

The Script

2023
Impact Report
INTERN COHORT



Expanding Our Reach & Impact In 2023 & Beyond

In 2023, the Emerging Leaders program focused on intentional growth of our program – expanding both who and how we serve going forward.

Since our start in 2016, the Emerging Leaders Internship (ELI) program, now called The Script, has partnered with Portland area businesses with the collective vision of closing the access gap for college students and graduates of color and making a sustained impact in our community and beyond. This year we expanded those efforts to include low-income, rural college students and graduates in Jackson and Josephine counties. We are grateful to Project Youth+, our local partner in Southern Oregon, and our inaugural cohort of companies and interns in that region for their partnership.

This mission requires commitment but produces invaluable returns-in both a better today and a brighter

tomorrow. Our internship program is just one part of a larger effort; still, we are incredibly proud of the contributions we are making together to support the next generation of rising leaders who have traditionally been underserved. We are grateful for the Company Partners that have leaned into this journey, and for our interns whose tenacity strengthens this community.

At the close of each summer internship, we ask companies and interns to share their experiences. This Impact Report reflects highlights from that program data and shares some of those experiences. We hope you will be inspired by the amazing commitment of our Company Partners and interns who make this work possible.

Thank you for your continued support.



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The Script

Introducing the rebranding of Emerging Leaders Internships to The Script

In 2023, the Empowering Leaders division of The Contingent decided to streamline our existing services, Emerging Leaders and SINE (Survival is Not Enough) into one program that will walk with participants throughout their career, under a new, unified brand: **The Script**.

Starting in 2024, we will be operating our internship program under this new identity, while also building out additional tools and programming over the next three years to serve those further along in their careers. This will start with recent graduates/associate level positions in 2024 and continue through the executive level by 2027. We are committed to listening to the business community and past participants to ensure we are meeting their needs as we build together.

We are thrilled to share this evolution with you and are committed to continuing to **empower diverse, local talent to author their own script.**



Demographics

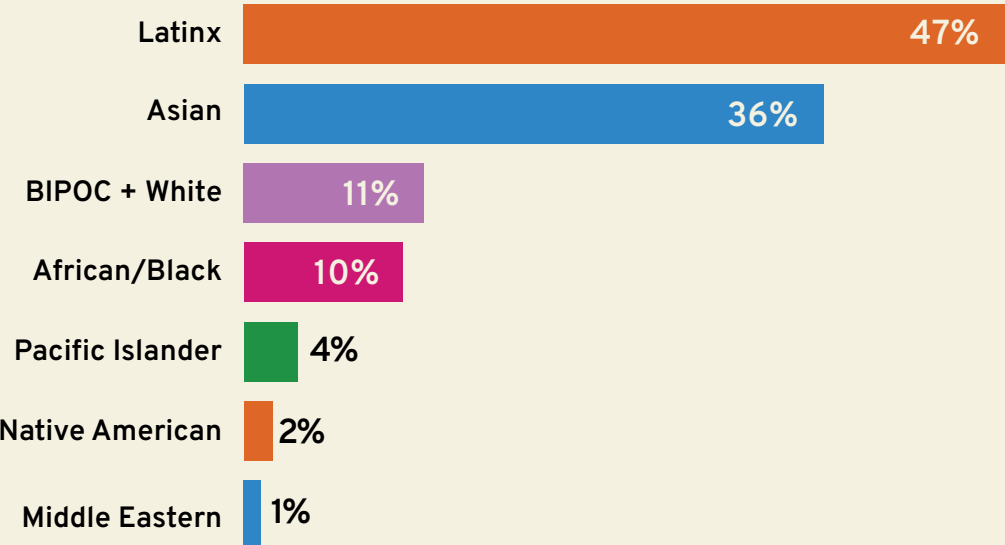
Our primary goal is the personal and professional development of underserved college students, including recent graduates. In 2023 we served 107 interns in partnership with 78 Company Partners.

While this year’s cohort was diverse, they also shared some commonalities. The majority will be the first in their families to graduate from college and the majority qualify for need-based aid.

Over 87% of Company Partners in 2023 were returning Company Partners, a testament to their commitment to diversifying their talent pool and to the quality of experience they have enjoyed with The Script Internship program.

