If conditions allow, PPSF will offer in-person fellowships in the summer of 2022. In the event that in-person summer placements are not approved by Yale University, prospective sites will be notified and asked to modify proposals to reflect remote work.

Organization: New Haven Promise

Organization’s street address: 28 Lincoln Way, New Haven, CT 06510

Website: https://newhavenpromise.org/

Name and title of person who will be the Fellow’s direct supervisor (the supervisor must be available to supervise Fellow on a daily basis): Jennifer Heikkila Diaz

Phone number and e-mail address of proposed direct supervisor (please note: during the application process, we encourage prospective Fellows to contact organizations directly with any questions about organization placements or projects):
(203) 776-6473 jenny@newhavenpromise.org

Placement dates (8-11 weeks between Tuesday, May 31 and Friday, August 12, 2022): May 31 to August 12, 2022

Are placement dates flexible? If so, please describe: We would like to have the Fellow for the entire 11 weeks, but we are open to the range of 8-11 weeks.

Proposed work schedule (placements should be equivalent to full-time and not more than 37.5 hours/week): Monday-Friday (9-5 pm)

Placement Description

Organization description (mission statement, population served. 150 words or less.):
To. Through. And Back.
The mission of New Haven Promise is to build a culture in the public schools in which students aspire to attend and graduate from college; to provide financial incentives and support for those students; and to facilitate their return to live, work and serve in the greater New Haven community.

New Haven Promise works with K-12 students and families, college students (our Promise scholars), and college graduates (our Promise alumni), as well as 19 CT-based public and private higher education institutions, New Haven Public Schools and four public charter partners, and over 60 nonprofits and community-based organizations.
Write a 1-2 sentence summary of the proposed work for a summer 2022 Fellow:
The Yale President’s Public Service Fellow, who will be our New Haven Promise Inclusive Growth Fellow, will research, design, and pilot an inclusive growth series for a cohort of New Haven Promise Scholars and Alumni. This Fellow’s work will inform our ongoing work at Promise in supporting our scholars and alumni, who are mostly first generation to college, low-income people of color, and who continue to face income and opportunity barriers that prevent them from thriving in our city.

Write a more complete description of the specific project you propose and list the duties/outcomes expected of the Fellow. (Suggested length: one to two pages.)

CONTEXT:
We have witnessed how the COVID-19 Pandemic has exacerbated and amplified the income and opportunity inequities that our New Haven Promise Scholars and Alumni already faced before 2020. 70% of our Promise Scholars and Alumni are first generation to college, 90% are students of color, and 71% grew up in households that earn under $60,000 per year (38% grew up in households that earn under $30,000 annually).

While our Promise Scholars are graduating with half of the national average debt of a college graduate, many are still supporting their families and facing down intergenerational poverty. They are taking jobs that are not in line with their areas of study and career interests in order to survive; this is even more often the case during the COVID-19 Pandemic. They are still facing systemic discrimination, leading to underemployment and unemployment, earning lower salaries than their more affluent and privileged white peers.

In terms of long-term, larger ramifications for our Promise Scholars and Alumni, the work of Ana Hernández Kent and her fellow researchers (analyzing the Federal Reserve’s Survey of Consumer Finances) found that there is increasing segregation in millennial wealth. The average white millennial family has $88,000 in wealth, while the average Black millennial family has only about $5,000 in wealth. While white millennial families lag only about 5% behind previous generations of white families, Black millennials continue to trail behind previous generations of Black families by 52%.

THE FELLOW’S WORK:
Our Promise Scholars and Alumni need more than little to no college debt, a college degree, and an entry-level job to build the futures that they want and deserve. They need support through infrastructure—including mentorship, wealth building, entrepreneurship, and networking opportunities—in order to help their families, themselves, and their community thrive in the near and long term.

The Yale President’s Public Service Fellow, who will be our New Haven Promise Inclusive Growth Fellow, would be a part of this infrastructure building. They would collaborate with our Chief of Talent and Operations to plan and execute Promise’s Inclusive Growth initiative.

The Fellow would spend their time:
• researching best practices around creating inclusive growth opportunities in communities and cities
• studying and analyzing our rich data to synthesize what we have learned at New Haven Promise from our scholars, alumni, and families about barriers to inclusive growth opportunities in New Haven
• constructing a theory of change around inclusive growth that is contextualized to our city and demographic
• designing and executing a pilot for a cohort of Promise Scholars and Alumni (involving a series to include (but not be limited to) financial planning, mentorship, entrepreneurship, and networking, and culminating in each Promise Scholar/Alum drafting their individual inclusive growth plan for the next ten years)
• facilitating an after-action review post-pilot to share findings and recommendations with our Promise team and broader community for future programmatic planning and funding

List specific skills/experience required for the project:
We seek a NHP Inclusive Growth Fellow who is a continuous and flexible learner with strong skills in:
• Oral and Written Communication
• Analysis and Inquiry
• Time and Project Management
• Technology
• Collaboration
• Ideation and Creativity
• Able to self-manage and pivot when necessary
• Able to execute through/to deliverables
• Familiarity with navigating a relational database or ability to learn
• Data analysis and usage for programming purposes

Additional requirements (e.g. a car or weekend working hours). If a car is required, include information regarding parking arrangements and mileage reimbursement): n/a

Briefly describe the work that Yale PPSF Fellows have done with your organization in the past and present. If you have not worked with Yale Fellows, describe any work that Yale students have done with your organization.

NHP has benefitted from the contributions of five PPSF fellows – Max Himpe (2019), Jennifer Gonzalez (2017), Solomon Oak (2015), Jessie Gugtsell (2014), and Carl Chen (2012).

Max created and implemented a professional development series that included public speaking through Pecha Kucha (an innovative and engaging model for public speaking) and other soft skills development from which New Haven Promise Scholars who have been placed in internships at Yale and throughout the city of New Haven were able to benefit (see additional attachment).

Jennifer performed qualitative research (focus groups, data, and content analysis) to identify the barriers students faced in college. She developed a survey and made recommendations on how
New Haven Promise and its partners can better support college students who struggle or get off track to degree attainment within the four-year time period.

Solomon developed a Theory of Change for parent engagement by integrating the Pathways to Promise toolkit, developed by College Summit with New Haven Promise’s early Parent Booklet. A parent calendar was created that has college access milestones and important dates for activities that can involve parents in the journey toward college matriculation, success, and graduation. It has guided our outreach and set the foundation for continued parent involvement.

Jessie developed a near-peer ambassador pilot program that received mention and recognition from The White House Call to Action College Opportunity Day under the Obama administration. The ambassador program was piloted on four campuses – Yale, Gateway to College, Southern Connecticut State University, and University of Connecticut. The pilot was fully implemented in the 2015-2016 academic year.

Carl Chen performed primarily a combination of student engagement and in-house Promise programming before the arrival of current President Patricia Melton. One of his most meaningful initiatives was to design and organize a Promise alumni scholar network that supports scholars through college and to prepare them for their eventual return to New Haven as workers and contributing citizens to their community. An example of a success story involved a freshman Promise scholar, who admitted to having difficulty navigating the social and academic aspects of the University. Another scholar at the event took her under his wing and involved her in the organization he founded to help New Haven youth apply to college. She became the president of that student group.