2020 SOUTH BRONX
Youth Career Resource Guide

Career & Professional Development • Networking Academic Opportunities • Arts & Science Enrichment Leadership Development • Internships & Jobs

WHEDco
Building A Greater Bronx
The Women’s Housing and Economic Development Corporation (WHEDco) is a community development organization founded on the radically simple idea that all people deserve healthy, vibrant communities. We build award winning, sustainable, affordable homes — but our work is not over when our buildings are complete. WHEDco believes that to be successful, affordable housing must be anchored in strong communities that residents can be proud of. WHEDco’s mission is to give the South Bronx access to all the resources that create thriving neighborhoods — from high-quality early education and after-school programs, to fresh, healthy food, cultural programming, and economic opportunity. For more information, visit whedco.org.
This guide highlights a variety of free and low-cost career development programs for our local teens and young people in the Bronx to learn about different career paths, gain work experience, and access opportunities to develop and succeed as young professionals in diverse fields. In 2016, youth unemployment in the Bronx was 21.5% - nearly 5 percentage points higher than the citywide rate.\(^1\) WHEDco is happy to connect our local youth to these career and professional development opportunities as we work together to build a better Bronx.

Some organizations may have modified their programs due to the COVID-19 pandemic. Please check with each organization to confirm any changes to program status.

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DreamYard College & Career Prep
1085 Washington Ave, Ground Floor, Bronx, NY 10456
Chelsea John, Outreach Coordinator
cjohn@dreamyard.com
718-588-8007
www.dreamyard.com/
DreamYard programs develop artistic voice, nurture young peoples’ desire to make change and cultivate the skills necessary to reach positive goals in the Bronx. DreamYard offers College and Career Prep Programs from October-May including weekday high school programs, Saturday programs, and College Saturdays. Students can apply for wide-ranging programs with topics including: Poetry/Spoken Word, Music and Lyric Production, Design and Tech, and more.

Futures and Options
120 Broadway, Suite 1019, New York, NY 10271
Meghan Becker
mbecker@futuresandoptions.org
212-601-0002
www.futuresandoptions.org/fao/
Futures and Options recruits youth who attend NYC schools that lack sufficient resources to provide educational and career guidance. The Career Essentials Program provides career readiness training to students who have not yet reached the skill level – or age – to be placed in internship positions. Through the Internship Program, students gain hands-on experience to prepare for the workforce. Internships are tailored to match the interest of both students and corporate partners.

HERE to HERE
452 East 149th Street, 2nd Floor, Bronx, NY 10455
Joshua Poyer, Director of the Hub
info@heretohere.org
929-450-2049
www.heretohere.org/
HERE to HERE is a Bronx-based organization that works with students and employers to support them through apprentice and internship opportunities. At participating high schools, students can apply to the CareerWise New York youth apprenticeship program.
General Career Programs
CAREER DEVELOPMENT & INTERNSHIPS

NYC Department of Youth & Community Development
Bill Chong, Commissioner
1-800-246-4646 or 1-646-343-6800
www.discoverdycd.dycdconnect.nyc/home/
The New York City DYCD invests in a network of community-based organizations and programs to alleviate the effects of poverty and to provide opportunities for New York City youth and their families to flourish. DYCD funds a wide range of high-quality youth career training and employment programs including: Advance & Earn, Learn & Earn, Train & Earn, Ladders for Leaders, Summer Youth Employment Program, and the Work, Learn & Grow Employment Program. Visit their website to learn more and apply.

PENCIL Internship Program
30 West 26th Street, 5th Floor, New York, NY 10010
pencil@pencil.org
646-638-0565
www.pencil.org/
PENCIL serves over 500 public school and college students (ages 16-22) annually through a competitive career readiness training program that culminates in a paid six-week summer internship at a company in New York City. PENCIL is pleased to provide the PENCIL Internship Program as part of the Ladders for Leaders Program, in partnership with the NYC Department of Youth & Community Development.