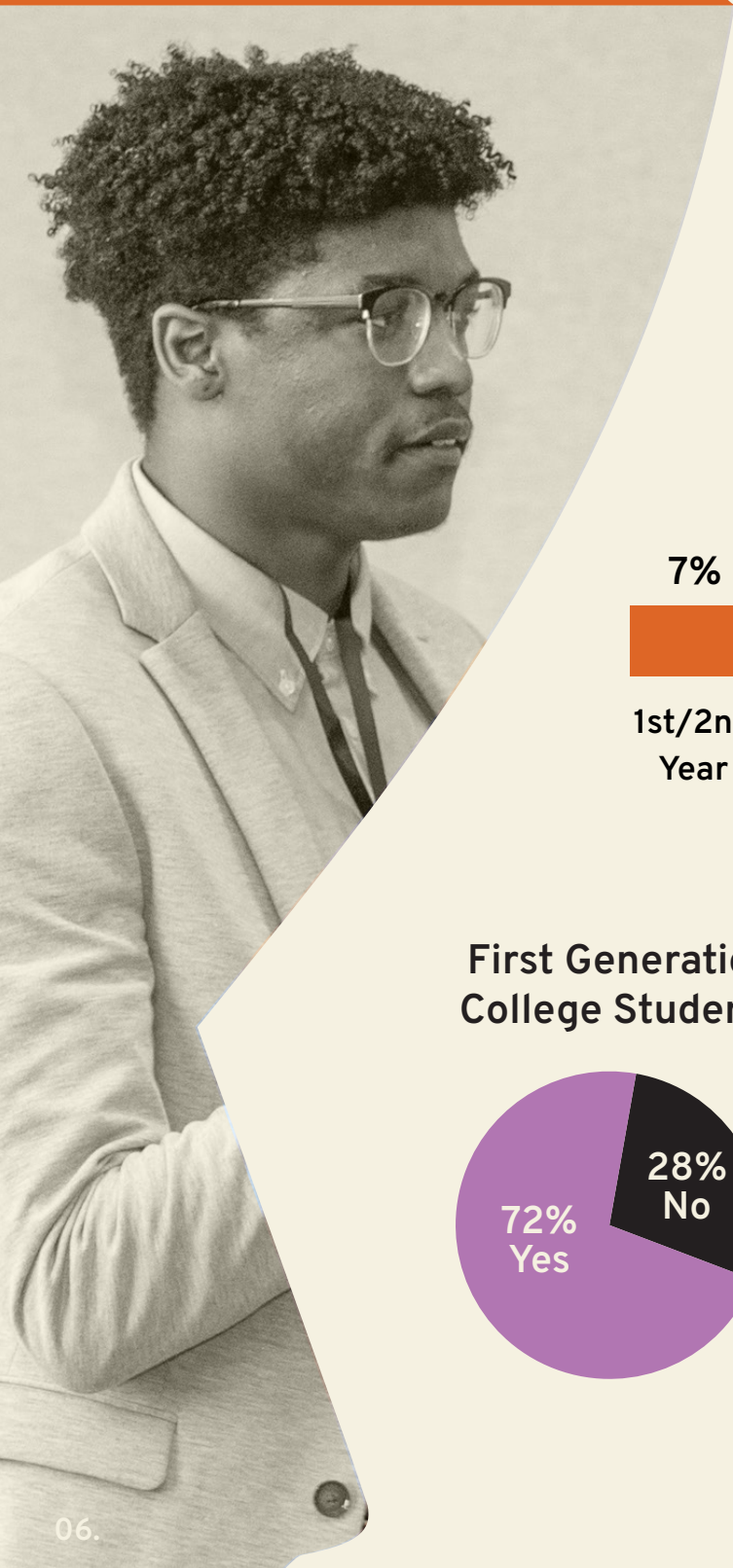
Many (**57%**) of The Script 2023 Interns **identify as female**. Nearly half (**47%**) identify as Latinx.

Intern Cohort Race/Ethnicity

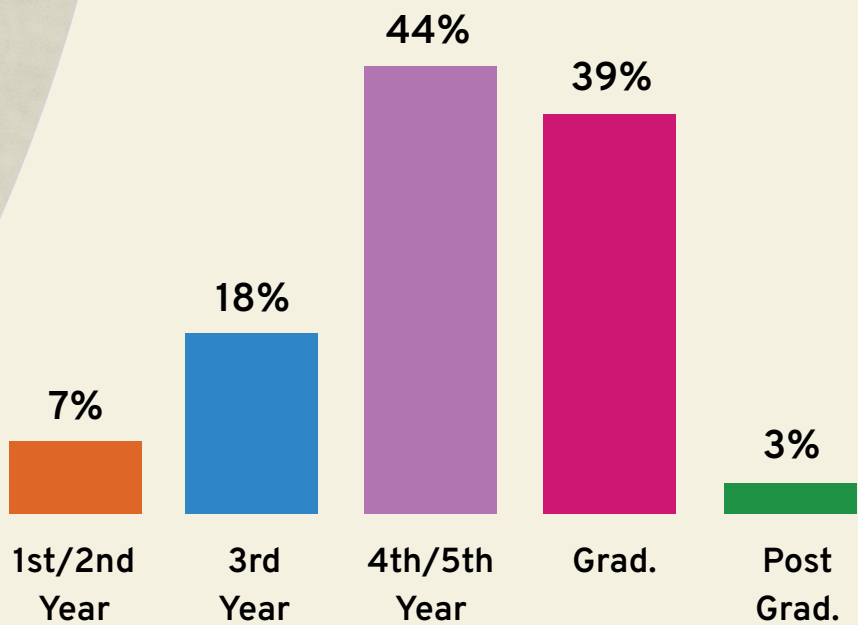


Female Male Non-Binary





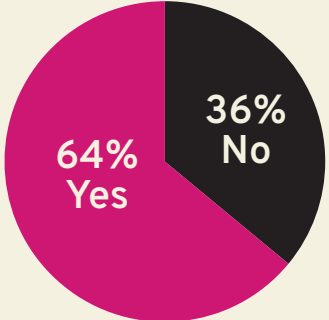
College Year



First Generation College Students

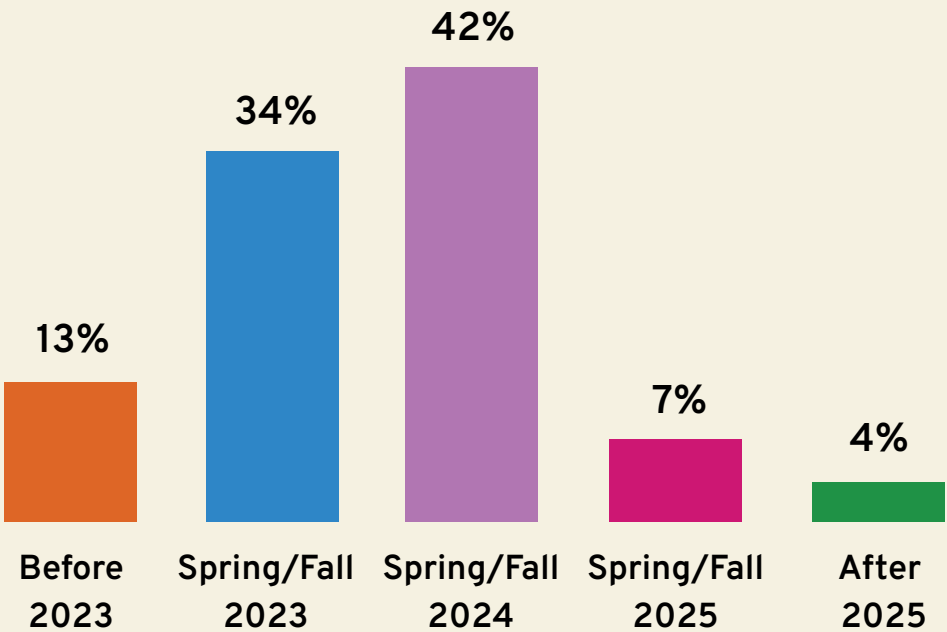


Qualify for Need-Based Funding



Most (**86%**) of The Script 2023 interns are in their **4th year of college or beyond** and **34%** of The Script interns **graduated in the Fall or Spring of 2023**.

