

Cultivating the Dream: Evaluating the Impact of Dream Summer on a New Generation of Leaders



Photo: Dream Resource Center

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Commissioned by:

UCLA Labor Center

Funded by:

Unbound Philanthropy

January 2013



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Table of Contents

- EXECUTIVE SUMMARY 2**
- INTRODUCTION 6**
- THE NUTS AND BOLTS: EVALUATION METHODOLOGY 8**
- THE BIG PICTURE: EVALUATIVE FRAMEWORK..... 11**
- THE PARTICIPANTS: INTERNS AND INTERNSHIPS 12**
 - INTERNS12
 - INTERNSHIPS12
- THE IMPACTS, PART I: DIVERSE LEADERSHIP 13**
 - FILLING A GAP IN THE FIELD.....13
 - PROVIDING ACCESS TO OPPORTUNITIES14
 - GAINING RECOGNITION AND CONFIDENCE14
- THE IMPACTS, PART II: CONNECTED WORKFORCE 15**
 - GAINING SKILLS THROUGH THE INTERNSHIP15
 - SUSTAINING INVOLVEMENT POST-INTERNSHIP16
 - BENEFITTING HOST ORGANIZATIONS.....17
- THE IMPACTS, PART III: BUILDING MOVEMENT 19**
 - GAINING A VOICE AND IDENTITY.....19
 - LINKING CONSTITUENCIES, SECTORS, AND ISSUES20
 - STRENGTHENING THE COMMITMENT OF EMERGING LEADERS21
- 2013 AND BEYOND: LESSONS AND RECOMMENDATIONS..... 21**
 - WHY DREAM SUMMER WAS SUCCESSFUL22
 - CHALLENGES DREAM SUMMER FACES23
 - WHAT IS NEEDED MOVING FORWARD24
- CONCLUDING REMARKS 25**
- APPENDIX A: HOST ORGANIZATIONS BY STATE, 2011-2012 26**
- REFERENCES..... 30**
- ORGANIZATIONAL DESCRIPTIONS..... 32**
 - USC PROGRAM FOR ENVIRONMENTAL AND REGIONAL EQUITY32
 - UCLA LABOR CENTER32
 - DREAM RESOURCE CENTER32

Executive Summary

While the DREAM Act, which would give a clear path to citizenship for immigrant students, failed on the Senate floor in late 2010, it had galvanized a base of young immigrant activists and their allies who had been building support on campuses, in cities, and in states across the nation to make their voices heard. To sustain this leadership as a foundation for change, in 2011, the UCLA Labor Center and the United We Dream Network launched Dream Summer, a national internship and professional development program for immigrant student activists.

By placing students in a ten-week internship with social justice and labor organizations and conducting 3-day, leadership training retreats at the beginning and end of the internship, Dream Summer seeks to:

- Provide leadership development and training for immigrant students;
- Connect social justice organizations with talented and capable immigrant student activists and strengthen their commitment to advance the rights of immigrant youth;
- Strengthen multi-generational social justice movements; and
- Provide scholarships for immigrant students to pursue their educational goals and advance social justice activism on campus.

Envisioning an inaugural cohort of 30 interns, Dream Summer organizers rapidly scaled up to accommodate over 100 students and recent graduates after receiving a thousand applications in the first year. In the second year, Dream Summer expanded to over 140 participants (including about 30 from the first-year cohort and 14 with Queer Dream Summer) who interned at over 80 different organizations in 15 states.

Commissioned by the UCLA Labor Center and funded by Unbound Philanthropy, USC Program for Environmental and Regional Equity (PERE) conducted an independent impact assessment of Dream Summer based on our framework *Transactions-Transformations-Translations: Metrics that Matter for Building, Scaling, and Funding Social Movements* (Pastor, Ito, & Rosner, 2011). The assessment was designed to complement UCLA Labor Center's internal evaluation process, in which it focused more on programmatic implications. Using a mixed-methods approach of analyzing quantitative and qualitative data collected through interviews and online surveys of participants and intern supervisors, we focused on the impacts that have implications for broader change.

Our key finding: Dream Summer was an effective professional leadership development program *because* it was undertaken in the context of social-justice movement building. While the internship helped the young activists gain professional skills, connections, and experience, it was the intensive, 3-day retreats focused on holistic well-being, identity building, and collective purpose that made Dream Summer a truly transformative experience that we expect to have lasting impacts on the immigrant rights and broader social justice movements. And these impacts, which we will describe in more detail, are: more diverse leadership, a connected workforce, and a broader social justice movement.

Diverse Leadership

Dream Summer functions as an “incubator” for social justice leadership among a new generation of activists. It addresses a gap in the internship field by targeting an aspiring and inspiring generation of immigrant youth leaders; it closes a resource gap for youth who cannot find a job that meets their skill levels or is needed to pay for their education; and it fills a confidence gap that commonly affects youth who are active in the immigrant rights movement.

- Dream Summer targets a population that is often excluded from traditional internship programs. The large number of applications (1,000 in 2011 and 1,200 in 2012) to Dream Summer is evidence of the importance of and demand for this program.
- The importance of the scholarship opportunity for this population cannot be understated. Almost all (92 percent) survey respondents reported financial difficulty in paying for college. In fact, 94 percent cited the scholarship is one of the main reasons for participating followed by professional development (84 percent).
- For many, the internship at a social justice or labor organization legitimizes and validates their often-overlooked student activism experience during high school and college. Interviewees shared that Dream Summer allowed them to feel like they belong in this country, in this line of work, and as part of a national network.

Connected Workforce

Dream Summer is mutually benefiting the interns and host organizations that participate in the program. Interns gain organizing and leadership skills that are needed in social justice and labor organizations. Host organizations benefit from the skills, connection, and innovation that young interns bring with their roots in diverse communities and history of organizing and activism.

- Dream Summer participants cite developing various skills including: finding a voice and expressing their opinions (61 percent), being able to deal with challenges (60 percent), organizing different groups to work together (56 percent), and public speaking (50 percent).
- Supervisors acknowledge that interns add value to their organizations by: supporting or adding new capacity to existing organizational work (81 percent), connecting to new populations such as immigrants and youth (73 percent) and providing new ideas and work (such as connecting to the new Deferred Action for Early Childhood Arrivals opportunities) (68 percent).
- Seventy-six (76) percent of supervisors reported that they have maintained involvement with their Dream Summer interns (46 percent in some staffing capacity and 30 percent in a volunteer basis); signaling an overwhelming satisfaction with the work that the interns are doing and the value they are adding to these organizations.

Broader Social Justice Movement

Dream Summer was often articulated by interviewees as more than an internship program; it was a transformative experience. Respondents saw Dream Summer as an extension of social justice organizing, one that underscored the learning that is enjoyed with traditional internship programs, but also with the emotional and psychological benefits that come with being part of a broader social movement. Interns leave Dream Summer with reinvigorated commitment to social justice movements and with a better sense of their own identity and how they can relate to other struggles.

- A majority of interns discussed ways in which the retreats provided the space they needed to heal, find a voice, develop their own identity, and reignite their motivation in life.
- 86 percent of interns reported that through their participation in Dream Summer, they had become more knowledgeable about intersectional organizing and intersectionality in general.
- Almost all (96 percent) interns reported that they had become more or equally committed to the immigrant rights movement after the program. And 87 percent of interns had remained very or somewhat active with an immigrant rights or support group after Dream Summer.

