



# EMERGING LEADERS PDX

IMPACT REPORT



SUMMER 2021

# HOW DO YOU MEASURE IMPACT?

Since our start in 2015, the Emerging Leaders Internship (ELI) program has partnered with Portland businesses with the collective vision of closing the equity gap for college students of color and making a sustained impact in our community and beyond.

This mission requires commitment, but produces invaluable returns—in both a better today and a brighter tomorrow. ELI is just one part of a larger effort; still, we're incredibly proud of the contributions we're making together to support the next generation of rising leaders of color. We are grateful for the company partners that have leaned in to this journey, and for our Emerging Leaders whose tenacity nourishes this community.

At the close of our summer internship program each year, we ask participating companies and Emerging Leaders themselves to share their experiences. We've compiled their answers and program data in this Impact Report.

In 2021, with our most extensive pool of interns and companies yet, ELI's intangible impacts—**like greater feelings of belonging, opportunity, and empowerment**—have never been deeper.

Thank you for your continued support.

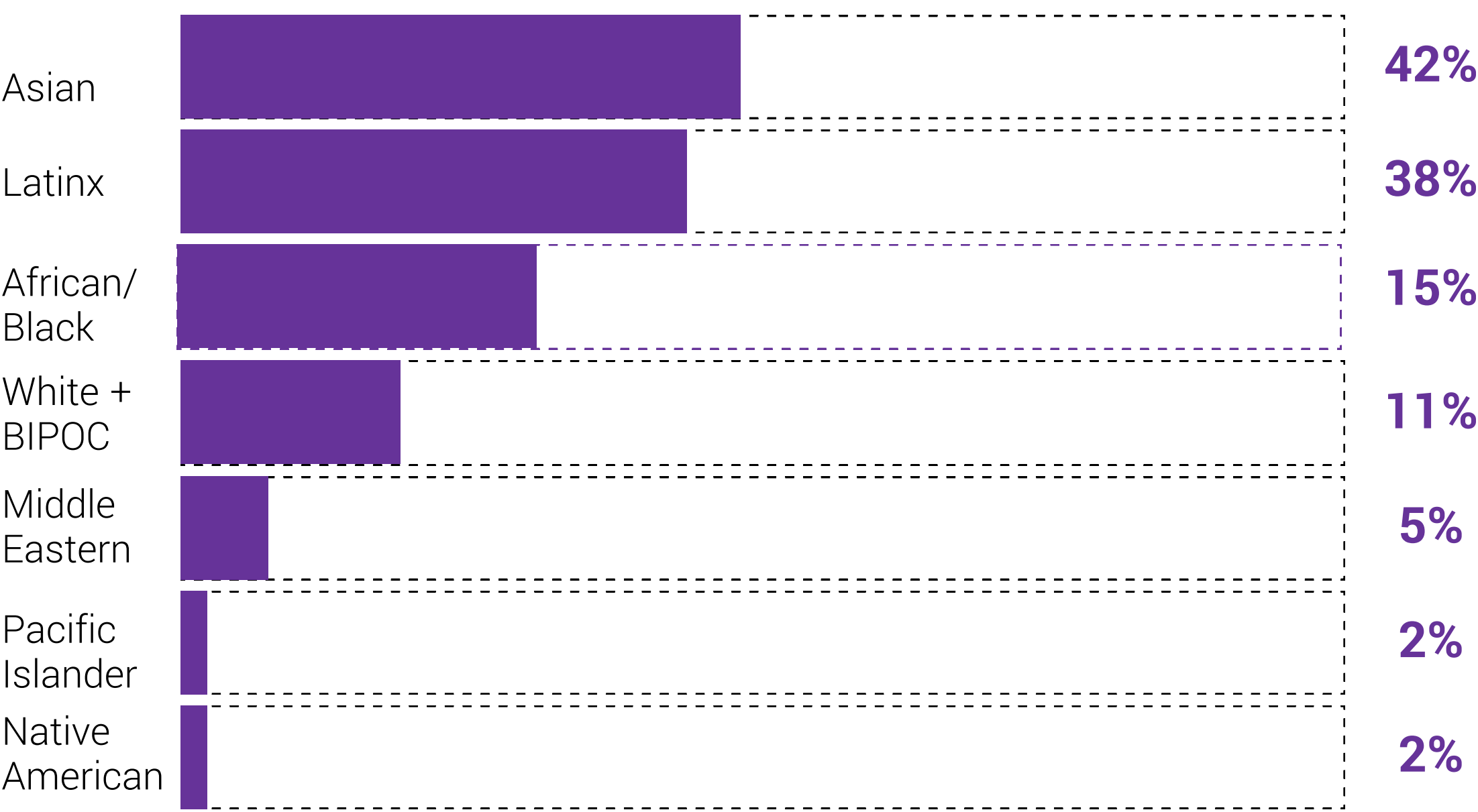
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# DEMOGRAPHICS

Our primary goal is the personal and professional development of college students of color, including recent graduates. Most of the 155 Emerging Leaders in this year’s program were in their fourth year of college or recent graduates. 80 percent of Leaders identify as either Asian or Latinx; many were the first in their family to graduate college.

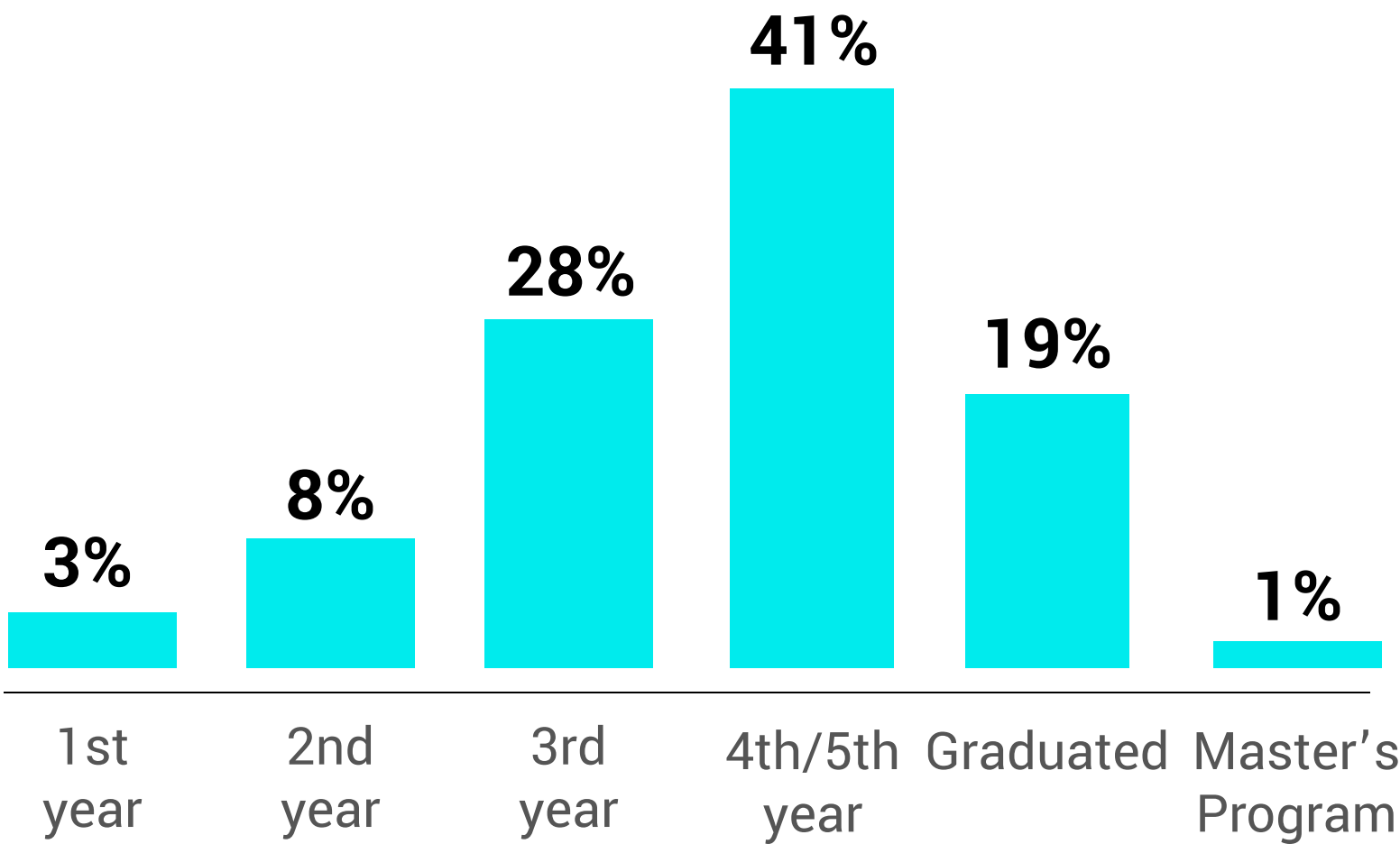
Nearly half of the ELI participating companies were new to the program. We applaud their vision and invite others to make the inclusive change they want to see in the business world.

