

Closing in on a College Degree

Carollo began funding scholarships in the Maisin program in 2017, and currently has nine students receiving scholarships. Maritza Salinas and her two colleagues from the San Francisco Education Fund work to support them – and all the 286 students currently enrolled in college in the program – with advice, encouragement, and resources. Scholars receive a great deal of focus in the first two years of college, when so much of their experience is new. Maritza Salinas explains, “They are usually the first in their family to make the decision to attend college. They are creating a new path for their siblings and their family. They face so many challenges. Being part of a cohort is really helpful, knowing that they are going through the same thing at the same time as 78 other students in their year offers valuable encouragement.”

“We are trying to engage students beyond graduation, to stay in touch with our alumni and continue that path of support for them as they embark on their careers.”

— MARITZA SALINAS

Maritza Salinas keeps track of all of ‘her’ students’ successes and setbacks to help them navigate the complexity of attending and paying for college. “Maritza Juarez Yoc is a Carollo scholar at Sacramento State in her second year who was doing great on campus. Moving back home was really challenging for her.

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Brilliant and Resilient: Carollo Scholarship Winners Forge Ahead

Nothing can stop Elisa Aguilar Cinto from pursuing her college dream. Not a full-time job handling the drive-through window at McDonald's in fluent English and Spanish. Not the responsibility she chooses to support her three siblings living together in San Francisco and send money back to her parents and five siblings in Guatemala. Not her full activity schedule, including participation in the Mission Graduate college-track program. Throughout her four years at San Francisco International High School, Elisa carried a full course load while working full-time. She earned a 3.7 GPA — and the Carollo-sponsored Dr. Espanola Jackson Scholarship to show for it. The four-year scholarship is one of two that Carollo sponsors for promising public high school seniors from underserved San Francisco neighborhoods.

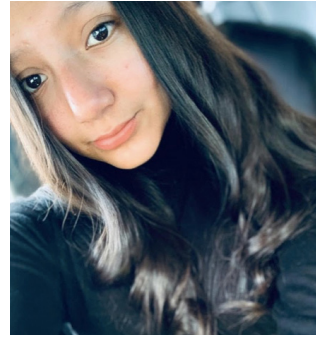
Elisa's remarkable determination to go to college was embedded even before she came to the United States from Guatemala at age fourteen to join three teenage siblings living in San Francisco. She entered San Francisco International High School speaking only Spanish. Undaunted, she sought after-school support, and was completing assignments in English two months later. English and History became her favorite subjects, and the library one of her favorite destinations. “During the week I am always busy with work, meetings, programs, or homework,” she explains. “On the weekends I like to read — a lot!”

The loss of her fifteen-year-old brother Kevin in a car accident in Guatemala was a pivotal moment for Elisa. She realized she wanted to study medicine so that she could provide health care to those who could not afford it. Access to care might have saved her brother or her grandfather, who died just weeks before Kevin's accident.

Although she was accepted to UC Davis, Elisa decided to go to San

“It says they believe in me. I want to try my best and accomplish my dreams for myself and for my family.”

— ELISA
AGUILAR CINTO



Francisco State to live with her siblings and contribute her portion of the rent. The Carollo-sponsored scholarship has made it possible for her to go to a four-year college. “This scholarship gives me so much motivation. It says they believe in me. I want to try my best and accomplish my dreams for myself and for my family.”

“My mentor is my mom. She pushed my siblings and me to do well in life.”

— TONYJAMES
HARPER



TonyJames Harper has always wanted to be a computer scientist. When he was in third grade, participation in a STEM program ignited his interest in writing gaming programs. A few years later, an exchange trip to Taiwan and a field trip to Google revealed the range of careers he might pursue with a computer science degree. A summer internship with Box.com gave him the opportunity to practice his

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Virtual Futures Fair Highlights Carollo Careers

Covid-19 didn't deter Carollo professionals from their important work; in many ways, the importance of water management systems became even more evident over the past year. So recruiting water management professionals is a priority that never takes a break. Carollo enthusiastically participated in the San Francisco Public Utilities Commission's third annual Futures Fair, "Flourish 2.0" which offered young people insight into SFPUC-related careers and professional development. Encouraging youth to explore the field through a virtual career fair was a pivot that proved to be very engaging – students could watch



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— DANIEL CHIEN

video career highlights, participate in a live Q and A with keynote speakers and professionals, and participate in a personalized resume review and mock interview session. They could take self-guided tutorials to learn about Clean Water, Power, and Wastewater, and professional development tutorials about Finding a Job, Digital Networking, Digital Body Language, and Interviewing. As part of Carollo's Community Benefit commitment, Carollo staff joined contributors from six firms who recorded

short, engaging descriptions of their education and professional trajectories. Presenters included a wastewater engineer, botanist, environmental scientist, data scientist, wildlife biologist, climate adaptation ecologist, and a project intern. Two Carollo professionals, Civil Engineer Daniel Chien and Staff Professional Dasia Smith each offered insight, perspective, and encouragement.

