

KATIE JOHNSON:

Wonderful. Good afternoon or good morning wherever you are calling from. Welcome to our events. My name is Katie Johnson, I use they/them pronouns, and I am the Program Coordinator for the AAPD Summer Internship Program and our Disability Advocacy Certificate Program. Thanks for coming to our webinar today where we're gonna share more information about the AAPD Summer Internship Program. A brief visual description of me, I am a White person with buzzed brown hair. Today I'm wearing a black shirt with large gold hoop earrings and I am excited to get started. A few housekeeping items. As I mentioned, this session is being recorded. So, the recording will be made available. We're gonna post it on our webpage for the summer internship program and anyone who registered will get a copy of the recording. We have closed captioning available, you can access it by clicking the CC button at the bottom of your screen. But if you'd like a direct link to the stream text, Christine has added that into the chat box.

And we also have ASL interpretation. Thank you, Amy, for being here. And it looks like we're all set with the ASL interpretation. We're trying to keep as few videos on as possible at a time so that the ASL interpreter will be large enough. But one of everything you can try is going to the top where the interpreter is and spotlighting that for yourself. But it looks like since I spotlight it for everyone, that our ASL interpretation should be available. If you have any issues with access along the way, just let me know. You can do so by using the chat box. Chatting the host and panelists will be available for all of our hosts and panelists or you can chat to everyone. We're gonna save time at the end of today's event to do a question-answer session. So, if you have any questions as you're moving through this presentation, please feel free to add them to the Q&A box or directly in the chat box. We also would love to hear from who's joining us today. So, if you wanna chat or share anything, feel free to use the chat box for that.

We just ask that any chat doesn't go in the Q&A box. That way, we can make sure that the questions are best answered. And we'll try our best to answer as many questions as we can get through today. But if you have more questions or a really personal question that might not fit for a webinar format, feel free to email us at internships@aapd.com. Great. So, we will go ahead and get started. So, this is our agenda slide. I'm gonna do a brief overview of what we're going to cover today. I have a photo from the in-person interns of 2022. It's a photo taken outside. It's an intern smiling, some are seated in chairs and some are standing. It was so great to have a hybrid program last year with some in-person interns and some virtual. We're excited to be hosting a hybrid program again this year. So, what we're going to cover in today's webinar is a brief overview of the internship program at AAPD then I'll walk through the application process for 2023 and the timeline. You can learn more information about the 2023 Summer Internship Program and everything we're gonna talk about by visiting our web page.

I see Christine just dropped the link in the chat. After we go over an overview of the program, we're gonna hear from Alum themselves. So, we'll be joined by four alumni who participated in the program either in a virtual way or as an in-person intern. So, we'll hear more about their experiences. And then as I said at the beginning, we're gonna have time for question and answer. So, feel free to start asking questions in the chat or in that Q&A box. So, the 2023 Summer Internship Program, as I said, is going to be a hybrid program again this year. Some interns will be joining us in person in Washington DC and some will be joining remotely. The program is a 10-week long program. It's a paid full-time internship. AAPD interns will work 32 hours from Monday till Thursday, and then on Fridays, they participate in something called the Disability Advocacy Certificate Program, which I'll talk about on the next slide. Interns are placed at an assortment of different placement sites. So, you should check out our placement

site overview which includes information about past placement sites as well as potential new partnerships.

Our interns are placed in one of four different types of placements. So, we place interns on the Hill in congressional offices. We place interns at federal agencies, and then we place interns at either nonprofit or for-profit organizations. It's important to note for congressional placements, that APD is a nonpartisan organization. And so we have placements in both Republican and Democrat offices. So, for example, we have placed an intern in Senator Ossoff's office who's a Democrat in Georgia, or in Cathy McMorris Rodgers's office who is a Republican from Washington. And you can check out that placement site overview for other offices we've partnered with in the past. For our federal agencies, that would be something like the National Council on Disability, or some non-disability-specific federal agencies. For example, like the agency on housing and urban development. For nonprofit placements, we partner with a variety of different nonprofits with disability focus and not disability focus.

So, for example, the Autistic Women & Nonbinary Network, the Center for American Progress. And then last year we hosted an intern at the National Public Radio, NPR. And then for the for-profit or private corporations, we've hosted interns in places like American Airlines or T Mobile. You'll hear a little bit about that today from one of our Alums. So, I had mentioned the Disability Advocacy Certificate Program. So, this is the class our interns take on Fridays during the summer and it's focused on advocacy, more than just what we might think about advocacy, like a policy on the hill, but it's about how we use our stories to advocate for changes. And we're joined by weekly speakers, and have class discussions. Last year, the assignments included a policy memo, a meeting with an elected official, and a group project of advocacy presentation to creating an advocacy plan and presenting it to your peers and some partners. In addition to your actual internship placement site, mentorship and community building are a large part of the AAPD Internship Program.