ELI COHORT RACE/ETHNICITY

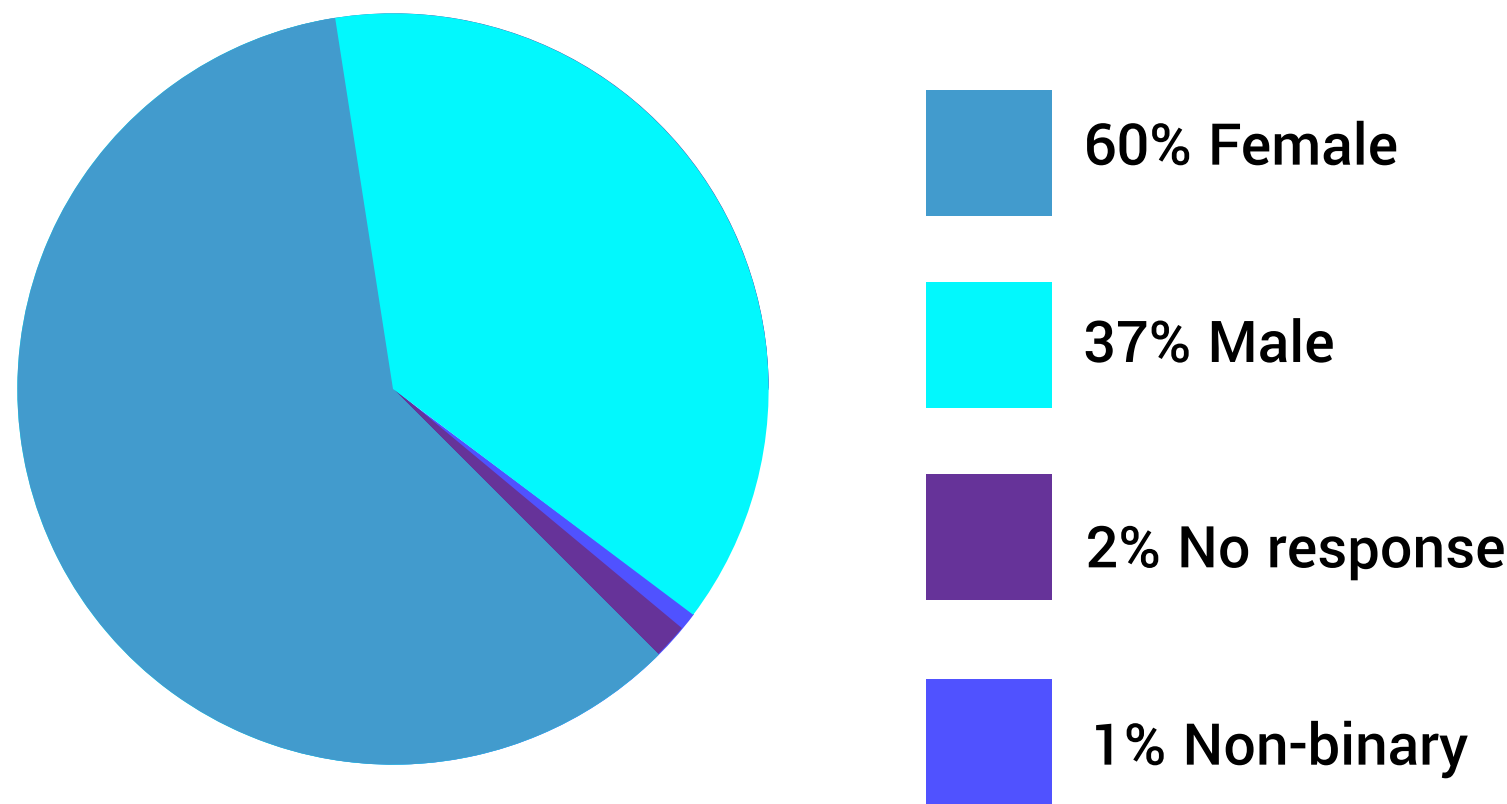


Many (60%) ELI 2021 interns were in their 4th year of college or beyond. More than a third (36%) of ELI interns graduated in the Fall or Spring of 2021.

