

Dear Friend,

Even as immigrants are thrust into the spotlight by a wave of executive orders, **one reality remains overlooked: immigrant women make essential contributions** to our workforce. They're certainly not missing from our economy — but they are missing from the data, the headlines, and the policy conversations.

We decided it was time to change that. Today, we're proud to share *Missing in Action: Immigrant Women's Pay Disparities in the Workforce* — a new report from Upwardly Global that brings long-overdue visibility to the wage gaps immigrant women face in this country. What we found was deeply concerning:

- **Half the pay for the same degree:** Immigrant women with master's degrees earn just 55 cents for every dollar earned by U.S. men.
- **More education, less return:** U.S. women gain nearly \$17,700 by earning a master's degree. Immigrant women see only about \$3,900 more.
- **Lifetime losses add up:** Over a typical career, immigrant women can lose up to \$717,000 with a bachelor's — and over \$1.26 million with a master's — compared to U.S. men.

These gaps don't exist in a vacuum. They limit opportunities not just for individuals, but for families, communities, and our economy as a whole. And while we know that data alone can't change an entire system, it can sharpen our focus and drive smarter, more equitable solutions.

I invite you to read the full report and share it widely. The more we understand what's at stake, the more momentum we can build toward real change. Thank you, as always, for being part of this movement.

In solidarity



Jina Krause-Vilmar

Jina Krause-Vilmar
CEO and President

Read Upwardly Global's New Report — Missing in Action: Immigrant Women's Pay Disparities in the Workforce

Immigrant women face significant wage gaps that actually worsen with higher education levels. Our latest research analyzed 2,800 cases — comparing starting salaries against education level — and found that women with master's degrees face the steepest disparities.

Discover the overlooked data about immigrant women's compensation and what it reveals about workplace equity.

Public Board Meeting — Leading Through Disruption: Supporting Immigrants in a Challenging Environment

UPWARDLY GLOBAL PUBLIC BOARD MEETING

Leading Through Disruption: Supporting Immigrants in a Challenging Environment

PANEL SPEAKERS

Nikki Cicerani
Senior Partner at SYPartners and former Upwardly Global President and CEO

Monica Munn
Chief Social Impact Services at World Education Services (WES)

MODERATOR

Jina Krause-Vilmar
President & CEO Upwardly Global

On May 22, 2025, Upwardly Global hosted a special public board meeting titled **“Leading Through Disruption: Supporting Immigrants in a Challenging Environment.”**

For over two decades, Upwardly Global has helped nearly 13,000 internationally trained professionals in obtaining meaningful employment and contributing their talents to the U.S. economy. Throughout economic downturns, shifting policies, and global crises, we've adapted our approach while staying true to our mission.

CEO Jina Krause-Vilmar moderated the session with guest speakers Nikki Cicerani (Senior Partner at SYPartners and former Upwardly Global President and CEO) and Monica Munn (Chief Social Impact Officer at World Education Services).

Missed it? Watch the recording to learn how to build a more resilient, inclusive workforce through challenging times.

Upwardly Global and English Empowerment Center
Partner To Advance Career Pathways

UPWARDLY GLOBAL PARTNER SPOTLIGHT

Securing Livelihoods Through Language

English Empowerment Center
Learn English. Change your life.

When Juan Perez from English Empowerment Center reached out to Upwardly Global to attend their annual Career and Opportunities Fair, it sparked a partnership rooted in shared purpose — supporting immigrants as they navigate language, career, and life in the U.S.

Through the intentional integration of Upwardly Global's tools into English Empowerment Center's student advising services, students are now better equipped to plan their futures with knowledge, agency, and confidence. This collaboration exemplifies how two mission-driven organizations can go further, together.

Read the full story and see what's possible when we unite and find opportunities in our shared beliefs.

Upwardly Global's Spring Match Fund is Live

25

Years

UpwardlyGlobal

2X MATCH:

YOUR GIFT MATCHED DOLLAR FOR DOLLAR UP TO \$15,000!

Support newcomers like **Mimla** and **Hanna** today!

Now until May 31, your Upwardly Global donation will be matched dollar for dollar up to **\$15,000!** That means any amount you give will go twice as far:

- **\$50 doubles to \$100**, covering program orientations for new participants.
- **\$100 doubles to \$200**, supporting personalized coaching sessions with a job coach.
- **\$250 doubles to \$500**, connecting newcomers with professional mentors in their industry.
- **\$500 doubles to \$1,000**, providing intensive interview training to help candidates shine.

Make your dollars count — give today to invest in thriving communities and a more inclusive workforce tomorrow.

Upwardly Global Welcomes Asim Husain to its Board of Directors

25

Years

UpwardlyGlobal

WELCOME

Asim Husain

to Upwardly Global's Board of Directors

Upwardly Global welcomes Asim Husain, Vice President and General Manager at Google, to its Board of Directors.

With 17 years at Google and prior experience at PeopleSoft and Oracle, Asim brings strategic expertise and operational excellence to support immigrant and refugee professionals. Originally from Dubai and now living in California, Asim's commitment to community service and innovation will help build new pathways to opportunity for immigrant professionals and refugees.

Join us in welcoming Asim: Read his full story.

Building Bridges: Upwardly Global in D.C.'s Night of Connection and Impact

25

Years

UpwardlyGlobal

Connect & Inspire

WASHINGTON, D.C.
May 6, 2025

The energy was electric at our recent Washington, D.C., gathering, where Upwardly Global alumni, volunteers, supporters, and newcomers created an evening of genuine connection and shared purpose. We listened to powerful stories, sparked meaningful conversations, and celebrated the impact that our community continues to make, both locally and nationally.

A huge thank you to the D.C. Leadership Council for making this evening possible and to everyone who came ready to connect, share, and inspire.

Learn more about volunteer opportunities and ways to support our work.

Join Us: Brighter Futures Together Gala

25

Years

UpwardlyGlobal

BRIGHTER FUTURES TOGETHER

Gala 2025

25 Years of Unlocking Brighter Futures Together

Join us in New York City for the 2025 Brighter Futures Together Gala! As we reflect on 25 years of Upwardly Global, we are thrilled to gather our community to honor champions of workforce inclusion and to uplift the stories of Upwardly Global job seekers and partners.

Secure your sponsorship, purchase a ticket, or make a donation today.

Upwardly Global in the News

- Upwardly Global CEO Jina Krause-Vilmar published an op-ed challenging recent policy proposals aimed at increasing birth rates while simultaneously restricting immigration. **[Read the op-ed on The Hill.](#)**

Join Our Team

Join us and help impact the lives of professional immigrants and their families. Upwardly Global is currently offering the following opportunities:

- [Director of Major Gifts](#)
- [Director of Communication – NY, SF, Chicago, and DMV area](#)
- [Director of Digital Marketing – NY, SF, Chicago, and DMV area](#)
- [Graphic Designer](#)

Donate Today

Upwardly Global

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