



Launched in Fall 2023, the Loretto Justice Fellowship matches skills-aligned, mission-motivated students to internships at organizations delivering critical social services in the El Paso community. Loretto Justice Fellows carry forward 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 non-hierarchically.

Loretto Justice Fellows are predominantly women of color from within impacted communities, driven by their own experiences towards careers in justice and service. Each Fellow contributes ~500 hours of service to extend the impact of our partner organizations. We invest in these emerging leaders through internship stipends, scholarships/student debt relief and holistic, wrap-around personal support and professional development. Our program recognizes that holistically-resourced interns that feel deeply supported in relationship are best able to achieve their greatest potential and serve their communities through their internship experiences and beyond.

The Loretto Justice Fellowship program cultivates individuals and networks with enhanced internal and collective capacity to advance systemic change by developing:

- Conscious leaders¹
- Supportive, sustaining relationships and networks
- Cross-organizational mutuality, reciprocity and collaboration



“The Loretto Justice Fellowship helped me find my way back to myself and clarify my career path. I now recognize that my work must integrate direct practice rooted in human relationships with policy and advocacy for systemic change. This inward journey also sparked a meaningful exploration of spirituality, which helped me discern my value system and strengthened my commitment to social justice.”

Anamaria Solis, Bachelor of Social Work (BSW) Loretto Justice Fellow

Loretto Justice Fellows Anamaria Solis (top right) and Araceli Iglesias (bottom right) gather with colleagues outside the Abara offices. Abara’s mission is to create physical and relational spaces where connections build peace, leading to collective flourishing on the border and beyond. (Feb 2025)

¹ Conscious leadership is a leadership approach that emphasizes self-awareness, intentionality, introspection and a focus on the well-being of both the leader and those they lead. It involves leading with purpose, empathy, authenticity, mindfulness and a commitment to collaboration.

This report presents a comprehensive assessment of the Loretto Justice Fellowship program's impact in 2024-25 (program year two). This report summarizes qualitative and quantitative survey responses from key stakeholder groups: Fellows (current and former), placement site partner organizations and university partners. The findings are evaluated in the context of the Loretto Justice Fellowship Pathway Model (Theory of Change), which presents a pathway of short-, mid- and long-term outcomes (see Appendix A) in key priority areas of justice-aligned leadership, community engagement, cross-organizational collaboration and systemic impact.

Importantly, this 2024-25 assessment report is consistent with our assessment report from the inaugural 2023-24 program year²; with all year-over-year stakeholder survey data showing that **the Loretto Justice Fellowship continues to deliver on its mission of cultivating a community-rooted, justice-centered leadership pipeline.**

Developing Conscious Leaders Supported in Sustaining Relationships and Networks

Loretto Justice Fellows (2024-25 Cohort)

Our Fellowship cohort grew from 7 Fellows in 2023-24 to 10 Fellows in 2024-25.

- **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.



Loretto Justice Fellow Sofia Quinones Segovia (far right) guides children engaged in youth services programs at Ciudad Nueva. Ciudad Nueva's youth programs provide a setting where students can find friends, mentors and a place to call home. These programs are built on a holistic framework aimed at nurturing kids physically, mentally, socially, emotionally and spiritually. (Sept 2024)

² 2023-24 Loretto Justice Fellowship Assessment Report can be accessed here: <https://www.lorettocommunity.org/wp-content/uploads/2024/08/Loretto-Justice-Fellowship-2324-Pilot-Year-Report.pdf>

For the second consecutive year, **100% of 2024-25 Loretto Justice Fellows completed both their Fellowship program and academic program commitments.** At the end of the program year:

- 8 Fellows graduated from their academic programs (6 Bachelor's, 2 Master's); 50% of the Bachelor's-level graduates moved immediately into Master's level programs in their fields.
- 2 Fellows moved into employment at their placement sites, 1 stayed on as an on-going volunteer.