Challenges and Moving Forward

While we found that Dream Summer is having dramatic impact on its participants, challenges exist. The primary challenges that surfaced through this project include:

- *Funding:* Funding has been critical to the success of Dream Summer but is also a primary challenge. While fundraising happens all year to cover the cost of internships, core operating resources are also needed. Host organizations (50 percent) also point to the fact that while they would like to remain involved in Dream Summer, it is dependent on the funding available.
- *Staffing capacity:* As mentioned, much of the fundraising has been focused on the cost of the internships and less has been invested on the operational and curriculum side of Dream Summer. Providing funding that would allow for more strategic growth of Dream Summer—in terms of staffing—would allow the program to be more effective and responsive.
- *Regional representation:* Dream Summer has made an intentional effort to expand the program to as many regions as possible, but structural and financial burdens have been prohibitive. Primarily, much of the funding has focused on growing the program in California, while other regions haven't seen this concentrated approach.

To address these challenges, we offer the following recommendations:

- *Strategic funding:* Fundraising should not be solely targeted to the internships but also to building the staffing capacity and curriculum of Dream Summer. Multi-year investments and new partners in this venture would help ensure that the program continues and scales up to meet demand.

- *Alumni networks:* Interns, because they see the value of the program, voiced their desire to stay involve with Dream Summer after the internship had ended and their desire to replicate such programs locally. Using the alumni for outreach, to connect to larger networks, and to advance the immigrant rights movement would be helpful not only for Dream Summer but host organizations as well.
- *Research and communications:* Dream Summer is an innovative internship model. Tracking the progress of alumni would provide invaluable lessons not only for Dream Summer organizers but to the broader field of youth development. Communications and the capacity to document through photography and film are also increasingly important in reaching new participants and partners.

We were inspired and hopeful by what we learned from this assessment. From social alienation to homelessness, many of these young people had struggled far more than some of us will know in our lifetime. But Dream Summer had shown them a way forward: how to take care their own well-being, how organizing and activism can be a valid career, and how the struggle for their own rights is inextricably linked to the struggle for workers' rights, LGBTQ rights, and civil rights for all.

Introduction

2010 marked a watershed year in the national movement to pass the DREAM Act, the legislative bill that would provide conditional permanent residency to certain unauthorized residents who graduate from U.S. high schools, arrived in the United States as minors and lived in the country continuously for at least five years prior to the bill's enactment (Senate Bill 3992). The movement to galvanize support for passage of the bill saw an unprecedented number of immigrant students and activists take action; with almost no paid staff, no lobbyists and few financial resources, immigrant students mobilized a powerful movement (Wong et al., 2012).

Actions such as the "Trail of Dreams," "Dream Freedom Ride," hunger strikes across the nation and protests in the halls of Congress and in front of Senate offices brought unprecedented attention to this bill (Wong et al., 2012). Perhaps more importantly it also elevated the massive mobilization and political participation of a group of students and immigrant youth. And although the Senate failed to garner enough votes to overcome a filibuster in 2010, the DREAM Act did pass the House of Representatives and 55 Senators voted in favor of hearing the bill (gaining three new votes than in 2007). This was the closest the movement had come to passage of the bill, and it marked the evolution of the Dream movement into something bigger and more powerful.

To nurture the momentum and leadership that students built in this fight, in 2011, the UCLA Labor Center and the United We Dream Network launched Dream Summer, a national internship and professional development program for immigrant student activists. The goals of Dream Summer are to:

- Provide leadership development and training for DREAM Act students through internships with social justice organizations;
- Provide social justice organizations with talented and capable immigrant student activists;
- Strengthen the commitment of social justice organizations to advance the rights of immigrant youth;
- Strengthen multi-generational social justice movements; and
- Provide scholarships for immigrant students to pursue their educational goals and advance social justice activism on campus.



Dream Summer participants are placed in a ten-week internship with social justice and labor organizations. They are also required to attend a three-day orientation and training at the beginning of summer and a three-day closing retreat held at the UCLA Labor Center. In 2012, Queer Dream Summer

(QDS) was piloted with the goal of establishing strategic alliances between LGBTQ and immigrant communities.

The opening retreat provides leadership development trainings and creates a safe space for interns to network and share their stories. The trainings are geared to help interns understand the power of intersectional organizing, discover different forms of organizing and ways to collaborate with different sectors, and to strengthen their identity formation and own commitment to social justice. In 2012, the Dream Resource Center, with the support of five other organizations, piloted the Collective of Immigrant Resilience through Community-Led Empowerment (CIRLCE) Project which addresses the holistic well-being of immigrants by promoting collective support, healing, self-care, and self-empowerment.

The closing retreat allows the interns to put to test the things they bring from their own community and the things they learned throughout the 10-week internship. Interns lead discussions on next steps for the immigrant rights movement and how they can carry the work forward in their communities, as well as conduct workshops on mental and emotional health, art activism, social media, creative writing, and much more. It is an opportunity to be forward thinking and discuss ways in which they can ensure that the future (of Dream Summer and the movement) can continue growing and strengthening.

As the 2012 Dream Summer cohort experienced first-hand, the space that Dream Summer provides is emblematic of the solidarity that exists amongst all these youth activists and the movement that brings them together. During the opening retreat, a planned rally to put pressure on President Obama to grant administrative relief for undocumented youth turned into a celebratory rally in the streets of Los Angeles. That very morning, President Obama announced his plan for Deferred Action for Childhood Arrivals (DACA). Their tireless efforts had resulted in a victory. And it was a victory that could celebrate together.

During Dream Summer 2012, the UCLA Labor Center approached USC Program for Environmental and Regional Equity (PERE) about conducting a third-party evaluation of its program. With support from Dream Summer-funder Unbound Philanthropy, USC PERE assembled and deployed a team of researchers with expertise and connections to the immigrant rights movement to collect new data to assess its impact. This evaluation is based on a multi-method research methodology that includes 1) participant observations conducted during the three-day closing retreat in August 2012, 2) qualitative in-depth interviews with individual participants at the August 2012 retreat, and 3) online surveys of all interns (44 percent response rate) and organizations (31 percent response rate) in November and December 2012.

Based on this evaluation, we were struck by three key findings:

- First, we were surprised by *how much* the interns valued the program and *what* they valued about the program. At an individual level of analysis, the program had a clear and direct positive impact on interns' lives, not only in terms of professional development and capacity building, but also in terms of their identities, self-esteem, efficacy, and inter-personal relationships – skills

that will help them excel both academically and professionally and also as movement building leaders.

- Second, the program was also *equally valued by organizations* that hosted interns, citing the value added that youth brought to the programming and community organizing that these varied non-profits and institutional sites had in place. In particular, the program was able to help organizations more effectively reach immigrant and youth populations, groups that are often times neglected.
- Third, the internship program's *positive impacts* on the individuals and organizations who participated are importantly *tied to social justice organizing and movement building*. While we cannot make causal claims about the "impact" that Dream Summer has on movement building on a macro-level, we can confidently argue that Dream Summer presents an innovative model in youth internships, particularly for racially diverse and marginalized youth.

Our main take-away from this evaluation: Dream Summer was effective in achieving its outcomes of professional leadership development *because* it was undertaken in the context of social-justice movement building. It effectively combined the best practices of social justice leadership by paying sufficient attention to self-care as well as social transformation, and collective identification and community building.