Teen Career Connection at the West Side YMCA
5 West 63rd St., New York, NY 10023
Amanda Siebert
asiebert@ymcanyc.org
212-912-2613
www.teencareerconnection.org/
Teen Career Connection is an internship program preparing NYC high school students for the workplace by offering intensive professional development, followed by a hands-on learning experience matched to the student’s career aspirations. TCC offers a solid support system, giving youth the ability to succeed in their internships and expand their networks.
Arts & Creative Industries
INTERNSHIPS & ACADEMIC OPPORTUNITIES

Artslife @ Museum of Arts and Design
Jerome and Simona Chazen Building
2 Columbus Circle, New York, NY 10019
teens@madmuseum.org
212-299-7777
www.madmuseum.org/learn/artslife/
Artslife is a paid summer internship program for rising sophomores and juniors in high school that combines art and design with leadership training, museum studies, and community engagement. Participants are introduced to museum careers such as Curatorial, Education, Development, Public Relations and Marketing, Visitor Services, Security, and Registrar.

Brooklyn Museum Apprentice Program
200 Eastern Parkway, Brooklyn, NY 11238
ten programs@brooklynmuseum.org
718-638-5000
www.brooklynmuseum.org/education/teens/museum-apprentices/
In this paid internship, NYC teens have the opportunity to immerse themselves in art and art history and learn about museum education, while creating their own lessons for audiences of all ages. Students will meet curators and learn about collections, connect with education staff and get trained to teach from the collections, assist with family programs and art-making activities, develop tours and teach camp groups, and learn about education programming in a museum setting.

High School Internships @ The Met
1000 5th Ave, New York, NY 10028
highschoolinterns@metmuseum.org
212-650-2330
www.metmuseum.org/about-the-met/internships/high-school/
The Met offers paid internships for students in grade 10 or 11 during the school year and rising juniors/seniors in the summer. The program allows them to connect with arts, museum, and creative professionals as they develop professional skills. The Met hopes to engage high school artists, writers, thinkers, and designers who are interested in finding out about careers in museums and would benefit from meeting experts and mentors while gaining professional experience.
The Teen Arts Program provides dynamic opportunities for teens (ages 13-18) to explore the arts academically and professionally. Teens are paired 1 on 1 with a mentor in a creative profession to help develop a portfolio and prepare for the rigorous school application process. Youth and mentor pairs visit artist studios/museums and participate in professional development workshops through Creative Lab. High school juniors and seniors can earn paid summer internships hosted by creative companies.

viBe Theater Experience provides underserved girls (ages 13-19) in New York City with free, high quality artistic, leadership, and academic opportunities to inspire and empower them to write, create, publish, direct, and perform personal and truthful collaborative theater, video, and music about the real-life issues they face. Programs include viBeStages, viBeSongMakers, viBeApprentices, viBeSolos, and viBeTeenAudiences.

ACES offers a year-long paid internship that invites young people ages 15-20 to explore the connections between community engagement and nature-informed arts education. Interns take field trips to museums, cultural institutions, green spaces, and artist studios, engage with artists/cultural organizers, and develop a collective project.
Bank of America Student Leaders Program
Multiple locations
foundation@bankofamerica.com
http://www.bankofamerica.com/studentleaders/
The Student Leaders program connects community-minded high school juniors and seniors to employment, skills development, and service. Students are awarded eight-week paid summer internships with local nonprofit organizations where they learn first-hand about the needs of their community and the critical role nonprofits play. Interns also learn valuable civic, social, and business leadership skills and participate in a national leadership summit in Washington, D.C.

Gabelli School of Business Summer Programs*
441 E. Fordham Road, Bronx, NY 10458 (+ Lincoln Center Campus)
nycbusinsider@fordham.edu, foundrysummer@fordham.edu,
financeinstitute@fordham.edu
www.fordham.edu/info/25162/summer_business_programs/
Fordham University’s Gabelli School of Business offers multiple summer business programs for high school students. NYC Business Insider invites students to experience what a career in business looks like in NYC. Exploring Entrepreneurship welcomes high schoolers to work with their peers to develop a new business idea and pitch it to a panel of university professors. Finance Institute is geared towards students who are considering studying finance in college or who want to learn how to manage their own finances. *There is a cost for the program, but scholarships are available.

