



2020-2021 ANNUAL REPORT



Letter from the Executive Director

Dear Friends,

The 2020-2021 fiscal year was IR's best year yet! With our largest graduating class of 65, IR's total graduate count now exceeds 300 total. These graduates are transitioning successfully into meaningful professional careers and are giving back to the community.

The advent of the COVID-19 pandemic was (and continues to be) difficult for our IR Scholars. However, they have responded with incredible resiliency, learned new skills, and chosen to embrace growth opportunities. IR Scholars completed a record 68 internships since last August, thus developing precious professional skills and building meaningful bridges within the professional community.

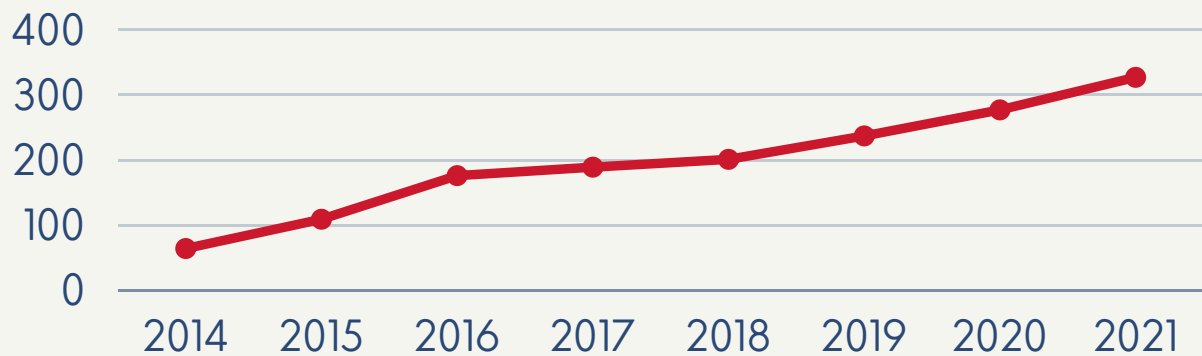
IR continues to grow, adding 115 new scholars this coming year in Utah and Idaho. Ultimately, IR Scholars are growing in confidence and overcoming countless barriers. Thanks for helping make it possible for them to succeed!