Daniel Chien has been working as a civil engineer with Carollo for five years. He described his interest in engineering beginning in early childhood, when he visited a Hong Kong water treatment plant designed by his father, also a civil engineer. He said, "I could see all of those pools, so I thought it was so cool you could go to work and swim," he laughs. As a design engineer of wastewater treatment plants, Daniel gets to see his concepts have an immediate, practical impact. His education included an undergraduate degree at UC Irvine and an internship as a water treatment design engineer which led to a master's degree from Stanford University. Another internship on campus led to an on-campus recruiting session which "kickstarted my career at Carollo." Daniel has also volunteered on a wastewater project in Fiji with Engineers Without Borders, a nonprofit working to improve water supply in underserved communities. He says, "Civil engineering is something you can use to help other people, not just at work but on your own time to help communities around you."

One benefit of the online career fair was encouraging participation from professionals beyond the Bay Area. Dasia Smith works as a staff professional

"My job is really exciting, especially if you are really into process...when you pour a glass of water you know what the process is."

— DASIA SMITH



in Carollo's Dallas office helping manage water treatment projects. She is a track and field athlete who went to Georgia Institute of Technology. During college, she explored a number of water-related fields, securing internships to learn about careers in water quality, GIS and modeling, city planning, and materials. She decided to focus on water quality, in part because of the environmental justice component for water treatment and accessibility. When she began her job search, she evaluated numerous water treatment engineering companies for customer and employee satisfaction and was impressed with Carollo in Dallas. She now works in the Process Mechanical department overseeing the start of project through construction and completion. She is currently managing an engineering design process for water treatment capacity improvement and expansion. Research, planning, and review are involved even before construction. She showed a detailed example of her work on the Village Creek Chlorine Facility in Fort Worth. She asserts, "My job is really exciting,

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Dr. Espanola Jackson's Legacy

Carollo proudly named one of its scholarships after the beloved Bayview community leader, Dr. Espanola Jackson (1934-2016) "Mother Jackson" was a tireless community advocate for education, housing, senior care, and civil rights. For over thirty years she was an outspoken advocate for underserved youth, encouraging them to pursue their academic dreams. Dr. Jackson was the first in her family to attend college and raised six children in the Bayview neighborhood. Carollo is proud to offer the Dr. Espanola Jackson Award to San Francisco students of promise who will carry her aspirations into their lives and into the future.

Carollo Volunteers Support Scholarship Selection

Carollo volunteers have been a crucial part of the selection process for Maisin scholarships, helping the SF Education Fund staff with screening and interviewing over 300 applicants each spring.

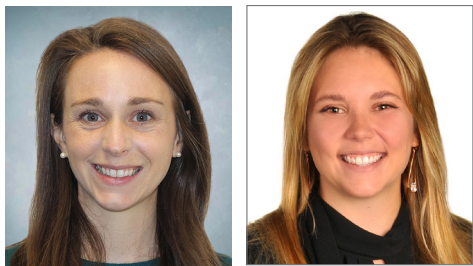
According to Maritza Salinas of the nonprofit SF Education Fund which administers the scholarships, the most important qualification is wanting to participate, with no previous experience required. "We need volunteers to help us evaluate which students would most benefit from our program. We are looking for the student who doesn't have anybody else to look out for them, showing them how to advocate for themselves and find the resources they need to earn a degree." Candidates are students in the SF Public School system who have demonstrated potential and who have a strong wish to further their education. Students submit an online application and teacher or advisor recommendation. Each application is read by three individual reviewers. Reviewers

narrow down the pool to 150 students who are offered interviews, with three interviewers in the (now virtual) room for 20 minutes, and 10 minutes to debrief. Each interviewer agrees to participate in six or more interviews from which all 79 Maisin Program Scholars are chosen each year, including the two Carollo scholarship awardees.

Over the past four years, Carollo employees have volunteered over 500 hours to this program, both virtually and in person.

Even though the awardees are from San Francisco, volunteers have also participated from offices in the East Bay and Colorado. The desire to help students succeed, and the ability to read applications and ask thoughtful questions knows no boundary or job description — all Carollo employees are encouraged to join. If you are interested in participating in this program in the Spring of 2022, please contact Summer Bundy at sbundy@carollo.com to let us know.

CONTINUED FROM PAGE 2 Virtual Futures Fair Highlights



(LEFT TO RIGHT) Carollo employees Katherine Bezek and Haley Goddard who volunteered for the Futures Fair.

especially if you are really into process... when you pour a glass of water you know what the process is."