HERLead Fellowship
Multiple locations
HERlead@vitalvoices.org
www.herlead.vitalvoices.org/
The HERLead Fellowship is designed to equip young women with the leadership skills needed to effect global progress, invest in their communities, and continue their journey as leaders. A leadership forum is provided to train the young women and help them develop their skills/tools to take on leadership roles. After completing the training, they return to their community and have the opportunity to use what they learned to create a project that will effect change.
Law Enforcement Explorers Program
Multiple locations
718-312-4471
www1.nyc.gov/site/nypd/services/law-enforcement/youth-programs/explorers.page/

The Law Enforcement Explorers Program provides young people from the city’s diverse communities with an introduction to a career in law enforcement or a related field in the criminal justice system. The program is geared for ages 14-20 and teaches the importance of higher education, self-discipline, and respect for diversity and human dignity through training, involvement in community service projects, and other Exploring events.

New York County District Attorney’s High School Internship Program*
One Hogan Place New York, NY 10013
highschoolinternship@dany.nyc.gov
212-335-9000
www.manhattanda.org/careers/internship-opportunities/high-school-internship/

The NYC DA’s paid internship program is a rigorous internship that provides students with an insider’s view of the criminal justice system. Each intern is assigned to a unit within the Office and helps Assistant District Attorneys and other staff members with their work. Interns also attend presentations and trips and participate in a mock trial competition. *Applicants must live in or attend school in Manhattan.

Thurgood Marshall Summer Law Internship Program
Multiple locations
Devanshi Shah, Senior Diversity Pipeline Initiatives Coordinator
dshah@nybar.org

The Thurgood Marshall Summer Law Internship is an intensive program which places diverse NYC public high school students with legal employers for the summer and provides them with additional programming before, during, and after the summer to help them prepare for a legal career.
Design & the Environment
MENTORSHIP, RESEARCH & INTERNSHIPS

Architecture, Construction, Engineering Mentor Program
Multiple locations
Sue Veres Royal, Executive Director ACE of Greater New York City
GreaterNY@acementor.org
646-757-5829
www.acementortools.org/students/
The ACE Mentor Program is open to any high school student who has the curiosity and drive to learn about a career in design and construction. ACE teams are made up of 15-25 students and their industry mentors. Each team is set up to emulate an actual design team with students guided through a mock design project by their architect/engineer/construction management mentors. Students also participate in other activities such as “College Night” and field trips to construction sites.

Design Prep @ Cooper Hewitt
2 East 91st Street, New York, NY 10128
chyouthprograms@si.edu
212-849-8353
www.cooperhewitt.org/education/emerging-designers
Cooper Hewitt’s FREE programs offer high school and college students real-world experiences in design, exploring the many ways designers think and make. Their hands-on workshops, led by professional designers, will help teens build their skills and portfolio. While working on design projects, they will also learn about designers’ creative processes.

Design Scholars Program @ Cooper Hewitt
2 East 91st Street, New York, NY 10128
chyouthprograms@si.edu
212-849-8353
www.cooperhewitt.org/design-scholars/
Teens in New York City can apply to be a DesignPrep Scholar, a free program that features hands-on workshops with professional designers, design studio visits, and college tours. Students can apply for one semester or up to two semesters in the school year. Topics can range from architecture, interior design, and landscape architecture to fashion design, graphic design, product design, interaction design, and more.
The Discovery Guide program is an educational volunteer opportunity for youth ages 14-22 at the Bronx Zoo as well as the other 4 Wildlife Conservation Society (WCS) Zoos & Aquarium: Central Park Zoo, Prospect Park Zoo, Queens Zoo, and the New York Aquarium. As a Discovery Guide, teens will engage zoo visitors in fun, educational activities throughout the park; assist with education programs; and support wildlife and the environment through WCS campaigns.

The Garden Apprentice Program (GAP) at Brooklyn Botanic Garden is a great way for teens to learn about urban agriculture and the environment while working in one of the most exciting public gardens in the world! Apprentices can work their way up the four-tier program, potentially earning a paid position as a Tier 4 apprentice. *There is a one-time fee of $50, but scholarships are available.*

The High School Explainer Program is an internship program for high school students who work as volunteer educators in the Everett Children's Adventure Garden. Explainers facilitate experiences with nature and plant science for children and families, traditionally by exploring the Garden, but also using new digital tools. Explainers rotate through activity stations that are located both outside in the garden and inside the Discovery Center.
Design & the Environment
MENTORSHIP, RESEARCH & INTERNSHIPS

National High School Design Competition
2 East 91st Street, New York, NY 10128
chyouthprograms@si.edu
212-849-8353
www.cooperhewitt.org/design-competition/
The National High School Design Competition is hosted by Cooper Hewitt, Smithsonian Design Museum and Target. Every year, students around the country are challenged to design a solution to a unique scenario, inspired by Cooper Hewitt’s rich collection and stimulating exhibitions. In Stage One, competitors will create and submit their design ideas per the entry requirements. During Stage Two, three finalists will finalize their designs. Then, finalists will participate in a series of mentoring activities and travel to New York City to present their designs in person to the judges.

