

2022 ANNUAL REPORT

Equity in Action: Beyond Welcome



Upwardly Global's mission is to **eliminate employment barriers** for immigrant and refugee professionals while advancing the inclusion of their skills into the U.S. economy.

Letter from the CEO and Chair of the Board

In 2022, Upwardly Global's commitment to equity drove our work and fostered significant breakthroughs as we seek to reach more of the 2.3 million un- or under-employed immigrants and refugees in the U.S. with professional skills and place focus on the critical role that immigrants play lifting our communities and supporting local economies.

As the year began, we saw the economic impacts from the ongoing COVID-19 pandemic result in acute labor market shortages in healthcare, business logistics, and technology.

Afghan resettlement entered a second phase with families moving off military bases and establishing themselves in their new communities. Following the U.S. withdrawal from Afghanistan in 2021, nearly 90,000 Afghans fled their homeland seeking safety in the U.S. Approximately 10,000 of these Afghan newcomers have college degrees and professional training and are proficient in English.

And in February, Russia invaded Ukraine, forcing nearly eight million individuals to flee their country in search of safety, 90% of whom are women and children. The United States has welcomed over 215,000 Ukrainian refugees in 2022 and almost 85% of the adults have advanced education and professional experience.

Upwardly Global responded to these events by providing targeted career-seeker training and services, working with employers to implement equitable

and inclusive hiring practices, scaling services to partners through technology, and building community awareness through storytelling, thought leadership, and targeted advocacy that advances immigrant inclusion.

In 2022, Upwardly Global provided direct support and industry-specific coaching to more than 2,000 immigrant and refugee job seekers, placed more than 1,118 in thriving-wage jobs with combined annual salaries exceeding \$73.9 million, and supported partners and offered online tools directly to an additional 4,500 career seekers, a nearly 400% increase in users from 2021.

We offered our enhanced digital career tools through our Jobversity platform to train workforce and refugee resettlement organizations that serve immigrant professionals and state workforce agencies in New York and California, which expanded our reach. A new partnership with FutureFit AI will allow us to incorporate cutting-edge tools to analyze immigrant and refugee job seekers' work experience, compare it to real-time labor market data, and present custom career road maps to help them map their skills and degrees to job opportunities.

We have worked extensively with 48 employer partners to break down hiring barriers for immigrant and refugee job seekers by providing training, hiring partnerships, and access to our DEI Employer Working Group.

We are partnering with these companies to launch mid-career returnship, mentorship, and skilling programs to on-ramp immigrant professionals into corporate America. We continue to build the field by advancing the voices and stories of our career seekers through videos, blogs, earned media, and social media, and we helped support the passage of important bipartisan legislation, including the Bridging the Gap for New Americans Act, which requires the U.S. Department of Labor to study employment barriers for immigrants and refugees with international credentials.

We worked with partners and the White House to restart the Task Force on New Americans in order to coordinate and enhance federal support for immigrants, including workforce initiatives. And we continued advocating for passage of the Afghan Adjustment Act, which would help expedite pathways to permanent legal status for Afghan newcomers.

We also built a diverse coalition to press for healthcare licensing reform in Illinois, where we helped pass IL HB5465 and have been appointed as a member to the newly created Illinois Task Force on Internationally-Licensed Health Care Professionals. These efforts will lead to expedited processes that will allow immigrant and refugee doctors to support healthcare needs in the U.S.

We know there are still many immigrants and refugees that are struggling to restart their lives and careers in the U.S. whom we have yet to reach. We are thankful for the ongoing support of our staff, donors, partners, volunteers, board, Leadership Councils, alumni, and many others. Together, we can create an equitable, welcoming country where everyone — including immigrants, refugees, and asylees — can fully contribute and thrive in the years ahead.