Daniel and Dasia were joined by Carollo volunteers Katherine Bezek and Haley Goddard who worked on content, recording and editing the videos in a great team effort. They may have succeeded in recruiting a few new Carollo colleagues.

CONTINUED FROM PAGE 1 Carollo Scholarship Winners Forge Ahead

data analytical analysis skills. Even while attending Mission High School, he took college-level courses at City College and Golden Gate University to learn more about his chosen field. And his Carollo-sponsored Scholarship will help him attend UC Merced this fall with his major all but declared.

TonyJames, or TJ, is especially looking forward to living on campus. As the sixth of seven children, he was used to sharing rooms, supplies, and resources – and living up to his mother's high expectations. "My mentor is my mom. She pushed my siblings and me to do well in life. She taught us we can achieve anything if we put our minds to it," he says. "She's very excited about my scholarship, too! Being able to graduate without a lot of student debt will put me far ahead." He smiles broadly when asked to describe his talents. He says, "I'm goal-oriented with a good attitude."

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Adapting to online classes just after she was getting into college culture was a real letdown. But she pushed through. She did a virtual internship with us last semester, supporting the SF Unified School District. She also helped her siblings with their schoolwork every day — all while maintaining a 3.32 college GPA."

Maritza Salinas also describes Isnardo Mendoso Istrada, a Carollo scholarship winner who began his studies at UC Merced. "He was having a very hard time after Covid brought him back home. He took a semester off, and is now taking classes at community college, getting his associates degree. He plans to transfer back to a four-year college when he can. He is really excited about his class work now and is grateful for the funding each semester that keeps him on track."

Salinas says the silver lining of working with students online is that it is easier to stay connected to students throughout their college careers, and hopefully, beyond. "We are trying to engage students beyond graduation, to stay in touch with our alumni and continue that path of support for them as they embark on their careers."

Calling All Carollo Volunteers!

Inspired by the ways you can help? Carollo offers opportunities to contribute that can adapt to your schedule and interests. Please contact Summer Bundy at sbundy@carollo.com to find ways to connect to your community.

Thanks!

Carollo By the Numbers

Program	Financial Contribution	Volunteer Hours	Contribution Value	Total
San Francisco Education Fund Maisin Scholar: Maisins Scholarships (Two)	\$30,000	21	\$3,150	\$33,150
Economic Development on Third	\$15,000			
Renaissance Parents of Success Annual Futures Fair		17	\$2,550	\$5,727
TOTALS	\$45,000	38	\$3,150	\$48,150

Carollo and Maisin Scholarship Program Goes Virtual

Carollo's two scholarships are managed as part of the Maisin Scholars Program of the San Francisco Unified School District through the nonprofit San Francisco Education Fund. The program offers college funding up to \$3000 for each of four years along with coaching, mentoring, and career training to San Francisco high school seniors from underserved areas. Recipients are selected for their determination and resilience and their desire to pursue a college degree. Maritza Salinas, the Program Administrator for the Maisin Scholars explains, "They are not always the most visible high school students, because they are often dealing with family, financial, and other life challenges at the same time. We give them the financial aid, but also the skills they need to successfully navigate college. We teach about budgeting, doing a resume, seeking internships. We help them advocate for themselves to find the resources they need."

Covid-19 school closures required Maritza Salinas and her two Maisin Program colleagues to pivot to an online approach to recruiting, screening,

and awarding scholarships. Even the awards ceremony became virtual (and can be viewed here: <https://www.youtube.com/watch?v=K mzYeJckbx0>). Despite its challenges, working online enabled the Maisin program to reach every student regardless of timing or transportation. "We connect with our students throughout their college career," she explains. "Online, we were able to speak with almost all of our 289 students receiving Maisin scholarships, not just to the students who stayed local to go to college." About a third of Maisin scholarship winners stay in the Bay Area; another third go to southern California, and another third disperse around the country. This year's scholars will attend 23 different institutions, including nine UC campuses, four California State colleges, and those as far away as Texas Southern University, Louisiana State, Barnard College in New York, Boston University in Massachusetts, and Middlebury College in Vermont.

"Switching to a virtual ceremony meant we didn't see our scholars receive their certificates – we mailed them, and a T-shirt, instead. But



the change freed up some crucial supplemental funding to help students with Covid-related challenges," she said. "Many students had to come back to live at home, re-assuming childcare responsibilities, sharing a room and Wi-Fi again, and making do with limited family resources. Students were able to apply for up to \$300 grants to help make the transition to online learning a bit easier." Making the most of the Maisin Program's newfound expertise in virtual programming, they are planning a combination of in-person and virtual programming for Maisin Scholars as they move into awarding scholarships to the class of 2022.