



The Loretto Justice Fellows carry forward and are an extension of the work of the Sisters and Co-members of the Loretto Community. Fellows offer direct service in key mission areas where Loretto Community members have long served, doing so in a manner that aligns with Loretto’s mission and values—reflective, contemplative, community-connected and co-created nonhierarchically. As Loretto evolves, the Loretto Community is uplifting a new generation, energized to make a difference and continue Loretto’s legacy.

Since launching in 2023, the Loretto Justice Fellowship program has:

- Expanded our program year cohort community from 7 to 10 Loretto Justice Fellows
- Filled all Fellowship positions requested by placement site partners, even as many partners increased their organization’s requested positions from 1 to 2
- Increased community impact from providing 3,300 to over 4,600 service hours per program year

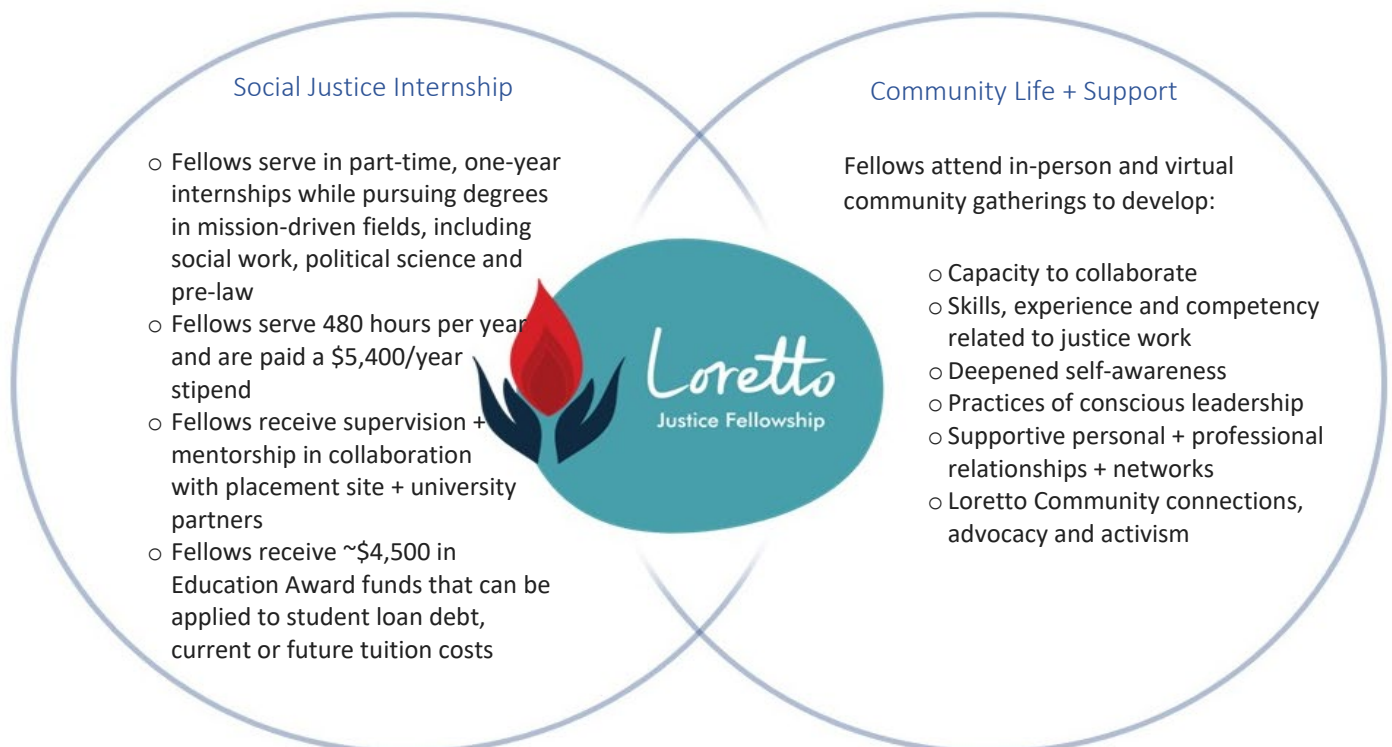
The Loretto Justice Fellowship program strives to cultivate individuals and networks with enhanced internal and collective capacity to undertake the multi-pronged approach required for systemic change by developing:

- Self-aware, connected leaders
- Supportive relationships and networks
- Cross-organizational mutuality, reciprocity and collaboration

We survey Fellows, university partners and placement site partners twice yearly (mid-point and year-end) to assess our progress toward program outcomes and to evaluate the program experience for all stakeholders. Importantly, data shows that our growth is accompanied by consistency: all mid-point survey results from the 2024-25 program year are consistent with mid-point and year-end assessment data from the 2023-24 program year. **Cumulative assessment data demonstrates that we are advancing toward program outcomes and delivering positive, meaningful experiences for all stakeholders year-over-year.**

#### *Program Design*

Our program operates at the intersection of paid, social justice internships and community life + support. Our program design is continually shaped by the needs of Fellows, justice-based organizations (see Appendix A for a list of 2024-25 placement organizations), University of Texas at El Paso (UTEP) partners and New Mexico State University (NMSU) partners. (See Appendix B for Pathway Model and Theory of Change.)