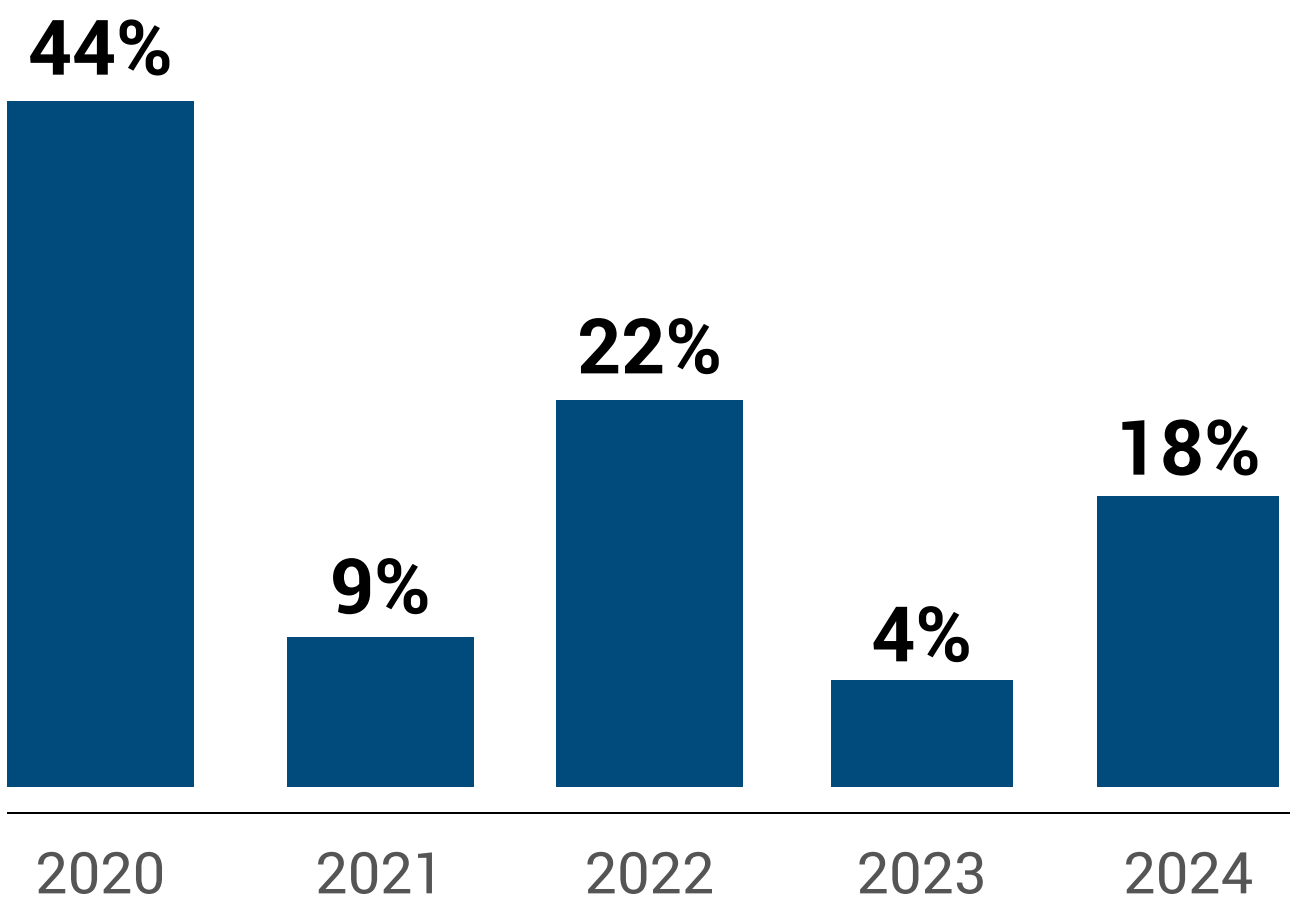
COLLEGE YEAR



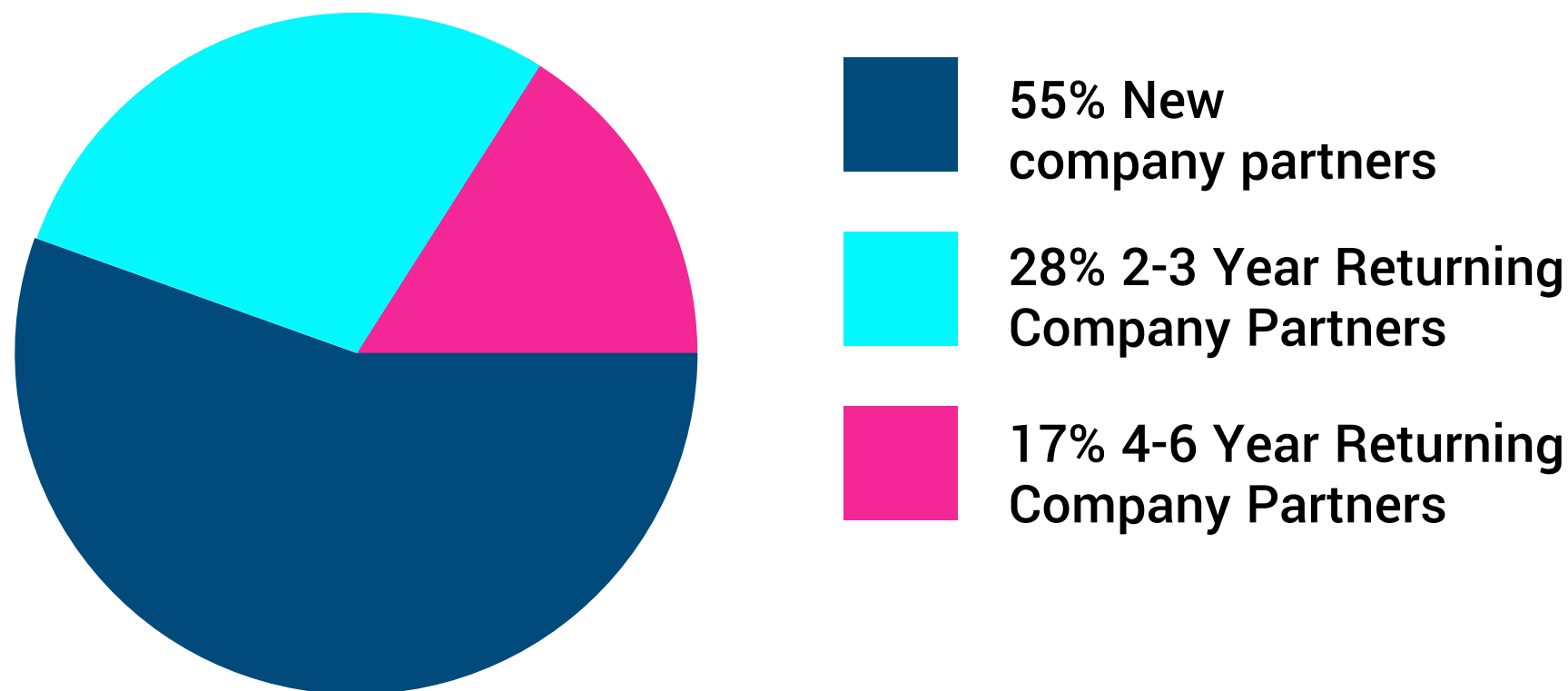
Many (60%) ELI 2021 interns identify as female.



GRADUATION YEAR



Over half (55%) of ELI companies were new partners.





Testimony

**“By taking this opportunity to intern and gain work experience, I’m one step closer to becoming the first engineer in my family.”**

2021 Emerging Leader





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# INCLUSIVE WORK CULTURE

We invite companies to deepen their efforts toward fostering more inclusive workspaces, and seek to challenge and affirm them along that journey. Nearly every company we partnered with had organizational Diversity, Equity, Inclusion, and Belonging (DEIB) initiatives, and most had unconscious bias training. Many wanted to retool their hiring and recruitment practices or further align with DEIB organizations. This trend aligned with a vast majority of the interns' beliefs about workplace values: cultural diversity in teams and in leadership is crucial.



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**94%** 94% Company partners with DEIB initiatives

Most (95%) interns see cultural diversity in teams (95%) and leadership (94%) as very important. Other elements of a work environment interns felt important included women in leadership, eco-friendliness, and use of gender-neutral language.

- ✓ Eco-friendly **78%**
- ✓ Women in leadership **92%**
- ✓ Gender-neutral language **70%**
- ✓ BIOPC folx at my company **93%**
- ✓ Diverse leadership at my company **94%**
- ✓ Diverse Perspectives and lived experiences **95%**

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79% Interns believe their company cares a lot about diversity

Interns mention encouragement of open communication (53%) as one of the key ways their companies created a sense of belonging.

TOP FIVE THEMES FOR INTERN SENSE OF BELONGING

Encouraged open communication	53%
Enaged with company staff	37%
Included in internal converstaions	32%
Respected holistically as a team member	27%
Provided a welcoming atmosphere	24%

## CASE STUDY

# A COMMITMENT TO COMMUNITY AND PHILANTHROPY

The Oregon Community Foundation (OCF) works to improve the lives of all Oregonians, and with that work comes a strong commitment to the advancement of DEIB. ELI serves as one of the most important internship programs for linking the next generation of diverse leadership to the mission of improving lives through philanthropy.

OCF began hosting ELI interns in 2017, and interns have provided valuable service in research, community impact, communications, and donor engagement. OCF hopes to continue this partnership far into the future, providing thousands of hours of nonprofit leadership to interns who want to make a difference for Oregon.

[➤ READ MORE ABOUT THE COMPANY PARTNER EXPERIENCE](#)

**“INVITING YOUNG PROFESSIONALS OF COLOR INTO OUR ORGANIZATION CREATES A COLLABORATIVE LEARNING AND KNOWLEDGE-SHARING ENVIRONMENT THAT DELIVERS A HOST OF VIBRANT AND DIVERSE PERSPECTIVES THAT WE CAN CONNECT IMMEDIATELY AND DIRECTLY TO OUR MISSION.”**



OCF's 2019 Emerging Leaders intern cohort at work



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## PORTLAND MEANS PROGRESS

An initiative started in March 2019, Portland Means Progress (PMP) calls on businesses to create social impact by supporting local businesses owned by people of color, fostering cultural change through DEIB, and creating work experiences for underserved youth. PMP partners with ELI to bridge the equity gap, share DEIB resources, and support Portland companies in their DEIB efforts.

➤ [LEARN MORE](#)

## DIVERSITY, EQUITY, INCLUSION & BELONGING

We introduced a DEIB assessment earlier this year as a tool for companies to critically assess their progress toward creating a more inclusive workspace. Through six categories—Hiring and Recruitment Practices, Internal Growth and Promotion of BIPOC Employees, Sense of Belonging, Opportunities for Ongoing Feedback, Partnerships with BIPOC Organizations, and DEIB Education and Training—we ask companies to self-reflect on their procedures and practices in an effort to identify strengths and opportunities for growth. In addition to the assessment, we've also introduced a DEIB resource list to support companies along their journey.