Raymon Burton
Executive Director



Current Program Numbers

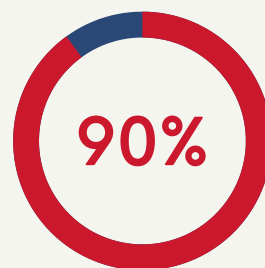
current students: **327**



Average
GPA



Student
Employment

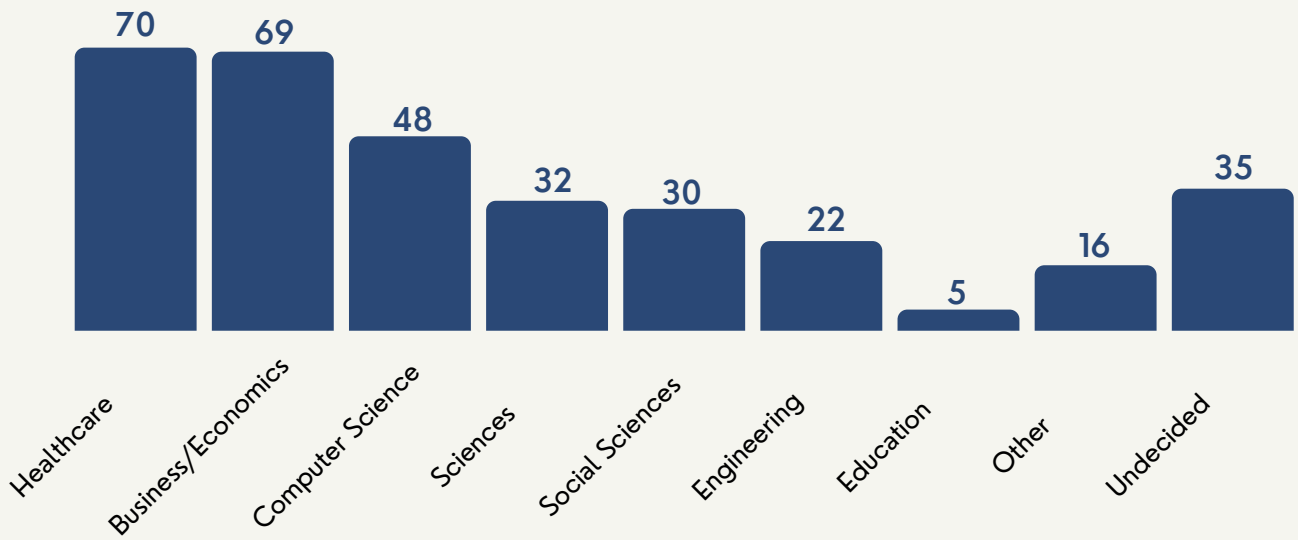


Average
Age

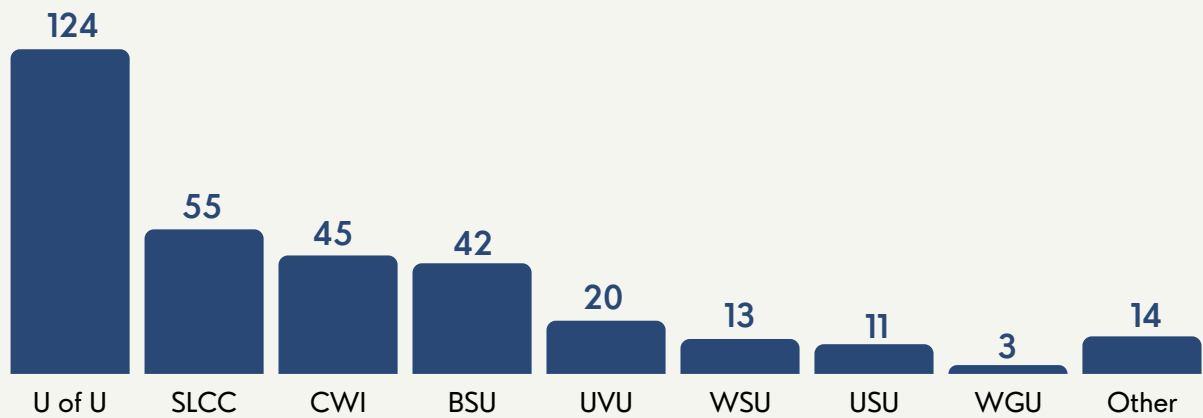