Graduation Year



Many of The Script interns (**72%**) will be the **first in their family to graduate college**. While **64% qualify** for a Pell, Oregon Opportunity, or Washington State Need Grant.

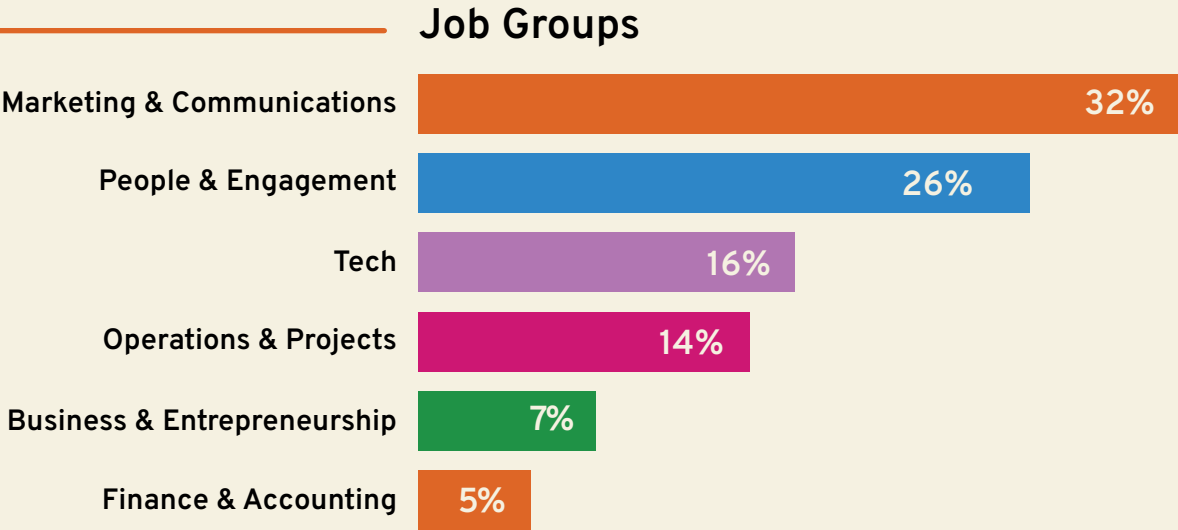


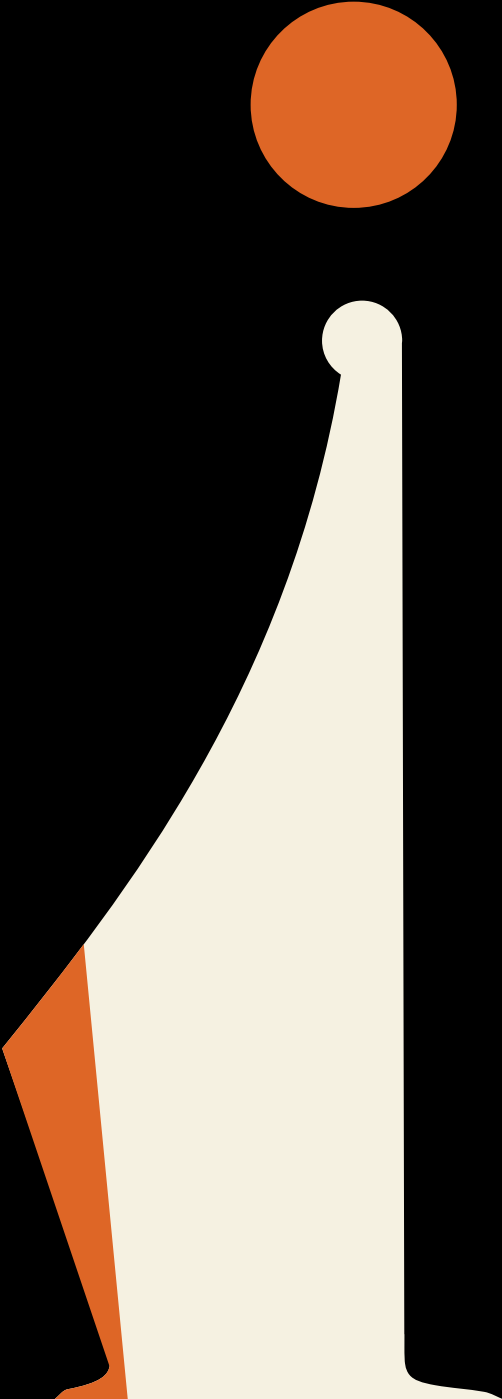
32% of Interns had their internship extended or were hired.

“Overall this experience has been great. We were introduced to a great team member who had no previous connection to the company, and we are thrilled to have him join in a permanent way as a full time Associate starting in mid-October.”

- Hannah Smith, Gard Communications

The **top 3 job groups** our interns are placed in are **Marketing & Communications (32%)**, **People & Engagement (26%)**, & **Tech (16%)**.





Our hope is that our Company Partners will work with us to create a sense of belonging for interns to feel empowered and supported to grow and create impact. We want them to feel and be successful in becoming the leader that they are capable of being, and this often starts with a positive internship experience.