I've included two photographs on the slide that were taken from the 20th Anniversary of the program at a celebration event in Washington DC. So, we have some alum smiling in front of, or overlooking the Capitol Building. And then there's a picture of Christine and some Alum signing, also taken at that event. I share this because community events and networking opportunities are a large part of the program. So, as an AAPD intern, you would have access to a variety of different events, building community and really connecting to the disability community. Also, every intern is placed in one-to-one mentorship opportunities. So, connected to disabled community leaders. It's a really good opportunity to build skills, ask questions, and to get advice from other more experienced leaders in the disability community. And kind of together with this mentorship community building time at your internship site and our Friday Disability Advocacy Certificate Program, that makes up kind of an overview of what our summer internship program is like.

But from here I'll share a little bit about the application. So, for 2023, I'll walk through what the components are of the application as well as the timeline for how to submit and keep in mind. I know that's important to everyone on the call. So, we'll talk through that as well. So, the internship includes a general information section, a section for your resume to be submitted where you share about your preferences for the internship placement. It includes three essay questions, two references, and then you can optionally share some demographic information. Christine has added into the chat a link to the application. It is available on our summer internship page and it's held on Survey Monkey. So, I'm gonna walk through each section in turn. So, sections one and two, we're gonna ask some general information

with your address, name, things like that. Contact information. We're also gonna ask some questions about your eligibility for the program. So, I wanted to highlight the two main parts of what makes you eligible to be an AAPD summer intern.

So, first is identifying as a person with a disability. We don't ask you what your disability is or ask you to prove that you have disability. We just need to know that you identify as a person with a disability. Next, the second part for eligibility is that you be a current student or a recent graduate from a US-based program or university. So, that could be that you're a college student or you graduated from a university. It could be that you are from a two-year community college associate's program, it could be an apprenticeship opportunity, or a skills-based transition program. If you have any questions about your situation and if you are or aren't eligible, feel free to reach out to internships@aapd.com. Then we have you submit a copy of your resume. This really helps us understand your whole self, some of the opportunities or experiences you've had professionally, and get a sense of what skills you have that might be helpful in an internship setting. We also can use the resume to submit to our internship placement partners, it's good to collect that information at this point.

The next section, sections three and four are your internship preferences. So, at this point in the application, you let us know if you would prefer a congressional placement, a federal agency placement, a nonprofit placement, or a for-profit placement. We also ask if you prefer to be in person in Washington DC, remotes, or if you're flexible. And then the heart of the application are our three ethical questions. So, these help us understand you as a leader. The more details or specifics you can share can really help us get to know you as an applicant and we hope that you can answer the questions fully. So, make sure you read the full question. The more that you're able to share with us, the easier it is for us to consider you as an applicant. The questions, the first one has you describe a situation that demonstrates your leadership style, another ask you to talk about your proudest achievement and the last one is about an issue that impacts the disability community and realistic steps you take to help address that issue.

And so again, these are really just for us to get to know you as an applicant and your interest in joining this program. So, I hope it's not something that's supposed to feel intimidating, but more just a way for us to get to know you beyond what a resume could tell us. And so the last section, Sections Five and Six are your references. The internship program requires two references. At least one needs to be professional, the other one can be personal. You can also submit optional letters of recommendation. I will note that if you can submit those letters of recommendation with your application on SurveyMonkey. But if someone's writing a letter of recommendation and they prefer to send it themselves, that's OK. You can just email your letter of recommendation to internships@aapd.com, and that we'll be able to connect it to your application. Great, and so our last section is that optional demographic section. Though it might ask you that you can share about your disability identity, your sexual orientation, your gender pronouns, your veteran status, your race, age, and religion.

Great. So, the timeline. The applications are due on October 24 at 5pm Eastern time. I wanna note that if you're in a different time zone, you're gonna want to make sure you pay attention to what time that is in the time zone you're in. After October 24th, we'll start reviewing application. So, we're review application through early November and then we'll start interviews and continue having interviews from November until January. We will have decisions to everyone that applied by the end of January 2023. Great. So, that is my big overview of the program and now we're gonna move to the fun part which is hearing from some of our Alum. So, I am excited to welcome Britney Taylor, Danny Charney, Rasheera

Dopson, and Súeli Gwiazdowski who are all intern Alum. Britney was an intern at T-Mobile, Danny was an intern for Senator Murray, Rasheera was an intern for Senator Ossoff, and Súeli was an intern for the Office of Disability Employment Policy or ODEP. And I will have each of them introduce themselves and share a visual description.