Project TRUE @ Bronx Zoo
2300 Southern Blvd, The Bronx, NY 10460
ProjectTRUE@wcs.org
www.bronxzoo.com/teens/project-true/
Project TRUE is a social science research study and a youth development program. High school juniors who live in the Bronx are eligible to apply and spend their summer conducting field research with a team of college students and scientists from Fordham University and the Wildlife Conservation Society.

The Ranger Conservation Corps Internship
Multiple locations
311
www.nycgovparks.org/programs/rangers/conservation-corps/
The Ranger Conservation Corps is a great urban environmental internship for high school students who are interested in the natural world or environmental issues. Interns gain experience while working with the Urban Park Rangers on environmental restoration in natural areas in their flagship parks. Participants may go on field trips including canoeing, overnight camping, and more. Interns receive community service hours. Registration occurs on a rolling basis year round. Contact the Ranger Conservation Corp if interested.
Smith Sustainable Futures Program*
10 Elm Street, Northampton, Massachusetts 01063
summerprecoclegesmith.edu
413-585-4455
www.smith.edu/academics/precollege-programs/sustainable-futures

The Sustainable Futures: Farming, Justice and the Environment program is a two-week intensive course where students will learn from farmers, activists, artists and naturalists who are working toward environmentally just and sustainable futures. Students will analyze contributing factors to the climate crisis, engage in socially and environmentally focused work, and develop skills to cultivate healthier human–nature relationships within their own communities.

*There is a cost for the program, but financial aid is available.

Wave Hill’s Forest Project
West 249th Street and Independence Avenue, Bronx, NY 10471
youthprograms@wavehill.org
718-549-3200 x324
www.wavehill.org/education/forest-project/

The Forest Project is a paid summer internship that gives high school students an unparalleled opportunity to learn about ecology in an urban setting. Throughout the summer, interns gain hands-on field experience and participate in a dynamic, field-based course. Guest speakers, field trips, and special projects contribute to an immersive and rewarding summer. Work includes building and maintaining woodland trails, removing invasive plant species, shoring up eroded slopes, and more. All interns take one course with their field work and can receive college credits. Students from grades 10-12 can apply, but must also apply to the Summer Youth Employment Program.

Wave Hill’s Woodland Ecology Research Mentorship
West 249th Street and Independence Avenue, Bronx, NY 10471
youthprograms@wavehill.org
718-549-3200 x324
www.wavehill.org/education/youth-internships/werm/

Wave Hill’s Woodland Ecology Research Mentorship (WERM) is a 14-month program offering motivated New York City high school students a unique opportunity to gain in-depth knowledge of ecology, and participate in hands-on fieldwork and authentic science research.
City Limits Accountability Reporting Initiative for Youth  
8 West 126th Street New York, NY 10027  
Jeanmarie Evelly, Deputy Director/Youth Program Manager  
jeanmarie@citylimits.org  
www.citylimits.org/city-limits-clarify-internship-application/  
CLARIFY is a paid internship opportunity for high school students to work with City Limits, a nonprofit investigative news organization. Interns will be trained in the essential tenets of reporting and news writing, including research, interviewing, investigative techniques, media ethics, story structure, photojournalism and more. They’ll get a chance to meet and hear from guest journalists as well as take field trips to professional newsrooms across the city.

DOROT Teen Internship Program  
171 West 85th Street, New York, NY 10024  
Quinn Lockwood, Youth and Family Volunteers Coordinator  
qlockwood@dorotusa.org  
917-441-3714  
www.dorotusa.org/volunteer/high-school-college-internships#.XVL-9gONKjct/  
Each year, DOROT works with a select group of high school students who visit, assist and build social connections with older New Yorkers. You’ll be offered a unique opportunity to hone your leadership skills and gain experience in delivering concrete services that make a vital difference. Semester and summer internships are available.