Jina Krause-Vilmar
*President and CEO,
Upwardly Global*

Jina Krause-Vilmar

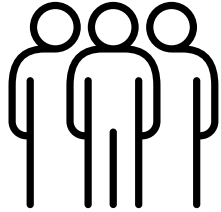


Tammi Ling
*Chair, Upwardly Global
Board of Directors*

Tammi

Our Impact

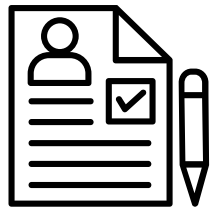
ALL TIME



IMPROVED LIVES

13,460

Individuals and families with improved lives because of Upwardly Global's career-coaching program

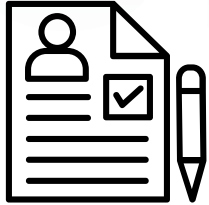


JOB SEEKERS PLACED

9,090

Job seekers placed in thriving-wage jobs through Upwardly Global's career-coaching program

IN 2022



JOB SEEKERS PLACED

1,116

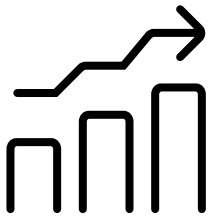
Job seekers placed in thriving-wage jobs through Upwardly Global's career-coaching program in 2022



AVERAGE SALARY

\$66,481

Average annual starting salary for Upwardly Global job seekers



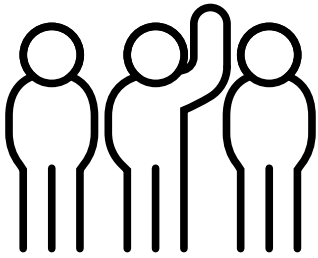
ECONOMIC IMPACT

\$74M

Total dollars contributed annually to the U.S. economy by immigrants and refugees who have completed Upwardly Global's career-coaching program

Our Community

IN 2022



JOB-SEEKER PARTICIPANTS

7,041

Participants in Upwardly Global's career-coaching program, Jobversity, and other online programs



WOMEN PARTICIPANTS

43%

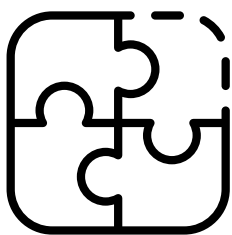
Percentage of program participants who were women



PARTICIPANTS WHO ARE REFUGEES

58%

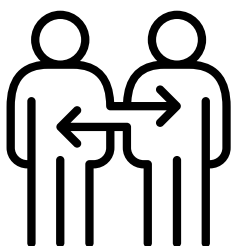
Percentage of program participants who were refugees, asylees, SIVs, or parolees



CORPORATE PARTNERSHIPS

300

Number of companies partnering with Upwardly Global to recruit, hire, and train job seekers and co-create solutions to reduce barriers for immigrants and refugee professionals



VOLUNTEERS

977

Number of Upwardly Global volunteers who contributed more than 6,000 hours

Beyond Crisis



In 2022, Upwardly Global expanded its reach, working to eliminate employment barriers for more immigrants and refugees with professional skills than ever before in our 22-year history. A majority of job-seeker applications came from refugees fleeing countries in crisis, including Afghanistan, Ukraine, Venezuela, Ethiopia, and Nigeria.

Continued Support for Afghans

Upwardly Global assisted more than 5,000 Afghan job seekers through career coaching and targeted online-learning tools via a dedicated web portal. Our tailored career-pathways training for Afghan newcomers demonstrated that this new refugee population can quickly obtain thriving-wage jobs.

In fact, Upwardly Global estimates that more than 10,000 Afghan professionals who arrived since summer 2021 have the potential to contribute over \$640 million to the U.S. economy annually if they are included in the workforce at skill level.

Welcoming Ukrainians

The war in Ukraine has displaced more than eight million people. According to UNESCO, Ukraine is one of the most highly educated countries in the world, and approximately 60% of Ukrainian women possess a bachelor's degree or higher. Upwardly Global quickly sprang into action to help displaced Ukrainian professional women find skill-aligned work with a pilot program in Poland and critical, tailored support for those seeking refuge in the U.S.

In 2022, Upwardly Global supported Ukrainians through our career-coaching program and two free online-learning portals that offer targeted career-readiness resources to Ukrainian professionals seeking to rebuild their careers, including a resume-building tool created for

immigrant professionals, virtual training videos, guides on soft skills and cultural norms, interview tips, and free access to high-quality upskilling courses.

In the U.S., Upwardly Global created resources for employers, which clarify legal process and support the hiring of Ukrainians, and for community sponsors who are opening new pathways for refugees to come and resettle as well as help with workforce inclusion as volunteers. In Poland, we initiated a pilot project with NGO partners on the ground and multinational employers to train and place more than 500 Ukrainian women in professional jobs and share our learning products in a market where they are deeply needed.