## Equity, Inclusion, Liberation

In the pursuit of **equity, inclusion and liberation**, the Loretto Justice Fellowship invests in emerging leaders from within impacted communities, particularly prioritizing investment in women of color who have language, experiential and cultural connection to their clients and the justice efforts of their placement organizations.

- **Assessment data shows 100% of Fellows feel motivated to participate in social justice efforts because of their personal life experiences.** Our Fellows are predominantly bilingual, women of color and range in age from 21-50. Our Fellows have experienced homelessness and they have close ties to the immigrant community, several as first- or second-generation Americans. Our Fellows are also first-generation college students, mothers and family caregivers.
- **Assessment data shows that the financial benefits of the Loretto Justice Fellowship increase all of our Fellows' capacity to engage meaningfully with justice work** - capacity that would otherwise be hindered by financial stress, necessity to work additional jobs/hours beyond their internship and/or systemic barriers to unpaid internships.

## Community Impact

At the mid-point of the program year, 10 Loretto Justice Fellows have contributed **2,627 hours of service** to the El Paso community.

- 838 hours were given in direct service to/contact with individuals and families
- 498 hours were spent in professional development – training, supervision and social justice skill-building
- 463 hours were given to advance policy and advocacy efforts
- 401 hours were spent on paperwork and documentation (including managing case files, translating legal documents and supporting immigration legal paperwork)

## Loretto Justice Fellows: Impact + Experience

At program mid-point, **100% of Fellows** report growth in all of the following areas:

- Sense of personal connection to Loretto
- Awareness of Loretto Community values and practices
- Sense of community connection with the other Fellows

**100% of Fellows** report that Loretto Justice Fellowship community life programming (Orientation, community meals, Trauma-Informed Practice workshops, Fall Retreat/Loretto Link Annual Meeting) increased both their **social justice work skills or knowledge** and **sense of community**.



*Fellows participated in a Fall Retreat in Denver, CO that transitioned into the Loretto Link Annual Meeting, where they presented about their work for justice at the US/Mexico border in El Paso and networked with Loretto Community and Loretto Link members.*

**100% of Fellows strongly agree** that “there is a strong commitment to, and practice of, co-creation in the Loretto Justice Fellowship.”

**100% of Fellows agree/strongly agree with the following statements:**

- The Loretto Justice Fellowship community life experience provides space where I am comfortable sharing the joys and struggles of my internship work and life experience.
- The Loretto Justice Fellowship experience cultivates a sense of mutuality and collective benefit with me, the other Fellows, my internship placement site and other community partners.
- I feel supported in and happy with my internship placement.

When asked to speak to the impact of their Fellowship experience (internship + community life), Fellows responded:

- This experience has significantly impacted me. Being in an environment where other individuals are doing the same work (or even more) motivates and inspires me to fight for social justice and make the world a better place.
- Having a justice-oriented internship has deepened my empathy and strengthened my commitment to advocating for systemic change, shaping my values and sense of purpose. Professionally, it has equipped me with critical skills, meaningful connections, and a strong foundation for a career focused on creating impact.
- I work with populations I was once a part of, personally. Having the self-determination with all of the support from my placement site and Loretto has allowed me to maintain balance and strive for more, for myself and the communities I serve.
- Personally, it has deepened my understanding of social issues and fostered a strong sense of empathy and commitment to making a difference. Professionally, it has enhanced my skills in areas like critical thinking, problem solving, and communication.
- This opportunity was a Godsend for me as I was feeling a sense of lacking and hopelessness when I applied. To be able to serve for an entire year, learn so much and make an impact has been a blessing for me, personally and professionally.
- It has impacted me in multiple ways - helping me grow personally and professionally in what I am doing so far in this field and with Loretto helping to guide me in what I love to do.
- A justice-oriented internship offers crucial work experience at the intersection of social work, policy, and advocacy. Gaining this experience early on is an opportunity that sets the foundation for a career in social justice policy. My internship has reinforced my core values and strengthened my confidence as both a leader and future policymaker. It has also allowed me to work closely with migrants, a population I am committed to serving. Additionally, my internship has equipped me with approaches and insights that inform my interactions on a daily basis.
- Having a justice-oriented internship makes me feel more encouraged and motivated. I feel more connected and passionate because of my experiences.



