Even as immigrants are thrust into the spotlight by a wave of executive orders,

Dear Friend,

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.
- 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

• Lifetime losses add up: Over a typical career, immigrant women can lose

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

individuals, but for families, communities, and our economy as a whole. And while

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

Avia Kraus-Vilmer Jina Krause-Vilmar CEO and President

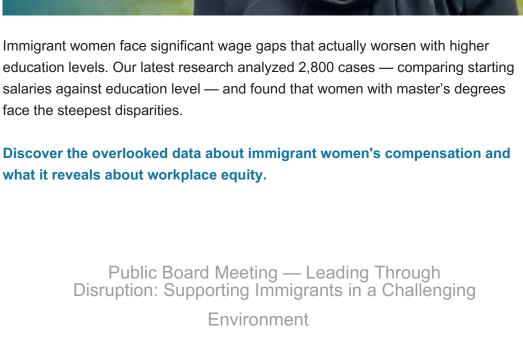


Missing in Action

Immigrant Women's Pay Disparities in the Workforce

Action: Immigrant Women's Pay Disparities in the Workforce

Upwardly Globa



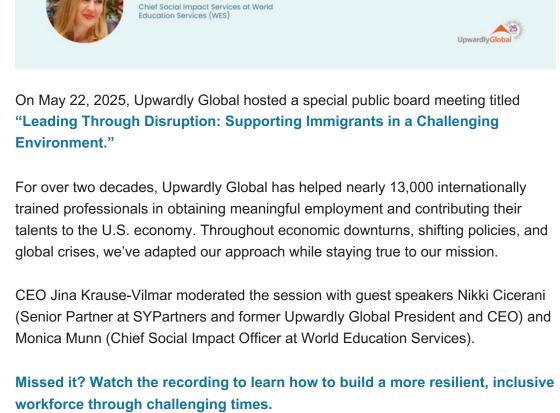
PANEL SPEAKERS MODERATOR Nikki Cicerani Jina Krause-Vilmar Senior Partner at SYPartners and former Upwardly Global Presiden and CEO President & CEO Upwardly Global

Leading Through Disruption: Supporting Immigrants in

UPWARDLY GLOBAL PUBLIC BOARD MEETING

Monica Munn

a Challenging Environment



Upwardly Globa UPWARDLY GLOBAL PARTNER SPOTLIGHT

Securing Livelihoods Through Language

Upwardly Global and English Empowerment Center Partner To Advance Career Pathways

English Empowerment Center

When Juan Perez from English Empowerment Center reached out to Upwardly

rooted in shared purpose — supporting immigrants as they navigate language,

Through the intentional integration of Upwardly Global's tools into English

exemplifies how two mission-driven organizations can go further, together.

Read the full story and see what's possible when we unite and find

career, and life in the U.S.

opportunities in our shared beliefs.

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

coach.

Upwardly Global

Connect & Inspire WASHINGTON, D.C. May 6, 2025

to make, both locally and nationally.

Upwardly Global

seekers and partners.

Graphic Designer

their industry.

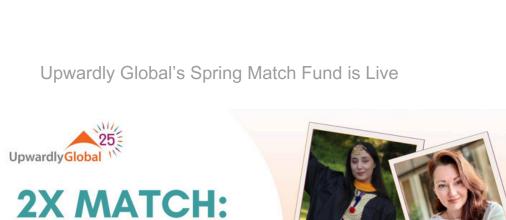
candidates shine.

Global to attend their annual Career and Opportunities Fair, it sparked a partnership

Empowerment Center's student advising services, students are now better equipped to plan their futures with knowledge, agency, and confidence. This collaboration

Learn English. Change your life.

Mimla and Hanna today!



Now until May 31, your Upwardly Global donation will be matched dollar for dollar up

• \$50 doubles to \$100, covering program orientations for new participants.

• \$100 doubles to \$200, supporting personalized coaching sessions with a job

• \$250 doubles to \$500, connecting newcomers with professional mentors in

to \$15,000! That means any amount you give will go twice as far:

more inclusive workforce tomorrow.

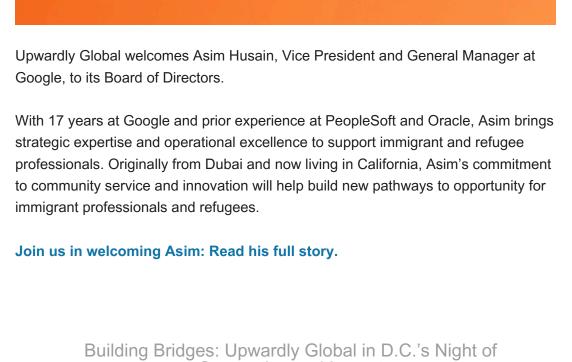
Upwardly Global Welcomes Asim Husain to its **Board of Directors**

WELCOME

sim Husain

Make your dollars count — give today to invest in thriving communities and a

• \$500 doubles to \$1,000, providing intensive interview training to help



Connection and Impact

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

BRIGHTER FUTURES

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

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

Upwardly Global in the News

TOGETHER Gala 2025

The energy was electric at our recent Washington, D.C., gathering, where Upwardly

A huge thank you to the D.C. Leadership Council for making this evening possible

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

 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



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