Preparing for Future Crisis

During the past three years, there has been an uptick in global disasters — pandemics, conflicts, and climate events — that have displaced millions of individuals across the globe. Upwardly Global has been building its crisis-response capabilities to assist more displaced newcomers in ways that are innovative, nimble, and deeply connected to the communities

that we serve. We have also built out our ability to craft and share resonant stories about the individuals who are caught in these moments, helping to humanize the narrative around immigration and connect immigration with economic growth.



Anastasiia

IT RECRUITER AT RAJ TECHNOLOGIES

After the Russian invasion of Ukraine in February of 2022, Anastasiia, a Human Resources Manager from Ukraine, feared for the safety of her eight-year-old son. They moved across the world to live with a U.S. sponsor in Long Island, New York, where they started their lives from scratch. With Upwardly Global's support, Anastasiia landed a job as an IT Recruiter at a local tech company. Although she still worries for her family in Ukraine, she's grateful to have established a stable life for her son.





“There are a lot of differences between the Ukrainian and U.S. job markets, and Upwardly Global really helped me to understand those differences — to build a great resume, to write a cover letter, to pass the interview either by phone or in person. For me, those courses were very helpful and useful, because I really did [get my job] only with the help of Upwardly Global.”

Jobs for Today's Economy

In 2022, the U.S. labor market began to shift as worker shortages slowly eased. Most mid- to high-wage industries, such as healthcare, technology, engineering, and finance, recovered jobs lost during the COVID-19 pandemic.



Despite a slowing job market and looming recession by year's end, Upwardly Global saw continued demand for job seekers in the healthcare, engineering, and finance industries, and we continued to place immigrants and refugees in technology roles.

We placed more than 1,100 job seekers through our career-coaching program, the largest number of annual placements in our history. We also expanded our partnerships with employers, government agencies, and other immigrant- and refugee-serving organizations through our Jobversity program, providing more than 4,500 individuals with online training materials.

Healthcare

Significant labor needs for mid- and high-level positions in healthcare — which for years has suffered acute staff shortages — will likely remain. It is estimated that by 2033, the U.S. will face a shortage of up to 124,000 physicians. Significant shortages will also persist for nurses, midwives, respiratory therapists, and other medical professionals.

In 2022, Upwardly Global continued to push for an inclusive healthcare workforce and partnered with Governor

Pritzker of Illinois in an emergency proclamation to enable internationally trained doctors to provide relief in the assessment, screening, treatment, and care of COVID-19 patients. In addition, we began plans to scale our successful NewYork-Presbyterian paid-internship program and hiring collaboration to other hospital systems across the country.

Technology and Engineering

Despite layoffs in the technology sector, Upwardly Global saw record placements for our immigrant and refugee job seekers with IT backgrounds. We expanded

employer partnerships for training and hiring with technology companies. Our job seekers also found success in small and mid-size companies.

Commitment to Inclusion

Upwardly Global deepened our efforts to support Diversity, Equity, and Inclusion (DEI) programs and initiatives, both internally — in order to ensure that our own highly diverse staff is modeling the spirit of belonging, inclusion, and equity that we believe in — and externally, as we worked with major companies committed to moving the bar on refugee and immigrant inclusion.

Upwardly Global convened its DEI Employer Working Group, made up of over 60 corporations, to continue the important work of co-creating solutions to incorporate largely untapped immigrant and refugee talent into the

U.S. workforce and abroad. We hosted bimonthly working group meetings and issued guidance and training around inclusive hiring.

We grew our staff to deepen our support for women of color and uplifted their stories and voices during a powerful May women's campaign. This will be an increasing focus in the coming years, as we ensure that immigrant and refugee women are part of national conversations moving forward.

SPOTTED

Saheed

IT PROGRAM MANAGER AT MORGAN STANLEY

When Saheed, a Nigerian immigrant, arrived in the U.S. with his bachelor's degree and eight years of work experience in 2016, he had to take on factory and delivery jobs to survive. He spent six years out of his field and eventually began to lose hope. When Saheed found Upwardly Global, his job coach helped him regain his confidence and finally land his dream job as an IT Program Manager at Morgan Stanley, a Fortune 100 company. For Saheed, the support system at Upwardly Global now feels like a second family.



“The job that I landed changed my story completely, transitioning [me] from literally having to live paycheck to paycheck to now confidently being able to give [back]. With Upwardly Global, I’ve found a family here in the United States.”