According to assessment surveys completed by all 10 of our 2024-25 Fellows:

- 100% strongly agree that they gained skills and competency in justice work - feeling more prepared for this work into the future.
- 100% report increased self-awareness, leadership capacity and collaboration ability.
- 100% feel connected to a justice-focused community and intend to stay engaged in social justice activities.
- 100% feel a meaningful connection to Loretto and their Fellowship cohort.

In open-ended questions, Fellows offered high praise for the program's **community life**. The Fellows described the program experience as **"formative," "unique,"** and **"deeply supportive."**

When asked to name **the greatest change recognized within themselves** as a result of their Loretto Justice Fellowship program experience, Fellows named:

- Increased desire to build or be part of community.
- Greater sense of finding strength and support in community.
- Enhanced ability to collaborate across difference.
- Feeling more deeply connected to personal transformation.
- Greater self-awareness.
- Renewed clarity in identity and purpose.
- Meaningful exploration of spirituality and/or faith.
- Deepened sense of empathy and a more nuanced understanding of social justice issues.
- Increased sense of connection to social justice issues and having the possibility to do something about it.

"The Loretto Justice Fellowship has supported me in becoming a better version of myself. Sometimes in the beginning of the program, I would doubt myself and that has shifted through the program year. The Fellowship experience has made a transformative impact in my life for which I am forever grateful."

Alondra Rodriguez, Master of Social Work (MSW) Loretto Justice Fellow

"I would say the greatest change I see in myself after serving as a Loretto Justice Fellow is that I no longer fear authenticity and using my own unique gifts to aid in my work and relationships with people."

Chelsea Le Vey, Bachelor of Political Science Loretto Justice Fellow



Loretto Justice Fellows travel to Denver, CO to present at the Loretto Link Annual Meeting – sharing about their work in the border region and reflecting on the Annual Meeting theme of "Building Bridges in a Broken World." (Nov 2024)

Theory of Change Alignment

Survey data strongly supports that the **Loretto Justice Fellowship program is achieving its core goals in the area of developing Fellows who are conscious leaders supported in sustaining relationships and networks**, which is consistent with 2023-24 survey data.

- Fellows report deep personal transformation
- Fellows feel rooted in community, both within the Fellowship and the broader social justice landscape
- There is clear intention for continued social justice engagement

Theory of Change Outcome	Evidence from Survey	Assessment
Fellow transformation (skills, reflection, leadership)	High levels of agreement across all related statements; self-reported personal growth in collaboration, self-awareness, and leadership	<input checked="" type="checkbox"/> Fully aligned
Sustained relationships with Fellows, Loretto, placement sites	All intend to stay connected to Fellows & Loretto; 5 of 10 Fellows formally or informally offered employment or on-going volunteer positions by placement site	<input checked="" type="checkbox"/> Strong alignment
Community building and co-carrying justice work	100% feel part of a justice community; many cited connection in community as the greatest impact experienced through the program	<input checked="" type="checkbox"/> Fully aligned
Cross-org collaboration	100% agreed they had opportunities to collaborate across organizations	<input checked="" type="checkbox"/> Strong alignment
Increased resilience and long-term justice engagement	All feel likely to remain in justice work; qualitative responses show deep personal grounding and development	<input checked="" type="checkbox"/> Early evidence of lasting impact



Loretto Justice Fellows gathered in-person and/or virtually 13 times between August 2024-May 2025 for community life programming. Gatherings included community meals, retreats and professional development sessions.

One Year Later: Former Loretto Justice Fellows (2023-24 Cohort)

Since completing their Fellowship program experience, 6 of our 7 Fellows from the 2023-24 cohort have remained in active communication and relationship with the program. In the year since completing their Fellowship:

- 1 Fellow served an additional term in the 2024-25 Loretto Justice Fellowship cohort
- 4 joined the Loretto Justice Fellowship Program Advisory Board
- 3 completed Master's degree programs, citing the support of the Fellowship program in achieving that goal
- 1 is employed in the field of social work (behavioral services) and has applied to a Master's program
- 1 became a mother to twin daughters

We contacted former Loretto Justice Fellows (2023-24 cohort) one year after their program completion to assess longer term program impacts – 50% of former Fellows responded to our survey.