23



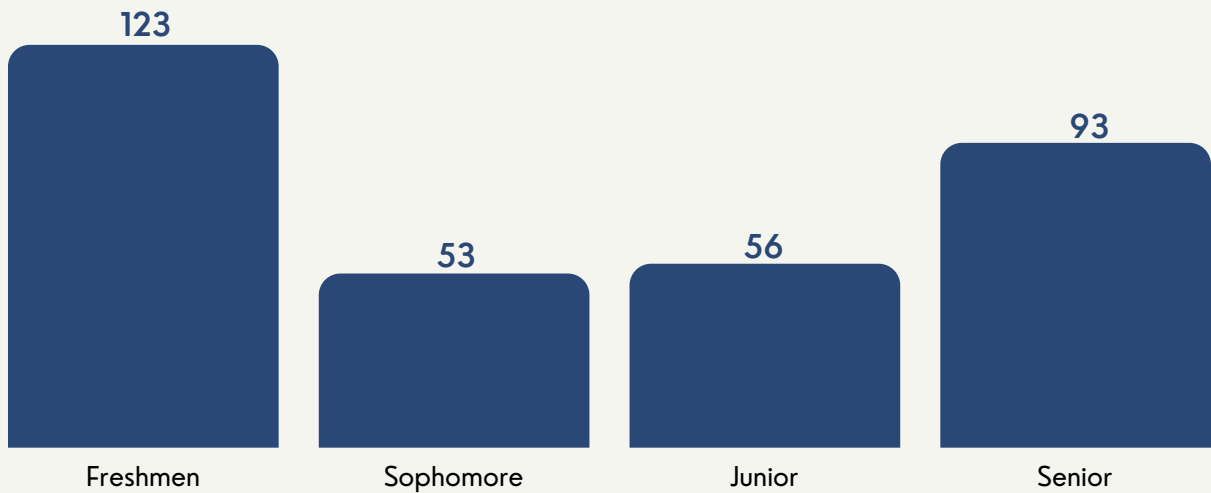
Current Scholars' Areas of Study



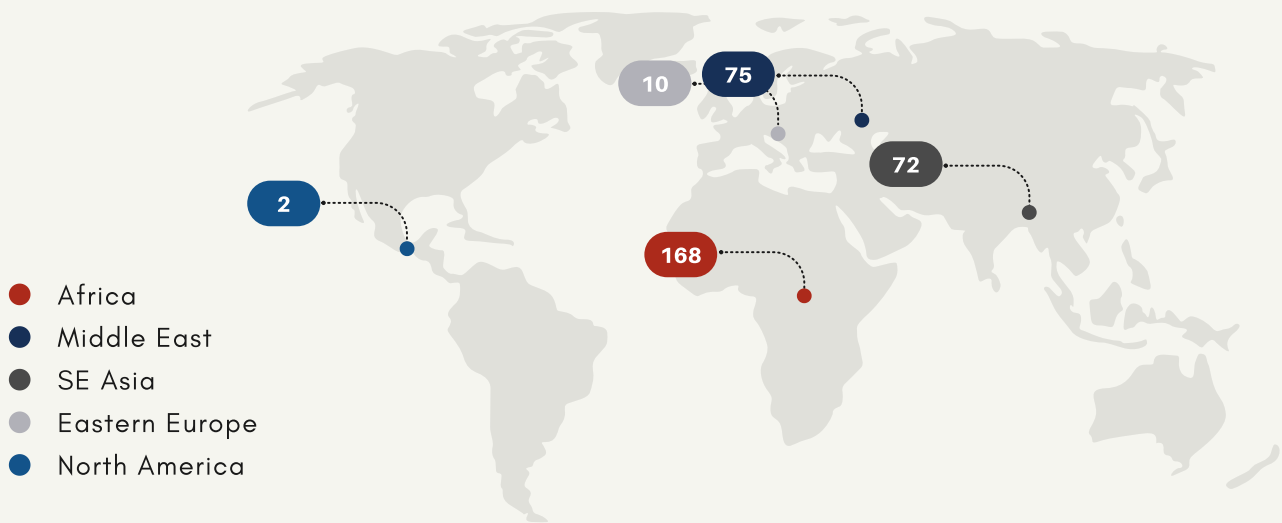
Colleges Attending



Current Scholars' Standing

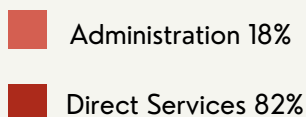
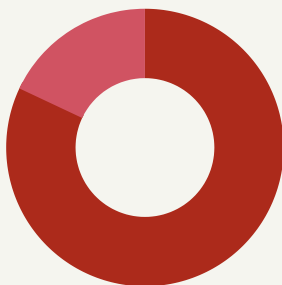