Sohaila

RESEARCH DATA COORDINATOR AT NEWYORK-PRESBYTERIAN

In Afghanistan, Sohaila worked as an Assistant Professor in a teaching hospital's surgery department. She recalls that her father gave her two options: get a higher education or bring a boy home to marry. Her choice was medical school.

Sohaila, her father, and her siblings fled Afghanistan in 2021 and arrived at Fort Dix military camp, where she joined an Upwardly Global orientation session specifically designed for Afghan job seekers. Upwardly Global worked with Sohaila and helped her get interviews for open jobs at NewYork-Presbyterian, where she was hired as a Research Data Coordinator. She notes, "If Upwardly Global had not been there, I wouldn't have got this job. It is because of them." Upwardly Global is proud to be a part of Sohaila's journey.

“My job coach provided me many job opportunities. The job I received, she introduced me to. If Upwardly Global wasn't there, I wouldn't have got this job. It's because of them.”



Innovations for Scale

Upwardly Global expanded our training and technology partnerships to create new opportunities to reach more immigrant and refugee job seekers with international credentials. We broadened our work to build the capacity of workforce agencies, community colleges, and employers that support or hire immigrant and refugee professionals.



Partnering with State Agencies

In 2022, the New York State Office for New Americans renewed its work with Upwardly Global for an innovative statewide initiative to build professional pathways for immigrants and refugees and help fill over one million mid-skill jobs in the state.

Through this partnership, we are training workforce centers around the state to welcome hundreds of newcomers with international certifications and support them in securing U.S. jobs.



This partnership is a model for other states. Upwardly Global also began a partnership with the California Department of Social Services to offer capacity-building support and technical assistance to the state's network of 23 refugee social-services organizations in order to better serve Afghan refugees. And in greater Houston, we are partnering with the U.S. Office of Refugee Resettlement to offer career services to Afghan refugees.

Embracing New Technologies

Upwardly Global implemented new technologies that will help us scale our work and remove barriers to workforce participation. We partnered with tech company FutureFit AI to create an artificial-intelligence tool to help job seekers navigate their careers; this technology will be available in 2023 to job seekers.

AI tools used in hiring often exclude nontraditional candidates — for example, by sifting out resumes with foreign degrees. Upwardly Global and FutureFit AI seek to train an AI system that will reverse this trend. Job-seeker skills are assessed and matched with aligned openings based on real-time job-market data.

Upwardly Global Learning

Throughout 2022, Upwardly Global continued to build our online-learning curriculum to include industry-specific materials and pre- and post-assessments, and to improve its design and usability.

The tools are used by immigrant and refugee job seekers in Upwardly Global's career-coaching program

and are also accessed by partner organizations via our portal.

In 2022, 15 organizational partners utilized our online-learning tools, along with immigrants and refugees who accessed them directly. We served more than 7,100 immigrant and refugee job seekers in total.

Employer Partnerships

Employers' willingness and ability to hire immigrant and refugee talent are critical for job-seeker success and are important drivers of inclusion in the U.S. Upwardly Global's job-readiness program and inclusive hiring efforts have contributed an estimated \$610 million annually in combined income from over 9,000 immigrants and refugees whom we have placed in thriving-wage careers over the span of our work.

In 2022, Upwardly Global worked with 300 companies to co-create solutions to better incorporate immigrant and refugee talent into our workforce. We released two toolkits on hiring best practices. We also began development of an employer portal that will consolidate resources for employers, along with hiring dashboards to streamline immigrant job-seeker hiring. We anticipate the portal's launch in 2023.

Creating Inclusion Through Policy Change

Upwardly Global advocated for policies and legislation that advance the inclusion of immigrants and refugees in the workforce.

In October, President Biden signed the Bridging the Gap for New Americans Act into law. This transformative legislation highlights the untapped potential of immigrants and refugees with professional skills in the U.S. workforce and requires the Department of Labor to study employment barriers for immigrants and refugees with international credentials. Upwardly Global brought this issue to the forefront, raising awareness among legislators about the importance of legislative change.

Upwardly Global also conducted issue education around the importance of ensuring that Afghans who came on humanitarian parole or Temporary

Protected Status be granted the ability to stay beyond the 2023 deadline, a part of the Afghan Adjustment Act. This stability is critical to Afghans' ability to find good jobs and rebuild their lives as returning to Afghanistan is unthinkable. Though the bill did not pass, creating an unconscionable limbo situation for thousands, we are hopeful that action will be taken in 2023, and we are continuing to share the incredible stories of Afghan contributions to our communities and economy as a critical part of efforts to move Congress and the administration to action.