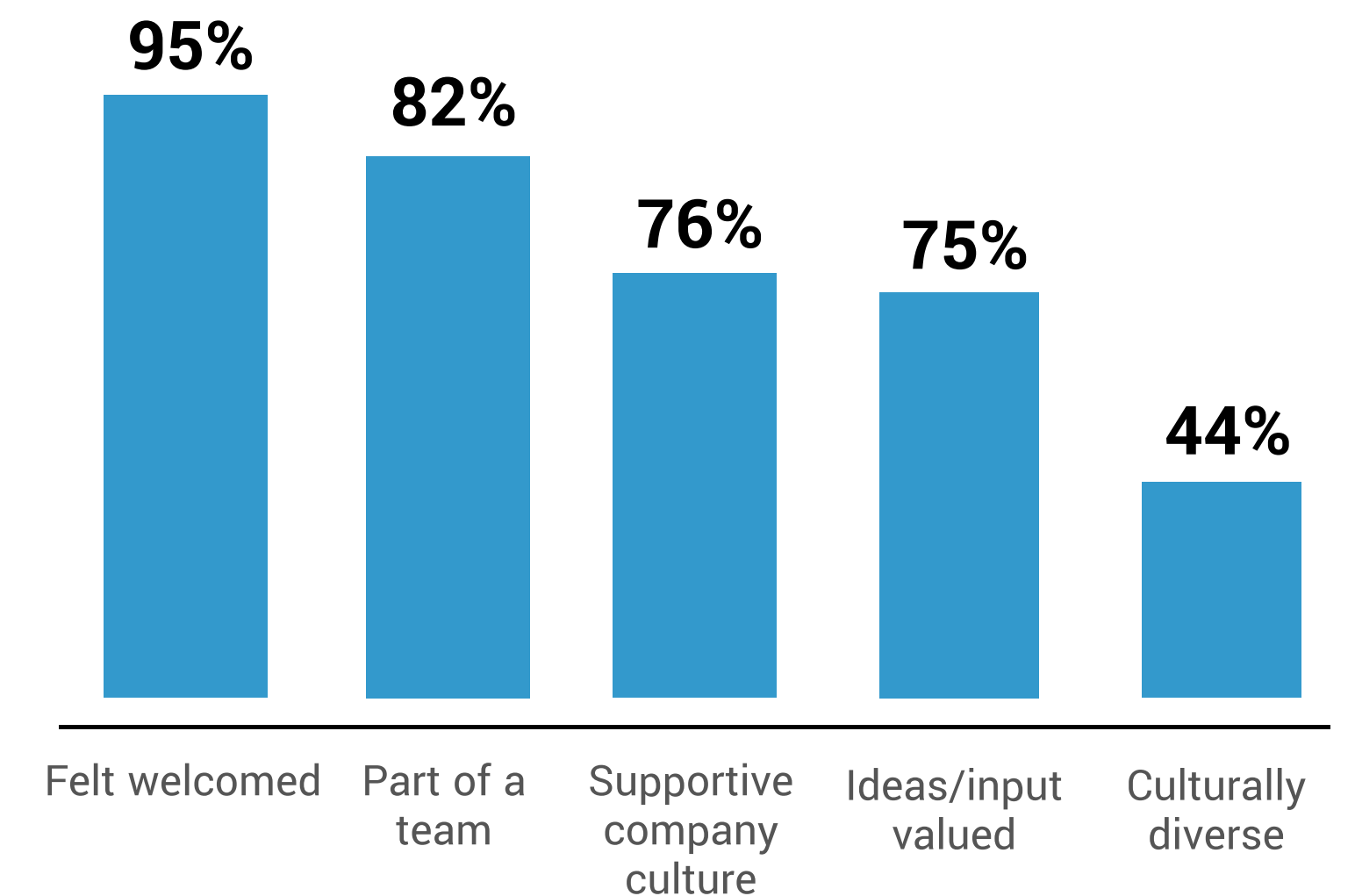
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# QUALITY WORK EXPERIENCE

Nearly every Leader felt welcomed and supported in their transition to a full-time internship, and most felt like they were part of a team. The encouragement of open communication facilitated a sense of belonging, an important aspect of a successful internship program. Bolstered by that sense of belonging, Leaders participated fully in growth opportunities, including scheduled check-ins with their supervisor, constructive feedback sessions, job training, and events.

**Interns felt welcomed and supported (95%) and part of the team (82%). ELI sees these elements as important to a quality internship experience.**

## Qualities of Internship Environment

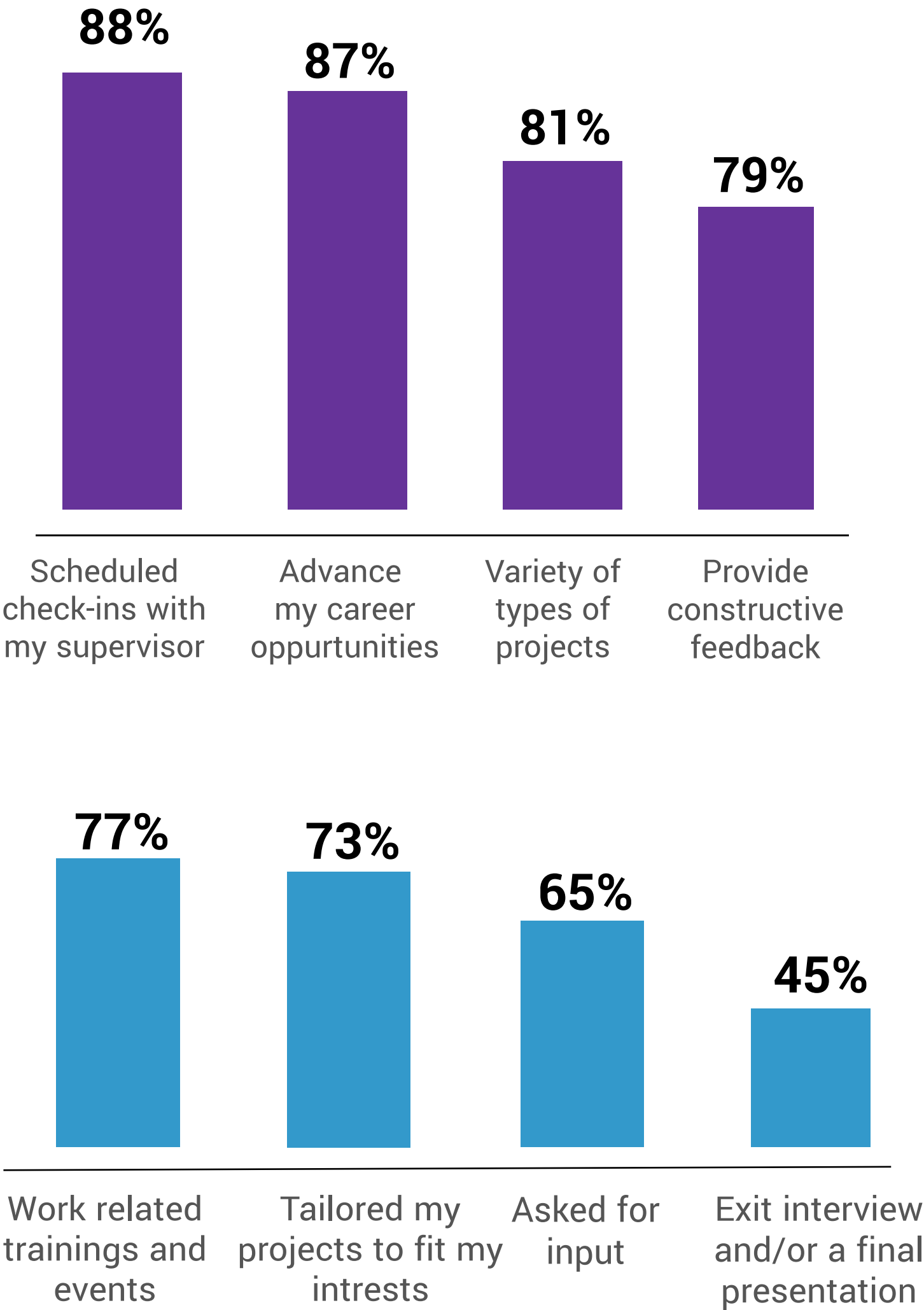




GROWTH OPPORTUNITIES

Most interns feel that this internship allowed them to experience check-ins with their supervisor (88%) and advance their career opportunities (87%). Other growth opportunities included attending trainings/events, tailoring projects, and exit interviews/final presentations.