This report is organized as follows: We begin with an overview of our approach and methods for conducting this evaluation. This is not a traditional program evaluation but rather is an assessment of Dream Summer's impacts that have implications for broader change. We then describe the specific evaluative framework we developed for Dream Summer and a brief description of both the participants the host organizations. The main components of Dream Summer, the professional internship and the transformative leadership retreats, are woven together in a way that results in three types of impacts: building diverse leadership, connecting this leadership to social change organizations, and building an inter-connected movement. Each of these impacts is described in more detail by drawing key findings from our primary and secondary data sources: academic literature, qualitative interview data, and quantitative survey results. We then wrap up our assessment of impacts with a discussion of what we thought was most successful about Dream Summer, what was most challenging about Dream Summer, and what is needed for moving forward.

The Nuts and Bolts: Evaluation Methodology

PERE's evaluative approach, as described in the report *Transactions – Transformations – Translations: Metrics That Matter for Building, Scaling, and Funding Social Movement* (Pastor et al., 2011), weaves together two types of measures – quantitative and qualitative, numbers and nuance, transactions and transformations. While quantifiable markers are important, they tell only part of the story. We also seek to lift up the often "invisible" impact that Dream Summer may have had on its participants. With the UCLA Labor Center, we identified the following areas of inquiry:

- **Participation:** How many people and host organizations have participated in Dream Summer? How many student leaders remain actively engaged with their host organizations and in the immigrant rights movement?
- **Impact:** What impact has Dream Summer had in supporting a new generation of immigrant youth leaders? In strengthening individual and organizational commitments to advance the rights of immigrant youth?
- **Lessons:** What are lessons learned and implications for the year 2013 and beyond? What are recommendations for interested stakeholders?

Drawing on our previous work on youth and leadership development, we analyze Dream Summer as a program that sits at the intersection of civic engagement and service learning based on a social justice perspective. As summarized in *The Color of Change: Inter-ethnic Youth Leadership for the 21st Century* (Pastor et al., 2010), we suggest that this approach can yield both the social base for improved individual success and the political base for system change that can benefit young people of all races and ethnicities. Such programs that develop leadership with a shared purpose – as opposed to those that develop youth leadership for leadership sake – are likely to lead to better outcomes both for the individual and for society as a whole.

To ground this model in the specific population for the Dream Summer program (immigrant rights and youth activists), we drew existing knowledge from the fields of education, sociology, and political science on how legal status and other factors affect the capacities of immigrant youth to be engaged civically and politically. The following three aspects of this research shaped our approach to evaluating Dream Summer:

- First, civic engagement and community activism often help youth, and particularly undocumented youth, overcome feelings of alienation, low self-esteem, and emotional and mental hardship due to their legal status (Oliverrez, 2006; Munoz, 2008; Perez, Espinoza, Coronado, & Cortes, 2010; Dozier, 1993; Garcia Bedolla, 2005; Menjivar & Abrego, 2012).
- Second, studies show that when immigrant youth participate in social movement organizing, they are often able to apply what they have learned to other contexts, most notably to academic pursuits. Participating in collective action makes an impact not only on the actual hard skills and learning but also on the belief in one’s capacity to learn it. (Terriquez, 2011; Terriquez & Patler, 2012; Pastor et al., 2010; Zimmerman, forthcoming).
- Third, immigrant youth often develop a nuanced view of social relations and power because of how they are positioned on the margins of both racial and legal marginalization. What scholars refer to as “intersectionality,” the idea that oppression is structured and experienced at the intersection of many axes of power, is an important point of emphasis for Dreamer youth and the organizations in which they participate. (Crenshaw, 1989; Davis, 1981; Hancock, 2007; Strolovitch, 2007; Hancock, 2011).

With this background research and analytical frame (which we describe in more detail in the following section), we developed our data collection tools. To assess the quantitative and qualitative impacts of Dream Summer, we collected data from participants, host organizations, and from UCLA Labor Center staff through observations, interviews, and surveys. First, we had a team of three researchers at the closing retreat of Dream Summer in August 2012 to observe the program in action. And while at the closing retreat, we conducted 30-minute interviews with 25 participants. Each interviewee was asked about how they got involved in Dream Summer, what it meant for them to be part of Dream Summer, what their experience was with the host organization, and recommendations for program.

To supplement this qualitative data, we conducted an online survey of all participants to collect data on their basic characteristics, their participation in Dream Summer, the impact of Dream Summer, and their future plans. Of the 211 participants that were sent the survey invitation, 8 email addresses were invalid, and 90 responded for a 44 percent response rate. Based on the valid survey responses to the question about the year(s) in which they participated (n=83), the response



rates for those who participated only in 2011, those who participated only in 2012, and those who participated in both years were 24 percent, 49 percent, and 48 percent, respectively. As we would expect, those who had just completed Dream Summer responded at a higher rate. Yet that 23 percent responded from the 2011 cohort is a higher than expected response rate.

We also conducted an online survey of all host organizations to collect data on why they participated, what they gained from participating, and how Dream Summer compared to other internship experiences. Of the 123 host organizations, 6 were unable to be contacted by email, and 37 completed the survey resulting in a 31 percent response rate. Based on the valid survey responses to the question about the year(s) in which they participated (n=36), the response rates for organizations who participated only in 2011, only in 2012, and in both years were 12 percent, 28 percent, and 52 percent, respectively. Similar to what we expected with the participants, there was a higher response rate for those organizations that had participated more recently.

Once we completed gathering all the data, we imported it into the mixed-methods software program Dedoose in order to code qualitative data and quotes and to analyze themes. We checked in with the Dream Summer organizers twice during the process of collecting and interpreting the data before preparing this final report.

This report is not a traditional program evaluation but rather an assessment of the impacts of Dream Summer on participants and host organizations. We did not focus on the process of organizing and coordinating Dream Summer or on the programmatic elements, such as the curriculum of the orientation and trainings, except where it came up in the survey and in our interviews. This is because Dream Summer organizers conducted their own program evaluation with input from participants and host organizations.¹ This allowed us to focus on the lasting impacts of the program based on our framework described in *Transactions-Transformations-Translations*.

The Big Picture: Evaluative Framework

Guided by the literature and the information we gathered from the interns and host organizations, we establish a framework for assessing the impacts of the Dream Summer program (see Figure 1). The impacts speak not only to the uniqueness of the program—that it serves immigrant youth activists and is social-justice oriented—but also to the potential it has to broaden its impact (considering policy windows or shifts in policies). Dream Summer is impacting participants in two main ways: professional development and transformative experiences.

Professionally, Dream Summer is one of the few internship programs that targets immigrant youth, a group that is often left out of the internship experience. This is helping connect interns with organizations committed to the same work they want to do, bolstering much needed skills in the workforce and creating a career pathway for immigrant youth. The result is a well-connected and highly-skilled workforce that can join and contribute to the economy if allowed.

On the transformative side, Dream Summer provides youth with the space and support they need to heal, develop a sense of identity and belonging,

connect with individuals that are similar and different from them, and renews their commitment to social justice. The isolation and disillusionment that the youth experience because they are immigrants are addressed through this internship experience. The youth come out feeling stronger and committed to social justice movements and understanding their own struggles in relationship to other struggles.