- 100% continue to recognize the impact of the Fellowship.
- 100% have stayed in touch with the Fellows from their cohort.
- 100% continue to feel supported by the Loretto network.
- 100% maintain some connection with Loretto (as members of Loretto Link, members of the Loretto Justice Fellowship Advisory Board and/or as regular readers of communications from Loretto/the Loretto Justice Fellowship program).

“For the first time, I feel that I am part of a community and a safe space that I know I can rely upon. Learning how to be held by community has had the greatest impact – and because of that, I perform very differently in the academic, personal, and professional areas of my life. This sense of belonging has strengthened my resilience and helped me become more confident, and comfortable with vulnerability.”

Jessica Garcia Nungaray
(2023-24 Loreto Justice Fellow)



Former Loretto Justice Fellows regularly attended 2024-25 community life programs (including Orientation, Spring Retreat and the End-of-Year Celebration) to stay connected to the program, to continue to engage in personal development programming and to support the new Fellowship cohort. Pictured here (far right) is Anabel Theriault (2023-24 Loretto Justice Fellow) with members of the 2024-25 Fellow cohort at Spring Retreat. Not pictured but also in attendance was Jessica Garcia Nungaray (2023-24 Loretto Justice Fellow). (Apr 2025)

In open-ended questions, former Fellows were asked to reflect upon how they continue to experience impacts, personal development and connection to the program one year later. Key themes mentioned across respondents’ reflections include:

- Emphasis on **belonging, justice values and ability to build community**.
- On-going personal and professional integration of **conscious leadership practices**.
- Increased **self-awareness**.
- Better understanding of their **justice values**.
- Bolstered **commitment to justice-focused work**.
- Greater **confidence** in their ability to lead.

“The greatest impact I experienced through the Fellowship program was the sense of community it fostered. Before joining, I felt very isolated and wasn’t part of any community. This program taught me to be centered both in myself and in my relationships with others. Honestly, it helped me believe in people and what we can all achieve together.”

Larissa Meza
(2023-24 Loreto Justice Fellow)

Theory of Change Alignment

One year after completing their Loreto Justice Fellowship program experience, former Fellows’ survey data provides evidence of long-term Fellow transformation and continued network engagement.

Theory of Change Outcome	Evidence from Survey	Alignment
Fellow development & transformation	High agreement on impact, self-awareness, justice values, confidence	<input checked="" type="checkbox"/> Strong
Sustained relationships	High connection to Loreto + peers, moderate placement site ties	<input checked="" type="checkbox"/> Moderate-Strong
Long-term justice leadership	Expressed commitment, agency, and ongoing work	<input checked="" type="checkbox"/> Early signs, promising

Cross-Organizational Mutuality, Reciprocity and Collaboration

As in 2023-24 survey data, there is once again **unanimous agreement** among all program stakeholders that the Loreto Justice Fellowship experience cultivates a **sense of mutuality and collective benefit** among Fellows, community partners (placement organizations and university partners) and the communities served. And there is **unanimous agreement** among all program stakeholders that **the Loreto Justice Fellowship offers unique benefits compared to standard internship experiences**.

In the 2024-25 program year, Fellows contributed **4,711 hours of service** to 5 placement site partners in the El Paso community (see Appendix B for 2024-25 placement site partner list). These hours were allocated in the following ways:

- 37% in direct service to clients and families
- 20% in training, supervision, observation of others, mentorship and professional development
- 17% on documentation and paperwork (examples include: translating and supporting the completion of legal documents, creating resources, tracking case notes)
- 17% on policy-related activities (examples include: policy research, presentation-development, advocacy activities)
- 5% in meetings outside of the agency fostering cross-organizational collaboration

Placement Partners

Representatives from all 5 of our 2024-25 placement site partners responded to our end-of-year assessment survey; 3 of the 5 were continued partners from 2023-24, 2 were new partners.