We're gonna go ahead and stop screen sharing now just to make sure and then ask and invite all of our panelists to turn their cameras on and join for the panel portion. Great, welcome. Thank you each for being here. We're so excited for this panel. So, I wanted to start us off with just some introductions. So, if you would mind, introduce yourself with your name and pronouns if you'd like, a brief visual description, and then share about your internship year and where you were placed, and if you were remote or in-person. And then lastly, and it was the long list, so I'm happy to drop it in the chat. Lastly, it's just what are you up to now, now that your internship has passed? So, I will invite Súeli. If you'd like to go first, sure. First on my screen.

SUELI GWIAZDOWSKI:

Sure. Hi, my name is Súeli. I use they/them and she/her pronouns. I'm a White Latina with shoulder-length-ish brown hair. Right now I'm wearing golden hoop earrings and a light green colored shirt and some cold frame glasses. I was an intern at the Department of Labor's Office of Disability Employment Policy this past summer and I was an in-person intern in Washington DC. I'm a junior in college undergraduate at Whitman College in Walla Walla, Washington, in Washington State. Yeah.

KATIE JOHNSON:

Thank you, Súeli. Britney, go ahead.

BRITNEY TAYLOR:

Hi, everyone. My name is Britney Taylor. I use she/her pronouns. I'm a Black Woman with albinism. So, I have very pale skin and a blond afro. I'm wearing a beige tank top and a pink and blue kind of crocheted sleeves that I made. I was a Hybrid intern for 2022. So, but my position was entirely virtual at T-Mobile. And right now I'm in my last semester of graduate school at the City University of New York School of Labor and Urban Studies, and I'm conducting research on the telework experiences of people with disabilities. So, that's what I'm up to now.

KATIE JOHNSON:

Thank you, Britney. I'll have Danny go ahead next.

DANNY CHARNEY:

Hello, everyone. Like Katie said, my name is Danny. I use he/him pronouns. I am a white cisgender man with brown short brown curly hair. If you can see from that far away, I'm wearing a purple shirt with stripes in a collar. So, I was a part of AAPD's program in 2020 during the COVID pandemic, and during 2021 as a remote intern for the United States Senator Patty Murray. And from there, recently I just started with T-Mobile actually full-time as a corporate communications specialist. I'm starting my second week. All thanks to AAPD. So, I'm looking forward to being here.

KATIE JOHNSON:

Thank you, Danny, and congrats on the new role. Next, I'll have Rasheera go ahead.

RASHEERA DOPSON:

Hello, AAPD teacher and potential interns. My name is Rasheera Dopson. I'm a Black Woman with

medium brown skin. I have long, medium brown hair and I'm wearing a Burgundy short sleeve sweater top through all the questions that you asked. I was an AAPD intern during the 2021 summer cohort, and also a summer intern as well. So, I ended up interning for almost a year. I'm very experienced and during that internship, I was getting my Master's in Public Health at Morehouse School of Medicine in which I'm now working full time as a research associate as a Public Health Researcher. So, it's nice to meet you all.

KATIE JOHNSON:

Thanks, Rasheera. And yes, Rasheera was virtual because that whole year, the 2020 cohort was entirely virtual and it's now a hybrid program. So, thank you to each of you for introducing yourself. My next question is for Britney and Rasheera. I'm curious what your day-to-day was like at your internship, what were the tasks you completed, anything you can share for potential new interns about what they should expect. I'll have that to Brittany first.

BRITNEY TAYLOR:

Yeah. So, at T-Mobile, things were really self-directed, which was something that I really appreciated and an environment that I really thrived under. So, every day, I kind of got to choose how to organize my time. So, over the course of the entire internship, I was working on an accessibility repository as well as a toolkit to provide a centralized place of resources all about accessibility for different employees for customer interactions for all of these different things. And so depending on where I was at in that project, I was able to say, OK, I need to spend more time looking at potential resources on etiquette or looking for more potential resources on digital accessibility. And throughout that entire course, I was having a lot of meetings with people and that was something I really was happy to do. Since it was remote, I didn't wanna feel too isolated. But I went out and reached out to people in my team and throughout the entire sort of network at T-Mobile to get to know people, what they did in the company, how they thought accessibility was at T-Mobile, and what I could do to make an impact.

So, at least every day I was meeting with one, two, three people. So, I had a really nice balance of team time and in-person time on my own.

KATIE JOHNSON:

Right, that's great to hear. I'm glad that that was your experience. Rasheera, what about you?