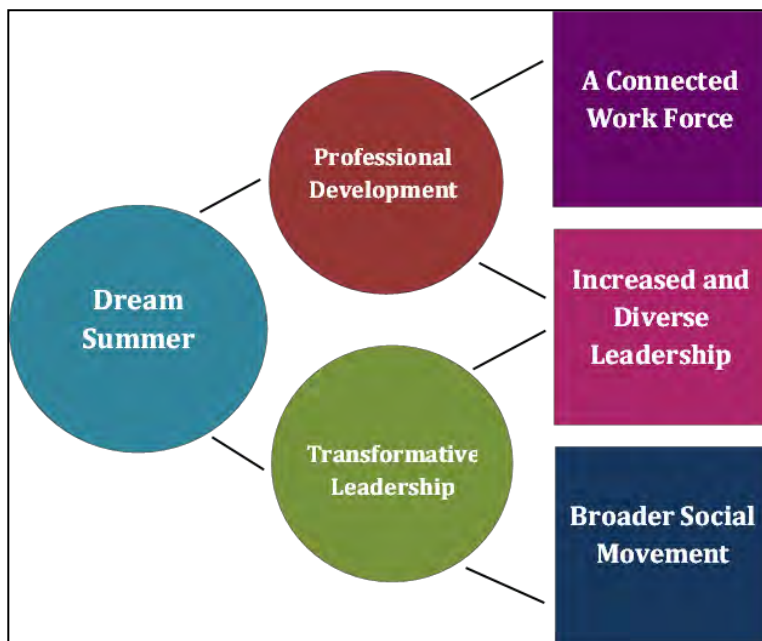


Figure 1. Evaluative Framework

¹ More detailed descriptions of the program, see *Dream Summer 2011 Program Report* and *Dream Summer National Internship Program 2012 Report* available from the UCLA Labor Center and the Dream Resource Center.

The Participants: Interns and Internships

In its first two years, Dream Summer has involved a total of 211 immigrant students (31 participated in both years). In 2011, there were 101 interns placed in five states: California, Arizona, Florida, New York, and Washington D.C. A total of 56 organizations and unions hosted interns. In 2012, there were 141 interns placed in 14 states. The nine new states were: Colorado, Connecticut, Illinois, Massachusetts, Minnesota, New Mexico, Texas, Washington, and Wisconsin. For Year Two, Dream Summer organizers prioritized two types of organizations to recruit as host institutions: those involved in civic engagement and nonpartisan voter mobilization and those in the LGBTQ community.

Interns

Based on our survey of participants, 90 percent are Latino and 8 percent are Asian / Pacific Islander. While almost two-thirds (64 percent) report being born in Mexico, participants come from a diversity of Latin American countries (Peru, Bolivia, Columbia, Argentina, Guatemala, Honduras, Dominican Republic, Venezuela, Brazil), Philippines, India, and Trinidad and Tobago. More women (63 percent) participated in Dream Summer than men (37 percent); 28 percent identified as LGBTQ (lesbian, gay, bisexual, transgender, and/or queer); and 43 percent had a Bachelor's or higher degree. Almost all (96 percent) reported participating in an organization whose goal was to make a difference at their school or outside of school prior to participating in Dream Summer. And 92 percent had helped with outreach to get others involved, 90 percent helped make decisions affecting the group, and 89 percent served in a leadership role.

Internships

While labor unions and advocacy groups make up the majority of organizations participating in Dream Summer, new organizations such as policy and research groups as well as service providers (health and legal services) have started to participate as well. Based on our survey of host organizations, about 40 percent consistently offer at least one internship per year, 65 percent contributed funding towards Dream Summer, and 50 percent expressed having a better experience with Dream Summer than they do with other internship programs. These organizations engaged their interns in a multitude of projects ranging from web and program development, to youth education and outreach, as well research and campaign organizing. For a full list of host organizations by state, see Appendix A.



The Impacts, Part I: Diverse Leadership

What Dream Summer has provided is a life-changing experience. They say it is a professional development opportunity, as in internships, but for me it's been more of a life-path development opportunity. Now I'm on that road of wanting to get involved with the movement.

–Dream Summer Intern

Dream Summer functions as an “incubator” for social justice leadership among a new generation of activists that is filling important gaps. It addresses a gap in the internship field by targeting an aspiring and inspiring generation of immigrant youth leaders; it closes a resource gap for youth who cannot find a job that meets their skills levels or is needed to pay for their education; and it fills a confidence gap that commonly affects youth who are active in the immigrant rights movement. Thus Dream Summer is an important part of the leadership pipeline.

Filling a Gap in the Field

When you're in school, you have a lot of opportunities; you have your community on campus. So I left my safe zone [when I graduated.] I was out in the real world. I just felt really alone. So I went back to school, took city college courses, just to be able to connect with students on the campus. This internship really ignited a flame that I thought had gone out and it's been really beautiful from day one getting here – the opening retreat – you automatically click with people.

–Dream Summer Intern

Internships during college years have many benefits for students. They help students gain professional development experience and, if paid, help finance their education. Research suggests that internships are also invaluable as college students begin to develop a clearer sense of their own identity – and set career goals that are consistent with that identity (Pastor et al., 2011). Immigrant students have traditionally been excluded from these opportunities. Immigrant youth, and specifically those without legal status, are often precluded from paid internships and participating in unpaid opportunities means foregoing much-needed income or work hours to pay for school. In our survey of Dream Summer participants, 92 percent responded that paying for college had presented financial difficulties for either themselves or their family; 66 percent reported working to pay for college; and 65 percent reported getting financial support from their family.

Dream Summer stands apart from other internship programs because it is opening the door to professional development opportunities for an important generation of students who have been at the forefront of the immigrant rights movement – and the overwhelming response to the call for applications is evidence of the importance of this opportunity. The initial plan for Dream Summer 2011 was to only include about 30 participants. However, after receiving over 1,000 student applications, generous contributions from host organizations, and key funding from 15 foundations, a more extensive internship program of over 100 participants was made possible. Again in 2012, UCLA Labor Center's Dream Resource Center received 1,200 applications for approximately 150 placements. This

overwhelming response highlights the need for more professional opportunities for this target population.

Providing Access to Opportunities

[The scholarship opportunity] was a huge factor for me because I was unemployed. I was volunteering, but I hadn't worked for half a year since I lost my job. I moved back home with my family. I cut back on my expenses. Dream Summer couldn't have come at a better time.

–Dream Summer Intern

The opportunity to gain professional development was a huge draw for the program; 84 percent of participants cite professional development as one of the reasons why they decided to participate in Dream Summer. A majority of Dream Summer participants have obtained a college degree (67 percent) or are in the process of obtaining one. However, many have a hard time obtaining jobs that fit their level of skills and education upon graduation.



Also important, and what cannot be understated, is the scholarship opportunity. Offering an internship that gives participants an opportunity for a scholarship upon completion helps alleviate some of the financial constraints that keep them from participating in professional internship opportunities. In fact 94 percent cited this as one of the main reason for participating in the program (along with professional development and leadership development) and 54 percent mentioned that they would not have been able to participate without the scholarship.

Gaining Recognition and Confidence

I grew up thinking I was just as American as my classmates and friends. I acted just like it too until it was time to apply for colleges, get a license, or while in college, having to finance college. Later on in life I realized the huge barriers and differences and oppression, disenfranchisement, devaluation of myself because of my status. Citizenship has always been a huge dream of mine.

–Dream Summer Intern

As our survey indicates, 99 percent of Dream Summer interns had attended high school in the United States and on average they have been in the United States for about 16 years. Many shared in our interviews that they did not become aware of their status until high school. They revealed that the Dream Summer experience helped them overcome their own disillusionment (that they are not going to

be eligible for the same opportunities that the rest of their classmates, friends and sometimes siblings will) and began a healing process for many which ultimately develops their self-worth, leadership and inspires them to continue their dreams.

Dream Summer provides an opportunity for these students to develop that sense of belonging through the in-person retreats and to be recognized for their tireless efforts and work through the scholarship opportunity. Although most were actively advocating and working on behalf of their communities prior to Dream Summer (their leadership and activism are why they are part of the cohort), many did so without compensation or acknowledgement often, thus making it difficult for them to develop a sense of belonging and self-worth. For many, the internship itself legitimizes and validates their hard work during high school and college and for many allows them to finally feel like they belong in this country, in this line of work and as a group.