The Script Internship experience provides the opportunity for interns to:

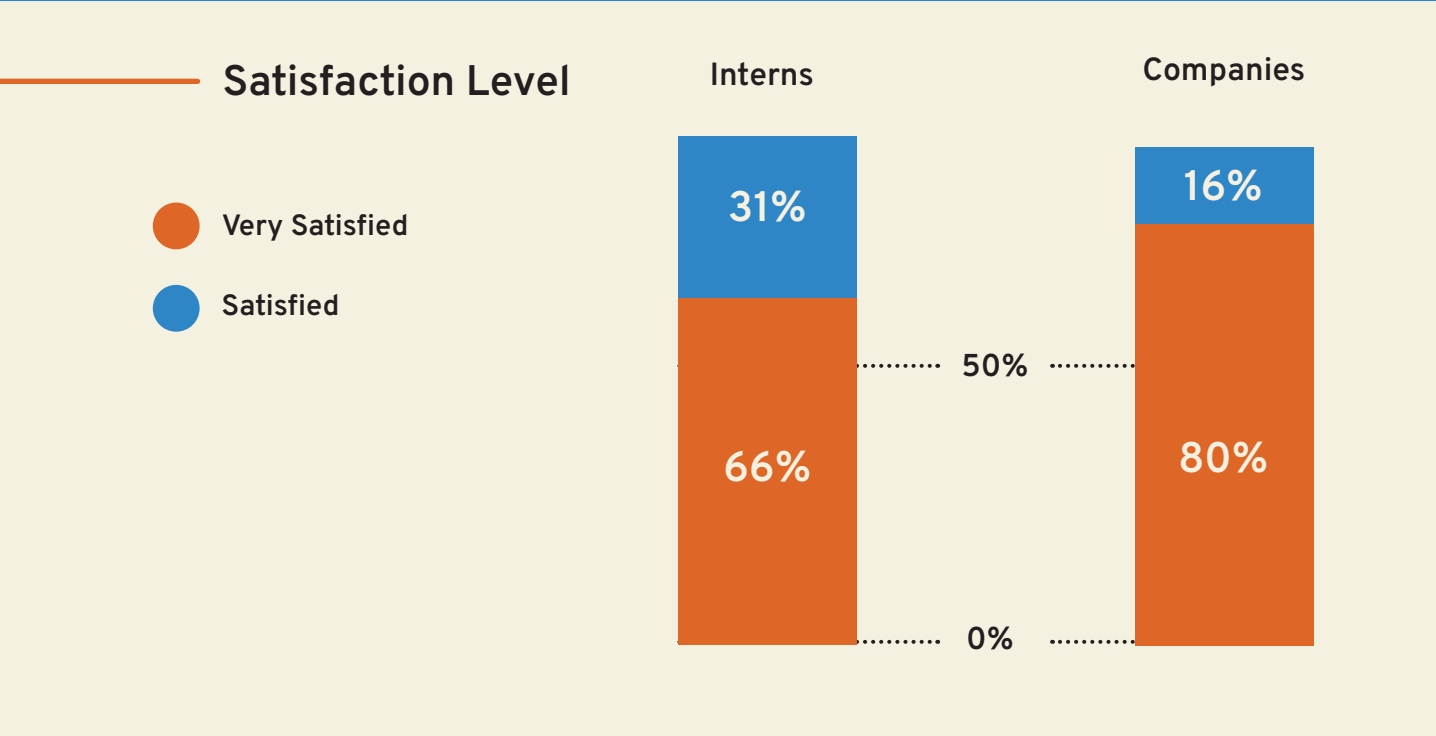
- Build their self confidence in the workplace;
- Enhance their skill development and professional portfolio; and
- Increase their professional network



2023 Overall Experience

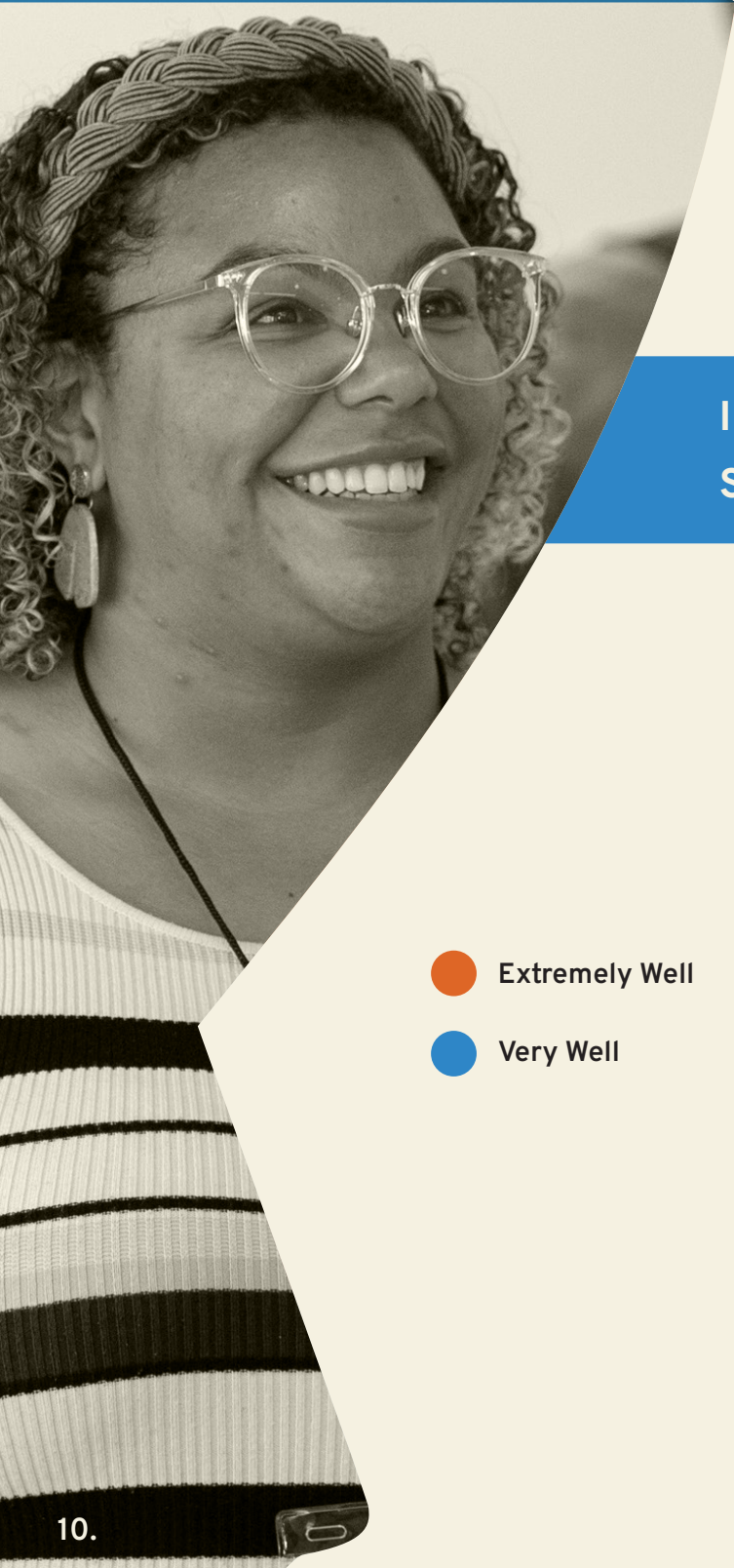
The Script focuses on providing positive workplace experiences to underserved college students and graduates while also establishing a pipeline of diverse, local talent for the Portland and Southern Oregon business communities. Over the last six years, our results have shown that this experience impacts both Company Partners and interns. Nearly every company and intern were satisfied with the entire process and would recommend the program to others.