RASHEERA DOPSON:

So, like Katie said earlier, my internship was primarily wholly virtual. So, I worked actually for my US State Senator, State of Georgia, Senator Ossoff, who was also newly elected at the time. So, that was really interested because everyone on the team was new and fresh. Actually or project coordinator, she was younger than me. Fresh undergrad, which was interesting. So, we had a lot of flexibility. Our day-to-day, due to my background, Public Health, I worked on the health policy team under my concentration, as in Health Policy. So, I did a lot of policy research and really helping Senator Ossoff to set his health policy priorities. Most times when especially newly elected congressional members are elected, it's really important for them to set their policies and what things they wanna prioritize for their state. And so I had a lot of hand in doing a lot of research around what were some of Georgia's top health care priorities and really informing the senators so he can inform or being an informed voter as far as voting on different types of legislation that was needed to move our state forward.

And so that was really impactful. Like I said, with him, being a newly elected Senator and seeing how some of the historic things that have happened in Georgia is a direct result. Because the senator asked

often, I was actually never here. So, I kind of felt like I had a little bit of pride in that. And so my every day was checking in with my team, and they would give me different briefs and stuff like that to do research on. I did a lot of writing, which is really important skills. A lot of writing, and a lot of listening, and a lot of reading because that's what policy research is. And then also, you know, you do a little bit of admin and clerical work. Like we had to do a lot of data entry and listening to voicemails and things like that, and basically responding back to constituents. But what I really took from my day-to-day at work was really just being able to hear what constituents were really concerned about. Sometimes, you know, I think at the congressional level, we assume what people are concerned about that actually listening to people who are calling in and voicing their concerns was really helpful to how we can help influence senator's decisions about speaking for Georgia because he's our representative.

So, that's kind of what our day-to-day was.

KATIE JOHNSON:

This is Katie. Thank you so much, Rasheera. That's great to hear about your experience. We appreciate both of you sharing about that. From here, I wanna go to Danny and Súeli to talk about their experience as either a remote or in-person intern. The interns that will be applying are gonna ask them their preference, so it might be good to know what their experience is like. So, I'll put it first to Súeli.

SUELI GWIAZDOWSKI:

Hi, this is Súeli. I was an in-person here in DC this past summer and I had a wonderful time in DC. AAPD has us in dorms on GWU's campus. I'm not sure if it'll be the same this upcoming year. But this past year, we were in dorms at GWU and I had an awesome roommate. And I really just had a wonderful experience getting to know all of the folks both in person and online. I think that AAPD did a really wonderful job making sure that we were still a cohesive community regardless of whether or not we were in person or online or kind of in-between hybrid. And, you know, in addition to that, the opportunity to be in DC as someone whose first in my family to go to college and coming from a working-class background, it's not something that I would have been able to do. A lot of internships within government agencies are entirely unpaid. I had an unpaid internship with the Department of Education the summer prior and did it entirely from home. And while it was a wonderful experience, the opportunity to go elsewhere and actually have that in-person office experience, be able to have those conversations face to face, and also not have to worry about finances and making ends meet while I was there, it was phenomenal.

Beyond that, the life skills that come with being an in-person intern are incredible. I would not have learned how to navigate subway systems as someone who grew up in Southern California without subway systems, and really any sort of public transportation had it not been for my experience in DC this summer. I'm a wheelchair user and so learning how to navigate those systems and also learning how to navigate elevator closures, subway issues, and accessibility issues that do come up on a day-to-day basis for us folks who use wheelchairs was something that those skills I will use for the rest of my life. So, yeah, beyond that, also just the opportunity to attend events like DC Pride and get to know the Queer Community in person in DC. It was awesome and networking in person was free to. Yeah.

KATIE JOHNSON:

This is Katie. Thank you so much. Danny, I'd love to hear about your experience.

DANNY CHARNEY:

Yeah. So, like Katie mentioned, I was a remote intern. And I think the first thing that I want to mention is how AAPD sets itself apart from other internship programs, especially for the past two years when we've been in COVID and a lot of things have been virtual. And I've heard a lot of things where people are like, not supported, and I'm just left alone. But that's not the case with AAPD where you had a team, you had a support system, whether that's Katie, whether that's Christine, who you may get to know, who are going to be there for you as you are a remote intern to support you to work through issues and to feel like you're getting as much as you want out of the program. So, with that in mind, knowing that knowing how this program is a huge support system and it's not just throwing you into a remote internship and saying, you know, log on and hopefully you'll figure it out. That's not how it works. They really set you up for success. My day, you know, if I gave you an average day if I'm going all the way back to two summers ago, I would log on to the computer, I would make sure to message my manager because you're not there in person.