The Impacts, Part II: Connected Workforce

[For me, professional development] is very important because when you go to college and you graduate from school, sometimes you can't find that validation anywhere else. I was waiting tables, working with irrigation pivots, doing all that type of labor. Going to do the [internship] with the organization, I felt like I was using my degree so it was validation that I had been a part of that, I had gone through school and all, and it was finally validated. And getting rewarded for the work that you are doing is even better.

–Dream Summer Intern

Opening the doors to professional development for immigrant youth has far-reaching impacts that benefit both the interns and host organizations. Dream Summer participants developed skills which will help them professionally and academically while bolstering their leadership potential. In addition to developing skills, Dream Summer is connecting its participants with organizations and projects in fields that further contribute to their growth. This work ranges from organizing and activism to leadership development, education and policy and advocacy. And this opportunity is particularly validating for immigrant rights activists who have been active on campus, who have graduated with degrees, and who not be in a job that fully taps their activism or their degree.

Gaining Skills through the Internship

I had lost the fun, creative side of myself. This [experience with Dream Summer] just reminds me that it's not always serious. We're in this for the long term. I had burnt out in 2010 because it was so intense. So just having it be a little more fun, more creative, that's something I really appreciate.

–Dream Summer Intern

Dream Summer prepares interns with a range of skills that are important for building a strong immigrant rights movement. Some of the most commonly cited skills that Dream Summer participants developed during their experience include: finding a voice and expressing their opinions, being able to deal with challenges, organizing different groups to work together and public speaking. Figure 2 shows the range

of skills that Dream Summer is equipping interns with and the percent of survey respondents who report gaining that particular skill.

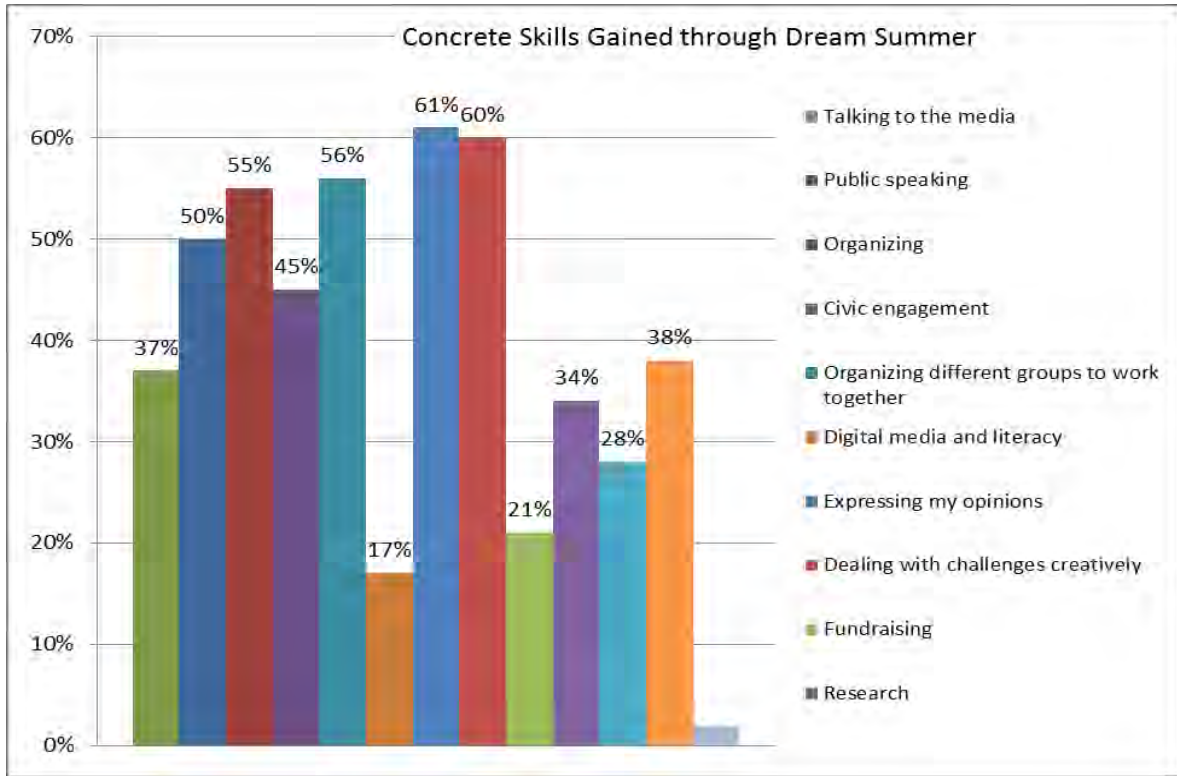


Figure 2. Concrete Skills Gained through Dream Summer, Participant Survey

Sustaining Involvement Post-Internship

Our intern has become part of [our] family. He is extremely bright, intuitive, hard-working, and a true pleasure to have on our team. I sincerely hope that we have been able to provide him with a valuable learning experience as well. We were extremely fortunate to be able to host our Dream Summer Intern who is now our Dream Fall and Winter Intern as well. We hope to bring him on board very soon."

– Host organization supervisor

These connections between the interns, the host organizations, and different projects are crucial because, as most interns point out, Dream Summer has connected them with the organizations and people they needed to continue working in the career they had envisioned. In fact, about 78 percent of Dream Summer interns report that they have maintained involvement with the organization that they interned for: 27 percent in some staffing capacity and 51 percent as volunteers. The retention of Dream Summer interns shows the commitment that the interns have to the work and organizations they are exposed to and more importantly the contribution that they are making within these organizations.

78 percent of Dream Summer interns report that they have maintained involvement with the organization that they interned for: 27 percent in some staffing capacity and 51 percent as volunteers.

The contributions that Dream Summer interns make are valued highly by the organizations that participate in Dream Summer. The organizational survey helped us gain insight into the value the interns are adding to each organization, their level of satisfaction with the overall program, as well as identify their motives for participating in Dream Summer along with the barriers to participation.

Keeping in line with the responses we saw in the intern survey, the organizational survey also revealed the high retention rate of interns--almost matching the same figures (although only 39 organizations responded to our survey). Seventy-six (76) percent of supervisors reported that they have maintained involvement with their Dream Summer interns (46 percent in some staffing capacity and 30 percent in a volunteer basis); signaling an overwhelming satisfaction with the work that the interns are doing and the value they are adding to these organizations.

Benefitting Host Organizations

We had the most amazing three Summer Dream interns who were able to make a dramatic impact on [our] programs for low-income youth, many of them immigrants, by providing services to DACA applicants and beginning an “Undocuqueer” program.

–Host organization supervisor

According to our survey results, the majority of organizations participate in Dream Summer because they have a commitment 1) to provide leadership development and training opportunities for DREAM Act students and 2) to strengthen multi-generational social justice movement. What this tells us is that the organizations that participate in Dream Summer want to be able to provide professional development to this often excluded group and they see them as future torch-carriers of many of the work in which they are currently engaged.

Dream Summer is helping facilitate this commitment to professional and leadership development of Dreamers by connecting these committed organizations to the right students (in most cases but exceptions are par for the course). And Dreamers are adding contributions to these organizations as well. As noted in Table 1, the most commonly cited contributions that interns bring to the organization include: supporting or adding new capacity to existing organizational work, connecting to new populations such as immigrants and youth, and providing new ideas and work (such as connecting to the new Deferred Action for Early Childhood Arrivals opportunities).