Interns (97%) and Companies (96%) are Satisfied with their Intern Experience



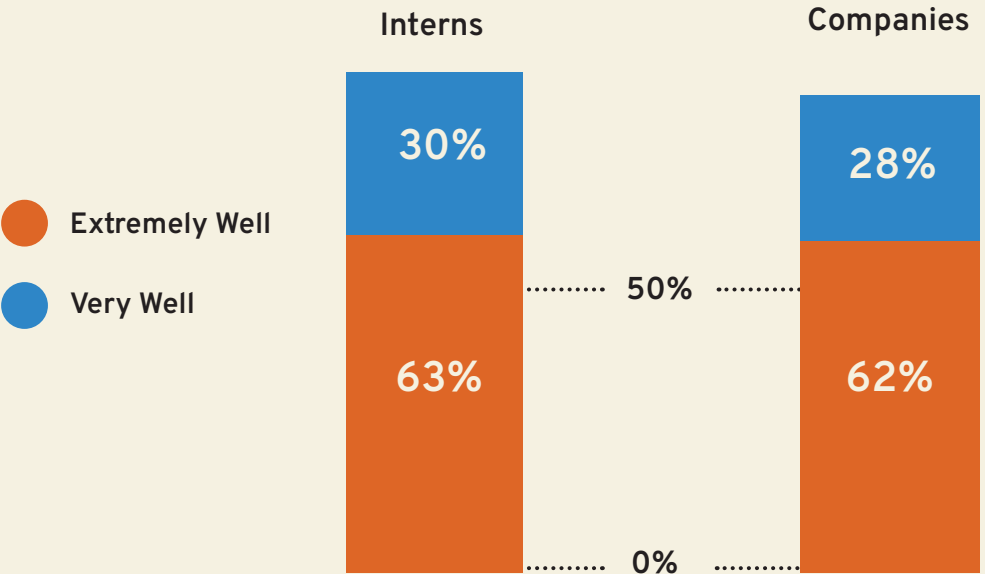
Interns mention **gaining industry experience (34%)** and making **connections & networking (33%)** as the top highlights.

- Top Themes for Intern Highlights
- 34% Gained Industry Experience
 - 33% Made Connections & Networking
 - 20% Sense of Belonging & Gaining Confidence



Interns (93%) and Companies (90%) are Satisfied with their Internship Match

How Intern & Company Matched

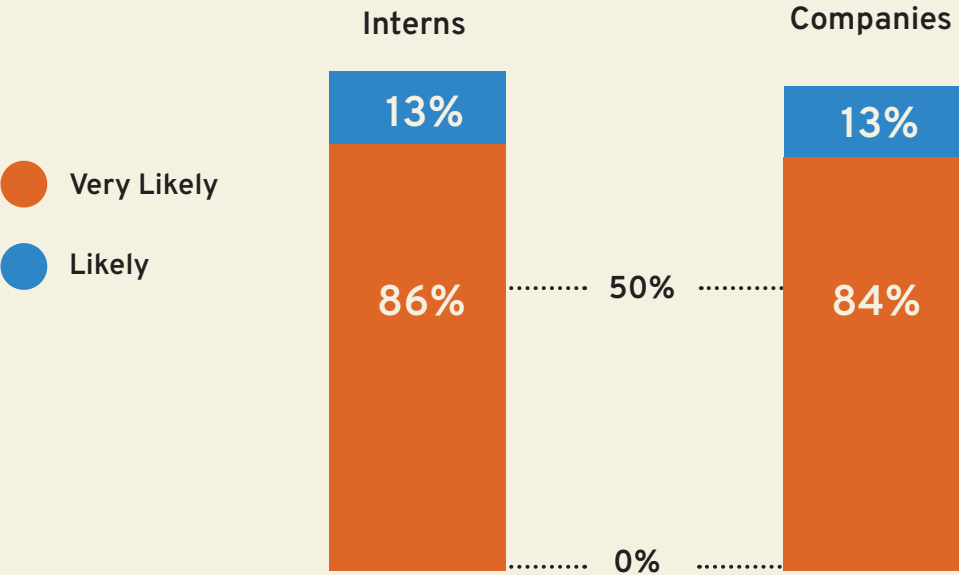


Companies mention **inspiration from interns (31%)** and **(22%) intern presence & work quality** as the top highlights.

Top Themes for Company Highlights

- 31% Inspiration from Interns
- 22% Intern Presence & Work Quality
- 16% Provided Success to the Company
- 14% Fresh Perspective & Energy within the Company

Most Interns (99%) and Companies (97%) are likely to recommend The Script



CASE STUDY

“The company gave me opportunities to explore my interests and feel supported doing so.”

- Mari, Wolf Water Resources Inc.

Internship Leads to Full Time Opportunity

This was Mari's third time participating in the internship program through The Script. Mari, recent environmental studies graduate from Lewis and Clark College interned with Wolf Water Resources Inc. as a Staff Scientist.

Her internship allowed her to be immersed in the world of consulting and understand more about that work. She was also given professional development opportunities, like attending an

ecological conference where she was exposed to research from around the world. In the end, she was able to land a full-time job at Wolf Water Resources post internship.