Just a quick hello, how are you? Really checking in with the Manager in the Senator's office. Just doing that and asking what's like the big to-do items for the day. And then after that, we will be listening to a lot of voicemails because we're still listening to constituents even though we're sitting at home in our bedrooms. We're still making sure that Senator Murray is responding and hearing the needs of people across Washington state. And so I'd be listening to voicemails and then the other part of the day is the same thing that Rasheera talked about, which is policy research. And the great thing about working in a congressional office through AAPD is they really want you to work on research and skills that you're passionate about. And I think anyone in the program, I don't wanna speak for anyone else, is interested in disability rights. So, then interested in disability policy. So, I got to work on that work and got to understand more of Senator Murray's role, because she's the Chair of the Health Committee, the Health, Education, Pensions and Labor Committee, which is pivotal for disability rights.

And so it was a great experience for me just in terms of you get what you put into it. Right. So, if you're communicated, if you're willing to go a little bit about it out of your comfort zone, you'll get a lot out of it and you'll get connections that will last you a lifetime.

KATIE JOHNSON:

Thanks, Danny. And quick follow-up to that, I'm curious if you could expand on how you built those connections while you were remote. Connecting with your cohort, those sorts of things.

DANNY CHARNEY:

Yeah. So, like Katie mentioned earlier, there is a class every Friday that is focused in on learning about disability history. And you may think it's just gonna be like a lecture class like that you have in college that's just boring you. No, no, no, no. They make it as interactive as possible so that you get time to meet people from all across the country. And like I said, because it's gonna be a hybrid program, they really wanna make sure those people that are going to be at home for whatever reason get the chance to meet people. Get the chance to build these relationships. And so again you'll get a mentor. And so if you're remote, you also get that mentor. And so you'll have those ones on one video calls. You'll have all these opportunities to interact with other people. So, it's not like you're just staring at a screen on a Google Doc all day.

KATIE JOHNSON:

This is Katie. Thank you. I appreciate you expanding on that because I know that could be a concern

someone might have about a remote opportunity. So, I will move us to our next question, which will go to all of our panelists. So, the AAPD Summer Internship is more than just your internship placement. Right. As Danny was just mentioning, we have the Disability Advocacy Certificate Program, you have the one-on-one mentoring opportunities, community events, community building. I'm wondering if each of you could talk about your favorite of experiences your intern summer that you had well as part of this, like really robust program. So, I will pass it first to Rasheera.

RASHEERA DOPSON:

Katie, thank you. That's a great question. Like my internship, it was primarily remote. And so kind of, like Danny said, making those connections, you have to be really intentional especially like on Friday afternoons, and just connecting with different people, like we have a group chat set up. So, you just find out like my major is this or my interest is this. And then the people that have like similar interests to you kind of not form off into your little cliques, but you know I can go to this person for about housing, urban development. I can go to someone about tech or research, whatever. So, that was really important. I think for me, one of the biggest things I took away from my internship was my mentor who I'm really so good friends with today. And I don't even like to call her a mentor, I felt like we were peers. And so we developed a really great peer relationship. And as a result of our relationship, she invited me on to be a panelist on one of her advocacy rallies she was hosting online for the confirmation of now Supreme Court Justice, Ketanji Brown Jackson.

And so as a result of our relationship, we were just having conversations about where our interests kind of allied. And being a part of that panel, I was actually invited to the White House on this past April to attend the in-person confirmation of Judge Jackson, which was really impactful. And so actually we just text last week because I found out she was in Atlanta, and we didn't get a chance to link up because I don't really have to look at your schedule all the time. It just doesn't work out. I'm wondering why it's so hard to make friends with young adults who are really connected with people because life happens. So, anyways, because of that peership, that one-on-one peership, and that friendship, we were able to develop out of that mentorship mode. She's still a person that I can call the day and be like, "Hey, what do you think about this?" Or she post something on an Instagram story. I'm like, "You go, girl. Like, I see you." And she doesn't seem to me. And so kind of building that ally-ship like across the border where it's like, "You know, hey, I know you're in this disability space.

I can't speak to this, but maybe you can speak to it better and open up other opportunities for people that are in your network, and open up lifelong friendships I believe in co-agencies I think it's really important. So, I think that was for me the most impactful thing, and just having that opportunity to attend and knowing that opportunity was extended to me through that mentorship as any was really in-person.

KATIE JOHNSON:

This is Katie. Thank you. That sounds like a powerful connection. It seems like it's followed even past your internship opportunity. That's great. I will pass it next to Britney.

BRITNEY TAYLOR:

This is Britney. I loved hearing that story with Rasheera. It's so beautiful. For me, my favorite or highlight from my experience with AAPD was being in person in DC for the 20th Anniversary celebration of this internship program. I know this won't be going on in the future. But if you do have the opportunity to be in DC for a period of time, like during orientation and you're in a remote intern like I was, I highly

recommend you take it if it works out. I originally had wanted to go, but due to a family emergency, I had to stay where I was. But being in DC with my fellow interns where my actual supervisor at T-Mobile lived where so much was going on, I felt so enmeshed with this community and I really got to connect on a deeper level. And just things happen that never would have happened online. And even though I loved our group chats online and sending memes and texts and being there for each other virtually, in-person in DC, I got to meet up with Danny and we got to go to a deaf poetry night with a supervisor from T-Mobile.