The intern(s) brought the following to the organization:	% 'Yes' (n=37)
Supported existing work that we had already planned	81%
Added new capacity to existing work	81%
Connection to immigrant populations and organizations	73%

Connection to youth populations and organizations	73%
Brought new ideas and/or created an innovative project	68%
Provided valuable information and resources for community work regarding Deferred Action for Childhood Arrivals (DACA)	68%
Brought hard skills (media, organizing, education, for example)	57%
Supported new work that we had not planned	43%
Other (please specify)	16%

Table 1. Value of Interns to the Organizations, Organizational Survey

The skills that Dream Summer interns bring are only strengthened by the professional opportunities that are afforded to them through this internship program. But in addition to bringing and developing new skills, many interns have been working within their communities as advocates and organizers, thus it is not surprising they are helping organizations connect with new populations beyond the capacity these organizations have without the interns. As one supervisor commented in the organizational survey, “As a result of our participation in Dream Summer 2012, it reaffirmed our commitment to supporting the leadership of immigrant youth and their families . . . we are committed to expanding the number of AAPI placements for 2013 as our small contribution to the movement.”

The commitment to increase professional development opportunities for DREAM Act students that the host organizations have shown is evident in their continued support for the Dream Summer program. The number of organizations that participated in Dream Summer grew substantially from 50 organizations in 2011 to 90 organizations in 2012; allowing for more internship opportunities. Of the initial 50 organizations, 38 (or 76 percent) continued hosting an intern in 2012 signaling the continued support that these organizations have for the program.

As organizations reported in the survey, 65 percent contributed funding to host interns further demonstrating their commitment to this program. Furthermore, all organizations who participated in the survey responded that they would continue supporting Dream Summer interns in the future as long they have the organizational capacity. This is very telling of the type of impact Dream Summer is having on these organizations and its ability to expand professional opportunities for Dream Act students. Nonetheless, there are some barriers to participation which if addressed adequately could help expand the impact of Dream Summer for future cohorts – an issue that we will return to in our discussion of lessons learned and recommendations.

The Impacts, Part III: Building Movement

You go to California and you see people fighting for workers' rights, people fighting for healthcare, people fighting for civil rights and equality . . . I was politicized already, but this actually pushed me forward. There is more work to be done than what you think you are fighting for.

–Dream Summer intern

Dream Summer was often articulated by the young activists we interviewed as more than an internship program – it was a transformative experience. And what made it transformational was the time spent together as a cohort at beginning and at the end of the program. The retreats were what complemented the more traditional aspects of internship programs with the equally important emotional and psychological benefits that come with identifying as part of a broader social movement. The 2012 program piloted the Collective of Immigrant Resilience through Community-Led Empowerment (CIRCLE) Project which addresses the holistic well-being of undocumented youth by creating safe spaces for immigrant youth to share their experiences, cope with the stressors of being non-citizens, and support each other in the process. This section focuses primarily on the impacts of the two, three-day retreats that bookend the internship experience – and specifically on the social justice and organizing focus of the program.

Gaining a Voice and Identity

Dream Summer was a turning point for me. After coming out and my experience with the school that I was teaching at, I knew that things would fall into place, some way. I didn't know exactly how. When I was admitted into last year's Dream Summer internship program, it was a turning point in my life.

–Queer Dream Summer intern

The opening and closing retreats provide interns the space, time, and support they need to heal. The emotional effects, the alienation, and exclusion of growing up as immigrants are often overlooked by society – and even by the interns themselves. Dream Summer intentionally uses storytelling and other methods to help these students deal with some of these deeply suppressed mental and emotional effects. It is not just the method of storytelling



that allows for this healing to happen, but the space that is created; there is a sense of trust that is developed immediately that facilitates the willingness of the interns to tell some of those deep personal stories.

For some, it is their first time coming out as LGBTQ or as non-citizens. Dream Summer allows them to come to terms with much of the alienation, oppression and doubt that many other students like them face. The pain, fear and rejection that they have felt at various points in their lives becomes externalized and they are finally able to deal with those feelings and allow their psyche and heart to heal from them. CIRCLE was mentioned frequently in our interviews and many of the youth were taking what they learned through CIRCLE and applying it to other contexts.

Not only are the opening and closing retreats formative in strengthening the identity of each intern, they also help develop a collective identity. As we were told by several of the interns, it was reinvigorating for them to meet other youth across the nation who not only have similar stories and struggles as themselves, but are working for the collective goals of strengthening immigrant rights and improving the opportunities available for their respective communities. For many, the Dream Summer experience was affirmation that they are not alone in the struggle for immigrant rights and more importantly that their work is not in vain. Emblematic of this collective identity: the interns were able to come together and celebrate President Obama's executive order for deferred action; for which many of the interns had advocated.

Linking Constituencies, Sectors, and Issues

I had an amazing experience. I'm new to LGBTQ organizing. We've been trying in [my home state] to build up [our base] because we only have undocumented members. We're trying to bring LGBTQ members as well.

—Dream Summer Intern

We found that Dream Summer participants, and Queer Dream Summer participants in particular, are keen to acknowledge the interconnection across constituencies and issues. Many interns were placed with organizations working in the labor movement, the queer movement, and the women's movement, to name a few. Interns cited instances where they were faced with a "learning opportunity," in which they learned about the struggles of day laborers, domestic workers, and LGBTQ-identified individuals. By working side by side with a car washer in the car washing campaign, for instance, interns learned to relate to others while also thinking about their own marginality in relational terms. In fact, 86 percent of interns noted that thanks to their participation in Dream Summer, they had become more knowledgeable about intersectional organizing and intersectionality in general.

The intentionality of making inter-sectoral and inter-generational connections is an asset that Dream Summer is bringing to the movement. Not only is the program preparing the next generation of capable workers, but it is also incubating the next generation of movement leaders which will help broaden and push forward multiple causes. Youth can bring innovation and new ideas to the table and connect movements with the younger populations. As was noted in some of the organizational surveys, the

Dream Summer interns were helping many of these social justice organizations connect with youth and other marginalized groups with whom they had not been able to connect with previously. Already, the Dream Summer interns are helping broaden the reach of many organizations and helping build a larger movement than what currently exists.

Strengthening the Commitment of Emerging Leaders

I think [the goal of Dream Summer] is to further our movement. It is to use our talents in a positive way in order to create a broader movement. Most of the work that we've been doing until now is volunteer work, so to have this opportunity to be doing the same work but to be recognized for it [as a professional internship] is amazing.

—Dream Summer Intern

Equally important is the fact that these are committed young leaders, and Dream Summer helps strengthen that initial commitment that the interns have. Almost all (96 percent) Dream Summer interns reported that they had become more or equally committed to the immigrant rights movement after the program. And since completing their Dream Summer internship, 87 percent of interns had remained very or somewhat active with an immigrant rights or support group. Therefore, the transformative impact that Dream Summer has on the interns, along with the exposure to various social justice organizations, is translating into a deep commitment to continue the movement's work forward beyond the ten weeks in the summer and this is an impact that benefits many, if DACA is any indication of victories to come.

96 percent of Dream Summer interns reported that they had become more or equally committed to the immigrant rights movement after the program

2013 and Beyond: Lessons and Recommendations

As we were told over and over again, the Dream Summer interns tremendously valued the opportunity to participate in the internship program and 96 percent said they would like to do so again if given the opportunity. That is not to say that there are not ways that the program may improve going forward. We conclude this report with our insights on the elements that contributed to Dream Summer's success, commonly-cited challenges that came through our



interviews and surveys, and finally recommendations on how Dream Summer could be strengthened for future cohorts.