Her advice for other interns who may experience imposter syndrome is to *“make sure to recognize your journey up to where you are now and how far you've come. Don't be afraid to celebrate your work and knowledge!”*



“I found it valuable that I not only got my foot in the door into the marketing field but I grew my network at the [intern] events by meeting all the other amazing interns.”

- **Daira M**, Intern at Grady Britton



2023 Quality Work Experience

Nearly every intern felt welcomed and supported in their 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, interns participated fully in growth opportunities, including scheduled check-ins with their supervisor, constructive feedback sessions, job training, and events.

Interns felt **welcomed and supported (97%)** and **part of the team (95%)**. The Script sees these elements as an important aspect of a quality internship experience.

Intern Experience of Inclusive & Supportive Workplace

97%

My company made me feel
welcomed and supported

84%

I feel supported in adjusting
to my company

95%

I felt like I was part of a
team during my internship

79%

I felt that my ideas and
input were heard



Interns most often mention **recruiting more diverse talent (10%)** and **providing workshops for interns (9%)** as ways their companies can create more inclusive workplaces.

Top Themes for Intern Inclusive Work Culture

- 10% **Recruit more diverse talent**
- 9% **Provide workshops/events to support interns**
- 5% **More company partners with BIPOC employees & mentors especially in leadership positions**

Interns mention **sense of connection or inclusion in the team (37%)** and **attending meetings/company events (22%)** as some of the key ways their companies created a sense of belonging.

Top Themes for Intern Sense of Belonging

- 37% **Sense of connection or inclusion with the team**
- 22% **Attended meetings/company events**
- 19% **Received genuine mentorship & advice from team members & higher ups**





Most interns feel that this internship will **advance their career opportunities (88%)** and **interns attended work related trainings and events (90%)**.

“I networked so much and have learned about different job opportunities through this internship. I also have people I can reach out to be references or even write letters of recommendations for me.”

- **Melinda Jinny S**, Intern at Oregon Community Foundation

CASE STUDY

“Today’s *emerging* leaders are tomorrow’s *established* leaders, and it’s in our collective best interest to learn and share how future communities will thrive through investments in nonprofit innovation and good works.”

- Liz, Oregon Community Foundation

Cohort Model Helps Interns Practice Collaboration & Build Community

The quality of the interns from The Script and the program structure have encouraged Oregon Community Foundation (OCF) to come back several years in a row to participate. Each year the interns bring great energy, fresh ideas and a passion for learning to their internships.

OCF utilizes a cohort model, hosting multiple interns, allowing the interns to work together and build community. They are intentional about the opportunities they provide to interns over the summer, providing coaching, experience, access to professional networks and personalized support based on

interns’ individual career goals. Interns collaborate on a presentation about their experiences for OCF staff at the end of their internships.

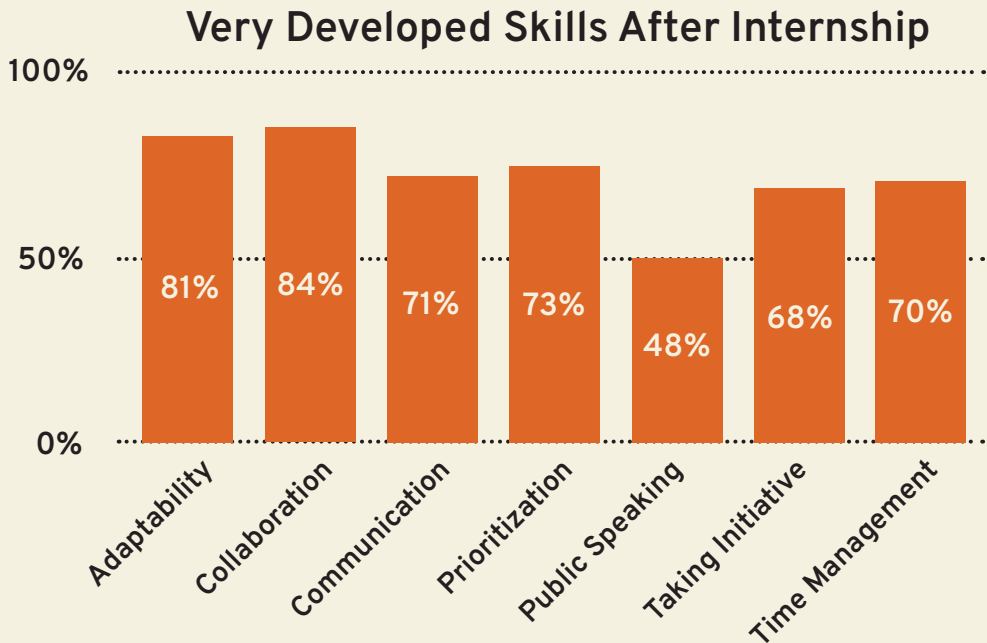
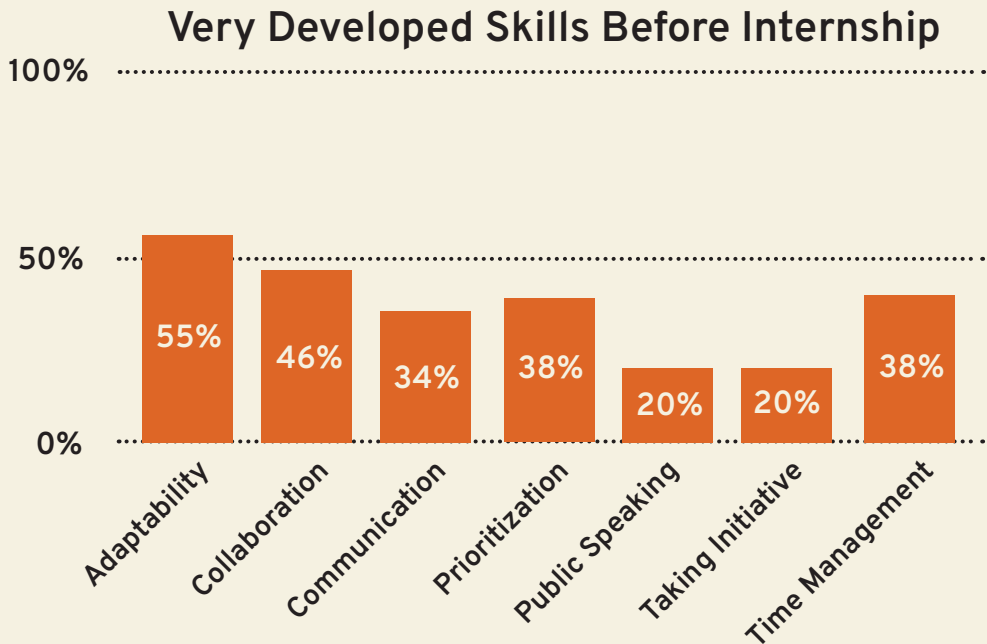
If the team at OCF was asked to give advice to other host companies, they would recommend “*Listening to your interns’ career goals and what gets them excited, and having times throughout the internship to revisit them will help you identify work at your organization that will be most meaningful for them.*”