“This legislation will now forge a path forward for immigrant and refugee resettlement and workforce development in this country. Our community of Upwardly Global job seekers is no longer invisible, and I couldn't be more proud,” says Jina Krause-Vilmar, President and CEO of Upwardly Global.



Volunteering for Success

Volunteers play a critical role in transforming job seekers' lives by sharing knowledge of U.S. workplace culture and expectations and industry insights, as well as supporting networking.

An estimated 85% of people in the U.S. find their jobs through networking, but many immigrants and refugees lack the relationships that help with navigating the job-search process. In 2022, almost 1,000 volunteers donated time to coach, mentor, and network with job seekers.



Upwardly Global's volunteer-run Leadership Councils are key support networks for newcomers entering the U.S. labor market, and it was my pleasure to work with this community of volunteers and newcomers last spring. One volunteer called alumni and newcomers the 'heart and soul of the Upwardly Global community,' but it struck me that it is both the volunteers and the newcomers that form the lifeblood of this organization.

Chiedza Pasipanodya

Leadership Council Outreach Coordinator

Events

The Upwardly Global Annual Gala returned to New York City

Each year, Upwardly Global hosts its signature gala, which brings together our multicultural and multitalented community for an evening of reflection and celebration. In 2022, the Upwardly Global Gala, themed Equity in Action: Beyond Welcome, took place in November in person and virtually.

Both events were co-chaired by Ravi Chanmugan, Managing Director, Accenture Strategy; Michael E. Kassan, Founder and CEO, Medialink; and Tony Goncalves, former Chief Revenue Officer, WarnerMedia.

HONOREES

Dr. Stephen J. Corwin

President and CEO of NewYork-Presbyterian

Krishan Bhatia

President and Chief Business Officer for Advertising and Partnerships, NBCUniversal

Katrina Cukaj

Advertising and Media Executive

Dr. Mohammad Sediq

Upwardly Global Alumnus and Principal Investigator/Program Director at the Public Health Institute



Shaping the Narrative

Upwardly Global garnered media attention throughout 2022 as our work assisting displaced Afghans and Ukrainians, as well as other immigrants and refugees from around the world, helped to elevate the conversation on the critical contributions of immigrants and refugees in the labor market and country.



Upwardly Global President and CEO Jina Krause-Vilmar talks about supporting Ukrainians on MSNBC

Media Coverage

More than 1,000 major national and international news outlets.

CBS NEWS

The Atlantic

MSNBC

ALJAZEERA

THE HILL

Pittsburgh Post-Gazette

Social Media Impressions

10 Million+

Najma

SCIENTIST AT BANGS LABORATORIES INC.

A Somali immigrant with a master's degree in chemical engineering and biotechnology, Najma struggled to find work in the STEM field despite her specialized skills. When she discovered Upwardly Global, her job coach's support allowed her to realize her own potential. Within weeks, Najma landed a position at a biotechnology company, where she now synthesizes polymers for scientific applications. She believes that working with her career coach helped her regain the self-confidence she lost after years of not being able to land roles in her field.

“When you are new to a country with a new culture and a new language, it's very tough to be where you want to be. I had been looking for a job for more than three years. Upwardly Global prepared me very well for interviews and helped me with building up my self-confidence. Now, I work as a scientist at a biotechnology company.”



Financials

Statement of Activities

Year Ended December 31, 2022, Audited, in Thousands

OPERATING REVENUE

Corporate and Foundation Contributions	\$13,909
Government Grants	2,114
Earned Revenue	1,085
PPP Loan Forgiveness	866
Individual Contributions	670
Special Events, Net	662
In-Kind Contributions	2,432
Total Operating Revenue	\$21,738

