-winning publications; we mount letter-writing campaigns and other advocacy efforts to stop environmental destruction and abuses of Native Peoples' rights; and we work on the ground in Indigenous communities, always at their invitation.
Leila Smiley (Sociology, Communications and Media Studies, 2017)
Social Media Intern
Full-time, 32 hours per week
Unpaid

**What do you do as an intern at this organization?**
I worked with my supervisor to create content for the DOROT website and social media pages. I created 6 videos for the DOROT website and updated the social media pages daily. I also worked with senior citizens during home visits with the other students, who were all social work interns.

**How did you find your internship?**
Internmatch.com

**What do you enjoy most about your internship?**
I really liked making videos and learning about marketing and social media. It was also fun working with the nine other college interns and the teen interns, as well as the employees. It was a very close-knit, small organization so I got to know everyone and always had a lot to do.

**What do you find challenging?**
I didn't expect to spend so much time working with the seniors, but I enjoyed it. Budgeting my time was sometimes difficult; they gave me a lot to do (but I never had to do anything after work hours).

**What advice would you offer to someone who wants to make the most of an internship like yours?**
Apply early, as decisions are rolling (I applied in January). They're looking for friendly people who really enjoy community service and working with the elderly, and also people who are good with technology, marketing, and creating content.

**About the Organization**
DOROT USA
New York, NY

For four decades, DOROT has been an innovative leader in the fields of aging services and volunteerism. Our Mission Statement highlights DOROT’s belief that reducing social isolation, along with providing concrete services, has a powerful effect on improving the lives and health of older adults. Our programs have a real impact on enabling seniors to live with dignity, independence and improved health in the community. In an era of concern over rapidly rising health care costs and a nation that is rapidly aging, our work will have increasing importance.
Eliot Community Human Services, Outpatient Clinic | www.eliotchs.org

- Adrienne Sacks (Clinical Psychology, Studio Art Minor, 2016)
- Academic Intern
- Part-time, 16 hours per week
- Unpaid

What do you do as an intern at this organization?
My main job is to manage the intake line. I respond to calls from potential clients as well as their social workers, hospital staff, family members, doctors, and law enforcement. I have also assisted with group therapy and observed supervisors.

How did you find your internship?
I found my internship at the Tufts Career Fair. After giving my resume to the HR representative, I was contacted by the Clinical Coordinator to interview.

What do you enjoy most about your internship?
I enjoy being on the front lines for the work done at the clinic. I am the first person someone talks to, so I have the opportunity to give them a good first impression. Both the clients and clinic are extremely appreciative of the assistance.

What do you find challenging?
The challenges of the internship are the same challenges present in any psychiatric care setting. Some clients can be short-tempered and demanding. Others have stories of trauma that can be sad to hear. The work is emotionally intense, but very rewarding.

What advice would you offer to someone who wants to make the most of an internship like yours?
I was not shy about telling the supervisors when I wanted more work and patient interaction. They did not want to overwhelm their interns, but I reached out to the management and clinicians to ask for more opportunities.

About the Organization
Eliot Community Human Services, Outpatient Clinic
Everett, MA

Eliot Community Human Services is a private, non-profit human services organization providing services for people of all ages throughout the Commonwealth of Massachusetts. Our continuum of services includes diagnostic evaluation; twenty-four hour emergency services and crisis stabilization; outpatient and court mandated substance abuse services; individual, group and family outpatient counseling; early intervention; specialized psychological testing; day, residential, social and vocational programs for individuals with mental illness and developmental disabilities; ombudsman services; outreach and support services for the homeless; batterer intervention; consultation, education and training for the lay and professional community.
Gabriel Dowdy-Terracciano (Peace and Justice Studies, Jazz Performance at NEC, 2016)

Faculty Intern;
Full-time, 45 hours per week
Unpaid but receiving Career Center Internship Grant

What do you do as an intern at this organization?
I helped geniusHive increase its teaching services program from zero to three schools. I also assisted with facilitating the ABRSM exams (the primary way that musical achievement and ability are measured in Ghana). I helped to lead ensembles of players who met for rehearsals on Saturdays. In addition, I made numerous recordings for geniusHive including Bach’s A Minor Violin Concerto. Along with recording and performing, I gave lectures on Music History, Classical and Jazz Music Theory, and Master Classes once per week on each subject. I created lecture notes and guides for future faculty use. Finally, I gave private lessons to young violin/viola students once per week for the length of my stay and worked one-on-one with the geniusHive string faculty.

