



PHILADELPHIA FIGHT AND SOCIAL JUSTICE

CAREER & CIVIC
ENGAGEMENT
CENTER
BRYN MAWR
COLLEGE

Desiree Bagot '24

Social Justice and Social Change

Field Supervisor: Catrina Peeples

Faculty Advisor: David Karen

Field Work

At Philadelphia FIGHT, I worked within the Human Resources department where I assisted the Chief HR Officer and HR staff with a variety of tasks such as filing paperwork for new employees, participating in interviews, scheduling and managing interviews, ensuring correct information of staff on the organization's website, and updating job descriptions and job description templates.



Personal Growth

Skills have I further developed that can span over other careers

- attention to detail
- organizational skills
- communication skills

Confidence in taking on multiple tasks/projects

- asking for help when needed
- effective time management

Decentering non-profit organizations from social justice movements

- Importance of grassroots and community mobilization
- Collaboration of non-profits with community

Field Site

Philadelphia FIGHT aims to provide culturally competent comprehensive primary care and HIV primary care to low-income members of the community. They also provide research, consumer education, advocacy, social services and outreach to people living with HIV and those who are at high risk

Further Questions

How do we work on challenging micro and macro levels of power simultaneously?

- employee sustainability and burn-out
- making life livable under capitalism

How do we work within non-profit organizations so that they do not reflect the corporate work environment?

- work-life balance

Foundation funding vs. grassroots funding

- sustainability of an organization

Takeaways

Importance of HR in sustaining employees in non-profit organizations

- community and support
- value in all voices
- employee appreciation

Intersections between HR and social justice

- racial and ethnic diversity among non-profit leaders
- ensuring information is accessible for community we cater to

Social justice within non-profit organizations

- community care vs. self care
- social justice outside of the workplace
- dismantling hierarchies in the workplace