And at that same poetry night, I got to meet someone my mentor had connected me to and things were really just coming full circle. And so even if at the beginning of your internship you get the chance to connect with people, and if your placement site is not based in DC, there's still so much you can gain out of being with AAPD in DC and just a lot more. If the opportunity is there, I say take it.

KATIE JOHNSON:

This is Katie. Thank you so much. I will pass it to Súeli.

SUELI GWIAZDOWSKI:

Hi, this is Súeli. It's really hard for me to think of just one thing as my favorite part of the AAPD experience. But I think the incredible support that I received throughout the summer from the different supervisors at AAPD really just made my summer experience. And in addition to that, also the friendships that I made in person in DC and also with my peers who were remote, I think are going to be lifelong friendships. And I think that there's something incredibly impactful and powerful about being able to exist in a space for a couple of months where you're doing important and powerful work where you're also able to be shamelessly disabled with people and hold space together, and just be you and your body and in your mind, and not have to necessarily worry or think about the things that we typically do have to worry and think about and largely nondisabled spaces like back at college, for example. So, that aspect of my own personal experience and just in my internship experience, in general, was just I think something that helped me grow as a person and also learn so much more about myself and what kinds of spaces I want to be in professionally.

So, yeah.

KATIE JOHNSON:

This is Katie. Wow, I was feeling so much from what you were saying. And it's definitely a strong part of the program. This disability solidarity and community. So, thank you for sharing about that experience. And last but not least, I'll pass it to Danny.

DANNY CHARNEY:

Yeah, that is a great question. And I think I would start with saying that the AAPD connections and the people you meet and the ability for support doesn't just end when the summer ends. So, for me, you know, as I progressed through COVID pandemic trying to figure out what was next what I was going to do, I had a support system with AAPD, with the mentors, with the board members. There's so many people that fund this program that want to see people with disabilities thrive in the workplace in any setting. And so that's what I would say it's a big one, you know. Like I said, I got a job with T-Mobile, thanks to a former board member of AAPD. And actually Britney's Manager, Claudia Gordon. And so I wanna keep it brief because I know I can just go on a tangent. But I think I would just say, like, I would

keep it to that. So, the connections you make continue to support you as long as you would like them to support you.

KATIE JOHNSON:

This is Katie. Thank you so much, Danny. I also like to highlight that the Alumni network, there's a number of opportunities for professional development. So, I'm glad you highlight the experience extends beyond just the summer, and that you're really tapping into both the informal support and relationships as well as some more formalized events and other kinds of support from AAPD. So, I'm glad to hear that experience. We are really great on time, I'm so glad. So, we're gonna be able to take some questions from the Q&A box and in the chat. So, a reminder to everyone. If you have a question, whether it be more logistical for me or about the experience for any of our panelists, feel free to add that to the Q&A box. I will do my best to get through as many as I can. I see a clarifying question about professional and personal references. And so I just wanted to clarify that a personal reference would be more like somebody that you know from your church or that you worked in volunteer with as neighbors might be able to speak to an experience that otherwise wouldn't be captured from an academic reference, for example.

It would not be a family member or sibling or something like that. But it's more some of that you know in a less formal capacity who can really speak to why it would be a good addition to this program. So, there's a number of experiences disabled people bring into the program that don't fit into academic or professional spaces. So, you might be interested in having some of that reflected in your application. Hopefully, that answers your question and somewhat follow up. You don't need to have a personal reference. So, academic references would be great as well. So, I feel that would be sufficient you don't need to have a personal reference. OK. I'm scrolling through some questions. There's some general questions in the same couple about how many people apply? How many people are expected? So, we receive a lot of applications. I know that's not a super helpful number, but in the hundreds, I believe there are 20 to 25 interns that are accepted. So, that kind of gives you an overview and now I also should say I am one month into my time at AAPD.

So, I'm actually gonna pass this one on to Christine. Christine, if you want to, turn your camera on and join the Q&A. That also would be helpful. Feel free to add. Welcome too. And Christine, if you wouldn't mind introducing yourself and giving a visual description before you jump in that would be appreciated.