EXPENDITURES

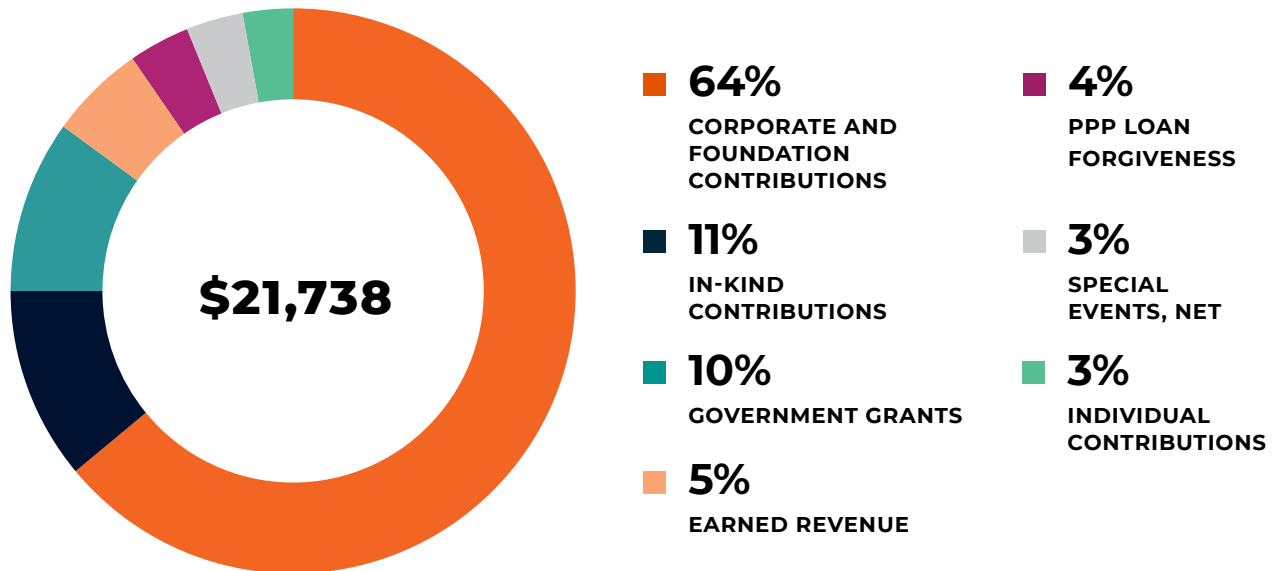
Personnel	\$7,325
General and Administrative Expenses	968
Professional Fees	687
Occupancy and Rentals	337
In-Kind Expenses	2,432
Total Expenditures	\$11,749