“I FEEL LIKE I GAINED SO MUCH EXPERIENCE AND KNOWLEDGE ABOUT THINGS WE DIDN’T TYPICALLY COVER IN SCHOOL.”



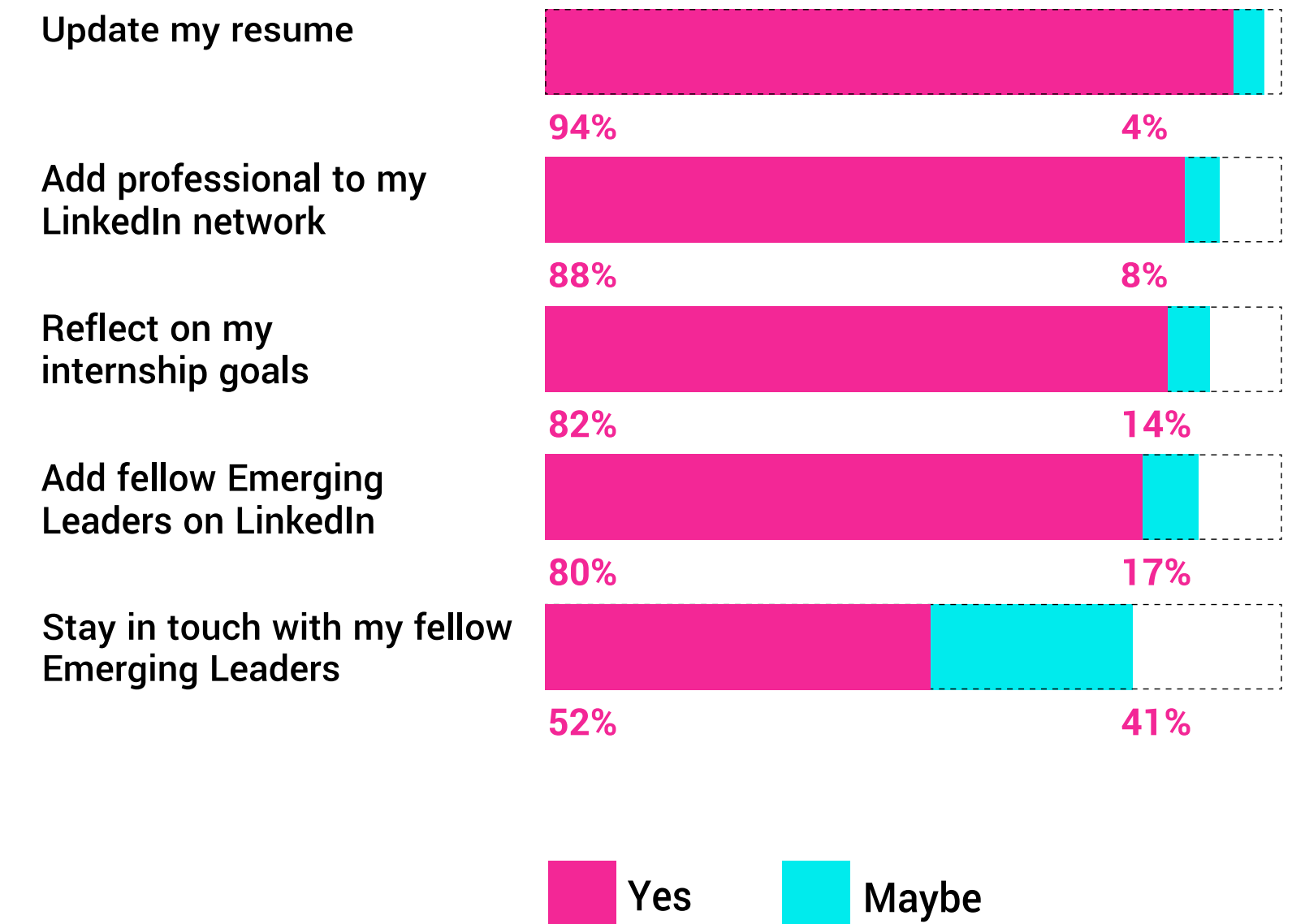
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# SKILL DEVELOPMENT

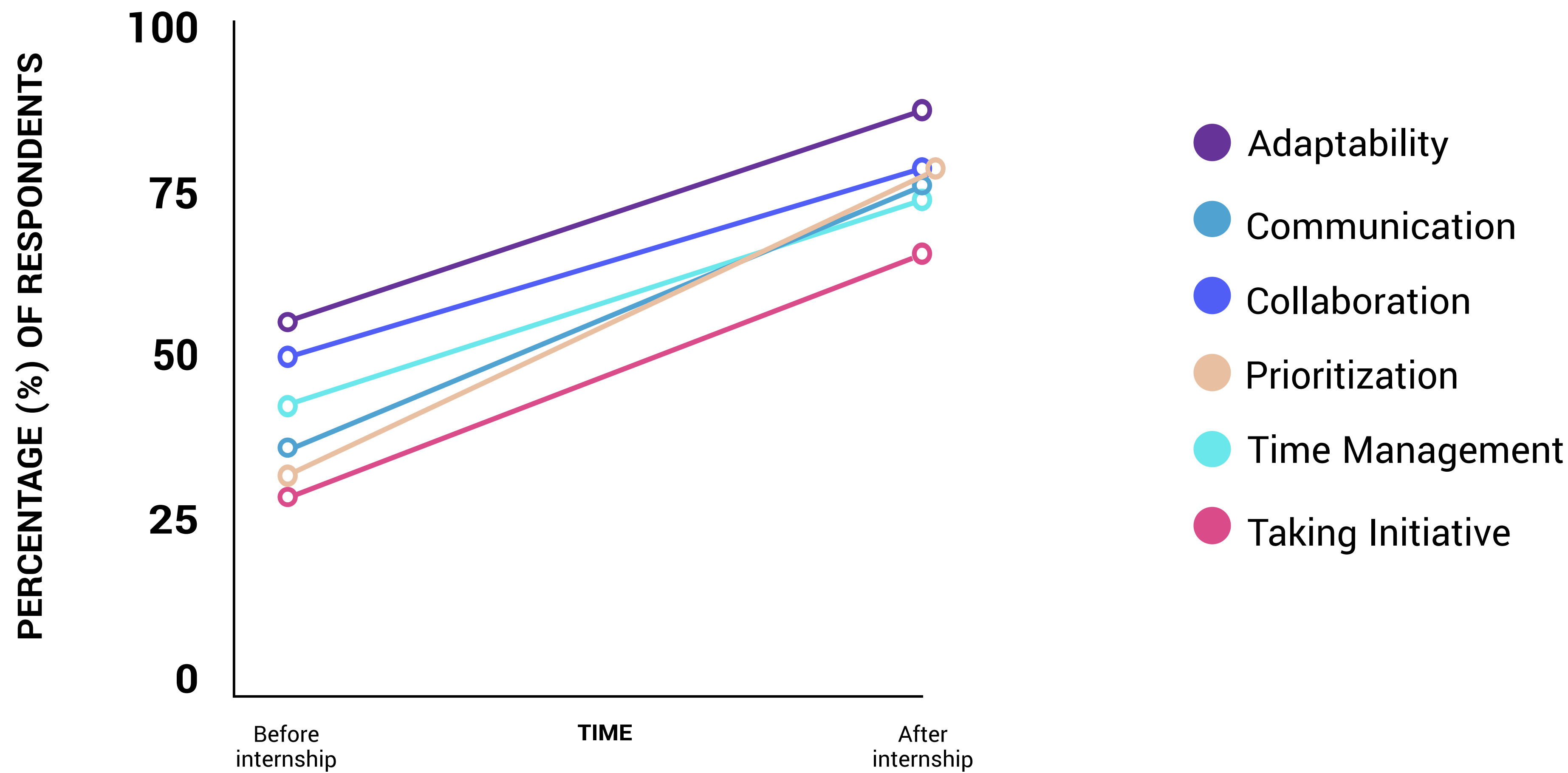
By the end of the summer, interns developed skills related to their specific industry and other general skills like adaptability, collaboration, and communication. Interns frequently cited improvements in time management and prioritization as well. Post-internship, almost every intern planned to update their resume or portfolio and add their newly gained professional network to their LinkedIn account.