GO Getter Summer Internship  
123 John Street  
Charlotte Karol, Community Engagement & Volunteer Coordinator  
volunteering@goprojectnyc.org  
www.goprojectnyc.org/get-involved/volunteer/  
During the five-week summer internship program, high school student interns support instruction in one of the K-7th grade classrooms under the guidance of a Head Teacher or Enrichment Teacher. Interns work in small groups or one-to-one within the classroom to help students complete projects, remain focused, and build confidence as learners. Interns also participate in rigorous daily professional development sessions. A strong social justice-centered curriculum and required readings form the core of the internship.
Mount Vernon Hotel Museum & Garden Internship
421 East 61st Street, New York, NY 10065
n.sokolova@mvhm.org
212-838-6878 x26
www.mvhm.org/get-involved/
Summer interns have the opportunity to join in the day-to-day activities of a historic site on the Upper East Side. Students will have opportunities to strengthen their public speaking and writing skills by researching historical artifacts. Students will also post to museum social media accounts, support summer programming for children, and meet with professional staff to learn about careers in museums, history, art, and education first-hand.

Smith Young Women’s Creative Writing Workshop*
10 Elm Street, Northampton, Massachusetts 01063
summerprecollege@smith.edu
413-585-4455
www.smith.edu/academics/precollege-programs/writing/
Young women are able to explore their writing in a creative and supportive environment that fosters their love of writing in a variety of mediums. Local, published writers teach an open, multidraft writing approach to encourage full creativity. Students will also participate in activities such as improv and attend workshops on publishing, finding an agent and creating an author website. Students will leave with the start of an online writing portfolio and professional literary contacts. *There is a cost for the program, but financial aid is available.

Student Historian Internship Program
170 Central Park W at 77th Street, New York, NY 10024
teens@nyhistory.org
212-873-3400 x361
www.nyhistory.org/education/teen-programs/student-historian-program/
Interns will use the resources of New-York Historical Society to conduct exciting research and share their scholarship through creative digital projects. Interns meet with professional staff to learn about careers in the museum, library, and history fields; work collaboratively with fellow students to develop their public speaking and leadership skills; and engage in hands-on work to deepen their understanding of American history and art.
CodeNow*
hello@codenow.org
www.codenow.org/

CodeNow is a non-profit organization teaching high school students how to solve meaningful problems through coding. Students must apply and if accepted, are given access to weekend workshops with in-person instruction, unlimited exclusive access to their online curriculum, hands-on mentorship, a hackathon where students are supported to launch their own web application, and a remote summer program with expert instruction on project development and advanced software engineering. Project teams from across the country compete at the end of the summer with their fully developed applications.

*There is a cost for the program, but scholarships are available.

Girls Who Code Summer Immersion Program
summerimmersion@girlswhocode.com
www.girlswhocode.com/

Girls Who Code is on a mission to close the gender gap in technology by offering learning opportunities that deepen their computer skills and confidence to create clear pathways into the computing workforce. The Summer Immersion Program is a free introductory computer science program for rising 10th-12th grade girls. Young girls learn to computer science through hands-on real-world projects while preparing for a career in tech.

Human Oncology & Pathogenesis Summer Student Program (HOPP)
1275 York Avenue, New York, NY 10065
HOPPSummerProgram@mskcc.org
646-888-2013
www.mskcc.org/education-training/high-school-college/hopp-summer-student/

HOPP is designed for high schoolers interested in pursuing careers in the biomedical sciences. Students take part in independent research under direct mentorship of a HOPP principal investigator, typically a senior member from the lab. Through extracurricular events, students are fully immersed in the world of translational medicine and research and experience what careers in science are like first-hand.
Minority Introduction to Engineering and Science (MITES) @ MIT*
77 Massachusetts Avenue, Cambridge, MA 02139
summerapp@mit.edu
www.oep.mit.edu/programs/mites/

MITES is a rigorous six-week residential academic enrichment program for rising high school seniors – many of whom come from underrepresented or underserved communities – who are interested in studying and exploring careers in science and engineering. This national program stresses the value of pursuing advanced technical degrees and careers while developing the skills necessary to achieve success in science and engineering. *Students must pay for transportation to and from MIT.*

NASA High School Internships
Goddard Institute for Space Studies
2880 Broadway, New York, NY 10025
GSFC-Education@mail.nasa.gov
https://intern.nasa.gov/

NASA internships and fellowships leverage NASA's unique missions and programs to enhance and increase the capability, diversity and size of the nation's future science, technology, engineering and mathematics (STEM) workforce. Internships provide students with the opportunity to participate in either research or other experiential learning, under the guidance of a mentor at NASA.