CHANGE IN NET ASSETS **\$9,989**

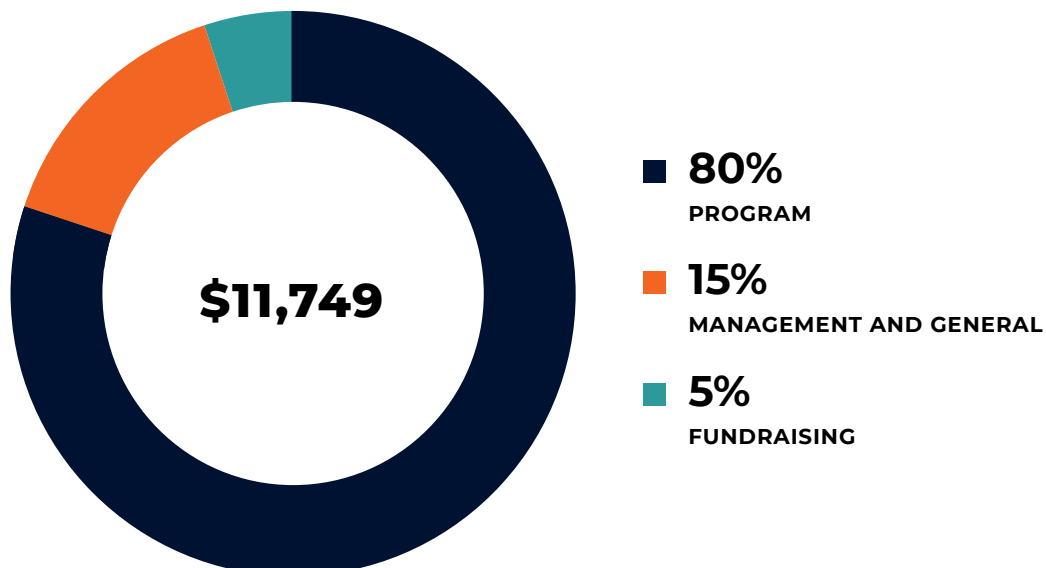
+ NET ASSETS - BEGINNING **10,880**

NET ASSETS - ENDING **\$20,869**

Sources of Funds



Uses of Funds



Funding Partners

Abt Associates Inc.
 Accenture
 Allan & Gill Gray Philanthropies
 Amazon
 The Annie E. Casey Foundation
 Association of Chartered Certified Accountants
 The Bank of America Charitable Foundation
 The BlackRock Foundation
 Blue Ridge Community College
 BMW
 California Department of Social Services
 Capital One
 Clayton, Dubilier & Rice (CD&R) Foundation
 Chicago Foundation for Women
 The Chicago Community Trust
 The Church of Jesus Christ of Latter-day Saints
 Cisco Foundation
 City and County of San Francisco
 City of Takoma Park
 Clayton, Dubilier & Rice (CD&R) Foundation
 Colonel Stanley R. McNeil Foundation
 Consolidated Edison (Con Edison)
 CSAA Insurance
 Deutsche Bank
 The Duchossois Family Foundation
 Economic Development Administration (EDA)
 Elizabeth Morse Genius Charitable Trust
 Enova International
 Global Talent (GT)
 Goldman Sachs & Co.
 Google Charitable Giving Fund
 The Harry & Jeanette Weinberg Foundation
 Havenly
 Heartland Alliance
 Houston Endowment Inc.
 Jewish Community Federation and Endowment Fund
 Leslie Family Foundation
 LinkedIn
 Lumina Foundation
 McMaster-Carr Supply Company
 MetLife Foundation
 Michael Reese Health Trust

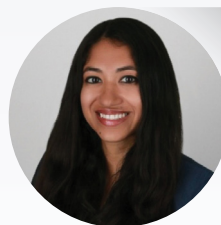
“The Workday Foundation is dedicated to creating career pathways that unleash human potential. Upwardly Global does just that – creates access to opportunity out of low-wage work so that immigrants and refugees can achieve economic mobility. When they are given the chance to flourish, the skills and talent immigrants and refugees bring to this country benefit much more than just that family – they benefit business through a more diverse workforce with unique perspectives.”



Carrie Varoquiers
Chief Philanthropy Officer, Workday

Michelson Philanthropies
 Microsoft
 Morris & Gwendolyn Cafritz Foundation
 Mother Cabrini Health Foundation
 Movement Strategy Center
 MUFG Union Bank Foundation
 The New York Community Trust
 New York State
 Nielsen Foundation
 Novi Adult Education
 Office of Refugee Resettlement (ORR)
 The PA Foundation
 Parallax Volatility Advisers
 The Permira Foundation
 Pivotal Ventures: A Melinda French
 Gates Company
 Polk Bros Foundation
 Pure Good Foundation
 PwC Charitable Foundation, Inc.
 Rippleworks
 Robert Half International Inc.
 Robin Hood Foundation
 RPT Realty
 S&P Global Foundation
 Schmidt Futures
 Select Equity Group Foundation
 SEMCA
 Splunk
 Stand Together Trust
 State of Illinois, Department of Human Services
 Swedish Match North America
 Switchboard/International Rescue Committee
 (IRC)
 Tiger Foundation
 Tipping Point Community
 Truist Foundation
 UBS
 The Upwork Foundation
 U.S. Economic Development Administration
 Welcome.US Welcome Fund
 West Monroe Partners
 Western Union Foundation
 Workday, Inc.
 Zakat Foundation of America
 Zegar Family Foundation

“Houston Endowment is committed to ensuring that everyone in our diverse community has an opportunity to thrive. Upwardly Global offers a vital resource to immigrants and refugees seeking careers that match their skills and place them on a path to economic mobility. Our region is stronger when all residents can benefit from and contribute to an inclusive and vibrant economy.”



Gislaine Williams

*Program Officer, Civic Engagement,
Houston Endowment*

Top Donors

\$25,000+

Russell and Judy Carson
Ravi Chanmugam and
Christina Lucas
Rosalyn Chen and Tom Chavez
The Scarlet Feather Fund
Steve Ostler
Wendy Zimmermann and
Steve Cutler

\$15,000–\$24,999

Anonymous
Sy Kaufman
Tammi Ling and David Carretero
Kathy Taylor and Terry Atkinson

\$10,000–\$14,999

Anonymous
Marietta Bartoletti
Neeraj Bewtra and Barbara Deli
Krishan Bhatia
Katrina Cukaj
Robert Garechana
Winita Lau and Gnana
Kumar Kanisan
Neal Madan
Goldman Sachs Gives
Brandon Prince
Vivek Vaidya and Pallavi Gupta
Joshua Winter and Sandhya Rao
Caio Zapata Mateos and Rebeca
Espinosa