Post-internship, interns plan to update their resume (94%) and add to their professional network (88%).

## NEXT STEPS POST-INTERNSHIP



Interns have further developed these skills during their internship experience.

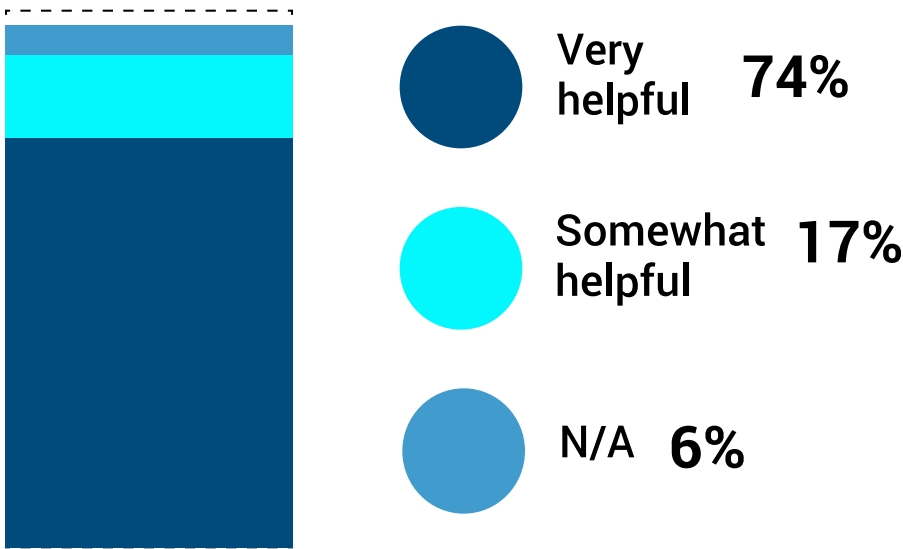


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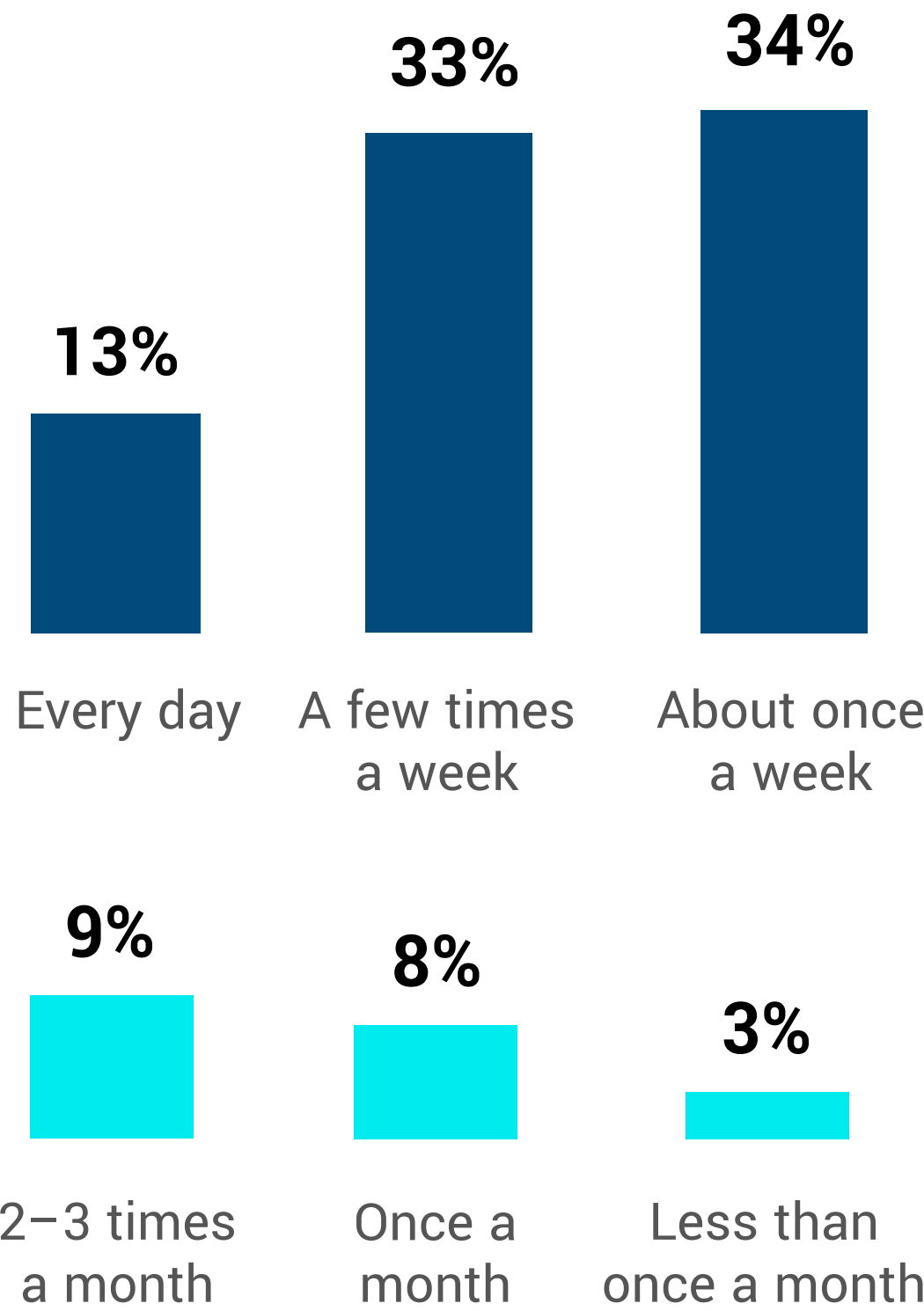
# MENTORSHIP

We believe so strongly in the power of mentorship that it is a requirement for all ELI internships. More than 120 of our 155 interns met with their mentors at least once a week. Many found it helpful for their professional skill development, with most support focused on industry knowledge and workplace culture.

## ELI Mentor Impact



## Mentor Meeting Frequency



## TOP FIVE THEMES FOR COMPANY MENTORING HIGHLIGHTS

Taking initiative on key projects	39%
Exchange of learning during mentoring	32%
Positive team collaboration	26%
Willingness to learn and adapt	23%
Enthusiasm and fres perspective	23%

## TOP FIVE THEMES FOR INTERN MENTORSHIP LEARNINGS

Skill development	45%
Career path and resume/portfolio advice	31%
Access to support and guidance	31%
Navigating workplace culture	26%
Self-advocacy	17%

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# EMERGING LEADERS MENTORING

Our commitment to aspiring professionals from historically underserved communities reaches beyond the internship experience. Emerging Leaders Mentoring (ELM) connects ELI Tech alumni with established professionals in their industry in a guided, one-on-one mentorship. We proudly offer our ELI tech interns an invitation into the program at the end of the summer to receive continuous support as they navigate toward a career in technology.