- 100% said the program is reciprocal and inclusive of partner needs.
- 100% felt Fellows made meaningful contributions.
- 100% agree the Fellowship adds more value than a typical internship.

In open-ended questions, partners were asked to share about impacts and overall program experience. Key themes mentioned across respondents' reflections include:

- Valued the year-long commitment, holistic program support and professionalism of Fellows.
- Commended the program's structure and mutuality.
- Fellows significantly enhanced capacity for mission delivery. Examples include:
 - **Abara:** Fellows presented and interacted with an estimated 250 individuals visiting the borderlands. They also developed key materials for communication to a national/global audience related to the situation in the borderlands (estimate this reached 3,000 people through social media/newsletters). They were also critical in responding to some of the needs on the ground in migrant shelters in El Paso.
 - **Estrella del Paso:** Our Legal Assistant Fellow assisted us in closing more cases which ultimately assists us in taking on more clients. Our Social Work Fellow really assisted in one particularly difficult case where our client was really in need of social support for mental health challenges. This Fellow located a shelter that was willing to house our client and provide the social support they needed. Thanks to this work, we were able to successfully argue that our client should not be deported.
 - **Las Americas Immigrant Advocacy Center:** Our Fellow completed ~124 client intakes with clients in detention, which greatly expanded our reach into the detention centers and serving as the first point of contact for people in a very vulnerable position.

Theory of Change Alignment

As in the previous year, 2024-25 placement partner survey data gives strong evidence of organizational capacity-building, collective benefits and reciprocal relationships. All 5 of our 2024-25 placement site partners have requested continued partnership in the next program year and all have requested to host 2 Loretto Justice Fellowship placements within their organizations.



(From left) Loretto Justice Fellows provide direct services (meal preparation at Kelly Center for Hunger Relief); lead community engagement and awareness efforts (tabling for Kelly Center for Hunger Relief's Fresh Start Program); and promote cross-organizational collaboration (all Fellows participated collectively in a day of service at Ciudad Nueva in honor of MLK Jr. Day).

University Partners

Representatives from both of our university partnerships – University of Texas at El Paso (UTEP) and New Mexico State University (NMSU) – responded to the survey; UTEP was a continued partner from 2023-24, NMSU was a new partner.

- 100% strongly agree the program offers unique benefits compared to general internships.

In open-ended questions, partners were asked to share about impacts and overall program experience. Key themes mentioned across respondents' reflections include:

- Fellowship allows students to fully focus on justice work thanks to stipends.
- Recognized for fostering values-focused reflection and practice.