Why Dream Summer was Successful

Social movement model: Our key takeaway from this evaluation: youth internships that are tied to a social movement model which has at its core an emphasis on collective identity and a vision for social change are most effective not only in developing professional capacity, but also transforming the individual's self-concept. Dream Summer was effective in achieving its outcomes of professional development, skill-building, learning, networking, and leadership development *because* it was undertaken in the context of social justice movement-building.

One of the key elements of social movement participation is the effect on participants' identity. Social movements are the most effective at transforming individual's feelings of stigma and transforming them into feelings of pride and group worth. Dream Summer has adopted these methods of identity work from social movements and applied them to leadership and professional development, which has an important impact on youth's rates of participation and civic engagement, as previous research suggests (Pastor et al., 2010)

Cohort approach: Requiring the three-day, intensive retreats at the beginning and closing of the 10-week internship is what made the difference in building skills and capacities among the individual participants, as well as building connections between individuals as a cohort, or what scholars call "positive group identification." Research suggests that this cohort approach is positively linked to civic engagement among youth especially (Garcia Bedolla, 2005; Pastor et al., 2010; Terriquez & Patler, 2012; Zimmerman, forthcoming).

The dialogue that emerges as the interns recount their own personal struggles and journey allow them to realize that they are not alone in these struggles; that they have some shared struggles and are actually empowered by those experiences. The fact that they are not alone—because many did feel alone and isolated in their local communities/spaces—is a formative experience because it also allows for the development of a shared identity amongst Dream Summer interns.

Connecting across differences.

Intersectionality as a framework for organizing and practice was particularly important for Dream Summer because of the differences amongst youth in terms of national origin (60 percent Mexican, but include Peruvian, etc), class, and racial and ethnic identities, and gender and sexual orientation. It was important that Dream Summer created



conditions under which differences were not only tolerated but incorporated into its goals and outcomes. Dream Summer organizers did not presume the homogeneity of the group and created spaces for different identities to be represented and nurtured. It provided members and participants abilities to share their experiences in non-judgmental and safe spaces (support groups), to build solidarity across different identity groups within DREAM Summer, and also across social justice organizing. One significant development in the Dream Summer program was its incorporation of Queer Dream Summer in 2012, a program that provided queer identified youth an ability to address their experiences as both queer and undocumented. Dream Summer pro-actively sought to recognize and provide equal representation for the most marginalized group members.

Intersectionality as a method of organizing Dream Summer proved important not only in terms of participants' learning and skills acquisition, but also their ability to participate in other forms of social justice organizing. Straight-identified Dreamers participated with LGBTQ groups; student and campus leaders led car-washing campaigns, young Latinas participated in national Women's and feminist organizations. These diverse experiences, we found, are building important foundations for progressive and future social justice activism.

Challenges Dream Summer Faces

I told [the Dream Summer coordinator] that even if it involves moving to [another city], I'll do it because there weren't any opportunities available [in my city.] I thought that would be my in-roads to having a cause that I could work on because that's really what I wanted to do.

—Dream Summer Intern

Lack of internships in some regions. Although Dream Summer has made significant inroads in broadening professional development opportunities for immigrant youth nationally, geographic gaps in opportunity exist. The majority of internship opportunities has been limited to the states with large immigrant populations and a robust infrastructure of non-profit and community organizations to connect with, namely California, New York, Washington, D.C., and Arizona. Even within these states, internships are limited to the large urban centers, while rural regions have fewer opportunities. This, however, is a larger structural problem because there is a lack of organizations in many states and regions. And while Dream Summer staff has devoted time outreaching to less-represented areas, there is overwhelming demand from many regions that are experiencing demographic changes and an influx of new immigrants. Many interns discussed the desire to broaden these regional opportunities and their willingness to help outreach to organizations and potential interns.

Funding as a barrier to expansion. Funding, too, presents an even bigger obstacle to broadening the Dream Summer program. Although all organizations in our survey stated their commitment and interest in hosting future Dream Summer interns, half (50 percent) said their future involvement would depend heavily on their organizational budget for that year. Considering the profile of organizations that participated in Dream Summer, many represent mid-size to small community based or non-profit organizations who have limited organizational capacity in their budgets to expand and offer paid-internships. The Dream Summer staff has been instrumental in the past two years in helping many of

these organizations raise funds for the internships, yet they are only annual commitments and often narrowly targeted (in a specific state for example). Creating more sustainable funding streams for Dream Summer could prove helpful in keeping many organizations on board and continuing to pave the way for more professional development opportunities geared at immigrant youth.

Limited and strained staffing capacity. Dream Summer staff wear multiple hats and are involved in various aspects of the program: fundraising, outreaching, advertising the program and recruiting new talent, reviewing applications and selecting the cohort of interns, communicating with applicants, and developing the curricula for each cohort of interns. This affects the amount of attention and time they spend addressing some of the concerns that came up throughout the program and the amount of time they can invest on each intern and on each placement. Specifically, some interns suggested that there could be improved communication with the host organizations to establish clear guidelines and expectations. So while it is impressive that there are over 200 Dream Summer alumni when their original goal in 2011 was a cohort of 30, there are tradeoffs between quantity (more internships) versus quality (more intense and developed internships) – and staff were acutely aware of this tension.

What is Needed Moving Forward

Strategic Funding: Funding is a crucial part of the Dream Summer internship; it allows the program to grow and was instrumental in the initial launch of the program. However, longer-term commitments would ensure that the program can continue to grow and be effective. Making the case to funders about the uniqueness and value of Dream Summer is one step to achieve this, especially under the current policy window that exists. As DACA opens the door for many immigrant youth to fully participate and engage in the workforce, Dream Summer will become ever more important in training and matching organizations to these highly skilled and committed students. This may help get some non-traditional funders on board.

Ensuring long-term funding may also help with some of the staffing capacity issues that Dream Summer currently faces. Currently, the staff spends a majority of their time trying to fundraise money for the program, time which could be spent perfecting, outreaching and doing other things to improve the program. Also, there is a trade-off between being able to offer more internships or improving the quality of those that are being offered. Having more dedicated staff time to improving the cohort approach and then following up with interns and host organizations could be a strategic way to improve and fund Dream Summer moving forward.

Building Movement Capacity: As mentioned in this report, regional problems exist in terms of representation of and outreach to Dream Summer interns and host organizations. Particularly, there are limited opportunities for immigrant students in rural regions and Mid-West states to participate in the Dream Summer program. Creating collaborations with multiple players could definitely begin to address this problem. Many interns voiced their desire and willingness to help spread the word about Dream Summer, using previous interns as advocates for the expansion of Dream Summer to some of these underrepresented areas could prove helpful. Foundations, too, have a presence in some remote regions

and could be a potential partner in this effort. Finally, academic institutions with research centers that focus on immigrant, labor, gender and sexuality issues could provide a gateway to other regions.

Post-Internship Connections: Many interns were thankful for the opportunity to participate in Dream Summer and expressed a desire to continue that involvement post-internship. Many even expressed the desire to help expand this program because they saw it as such an invaluable program that other youth should be able to partake in as well. Identifying ways that Dream Summer can facilitate network building and utilize the skills and networks of its alumni could help strengthen the overall program (as interns become ambassadors for Dream Summer) and the social justice movement as well (as they connect with more organizations).