*Fellows attend a monthly Community Meal to engage in reflection, learning, connection and sharing.*

When asked to name the most meaningful Loretto Justice Fellowship program components thus far, Fellows responded:

- All the areas are meaningful.
- The community meals and the retreat.
- The community-building and development of professional skills.
- The complete sense of belonging, showing up as I am.
- The support it provides and the availability of that support.
- Having the opportunity to collaborate with the Fellows and other Loretto Community members.
- The internship experience and my placement. The community meals, direct connection with and access to my community of Fellows.
- The development and growth I was able to build in relationship with my Fellows and the community.
- The most meaningful area of the program has been the therapeutic and introspective elements of the trauma-informed practice workshops, the spark I feel at internship, and the fellowship and community with the Fellows.
- Community, communal support, friendships, wonderful leadership (Annie!), connecting with Loretto Link, and unity through justice.

## Community Partners: Impact + Experience

**100% of university partners and placement site partners agree/strongly agree** that “the Loretto Justice Fellowship experience cultivates a sense of mutuality (shared benefit) among my department/organization, Loretto Justice Fellow(s) and the community we serve.”

**100% of university partners and placement site partners are committed** to continuing partnership with the Loretto Justice Fellowship next year.

When asked to name the most supportive/impactful program components, partners responded:

- Our Fellow has been amazing this Fall as we have shifted our focus to providing more legal clinic support in the community. She was great at helping us serve groups of people that are in need of submitting their immigration applications as soon as possible. Just want to reiterate that this is a wonderful opportunity to get to work with motivated individuals that come and get training, but we also benefit from having them build up our capacity.
- It's been great to work with our Fellow this year - it's so nice to have someone that can be really involved in the work by having a consistent presence at the organization.
- My amazing Fellows! And access to Annie to ask questions. Thank you, because I've loved it!
- The Director is very supportive of not only myself and the organization but also the students. It is a great program for students to experience and the support we have all received has been amazing!
- The students/interns have expressed that they feel well supported by the program. Annie as always is stellar in terms of communication with us as well. I really love the model and am grateful that you choose to invest in the wealth of resources and gifts present within our borderland students!
- It is really helpful to have Fellows at our organization that get to learn while also participate in a paid internship.
- The stipend/paid program is very helpful for our students.
- Incredible leadership of program director, student mentoring, experiential experiences, participation in national conference, service to community agencies. Grateful and very much committed to your Fellowship mission.
- Providing spaces to practice the profession, while also instilling the need to serve our community outside of just working in the profession. Our students at UTEP have been vocal about the learning experiences you have provide with the connections to their practicums. Thank you!
- I believe the Fellowship provides students with the opportunity to work within the community where there is truly a need. The students feel they are a part of such an impactful Fellowship and truly feel supported. The Fellowship also offers UTEP support with our students to be efficient and prepared Social Workers of our community. Thank you all for the work you do!!! My experience has been wonderful and I would like the Fellowship to continue through these next years

## Appendix A: 2024-25 Placement Partner Organizations

[Abara](#) supports border encounters, border response services and advocacy – envisioning a global beloved community flourishing through justice, peace, healing, and transformation. Abara inspires connections beyond borders through mutual understanding, education, and meaningful action in pursuit of narrative, systems, and personal change.

[Ciudad Nueva](#) seeks the renewal and development of central El Paso’s Rio Grande neighborhood through the empowerment and transformation of its residents. Ciudad Nueva works in partnership with residents - advancing an assets-based framework that uplifts the expertise, experience, solutions and skills within the community. Ciudad Nueva focuses on four priority service areas identified by the community: empowering youth, supporting families, strengthening community and equipping leaders.

[Estrella del Paso](#) (formerly Diocesan Migrant and Refugee Services) provides a comprehensive range of immigration legal services for low-income immigrants and refugees including representation in family-based immigration matters, citizenship/naturalization matters, matters related to benefits for survivors of domestic violence and other crimes, removal proceedings before the Immigration Courts, and services for adults and unaccompanied immigrant children detained in the local immigration detention centers and shelters.

[Kelly Center for Hunger Relief](#) uses multiple programmatic approaches to address and ultimately reduce hunger and food insecurity in El Paso.

[Las Americas Immigrant Advocacy Center](#) provides free and low-cost legal services to immigrants and refugees. Las Americas’ vision is that of a country where all immigrants have access to high-quality legal representation based on the principle of justice and human rights.



## Appendix B: Loretto Justice Fellowship Pathway Model + Theory of Change