CHRISTINE:

Hello, everybody. This is Christine. Wow, my pronouns are she/her. I am a young Asian Woman wearing a gray drafted and greens-tomato pullover. Behind me is some nature work in a plant and a couple of codes and I serve as the Program Director at AAPD. I joined AAPD in 2019 and one of the biggest priorities in 2019 is to personify an expanding outreach. To date in the last two years, the number of applications continues to grow from last year. By saying last year from 2021 to 2022, our applicant pool increase my 60%. So, just because we may give you a number this year, that doesn't mean it might be the best same number this year. Every year it gets more and more competitive as we continue to diversify outreach and increase the acceptability of the program. It is critical when we only have the wisdom program and we knew that would not start to pop up one. But by offering a hybrid program where you can join either in-person or remotely, greatly increased susceptibility for other people to really start to see that so everyone to be able to add that.

KATIE JOHNSON:

Thank you, Christine. I appreciate the extra information because I've only seen from the last year. So, that is super helpful. Thank you. I am scrolling through a few more questions. I see a question about if you've already applied, but in the past got rejected, would that change your answers or chances? We've had people who've reapplied that have become interns in future years. So, I definitely encourage ongoing applications. There's a lot of ways that people can grow, be at a really particular part in their journey that makes this program a good fit from where they are. Our hope is that interns are open to growing professionally and personally and developing their disability identity. So, a good applicant is someone who is like ready for this experience and ready to grow and learn and not necessarily like has the most qualifications or most experience. So, I encourage you to apply again and anyone else who's already applied that's great. I am trying to prioritize with our time. I see a question about the dining.

We love food. I'm a foodie myself. There's a question about what dining is like in person. Is food provided? What about dietary restrictions? That is a great question. Can I actually passed this to Súeli because I noticed Súeli was the only in-person intern who can really speak to the food offerings that were there. So, Súeli, would you mind taking this one?

SUELI GWIAZDOWSKI:

Yeah, I'm a huge foodie. So, I got super excited when I saw this question. So, there isn't dining or a meal plan provided with the in-person internship, everyone is given a stipend and so you're gonna use that stipend to essentially budget out your grocery trips or your restaurant trips, or the food in the cafeteria at your workplace. So, at the Department of Labor's office, they had a food service there. The food was made. So, I'd go elsewhere and kind of explore different food options around DC. And I had an absolute blast trying so many different foods and also being able to eat Brazilian food for the first time in a long time. Because I moved up from Southern California College in Eastern Washington state and there is not a large Brazilian community here. So, I have been attempting to cook Brazilian food. It's not going well. So, I was really excited when I got to DC and I was able to actually eat Brazilian food, tried to find things. And there are lots of different grocery stores within walking distance from the dormitories that we stayed at.

Trader Joe's and Whole Foods, stuff like that. So, it's also a really cool opportunity to like cook with people. There are a number of nights that a couple of my intern cohort mates and I would cook a bunch of pasta together and do charcuterie boards or, I don't know. I feel like how the TikTok trends started over the summer, we definitely would have done a cream cheese board or a butter board. But maybe next time maybe the upcoming internship class can do a cream cheese board or a butter board in honor of this past cohort. But yeah, all that to say dietary restrictions are easy to navigate in my experience in DC. I have a couple of allergies and was able to sort that out fairly easily there.

KATIE JOHNSON:

Thank you. DC food is amazing and I hope we can try butter board cream cheese board. I've been seeing all about that. Thank you, Súeli. I see some questions about personal care attendants and what that's like if you're coming to DC to make sure that you have support. I'm gonna let Christine answer this. I think she'll probably give a better and more detailed response to how that's been handled in the past. So, Christine, would you mind answering this one?

CHRISTINE:

This is Christine. AAPD does provide support and covers for personal care. And then I do want to be

specific and clear on what we do cover and do not cover. So, we do cover the transportation to and from DC for the disaster point. So, that means if you are flying on a plane I'm from Oregon to DC, and DC and back with a personal care attendant, AAPD will pay for the transportation. Industrial AAPD will pay for housing. So, typically we place out interns into an ensuite. So, everyone has their own bedroom and we will normally have as well a suite for your personal care attendant. Then we will cover how to join for the app or something. But what AAPD is not responsible for is identifying and paying for the services of the personal care attendant. So, I just want to make sure that's clear of what we do provide support.

KATIE JOHNSON:

Thank you, Christine. I'm seeing a question about the dates of the internship. Those dates aren't set yet but they are generally the beginning of June until the first week of August. And we'll have those dates ready probably in the new year. So, we'll look out for the official line. It does not vary by placement. So, all of our interns will start at the same time as at the same time in the certificate program. There is no GPA requirements. Still we don't collect GPA information. So, we do look for people who are open to growing as leaders and building their disability identity. And so that's really what we're looking for in your application review and not typical academic measures. So, hopefully, that is an answer. I see a question about parenting. I hope that someone could explore that experience or maybe can broaden this question. If there's something, a unique experience or lens that you're bringing, the SAE is a great place to really share those experiences or stories. So, being a parent, you won't be excluded from participating in the program.