Research Science Institute (RSI) at MIT
77 Massachusetts Avenue, Cambridge, MA 02139
maite@cee.org
www.cee.org/research-science-institute/

RSI brings together high school students from across the globe for a summer science and engineering program that combines on-campus coursework in scientific theory with off-campus science and technology research. Participants experience the entire research cycle from start to finish – read the most current literature in their field, draft and execute a detailed research plan, and deliver conference-style oral and written reports on their findings. For the first week, RSI scholars take intensive STEM classes followed by the five week research internship where students conduct individual projects.
Saltz Internship Program
Central Park West at 79th Street, New York, NY 10024
saltzprogram@amnh.org
www.amnh.org/learn-teach/teens/saltz-internship-program/
The Saltz Internship Program is an education and employment program for high school students 14 yrs old and up. Interns facilitate science conversations using artifacts, specimens, models, and scientific tools on mobile stations throughout the museum and at dioramas and displays in museum halls with museum visitors. They can explore scientific and cultural content, improve communication skills, and gain experience having science conversations. Students will also participate in college and career readiness workshops, and gain exposure to a variety of STEM careers.

Science Career Ladder @ New York Hall of Science
47–01 111th Street, Corona, New York, NY 11368
718-699-0005
www.nysci.org/learninglab/youth-development/science-career-ladder/
Known as Explainers, Science Career Ladder participants engage the museum’s half-million annual visitors in creative STEM learning and serve as positive role models for our preK – 8th-grade student audience. As part of their experience at NYSCI, Explainers participate in programming that focuses on college success, career-building, professional mentorships and research training.

Science Research Mentoring Program (SRMP)
Central Park West at 79th Street, New York, NY 10024
Dr. Maria Strangas, SRMP Manager
srmp@amnh.org
www.amnh.org/learn-teach/teens/science-research-mentoring-program/
SRMP at the American Museum of Natural History is an opportunity for NYC high school students to conduct one year of scientific research with AMNH scientists. SRMP aims to increase access to science fields and careers by providing authentic science research opportunities and meaningful mentorship. Research projects span the fields of Cultural and Biological Anthropology, Conservation Science, Evolutionary Biology, Genetics and Genomics, Taxonomy, Systematics, Earth and Planetary Science, and Astrophysics.
Summer Health Internship Program (SHIP)
Multiple locations in the Bronx
718-960-7977
www.bwahec.org/our-programs/undergraduate/
Bronx-Westchester Area Health Education Center provides a six-week summer placement opportunity for Bronx/Westchester county students entering their first and second years in college (graduating high schoolers are eligible), who have expressed interest in the health field. Students are exposed to a variety of careers in health fields as well as to health issues affecting their community. Students will intern at their designated sites, with mandatory didactic sessions including lectures, field trips, and other health-related activities. Students present a final project at the closing ceremony.

Team Tech Challenge @ Deloitte
30 Rockefeller Plaza 41st Floor, New York, NY 10112
earlyid@deloitte.com
Deloitte’s Team Tech Challenge takes rising high school seniors into the world of professional services and enables them to hone their technical skills, compete with teammates in a tech innovation challenge, and help prepare them for the next step ahead: college. Students will learn about artificial intelligence (AI), blockchain, analytics, and more. Winning team members receive gift cards.

Women’s Technology Program (WTP) @ MIT
77 Massachusetts Avenue, Cambridge, MA 02139
wtp@mit.edu
www.wtp.mit.edu/
The MIT’s WTP is a rigorous summer academic and residential experience where female high schoolers explore engineering through hands-on classes, labs, and team-based projects in the summer after 11th grade. Students can attend WTP in either Electrical Engineering and Computer Science (EECS) or in Mechanical Engineering (ME). WTP is designed for students who have demonstrated math and science skills in high school and who have no prior background (or very little) in engineering or computer science. Students will have field trips and other weekend activities.
More questions?
Email us at community@whedco.org
or call us at 718.839.1100
to get more assistance from WHEDco.

Visit whedco.org for more information

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VANESSA L. GIBSON

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