\$5,000–\$9,999

Anonymous (2)
Gary Claar
Paul DeJoie
RJ Fox
Tony Goncalves and Rosemarie
Delgado-Goncalves
Jayne Lipman and Bob Goodman
The Lipton Foundation
Jill and Anthony Macri
Don Ostler
Allison Isett
Deven and Anjali Sharma
David Tanner

\$2,500–\$4,999

Jonathan Axelrad
Paul and Deborah Baker
Stan and Marion Bergman
Brenda and Kent Carter

Martha Gallo and Charles Kerner
Todd A. Harding and David
W. Lassiter
Dave Hill
Carol Hinnant
Emilie Hyams and Jon Brooks
Carol Levy
Frank Meerkamp
Elizabeth Meyer and Bo Huang
Alyssa Myers
Ann Sarnoff
Philipp Schumacher and Vanessa
Orozco
Edgar Scott Jr.
Susan Thornton
Jeffrey Waldron
Jane Yang

\$1,500–\$2,499

Anonymous
Yoga Acharya
Lalit Balchandani
Fiona Carter
Chang-Wang Family Fund
Tresa and Jim Eyres
Phyllis M. Freed
Maximilian Gibbons and Andria
Cantu
Jackson and Stephanie Harty
Michael Hirschhorn and Jimena
Martinez
Ryan Lewkowski
Wendy Chan and Patrick McCabe
Au Nguyen and Khoa Dang
Ann Pforzheimer
Andy Ramamoorthy
Heather Reilly
Griffin Spolansky
Connie Yilmaz

\$1,000–\$1,499

Anonymous (5)
Brendan Baker
Veer Bhavnagri
Brett Bouttier
Suzette Brooks Masters and Seth
Masters
Burke and Karen Brown
Nathan Chao
James Chen
Nikki Cicerani and Vicente Gonzalez
Pete Falcone
Francisco A. Gil

Susan Go
Ronnie L. Goldberg
Scott Grunther
Kanksha and Ishan Gurg
Lauren Di Silvio Heinz and
Doug Heinz
William Honey
Matthew Jarzemsky
Brett Jensen
Golnar Khosrowshahi
Mimi Kim Tom
Jina and Georg Krause-Vilmar
Djordjije Lekovic and Ana
Kreacic-Lekovic
Vitaliy Levandovskyy
Noah Levy and Faiza Issa
Quesia McCambridge
Farron McDonald
Ernest J. McNabb

“In 2005, I began donating money and volunteering my time as a facilitator of Upwardly Global’s job-seeker training programs. In the early days, the classes were small and took place around a conference table in the San Francisco office. Since then, I have continued to donate as well as assist in the development and delivery of a myriad of learning programs that now serve thousands. The joy of giving to Upwardly Global ‘gives back’ to me and ‘gives forward’ to many others.”



Tresa Eyres
Founder, Table Talk

Shorena Megrelishvili
 Tej Mehta
 Wallace Mersereau
 Rebecca Neuwirth and
 Karsten Gogolin
 Courtney Ogren
 Kristin Pankey
 Laurentiu Popa
 Fernanda Pucheu
 Asad Rahman
 Dan Rice
 Matthew John Rice
 Shaun E. Smith
 Karen and Steve Sonnenberg
 Gillian Steele
 Greg Stuart
 Paul and Shanice Anderson Tchamambe
 Richard Wang
 Charlie Weiss
 Evelyn Yao
 Xavier and Elizabeth Zang

\$500-\$999

Anonymous (8)
 Diana Aguilar
 Michaela Alexander
 Keira Armstrong
 Matthew Aucoin
 Charlotte and David Bernal
 Fiona Goodwillie
 Alysia Borsa
 Taner Bostan
 Aryeh Bourkoff
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“I chose to volunteer with Upwardly Global because I loved its mission and its impact on the lives of so many immigrants and refugees. One of my first mentees was Kahlil, an immigrant from the Philippines, who was in the midst of redefining his career path. We clarified his dream job, one that met his *ikigai* (sense of purpose), and then developed a strategy for an efficient job search. We reviewed his resume and LinkedIn profile, and with lots of luck and good fortune, he found a job in a short time. Kahlil’s positive attitude and willingness to pivot were remarkable. I felt energized by his success and excited to keep helping other mentees.”



Marc Henrich
Social Entrepreneurship

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