

Dear Friend,

As we step into 2025 with a new administration in office, Upwardly Global's mission is more critical than ever. Despite the challenges that the immigrant and refugee community — and the organizations that support them — will face, we remain committed to supporting them in ways that recognize their invaluable contributions to a more vibrant, unified, and prosperous United States.

And as we enter our 25th anniversary year, we are pleased to share [a letter from our founder, Jane Leu](#), reflecting on Upwardly Global's origins and the path forward. Her vision has been the foundation of our success, and her reflections guide us as we continue building brighter futures together.

Inspired and driven by the resilience of our community over the past 25 years and demonstrating our commitment to the next 25, we've launched our Unlocking Brighter Futures Together initiative, aiming to support 25,000 immigrant professionals annually in restarting their careers. Our three-pronged strategy involves:

- **Expanding Our Reach:** Collaborating with local organizations and employers to connect job seekers with tailored pathways to professional success.
- **Investing in Excellence:** Strengthening our team and resources to foster belonging, drive innovation, and deliver bold solutions.
- **Driving Systemic Change:** Shaping policies, programs, and employer practices to cultivate a truly inclusive workforce for the future.

By unlocking the immense potential of immigrant professionals, we're not only transforming individual lives but also strengthening communities and fueling progress for all Americans.

Thank you for standing with us at this pivotal time — together, let's make 2025 a year of meaningful change.

With gratitude,



Jina Krause-Vilmar

Jina Krause-Vilmar
CEO and President

Upwardly Global Included in MacKenzie Scott's Latest Philanthropic Announcement



SPECIAL THANKS TO
YIELD GIVING AND MACKENZIE SCOTT

Yield
GIVING



Photo from MacKenzie Scott's X account

In a milestone for economic inclusion, Upwardly Global was named among the 199 organizations that received transformative funding from MacKenzie Scott's Yield Giving, which distributed over \$2 billion in 2024 to initiatives driving social change.

Notably, 89 of those organizations are focused on immigration and migration issues, signaling a significant shift in philanthropic priorities and acknowledging immigrants' vital contributions to our country.

As Scott explains on her website, "Roughly 75% of [recipients] are non-profits that support the economic security and opportunity of people who are struggling by improving access to affordable housing, jobs that provide stability for themselves and their families, child development and post-secondary education, healthcare, and financial counseling, business coaching, and low-interest rate loans focused on increasing economic potential and building wealth."

Upwardly Global's inclusion in this prestigious list of grantees underscores its commitment to fostering economic opportunity and workforce inclusion for newcomers. We extend our gratitude to MacKenzie Scott and Yield Giving for powering our work of creating a future where everyone — including immigrants, refugees, and asylees — can fully contribute and thrive.

[Read the full announcement on the Yield Giving website.](#)

Stand With Upwardly Global To Protect Ukrainian Refugees' Future in America

The U.S. stands to lose extraordinary talent at a critical moment. The legal status of Ukrainian refugees is in limbo, just as these valuable community members have begun establishing new lives in America. Many Ukrainians who have found refuge in the U.S. are making significant contributions to our society and economy, yet many face mounting uncertainty as rapid proposed changes are being made by the new administration. Regardless of the confusion resulting from these proposals, Upwardly Global remains committed to our work with the job seekers we have supported, those currently working with us, and those seeking our help.

Consider one job seeker, an HR professional with two master's degrees, who fled Ukraine with her young son. Despite her qualifications, she was prepared to take any job to survive and provide her son with stability and safety. "I was ready to go to the nearest pizzeria and be a waitress — it was a question of providing for my son and surviving," she shares. With Upwardly Global's support, she quickly transitioned her skills to become an IT recruiter in New York, helping American tech companies find the best talent in a competitive market.

Or take the story of a neurologist alum from Ukraine who fled with her young daughter when explosions shook their home. Despite facing numerous challenges in restarting her medical career, including the nonrecognition of her international credentials amidst a healthcare shortage, she persevered. Undeterred, she now works in a neurology lab where she conducts clinical trials on multiple sclerosis medications, helping advance American medical research with her expertise.

These stories exemplify why we must advocate for continued support for this community and also reflect a broader truth: Ukrainian refugees aren't just rebuilding their own lives — they're helping build a more vibrant and capable America. Their skills, determination, and contributions are invaluable assets to our nation.

By supporting Upwardly Global, you can make a crucial difference in ensuring these talented professionals can continue rebuilding their lives and contributing their valuable skills to America.

[Help us continue our vital work by making a gift today.](#)

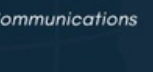
Upwardly Global Welcomes Alice Kang as Chief Marketing and Communications Officer



WELCOME

Alice Kang

Chief Marketing and Communications Officer

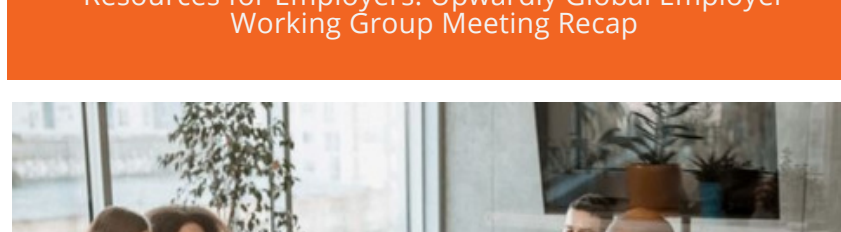


Upwardly Global is thrilled to announce that Alice Kang has joined Upwardly Global as our new Chief Marketing and Communications Officer! Alice brings extensive experience from FoodCorps, where she led marketing strategy and advocacy campaigns, and from Amnesty International, where she drove global growth and strategic communications.

An MIT graduate with multiple degrees, Alice's diverse background spans e-commerce and brand identity development to human rights advocacy. Originally from New York City, where she now lives with her family, Alice has lived and worked globally in Singapore, Sydney, and London.

[Learn more about Alice.](#)

Resources for Employers: Upwardly Global Employer Working Group Meeting Recap



Upwardly Global's invite-only Employer Working Group — comprising over 100 corporations — collaborates with businesses to identify and solve challenges in hiring international talent. In our recent December and January sessions, members came together to discuss several key topics:

- **December:** Strategic preparation for the incoming administration's policy changes affecting refugees, asylum seekers, humanitarian parolees, and TPS holders. Guided by [Fragomen](#), members engaged in discussions about adapting their hiring and retention practices to support these workforce populations. [Learn more.](#)
- **January:** A special presentation from the U.S. Department of Justice on avoiding unlawful discrimination under the Immigration and Nationality Act, helping employers maintain compliant and equitable hiring practices during this period of administrative transition. [Learn more.](#)

Interested in joining leading companies in shaping the future of international talent acquisition? [Contact our Employer Engagement team.](#)

Donate Today