Conclusion

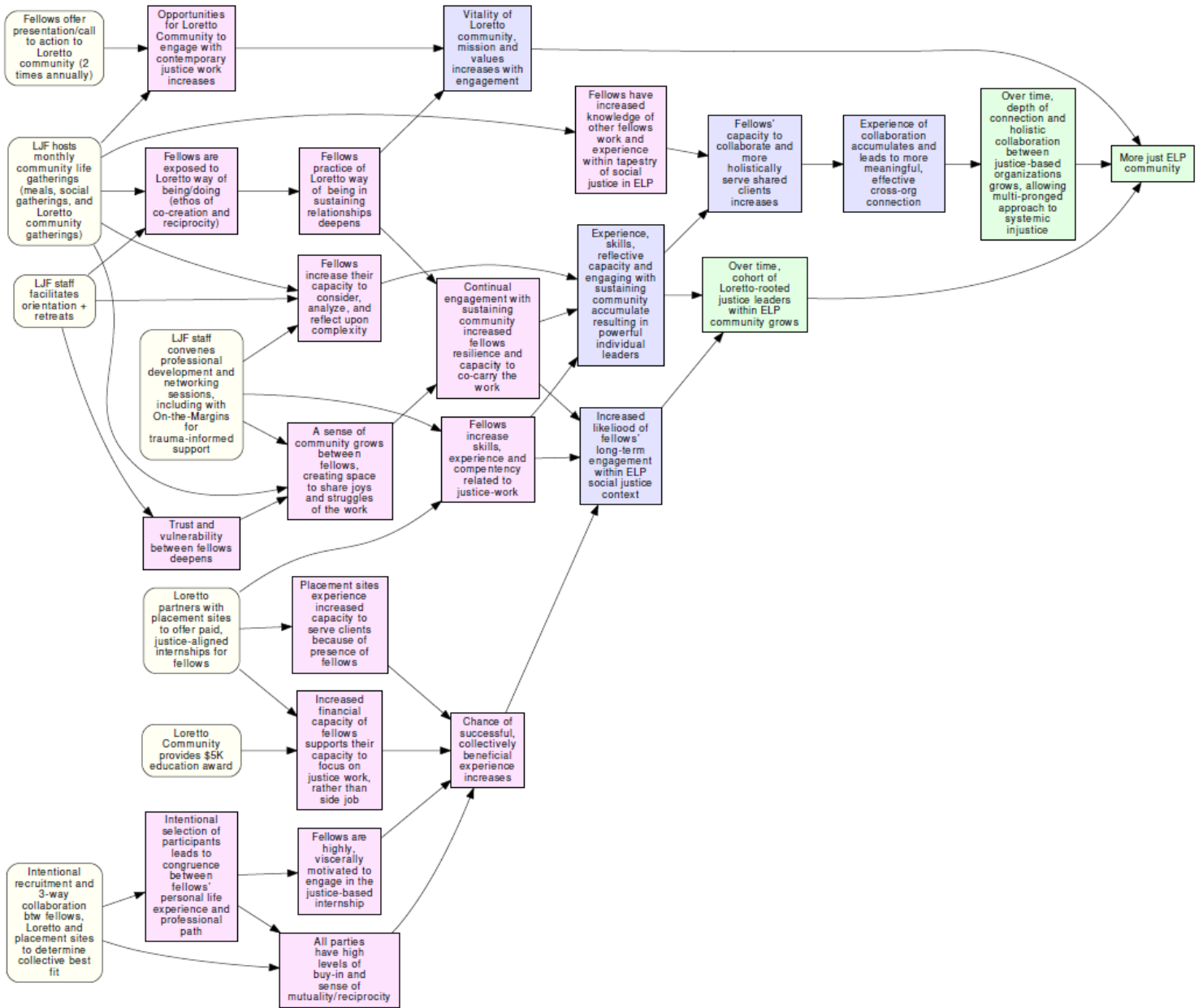
The Loretto Justice Fellowship is designed to amplify and infuse conditions for collective impact. Year-over-year alignment across stakeholder survey data affirms progress towards program outcomes, attests to the program's impact and signals potential for broader systemic influence. Stakeholder data unanimously affirms that the Loretto Justice Fellowship program cultivates:

- High-impact, rich Fellow development
- Deep community connection and long-term engagement in social justice
- Strong organizational partnerships with mutual benefit



Former Fellows, all 2024-25 Fellows, representatives from all placement site partner organizations, university partners and Loretto Community members gathered for our End-of-Year Celebration. Fellows, family members, Loretto Community members and placement partners shared the impact of the program, celebrated our collective achievements and nourished ourselves for our journeys in justice ahead. (May 2025)

Appendix A: Loretto Justice Fellowship Pathway Model + Theory of Change



Appendix B: 2024-25 Placement Partner Organizations

[Abara](#) seeks narrative, systemic and personal change through Border Encounter Experiences for groups across the country, while also pursuing holistic border response – by resourcing migrant shelters downstream with needed supplies, while advocating with neighbors upstream.

[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](#) 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](#) addresses hunger and food insecurity in the El Paso community through a variety of programs that provide direct assistance, promote systemic change and advance advocacy efforts.

[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.