2023 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.

Interns have further developed these skills during their internship experience



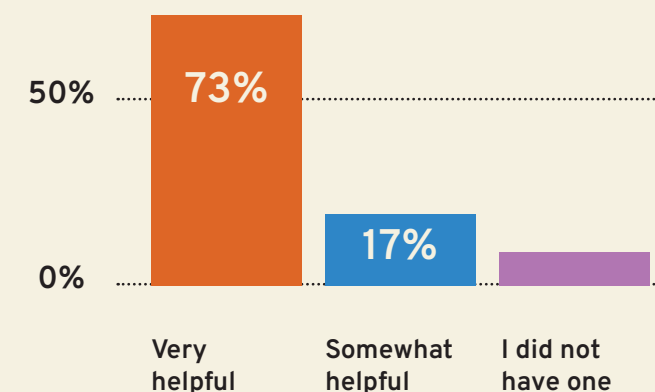
Intentional Community & Mentoring

Our internship program focuses on creating intentional, inclusive spaces for our interns and companies to learn from one another. This was the first year since 2019 that much of our summer programming was held in person, with a few additional optional sessions held virtually. This hybrid format allowed our interns to build deeper connections with each other and take advantage of networking opportunities with Company Partners.

Requiring Company Partners to provide a mentor for interns is another key piece to building this intentional community. Both companies and interns benefit from these intentional mentoring relationships.

Providing mentorship is a requirement of The Script internships. **Most (73%) Interns found the mentor relationship very helpful.** Many interns (62%) met at least once a week with mentors.

How helpful was it to have a mentor?





Companies mention interns **eagerness to learn (43%)** and **sharing unique perspectives and skills (30%)** as key mentoring highlights.

Top Company Themes for Intern Mentorship Learnings

- 43% Eagerness to learn
- 30% Unique perspectives and skills
- 24% Getting to know each other
- 22% Integration into the team

“This is the third year we have worked with [The Script] for our internship program. Every year we are impressed by the interns. They provide valuable insights for our team and company. This year, we focused on a more in-depth program for our interns and it was exciting to see the growth.”

- 2023 Company Partner (Anonymous)

Top Intern Themes for Intern Mentorship Learnings

- 48% Developed soft skills
- 27% Learned how to navigate a professional workplace
- 15% Gained technical/industry specific skills
- 15% Access to support and guidance





“The thing I found most valuable about my experience was feeling supported throughout my internship from start to end. Going through the application process allowed me to reflect on my story. The mock interviews with other students and professionals gave me the opportunity to practice telling my story, as a form of empowerment. My story reminded me that I belonged here and gave me the confidence to do my best, take initiative, and show up for myself.”

- 2023 Intern (Anonymous)

Top mentor support areas focused on **Workplace Culture (72%)** and **Industry Knowledge (70%)**

Mentor Support Areas

Industry Specific Knowledge/Training
Workplace Culture
Goal Setting & Progress Skill-Building
Confidence Increasing Professional Network



Inclusive Work Culture

We're incredibly proud of the Company Partners that we've aligned with, and we are honored to be a partner on their diversity, equity, inclusion, and belonging (DEIB) journey.

Part of this journey includes our DEIB assessment that Company Partners are asked to take at least every other year in the spring. Our team knows that DEIB is a journey rather than a destination, the work is ongoing and can never be fully mastered. To that end, this assessment is evaluated in a way that reflects the journey and need for continuous growth, from seedling, building to budding, then blossoming.

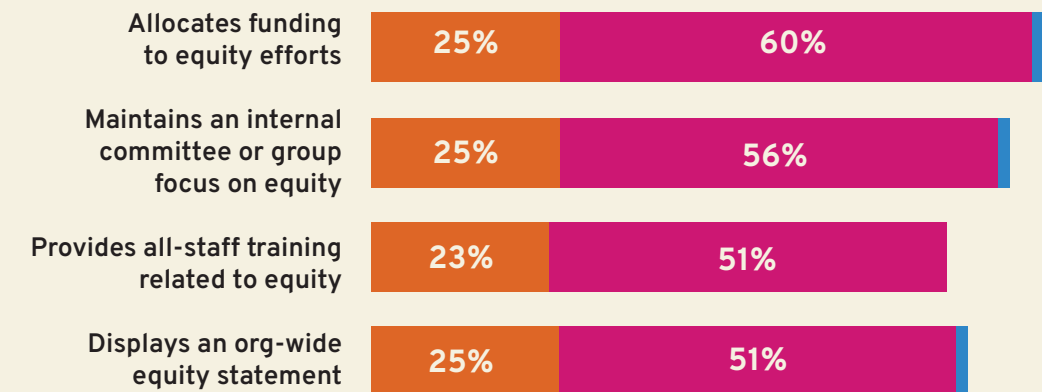
The investment of our Company Partners in DEIB is evident to our interns, with the majority stating their host company cared a lot about diversity. A large portion of interns felt that their diverse perspective was able to be shared frequently and that their voice was heard - a crucial element to creating brave spaces where interns can grow and thrive.

