

Designing and implementing a new college-to-career support program at the height of the pandemic was challenging, and on more than one occasion we questioned how we would build meaningful relationships with students, campus partners, and businesses, when every conversation was virtual. Thank goodness we kept at it! The interest and support have been incredible, despite all the Covid related challenges, and working with the scholars is truly inspiring. Our original goal was to serve 5-7 students during the 2021-2022 academic year. However, due to student demand and buy-in from various stakeholders, we are now serving 12 scholars. All are enrolled in the [Foster School of Business](#) at the University of Washington. Majors and minors include marketing, finance, accounting, informatics, entrepreneurship, and computer science (double major). Of the twelve scholars, seven are in the [Champions Program](#) and five students are in the [Brotherhood Initiative](#). One graduated in December, two are seniors, six are juniors, and three are sophomores.

Building Social Capital: We continue to be very impressed by the scholars' desire to learn about the business world and to make connections. Since January we have e-introduced the scholars to over 30 professionals in a vast array of industries. In addition, we now have 17 professionals who have enrolled as volunteers who are on call to provide informational interviews, career coaching, and/or mentoring.

We also hosted two **"Coffee and Career Conversations"** since the start of the year. The first featured four young professionals who work in finance, all of whom identify as people of color. The conversation flowed from the scholars' prepared questions which included: *What are things they don't tell you when you enter the work world? How many times did you pivot in your career? How much did salary or income matter when you were looking for jobs?* As the panelists shared their stories about overcoming challenges related to poverty and being first in their family to attend college, our scholars were riveted. The panelists also took a genuine interest in the scholars' aspirations, and all offered invitations to stay in touch via email. A special thank you to Stephanie Scott, VP at Questa Capital, for organizing the speakers.



Frazier Scholars spend day at ESP Office



Founder Alan Frazier with scholars

The second Coffee and Career Conversation was incredibly special! It was our first in-person event; it was also our first event held at our East Seattle Partners (ESP) office; and it was the first time that many of our scholars met each other. It began with Q & A with the ESP leadership team, where hearing about career journeys and decisions made along the way continued to be popular topics. Next, Program Coordinator Nicole Zabriskie and ESP Associate Bryce Rieckers walked the scholars through a social capital mapping exercise. The purpose of the activity was to help scholars identify strong and weak ties within their networks, and to teach them how to mobilize these relationships to reach their career goals. The exercise was illuminating as scholars took stock in their connections, which now includes people they've have met through the Frazier Scholars program.

Summer Internships: Beyond helping scholars build their social capital, we are also committed to helping scholars secure relevant work experience. Thus, the East Seattle Partners leadership team has been focused on building a portfolio of host companies that embrace the vision of Frazier Scholars and are willing to prioritize our scholars for summer internships. For companies who partner with us, it's a winning proposition. We screen, prepare, and support interns before and during the experience. Our scholars bring energy, creativity, and fresh perspective to the host companies. Partnering with Frazier Scholars also gives companies new avenues for identifying diverse talent. We look forward to sharing the final list of host companies in our next update.

Thank you for supporting Frazier Scholars and for your continued commitment to open doors and promote equity!

Sally Haber, East Seattle Foundation