Current Scholar Country of Origin Map

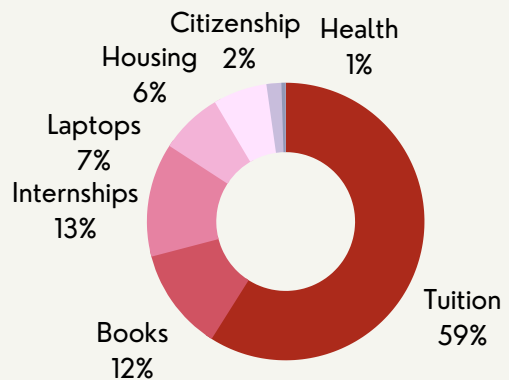


2020-2021 Expense Breakdown

Direct Services vs Administration



Scholar Expenses



Total Student Expenditures: **\$776,483**
Average Expenses per Scholar: **\$3,076.15**

What We Do

Academic Mentoring

Our Scholars learn about and gain access to available resources on campus and in the community. Scholars develop a progress plan, explore career options, and learn valuable study skills to ensure their success in college.

Professional Development

Our Scholars develop a basic resume, learn how to begin networking, and connects with professional mentorship and internship opportunities. This experience enables the 1R Scholar to successfully transition into a professional career.

Financial Assistance

Our Scholars receive financial support to assist with tuition, books, and other necessary educational needs.

1R Board Members



Roger Boyer is the Chairman of The Boyer Company. He is active in numerous organizations to help his community. Roger earned his Bachelor of Science at the University of Utah and his Master of Business Administration at Harvard Business School.



Sara Boyer is a mother of eight and an advocate for underserved populations.



Rebecca Cooley is a mother of five (with two sets of twins!) and a former teacher. She loves to decorate, entertain, travel, and play games with her family. Rebecca graduated from the University of Utah with a degree in English.



Allen Evans has over 20 years of international business experience and a deep desire to help 1R Scholars succeed.



Raymon Burton is the Executive Director of One Refugee. He has worked in the non-profit sector for the past 17 years and deeply believes that education is the gateway to opportunity. Raymon earned his Master of Public Administration from Brigham Young University in 2010.

Key Staff



Raymon Burton

Executive Director



Kirsi Jarvis

Careers Manager
Utah



Elisabeth Zenger

Education Manager
U of U | USU



Sarah King

Education Manager
SLCC | Ensign College | Davis
Technical College



Jeanie Levinski

Education Manager
BSU | CWI | UofI



Marilyn Masters

Education Manager
UVU | BYU | BYU-I | WSU



Jeilani Athumani

Education Manager
U of U (Freshman)



Kayla Groat

College Bound HS Program (ID)
Borah High | Centennial High |
Capitol High



Gaby Thomason

Education Manager
CWI | CSI



Dan Houston

Careers Manager
Idaho

1R Internship Highlights



Babiker Abdallah interned with Women of the World in Utah as an Office Admin.

"My favorite part is working with the clients. Sometimes you feel like you get lost in the land of accents. All of us have different accents. It's hard to communicate with someone on the phone who speaks a different language than you, but then sometimes you end up talking to someone with the same history and same language. When someone asks, 'Do you speak Arabic,' and I say 'Yes,' that puts a smile on their face right away. That's my favorite thing. And the team—we get to do an amazing thing. I love the routine and what we are doing."

Thoughts from Babi's supervisor, Zach: "I really appreciate how Babi constantly steps up...Nobody ever asked Babi to sweep the entranceway if, for example, the wind blew in a bunch of leaves, but Babi's going to do it. He takes charge. He'll make sure that every woman feels comfortable and welcome, which is the standard, but really, Babi goes above and beyond that. He sits and talks with people. He makes them laugh and feel like this is a good place to be."



Susma Gurung interned with Zions Bancorporation as a Product Management Intern.

"What really surprised me is the fact that not many people outside of Zions Bank know how much effort is being put into Diversity, Equity, and Inclusion (DEI), and the younger generation needs to see that. The project I'm working on involves effectively marketing the DEI efforts that are being made at Zions Bank on social media. Not just putting content out there but putting it in a way that is appealing to the younger generation. You have to really find that strategy that works."