Diversity, Equity, Inclusion & Belonging (DEIB)

The results of the DEIB Phase Designation assessment show that (25%) of the companies are blossoming, while (70%) are budding.

Public Commitment to Equity

● Blossoming ● Budding ● Seedling



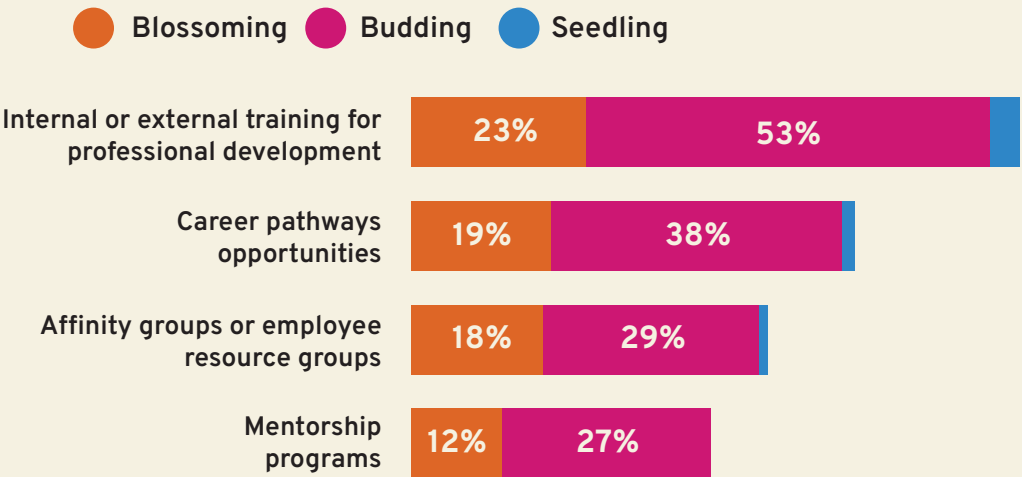


79%

of interns believe that their companies care a lot about Diversity and Inclusion

Companies that focus on internal growth and promotion of BIPOC employees is a key way to create a culture that welcomes and nurtures diverse leadership.

Company Investment in Internal Growth and Promotion of BIPOC Employees



Most Interns see cultural diversity in teams (93%) and leadership (92%) as important. Other elements of a work environment interns feel are important include women in leadership, use of gender neutral language, and it being eco-friendly.

How important is it to you that the following are part of your work environment?

92%

That my company is eco-friendly

83%

That my company is learning to use gender neutral language

93%

That there are people of color at my company

94%

That there are people with diverse perspectives and lives

90%

That there are women in leadership roles at my company

92%

There is diverse leadership at my company

CASE STUDY

“Every team member is a continued inspiration through all their continued work in both their professional and personal lives, and they have welcomed me from day one as part of the ACA family.”

- **Devon**, American Cider Association

Supportive Culture Leads to a Thriving Internship

Even before his start date at the American Cider Association (ACA), Devon felt like a part of the ACA family. Devon and his fiancée were invited to a Cider Festival before his start date, which was a great opportunity to meet the team and industry leaders. Throughout, and after the internship, his supervisor continues to make personal and professional connections for him within her network. The supportive work environment, coupled with a great supervisor and mentor, made Devon feel comfortable and motivated him to do his best.

The supportive culture and cohort events put on by The Script Internship program were also a support for Devon, starting with Mock Interviews in the spring. Devon credits feedback from his volunteer interviewers with helping him to ultimately land his internship. Devon also took full advantage of the Professional Development events put on by the program throughout the summer, including the StrengthFinders workshop which helped him to better understand his strengths and how those can help him navigate his professional life.



Summer 2023

Final Thoughts

We would like to thank our Company Partners, mentors, interns, and everyone else who has helped to widen our impact in the community and the workforce. We're excited to partner with more companies and students in the Portland area and Southern Oregon in 2024 and to continue rolling out new services as we walk alongside professionals on their career journey.

Whether you would like to host an intern, become an intern, or volunteer to be a mentor – there's no time like the present to get involved with this movement.

We eagerly look forward to an impactful 2024. We hope you'll join us.

Let's keep it going. Tell friends, family, and colleagues about our mission.
Get involved. **Become a Mentor, Intern or Host for 2024.**



Summer 2023

Participating Companies

We humbly appreciate and proudly applaud our Company Partners for making our collective vision of a more representative and inclusive work space. We couldn't have done it with you. Thank you.

Advantis Credit Union	Energy 350	Metropolitan Group	Publitek
AHA Inc	Ferguson Wellman Capital Management	Moss Adams LLP	Quinn Thomas Public Affairs LLC
American Cider Association	Forth	Murmur Creative	Salt & Straw
Avenue	Funnelbox Production Studios	Network for Oregon Affordable	The Contingent
Bobs Red Mill	Gard Communications	Housing (NOAH)	The Good
Borders Perrin Norrande	Grady Britton	NEXT Renewable Fuels	The Partners Group
Brown & Brown	Hanna Andersson, LLC	North	Thesis
Building Champions, Inc.	Idealist Consulting	NW Natural	ThinkShout
C+C	iQ Credit Union	Occam Advisors	Thorn Run Partners
Cadmus	Jama Software	On Running	TRC Companies
Charter School Capital	KPFF-Portland Civil	Oregon Community Foundation	Trimble
Cinco Design	Lara Media Services	Oregon Wild	Union Wine Company
ClearlyRated	Legacy Health Systems	Oregonian Media Group	United Way of Jackson County
Construct The Present	LEVER Architecture	Parachute Strategies	Vista Capital Partners, Inc.
Cresa	Living Room Property Management	People of Color Outdoors	Washington County - Oregon
Daimler Trucks North America	Mackenzie	Pivot Group	Wieden + Kennedy
DHM Research	Marmoset LLC	Portland Business Alliance	Wolf Water Resources
DLR Group	Math Learning Center	Project Youth Plus	Womens Healthcare Associates
ECONorthwest	Maul Foster & Alongi	Propeller Consulting	
Emerging Leaders PDX	Maxwell	Prosper Portland	

Thank you



2023
The Script