Equity in Action: Beyond Welcome

2022 ANNUAL REPORT
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

Tammi Ling  
Chair, Upwardly Global Board of Directors
Our Impact

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
BY THE NUMBERS

**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

BY THE NUMBERS

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
BY THE NUMBERS

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
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 sprung 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.
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.
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.

Media Coverage

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

Social Media Impressions

10 Million+
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

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<th>Description</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Corporate and Foundation Contributions</td>
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<tr>
<td>Government Grants</td>
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<tr>
<td>Earned Revenue</td>
<td>1,085</td>
</tr>
<tr>
<td>PPP Loan Forgiveness</td>
<td>866</td>
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<tr>
<td>Individual Contributions</td>
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<tr>
<td>Special Events, Net</td>
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</tr>
<tr>
<td>In-Kind Contributions</td>
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<tr>
<td><strong>Total Operating Revenue</strong></td>
<td><strong>$21,738</strong></td>
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### EXPENDITURES

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<tr>
<td>Personnel</td>
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<td>General and Administrative Expenses</td>
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<tr>
<td>Professional Fees</td>
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<tr>
<td>Occupancy and Rentals</td>
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<tr>
<td>In-Kind Expenses</td>
<td>2,432</td>
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<tr>
<td><strong>Total Expenditures</strong></td>
<td><strong>$11,749</strong></td>
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### CHANGE IN NET ASSETS

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<tr>
<td>+ NET ASSETS - BEGINNING</td>
<td>10,880</td>
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<tr>
<td>NET ASSETS - ENDING</td>
<td><strong>$20,869</strong></td>
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</tbody>
</table>
Sources of Funds

- 64% Corporate and Foundation Contributions
- 11% In-Kind Contributions
- 10% Government Grants
- 5% Earned Revenue
- 4% PPP Loan Forgiveness
- 3% Special Events, Net
- 3% Individual Contributions

$21,738

Uses of Funds

- 80% Program
- 15% Management and General
- 5% Fundraising

$11,749
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 Karisan
- 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

### $1,500–$2,499
- Martha Gallo and Charles Kerner
- Todd A. Harding and David W. Lassiter
- 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

### $1,000–$1,499
- 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 Lewkowksi
- Wendy Chan and Patrick McCabe
- Au Nguyen and Khoa Dang
- Ann Pforzheimer
- Andy Ramamoorthy
- Heather Reilly
- Griffin Spolansky
- Connie Yilmaz

### $500–$999
- 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 Kosrowshahi
- Mimi Kim Tom
- Jina and Georg Krause-Vilmar
- Dijordijje Lekovic and Ana Kreacic-Lekovic
- Vitaly Levandovsky
- 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
Ayeh Bourkoff
Ann Bowers-Evangelista
Marc Brodherson
Dan Brodniz
John Brooks
Audra Brown and Tal Ariel
Matthew Calligaro
Danielle Capalino
Ray Carpenter
Martina Cheung
Dilip Das
Karishma Desouza
Michael and Emily Diamond
Henry Donahue
Carrie Drinkwater
Thierry Dusabiringabo
Erin Ewart
Trevor Fellows
Guillaume Forget
Heman Galzie

Christine and David Ginsburg
Jeremy Golan
Simone Gourguechon
Dave Huston
Connie Irwin
Sarah Jacob
Beate Janke
Tim Johnson
Richard Keen
Subur Khan
Michael Kistler
Kevin Krim
Stefanie Lamm
Lisa Lehman
Jane Leu and Ted Levinson
Linda and David Levinson
Maria and Jim Little
Winston Liu
Jay Lurie
Leonardo Maia
Yaffa Maritz
Jamie McAuliffe
Erica McDowell
Ramsey McGrory
Vivian Merker
Chandra Metzler
Robert Mohler
Carlos Monteagudo
Geoffrey Moore
Bassem Moussa
Fatemeh N Moussavi
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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.”

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Upwardly Global envisions an equitable, welcoming country where everyone — including immigrants, refugees, and asylees — can fully contribute and thrive.
Equity In Action
Thank You for Your Support

We are grateful to all who support our vision of an equitable, welcoming country where everyone — including immigrants, refugees, and asylees — can fully contribute and thrive.

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