Thoughts from Susma's supervisor, Jessica Sorensen: "Susma stood out in her interview. She was confident, she was well spoken, she was credible. And when she spoke, we could tell that she believed in herself. She was also motivated, and that was what I was looking for in an intern—somebody who is motivated, who could be semi self-sustaining and self-taught, but also someone who could bring a different perspective to the role. And she has, and she does, and so she really stood out in that way to me."

1R 20-21 Graduate Highlights



Mariem Laaraj graduated in May from Boise State University with a bachelor's degree in Psychology and a minor in Arabic Studies.

"I was going to be the first to graduate from my family, but my dad beat me to it. He had a degree from Morocco, but they didn't recognize it when we came to the United States, so he had to go back and redo his education. He got his degree before me."

"Get an education, get a degree, you'll find a good job and you'll live a comfortable life. That was the motto instilled in my family as immigrants coming to a new country... Coming from nothing and needing to be something, or to start from the bottom, school is one of the main things that will help with doing that. That is how I was raised—education will allow me to live the kind of life I want."

Fun Fact: Mariem has been accepted to 4 of the 5 graduate schools she applied to and plans to start her graduate studies at San Jose State University this fall!



Karma Sok-Choekore graduated from the University of Utah this spring with a bachelor's degree in BioMedical Engineering.

"My parents played a huge part in my education. Growing up, they always talked about the importance of getting a higher education and being able to do better in life—at least better than they were able to."

"A favorite college memory is from my time at SLCC. We would have these long study sessions in the student center, and that was probably the most fun I ever had—just studying together and hanging out."

"The road will be rough—it was for me, certainly—but just hang on and persevere. You will get through it. And you will achieve whatever you set out to achieve in your education."

Fun Fact: Karma and his team won an award for designing and developing a prototype for a new method of monitoring patient SpO2 during surgery.

1R Alumni Highlights



Bhagawat Acharya is a nurse practitioner student at the University of Utah.

"I love teaching and in my initial phase in the US. I was thinking about being a teacher, but I went into the nursing career. I am surprised how my passion for teaching perfectly aligns with the career that I have. I have plenty of opportunities to teach, even in the nursing program. I am confident that in my role as a family nurse practitioner, every day, I will have the opportunity of educating patients and families on preventative health and health maintenance. I would also like to teach nursing students during my career."

"I feel that I belong here, that there are plenty of opportunities for growth and development. I feel safe. I feel accepted. I feel like I'm in a perfect community— a very strong community. "My advice is don't get discouraged at first. The opportunities are plenty and the good times are coming. Keep up networking— get a good network of people that can support you and expand that network. Don't give up. This is the place. There's plenty of opportunity, and you can do this."



Dylan Giravi is a regulatory affairs specialist at Innovasis.

"I've been with Innovasis since right before graduation. I met them through a career fair, which I went to because of the business development class offered through 1R. I went into that career fair dressed for a job interview, prepared a little 30-second pitch that 1R helped me with, and copies of my resume. I met with the people at the table, had a couple of interviews, and now I've been working at Innovasis for over 3.5 years. And I love it. There's so much room for growth in regulatory affairs."

"People go into interviews thinking, 'I have to be extroverted. I have to be a people person.' But there isn't one type of skill set or personality that gets you into whatever position. You just have to get a sense of the company culture and try to decide if that's the environment you want to be in. Especially if you don't know what you want to do yet, judge the job by the environment."

Fun Fact: Dylan loves biking, hanging out with friends, and trying new things like visiting national parks. She also hopes to do a lot more traveling in the future.

Graduate Outcomes

PROFESSIONAL CAREER WITH ROOM FOR GROWTH

- Median # of Days Until 1st Employment: 30
- 83% are employed within 6 months of graduation
- 64% receive a raise/promotion after 2 years of employment



FINANCIAL SECURITY

- 78% receive health & retirement benefits
- 85% do not rely on government or others for support
- 79% make a salary above the housing/wage gap



CONNECTION TO COMMUNITY

- 75% give back regularly to the community
- Average Graduate Salary: \$50,000



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Mentor a 1R Scholar



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as an Intern**