And so the best place to describe that would be in the SAE Section.

CHRISTINE:

This is Christine, just to clarify our key this time. If you are a parent, you still ought to go to apply for the program. If you also identify as a person with a disability. Being a parent of a child with a disability alone, and if you identify as a nondisabled parent did not make you eligible for this program.

KATIE JOHNSON:

Thank you, Christine. Yes, an important clarification. Yeah. That program for people with disabilities and hopefully parents with disabilities can be a part of that as well. But not just nondisabled parents. Thank you. I'm trying to make sure that I've captured some of these questions. As far as the resume format, there's a question about what the resume should look like. We don't have a specific format. Most resumes are one page. If they need to be too, that's kind of our general format. There aren't really other expectations to be expected. I hope that is an answer to that one. Sorry, (INAUDIBLE), that's OK. Someone had asked about the letter of recommendation, whether or not that helps or hurts your chances of being accepted into the program. Christine, do you have any insight to shed on that question?

CHRISTINE:

This is Christine. The letter of recommendation is not a required part of the application. It does not hurt you if you choose not to submit one. If you do choose to submit one, sometimes it can be helpful to get an additional perspective on who you are. But if you can't find one in time or end up not submitting one, it will not hurt your application. I am not sure if Britney or Rasheera or Súeli ended up submitting a letter of recommendation. I know it's different for Danny because for his year we did require that and then in 2021 we got probably a rechange of requirements.

SUELI GWIAZDOWSKI:

I believe I did submit... This is Súeli. Sorry. I believe I did submit a letter of recommendation and I think I had one written by my employer from the Department of Education and I also had one by my Academic Advisor in college. So, yeah, I would reach out to any professor that you have a good relationship with if you're an undergrad student and chat with him with the program.

KATIE JOHNSON:

This is Katie. I see in the chat Rasheera also did have a mentor help. That's fair. OK. That's great. We only have a few more moments. So, I'll take maybe one more question. I won't get to all of the questions, I will save the questions to make sure that that information can get added either to our web page if it's not already there. But feel free to send any additional questions, maybe more personal specific ones. Or if they didn't get answered, you can send them to internships@aapd.com. But the last question I'm gonna take is about the Disability Certificate for the Disability Advocacy Certificate Program. There is a webpage that you can read more about the past assignments. The past speakers were working to get that updated with the most recent information. But I'm wondering if any of our panelists who are pretty really excited to share could briefly talk about their experience in the certificate program.

RASHEERA DOPSON:

OK. This is Rasheera speaking. I really enjoyed that we did our advocacy social class at American University. It was every Friday for a couple of hours. And Fridays were extra long, but Christine and the previous program coordinator were really intentional about giving us breaks so it doesn't seem like you're sitting there for like three, four hours straight. But we had a lot of breaks in one, do breakout rooms with different people. And then one of the project deliverables we had was carrying a toolkit for a specific group, and we focused on looking at deaf inmates within the criminal justice system. And so doing some research in the toolkit around how to increase advocacy and awareness for deaf inmates. Is that I really somehow opened my eyes to that particular concern or problem only because that's not my specific area of research, but it was another person on my team who was really passionate about it. So, her passion really, I guess, ignited us to really look at kind of like those different intersecting identities or underserved groups that we really don't hear about much.

It is like, Oh, there are deaf people who are in prison who also have accessibility needs too. And kind of hearing like what some of the other groups came up with as well was really cool. So, I would say the speakers for the Advocacy Certification were also really impactful, and we learnt a lot. So, as long as you stay open and engaged and just make a commitment, like, I'm just gonna do this for every Friday for the past eight weeks, you'll be fine and it's more fun. It doesn't seem like a lecture at all, it just seems like you're learning information that's gonna add on to your disability experience. So, I really enjoyed it. And you get a cooler certificate in the mail too that I have hanging up on my fridge. So.

KATIE JOHNSON:

Yes, yeah, you do get a certificate as a program. It's something you can hang on a fridge or add to your resume. So, thank you for talking through your experience. It's a really powerful opportunity. And yeah, I will have more information on the website soon with some of the past speakers and things like that. So, stay tuned. We're just past the hour now. So, I just wanted to give a huge thank you to all of our Alum panelists for joining and sharing their experiences. So, thank you to our ASL interpreter and captioner, and I will be following up with a link to this recording, the slides, and the additional information over

email in the next week. So, we look forward to your application. The deadline is October 24. So, yeah, thank you so much. Have a great rest of your day.

DANNY CHARNEY:

Everybody, bye. Thank you.

SUELI GWIAZDOWSKI:

Bye-bye. Thank you.