How did you find your internship?
I found my internship through the School of Performing Arts at the University of Ghana while I was a student with Tufts in Ghana. I made contact with a geniusHive faculty member who introduced me to the rest of the crew. I played a concert with the faculty string quartet for the Japanese Ambassador during my TIG stay, and so was able to establish a good connection that led to the internship.

What do you enjoy most about your internship?
I got to experience the process of setting up music programs both within/outside geniusHive, witnessed firsthand the activities of a new music school in a developing country and the accompanying obstacles, and strengthened my skills as a teacher and musician. I most enjoyed my teaching responsibilities; I had to make classical music jargon accessible to a large population of younger students. I also enjoyed developing my critical listening skills so that I could deliver helpful feedback.

What do you find challenging?
We had to constantly sell the concept of musical education, and the best I could do was to be a positive representative of geniusHive and be a person for others as much as possible. Instrument buying and upkeep was difficult, since most music shops do not sell violins, and those that did often sold instruments of poor quality. I also ran into many music teachers who took our new school as a threat and exhibited a real “God Complex” in dealing with other teachers/schools.

What advice would you offer to someone who wants to make the most of an internship like yours?
Musical education in Ghana is still in its infancy and obstacles are common. Since such a large part of Ghanaians live in relative poverty, the first thought on most minds is survival. This is completely understandable, but it means most people are not interested in music education since it is not linked to survival in the short term. It is important to internalize one’s own philosophy of why musical education is relevant before engaging in an internship such as this one. GeniusHive is thinking of the long term with big ideas and altruistic goals.

About the Organization

GeniusHive Foundation; Osu, Accra, Ghana

GeniusHive is a non-profit focused on inspiring students to strive for excellence in present and future endeavors through the early appreciation of music theory, performance and composition. Our program adopts the ABRSM approach to developing skills necessary for unearthing creative genius.
The Home for Little Wanderers | www.thehome.org

- H. Gemma Stern (Psychology, Child Development, 2016)
- Undergraduate Intern/ Direct Care Counselor;
- Full-time, 40 hours per week
- Unpaid but receiving grant/financial assistance (Forest Foundation)

What do you do as an intern at this organization?
The Home for Little Wanderers is a large organization that serves 7,000 kids. I spend 3 days a week at Harrington House, a group home for children who have experienced traumatic events, had attachments to primary caretakers disrupted, or have not had the opportunity to form healthy attachments. I work directly with the kids on things like homework help, crisis intervention, hanging out, art projects and off-site trips. I participate in staff meetings where we discuss treatment plans, and I also complete other projects (e.g., creating a program brochure, visual behavior charts, welcome packets). I am also in The Home Corporate Office 2 days a week, where I work with the Fundraising and Communications team on projects and learn what it takes to run a program like Harrington House.

How did you find your internship?
The Psychology Department sends out emails with internship/research opportunities. The original job was unpaid and part-time. However, through other Tufts students, I heard about the Forest Foundation, which funds undergrads working in non-profits over the summer. I got very lucky and both organizations (The Home and Forest Foundation) were willing to make an internship that worked for me.

What do you enjoy most about your internship?
The Home for Little Wanderers cares A LOT about their interns. All interns (and new employees) participate in a 3 week training program. I am now certified in CPR, First Aid, and Therapeutic Crisis Interventions (certifications that will serve me well in the future). Additionally, the Forest Foundation provides a lot of support for grant recipients. I feel extremely supported and that I am learning a lot -- both are wonderful organizations. I also really enjoy splitting my time between working directly with the kids at Harrington House and working in more of an administrative position at the head offices. I am able to figure out which parts of the job I enjoy the most and I am never bored. My supervisors have helped me explore my passions and tailor my work to things I find interesting.

What do you find challenging?
Working with children in Harrington House residential home has been one of the biggest challenges I have faced. This work is emotional. Almost all of the children come from abusive pasts and it is heart-wrenching to hear their stories. This work is emotionally draining, and I advise anyone looking into this internship to make sure you are in a place where you can take this on emotionally.

What advice would you offer to someone who wants to make the most of an internship like yours?
1) IF YOU ARE INTERESTED IN WORKING AT A NON-PROFIT, APPLY FOR THE FOREST FOUNDATION GRANT!! APPLY EARLY! The deadline is not until March, but I applied early Jan. and was accepted to the program in Feb. (rolling acceptance). 2) The Home has over 100 interns. Look into all the options. They are a wonderful organization! 3) If you are working directly with children, make sure you can take on this emotional toll, and make sure you have supportive people you can talk to during your internship.