> [LEARN MORE](#)

**“THROUGH ELI, I BECAME MORE COMFORTABLE  
COLLABORATING WITH OTHERS AND ASKING  
FOR HELP.”**

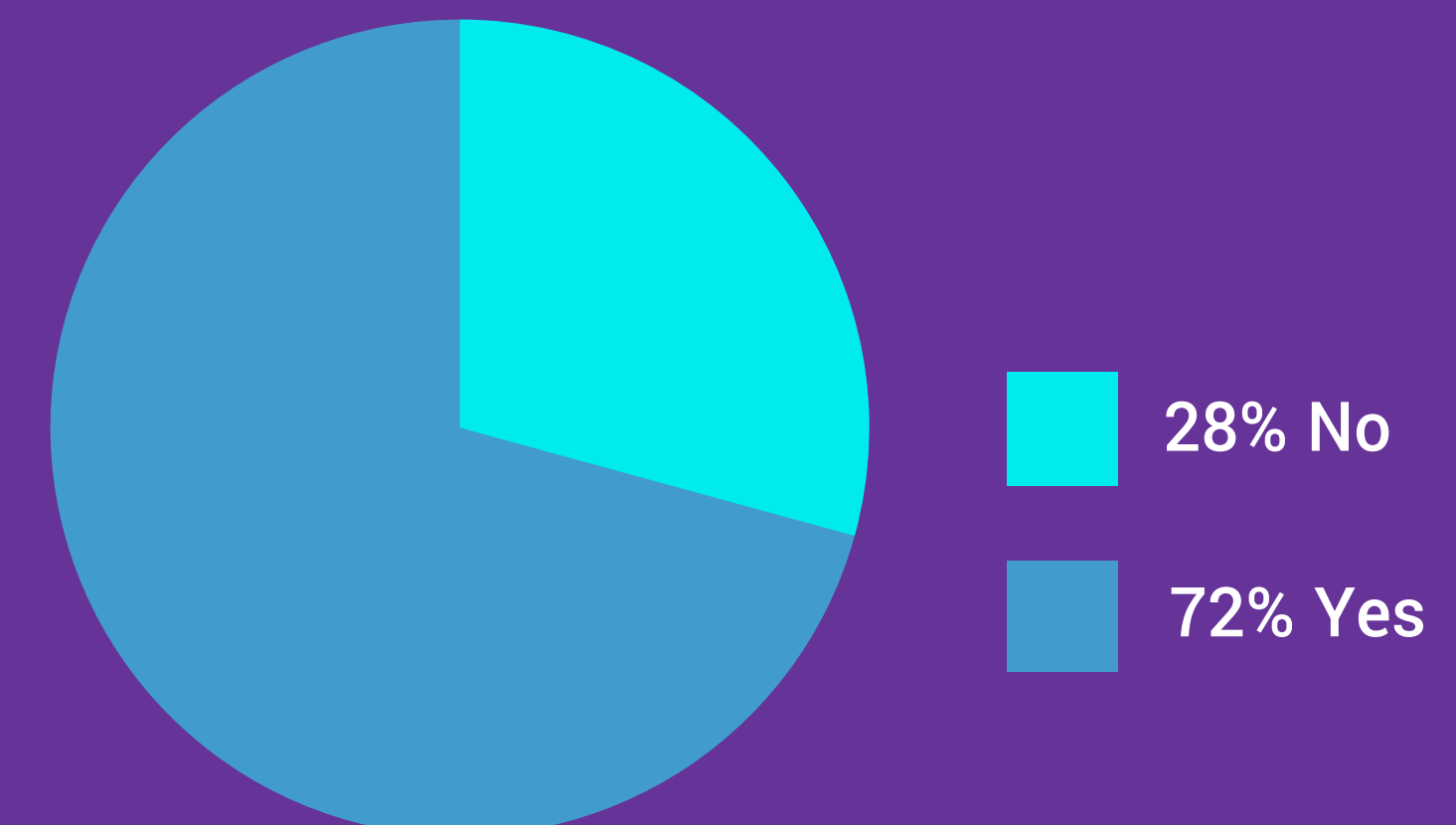
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# INTENTIONAL COMMUNITY

For the second year in a row, we conducted all ELI events virtually to protect the health and wellness of our leaders, company partners, and mentors. Still, we worked hard to establish a familial environment and a sense of belonging. ELI doubles as a brave space and place for young people of color to connect throughout the Pacific Northwest. Most respondents felt connected to other interns despite the virtual environment. Optional biweekly breakout sessions allowed folks to engage as a cohort intentionally through community building.

**MOST (72%) INTERNS FELT THEY WERE ABLE TO BUILD A CONNECTION WITH OTHER EMERGING LEADERS OF COLOR, DESPITE SUMMER PROGRAMMING BEING CONDUCTED ENTIRELY VIRTUALLY DUE TO COVID-19.**

## CONNECTED WITH ELI COMMUNITY





ELI BREAKOUT SESSIONS WERE OPTIONAL BIWEEKLY OPPORTUNITIES FOR INTERNS TO ENGAGE AS A COHORT. THROUGH THESE SESSIONS, MANY INTERNS FELT CONNECTED THROUGH COMMUNITY-BUILDING (78%) AND PERSONAL DEVELOPMENT (53%).

### Breakout Session Impact



“THE MOST VALUABLE THING ABOUT ELI WAS THE CONNECTIONS AND THE COMMUNITY!”

## CASE STUDY

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# A PASSION FOR INCLUSION DRIVES RETURNING EMERGING LEADER'S WORK



Returning Emerging Leader Derik Holt brings a passion for empowerment to his work. In his words, people should feel free to “be their authentic selves without repercussions.” Through ELI, Derik found opportunities to network with other future leaders and a diverse cadre of employed professionals through weekly virtual coffee chats and meet and greets. This experience and his work as a People and Culture intern at the Tillamook County Creamery Association has helped him connect with and explore new career paths and gain valuable work experience.

Covid-19 negatively impacted retirement homes, and Derik, along with many other ELI participants, worked together to write letters to residents, reminding them they weren’t alone. Passion drives Derik, and he’s found his passion through ELI, along with the skills to back it up.

➤ [READ MORE ABOUT HIS EXPERIENCES](#)

**“NO ONE SHOULD WALK INTO A ROOM AND FEEL LIKE THEY DON’T BELONG IN IT.”**



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# SINE

We are dedicated to cultivating the leadership skills and wealth-building journeys of our rising leaders in all aspects. Survival Is Not Enough, or SINE, is a social mobility program focused on empowering the leaders of tomorrow with wealth-building resources and professional development. By fostering community connection and genuine relationships through a network of members, backers, and mentors, SINE aims to transform the lives of people from underserved communities all across Oregon.

➤ [GET INVOLVED](#)

# GROWING ALONGSIDE THE ELI COMMUNITY, 3-TIME EMERGING LEADER USES HER VOICE FOR CHANGE



For Melissa Torres-Duran, community and compassion are front and center. With support from ELI, Melissa earned the opportunity to intern with ice cream juggernaut Salt & Straw's marketing department as a Social Media Intern, where her creativity and curiosity helped her create brand content elevating diverse and underrepresented voices. Her 12-week internship at the company allowed her to ask questions, collaborate across departments, and, in her words, "make one too many TikToks."

As a first-generation Latina, Melissa used ELI's support to work toward her goal: bridging health and wellness gaps that underserved communities experience using digital content strategy. She wants to help empower the next generation of diverse athletes to learn and grow. Along with her cohort of 100+ students of color learning how to navigate their first internships, ELI is there every step of the way, and we can't wait to see where she goes next.