Research and Communications: Conducting ongoing evaluations of Dream Summer would help advance the field and create more sustainable funding streams for such programs. Tracking the progress of alumni would provide invaluable lessons not only for Dream Summer organizers but for the broader field of youth development. Additionally, communications and the capacity to document through photography and film are also increasingly important in reaching new participants and partners.

Concluding Remarks

Demographers predict that the U.S. will be a majority-minority nation by the year 2043. And given the disparities that persist in educational, economic, and social outcomes among immigrant and other communities of color, we need new leadership that will fight for a more inclusive society and improved outcomes. That means leadership that reflects our nation's demography and diversity. That means leadership that can move the power and politics to fix not only our broken immigration system but our education and political systems. And that means leadership that can sustain and inspire itself – as well as a nation.

We were inspired and hopeful by what we saw and what we heard during the closing retreat of Dream Summer 2012. From social alienation to homelessness, many of these young people had struggled far more than some of us will know in our lifetime. But Dream Summer had shown them a way forward: how to take care their own well-being, how organizing and activism can be a valid career, and how the struggle for their own rights is inextricably linked to the struggle for workers' rights, LGBTQ rights, and civil rights for all.

Appendix A: Host Organizations by State, 2011-2012

Arizona

Arizona Dream Act Coalition
One Arizona
Promise Arizona
Raza Development Fund
Somos America Coalition
Scholarships A-Z
Valle del Sol, Inc.

California

580 Café
American Civil Liberties Union (ACLU) Southern California
ACLU of Orange County
Alisal Family Resource Center - Alisal Union School District
API Equality LA
American Federation of Labor and Congress of Industrial Organizations
Asian Americans/Pacific Islanders in Philanthropy
Asian Law Caucus
Asian Pacific American Legal Center
Asian Resources, Inc.
California Immigrant Policy Center
California Rural Legal Assistance Foundation
California Teachers Association - funded by AFT
California Tax Reform Association
Centro CHA Inc.
Centro Cultural OC
Center for the Study of Latino Health and Culture
City Heights/ San Diego Organizing Project
Clean Car Wash Campaign
Coalition for Humane Immigrant Rights of Los Angeles
College Dream Fund
Colors LGBTQ Youth Counseling & Community Center
Communities for a New California
Community Coalition
Contra Costa Interfaith Supporting Community Organization (CCISCO)
Community Legal Services of East Palo Alto
CRLA Coachella
CRLA East Salinas
Dolores Huerta Foundation
East Bay Sanctuary Covenant
East Salinas Public Library
Educators for Fair Consideration
El Centro Cultural de Mexico

Employee Rights Center
Filipino Advocates for Justice
Gay and Lesbian Community Services Center of Orange County
Grantmakers Concerned with Immigrant Rights
Green Lining Institute
Hartnell College Fund
Healthy House
Immigrant Legal Resource Center
Immigrant Task Force UMC
InnerCity Struggle
International Institute of the Bay Area
Kid Works
La Familia Counseling Center, Inc.
Latin@ Round Table
Latino Health Access
Legal Aid Society of San Mateo
Long Beach Immigrant Rights Coalition
Marine Science Institute
Midpeninsula Community Media Center
National Center For Lesbian Rights
National Day Labor Organizing Network (NDLON)
New America Media
Orange County Communities Organized for Responsible Development
Orange County Labor Federation
PolicyLink
Proyecto Pastoral at Dolores Mission
Ravenswood Family Health Center
San Diego Organizing Project
Service Employees International Union
Special Services for Groups (SSG)
Strategic Actions for a Just Economy
St. John's Wellness Child and Family Center
St. Philips Church
Street Level Health Outreach Project
The Dolores Huerta Foundation
The Gay and Lesbian Community Services Center of Orange County
The United Methodist Task Force on Immigration
UCLA Bruin Resource Center
UCLA Chican@ Studies
UCLA Labor Center
United Teacher Education Fund (UTLA)
Wesley Foundation Serving UCLA

Women's Action to Gain Economic Security (WAGES)
 YMCA of Metropolitan Los Angeles
 Youth Leadership Institute
 Youth Together
 Youth United for Community Action

Colorado Colorado Immigrant Rights Coalition (CIRC)
 One Colorado Education Fund (OCEF)

Connecticut JUNTA for Progressive Action

Florida AFL-CIO
 American Federation of Teachers
 Florida Immigrant Coalition
 Service Employees International Union
 We Count!

Illinois Service Employees International Union
 The Federation of Clubs Michoacanos in Illinois (FEDECFMI) / Casa Michoacan

Maryland Equality Maryland / Casa De Maryland
 Service Employees International Union

Minnesota Service Employees International Union

New Mexico American Federation of Teachers
 Intensive Community Monitoring Program

New York Funders Collaborative on Youth Organizing: Jewish Funds for Justice General Operating
 LAMBDA Legal
 Make the Road NY
 New York Immigration Coalition (NYIC); New York State Immigrant Action Fund
 New York Foundation
 Retail Wholesale and Department Store Union (RWDSU)
 Service Employees International Union

Texas Service Employees International Union

Washington Service Employees International Union

Washington, D.C.
 Advancement Project
 American Federation of Teachers
 America's Voice
 Campaign for Community Change
 Casa de Maryland & Equality Maryland
 Center for Community Change
 Educación Para Nuestro Futuro
 National Education Association
 Restaurant Opportunities Center
 Service Employees International Union

Wisconsin Planned Parenthood of WI Inc.

Service Employees International Union
Voces de la Frontera, Worker's Center

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Photo Credits

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Organizational Descriptions

USC Program for Environmental and Regional Equity

Established in 2007, USC Program for Environmental and Regional Equity (PERE) conducts research and facilitates discussion on issues of regional equity, environmental justice, and social movement building. PERE is located at the Dana and David Dornsife College of Letters, Arts and Sciences at the University of Southern California (USC) and is affiliated with the USC Center for Study of Immigrant Integration (CSII). PERE's work is rooted in three R's: rigor, relevance and reach. We conduct high-quality research that is relevant to public policy concerns and that reaches to those directly affected communities that most need to be engaged in the discussion. PERE seeks and supports direct collaborations with community-based organizations in trying to forge a new model of how university and community can work together for the common good.

UCLA Labor Center

The mission of the UCLA Labor Center is to promote research, education, and policy change to improve the lives of workers, students, and our communities. As part of the university, the Labor Center serves as a research and policy base for scholars and students interested in workplace issues. The Labor Center also brings UCLA into the community by providing workers with access to UCLA's vast resources and programs. In 2002, the UCLA Labor Center opened an outreach office, the Downtown Labor Center, located in the immigrant, working-class community around MacArthur Park. The Downtown Labor Center has emerged as a hub of creative worker and community partnerships, student internships, and leadership development programs for workers and students. The Labor Center is a vital resource for research, education, and policy development to help create jobs that are good for workers and their communities, to improve the quality of existing jobs in the low-wage economy, and to strengthen the process of immigrant integration, especially among students and youth. The Labor Center is part of the UCLA Institute for Research on Labor and Employment and is a sister program with the Labor Occupational Safety and Health (LOSH) Program.

Dream Resource Center

The Dream Resource Center was created in 2011 to develop educational and policy materials to help undocumented students access higher education. The Dream Resource Center promotes equal access to education by developing educational resources, leadership tools, and support mechanisms for immigrant students, along with educating the public about local and national policies. The main objective of this initiative is to build the Dream Resource Center infrastructure to prepare for the day when immigration reform would provide undocumented immigrant youth with a pathway to citizenship.