About the Organization
The Home for Little Wanderers; Boston, MA

The Home provides a seamless continuum of vital programs & services for every stage of child & family development. Serving children from birth to 22, we make a positive impact on 7,000+ lives each year through behavioral health services, therapeutic residential and special ed, adoption & foster care.
Judge Baker Children's Center | bcc.harvard.edu/summer-treatment-program

- Katherine Harwood (Cognitive and Brain Sciences, Computer Science minor, 2017)
- Counselor
- Full-time, 40 hours per week
- Paid

**What do you do as an intern at this organization?**
I am a counselor at a summer treatment program for children with ADHD and other behavioral disorders. I am with the children all day, leading them through skill-building and team-building activities, focusing on sports skills and social skills. The program implements an intricate point system for the children: they lose points for certain negative behaviors and gain them for positive behaviors. I monitor children's behavior, inform them of point losses and gains, and keep track of each child's points and progress throughout the program.

**How did you find your internship?**
Family referral

**What do you enjoy most about your internship?**
I've really enjoyed the bonds I've made with the kids and the other counselors. The counselor to child ratio is about 2:3, so I've gotten to know each child very well. I've discovered each kid's strengths and weaknesses, sense of humor, and how they view the world. Though there are many tough and stressful moments, there are just as many times when I am blown away by their maturity, generosity and lucidity.

**What do you find challenging?**
Each child responds differently to the same strategies, so finding out how to effectively communicate with and incentivize each child is tricky. A strategy that worked with one child at 9am may not work with the same child that afternoon. It is also hard to coordinate with my fellow counselors at times. The nature of our job means we all have to be on the same page, or at least appear to be on the same page in front of the children, which can be tricky when we have different ideas about dealing with certain situations and tempers are wearing thin.

**What advice would you offer to someone who wants to make the most of an internship like yours?**
They do not know how many counselors they will need until they know how many children are signed up for the program, so it is sort of a rolling hiring process. Be flexible. Though we start with a rigid schedule for the program, there has not been a day where we haven't had to deviate from the schedule at least once. Be patient. The kids can be hard to deal with sometimes, but you cannot show that you are stressed or upset. Be open to the kids. Though the counselors are authority figures/disciplinarians, it is also important to engage with the kids in normal conversation, one person to another. My favorite memories are not when I am taking or giving points or instructions, but when I am just shooting the breeze with one of my six year olds.

**About the Organization**
Judge Baker Children's Center, Summer Treatment Program; Boston, MA

Using well-documented treatments shown to be effective through rigorous research, the Summer Treatment Program (STP) has successfully helped more than 2,500 children with ADHD (and their families) by combining a high degree of structure with tailored summer fun. Featured on national television news and in national magazines, STP has been named a Model Program in Child and Family Mental Health by the American Psychological Association.
Mamelodi Initiative | http://mamelodi.org

- Intern
- Full-time, approx. 35 hours per week
- Unpaid but receiving Career Center Internship Grant

What do you do as an intern at this organization?
I organized files, took an inventory of post-program supplies, taught Math and English skills to 23 students (grades 9 and 10), participated in intern-personal mentorship, coordinated high school age co-teachers for workshop programs at Bajabulile Primary School, and conducted pre-program outreach.

How did you find your internship?
I worked with the Mamelodi Initiative and The School for Ethics and Global Leadership for the program at Bajabulile for two summers prior to my internship.

What do you enjoy most about your internship?
I enjoyed working with the students and connecting with other volunteers, while simultaneously learning about myself and the way I interact with a community so different than my own.

What do you find challenging?
The most challenging part was dealing with people who did not understand the dynamics of race in a community like Mamelodi, especially with the history of colonialism and apartheid in South Africa. Mamelodi is a township that remains despite the revolution against apartheid in South Africa, which means the inequalities are systematic and stem from a greater history. Without this understanding one cannot truly talk to students about their lives and support them in meaningful ways. The residual effects of racism are clear when one looks at this community.

What advice would you offer to someone who wants to make the most of an internship like yours?
Try to understand the context of the community you are working with. Focus on learning and growing with the community rather than “fixing” it.

About the Organization
Mamelodi Initiative
Mamelodi, Gauteng Province, South Africa

The Mamelodi Initiative is a not-for-profit organization focused on improving the lives of residents in Mamelodi, South Africa. Through providing resources to enable community engagement and education, the Mamelodi Initiative strives to empower members of the community so that the community can make the changes it wants to see.