[➤ READ MORE ABOUT HER EXPERIENCES](#)

**"ELI IS WAY MORE THAN AN INTERNSHIP PROGRAM; ELI IS A SUPPORT SYSTEM THAT EMPOWERS YOUNG DIVERSE LEADERSHIP."**



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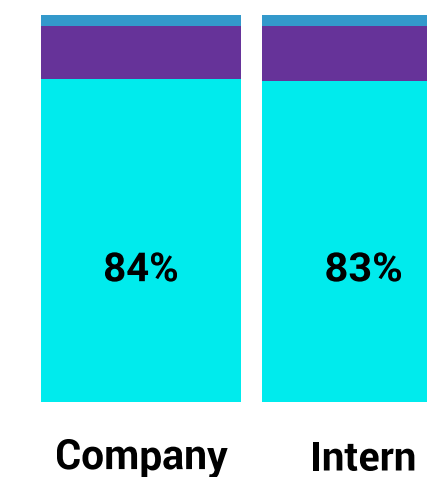
# OVERALL EXPERIENCE

96% Intern  
Satisfaction

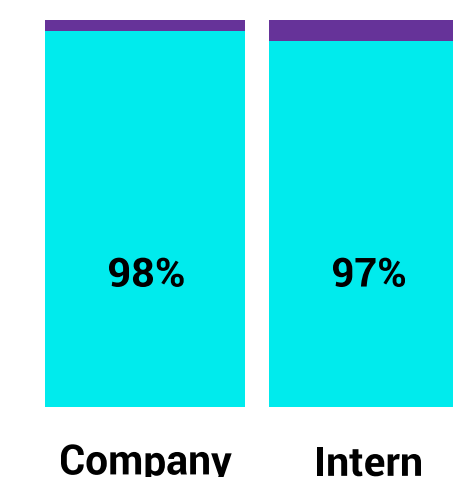
97% Company  
Satisfaction

ELI focuses on providing positive workplace experiences to BIPOC college students while also establishing a pipeline of diverse talent for the Portland business community. Over the last six years, our results have shown that this experience impacts both company partner and leader. Most companies and interns thought their match was satisfactory. Nearly every company and intern was satisfied with the whole process from start to finish and would recommend the program to others.

## INTERNSHIP MATCH QUALITY



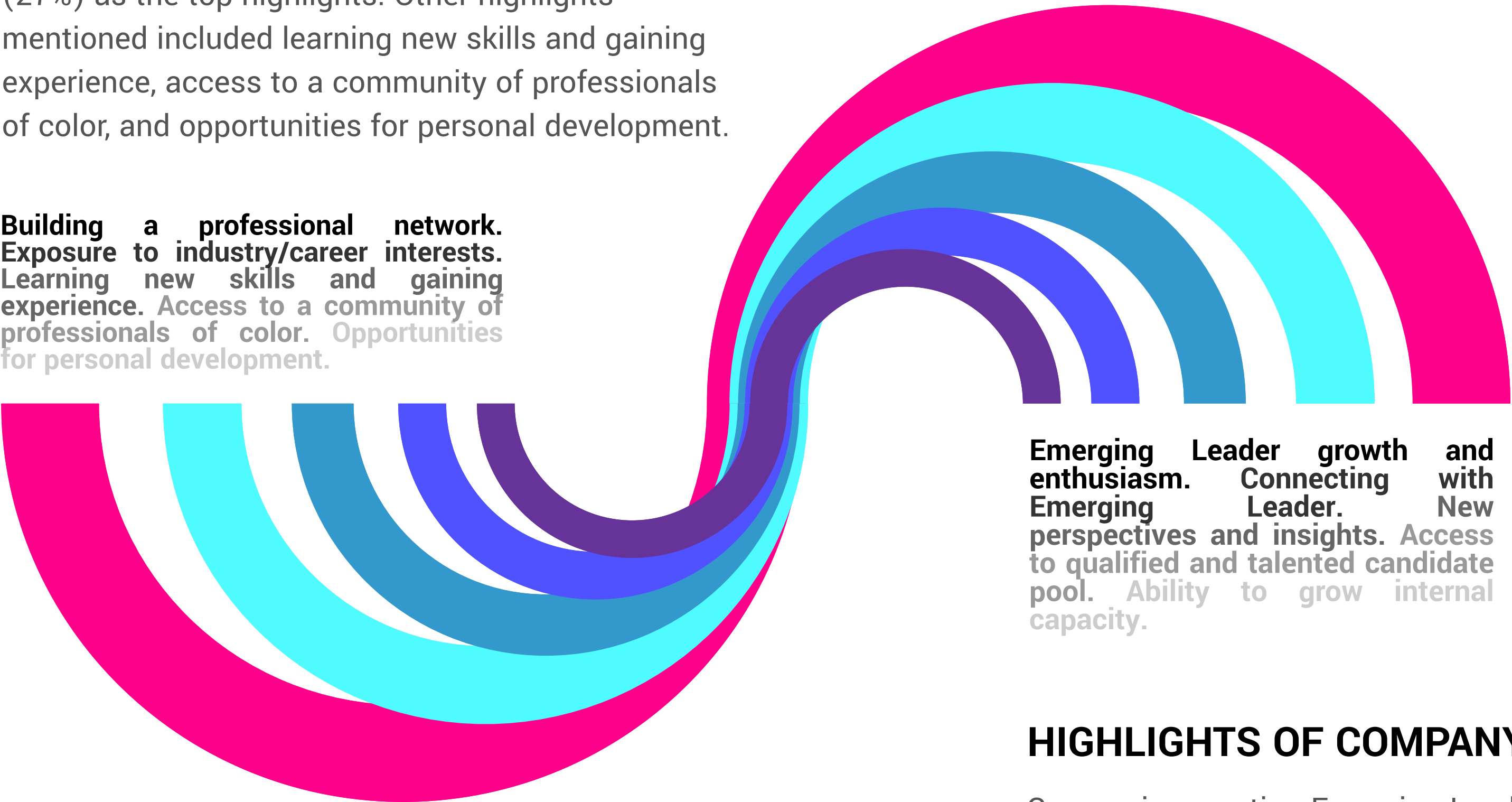
## WOULD RECOMMEND ELI



# HIGHLIGHTS OF INTERN EXPERIENCE

Interns mention building a professional network (40%) and exposure to industry/career interests (27%) as the top highlights. Other highlights mentioned included learning new skills and gaining experience, access to a community of professionals of color, and opportunities for personal development.

**Building a professional network.**  
**Exposure to industry/career interests.**  
Learning new skills and gaining experience. Access to a community of professionals of color. Opportunities for personal development.



**Emerging Leader growth and enthusiasm.** Connecting with Emerging Leader. New perspectives and insights. Access to qualified and talented candidate pool. Ability to grow internal capacity.

# HIGHLIGHTS OF COMPANY EXPERIENCE

Companies mention Emerging Leader growth and enthusiasm (36%) and connecting with Emerging Leader (33%) as the top highlights. Other highlights mentioned included new perspectives and insights, access to qualified and talented candidate pool, and ability to grow internal capacity.

Testimony

**“I learned so much! I am so grateful that I was selected to be a part of ELI. The skills I learned in this internship I’ll carry for the rest of my life. I made so many connections and learned so much from the people at my company.”**

2021 Emerging Leader



# OUTRO

At the end of our sixth successful summer program, we're thankful for the growth we've experienced and the impact we've had on Portland companies that strive to be more inclusive and representative.

In one year, we nearly tripled in size—from 55 interns to 155. While this difference was in part due to the uncertainty of Covid-19, it also speaks to the quality of these talented students of color and the enduring commitment our growing community of company partners has made to them.

Your support has made all of this possible. Thank you. We look forward to continuing our mission and deepening our impact in the summer of 2022. Whether you would like to host an intern, become an Emerging Leader, or mentor an Emerging Leader, you are wanted and needed in this movement and now is the time to get involved.

➤ [HOST AN INTERN](#)

➤ [BECOME AN INTERN](#)

➤ [MENTOR WITH ELM](#)

# 2021 PARTICIPATING COMPANIES



Above The Fray	Delap	Hanna Anderson
AHA Inc	Dexcom	Hyatt Centric Downtown Portland
Annastasia Salon	Dregs Vodka	Indow
LLC	Inc	KPFF-Portland Civil
Avenue	Cadeo Group	Emerging Leaders PDX
Baird	Cadmus	Energy Trust of Oregon
Bay Equity LLC	Cascade Centers	Every Child PDX
BBG	Inc.	Ferguson Wellman Capital Management
BibleProject	CD Baby	First Republic Bank Flux Resources LLC
boly:welch	Charter School Capital	Forth
Borders Perrin Norrander	ClearlyRated	Fully
brew advisors	Colette Media	Gard Communications
Bright.md	Collaborate Consulting	Grady Britton
Brown & Brown Northwest Insurance	Concrete	Marmoset LLC
Building Champions	GRAYBOX	Maul Foster & Alongi
Consolidated Community Credit Union	Green Hammer	Metropolitan Group

