



UpwardlyGlobal

# Unlocking Brighter Futures Together

2024 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 a time of incredible uncertainty and upheaval, Upwardly Global remained committed to building brighter futures for immigrant and refugee professionals.**

The successes of 2024 have catalyzed our growth, and we witnessed an unprecedented demand for our programs, which we continued to provide in the face of political and social challenges that affected our community. Through our collective efforts, Upwardly Global achieved remarkable milestones that expanded economic opportunities for job seekers nationwide. Each success story, placement, and barrier broken reaffirmed our shared vision of a more inclusive workforce — one that recognizes the talents and contributions of newcomers as a vital force to our nation's prosperity and resilience.

**2024 was a milestone year!** We supported over 10,000 job seekers through our Career Coaching Program, partnerships, and digital platforms. And over 1,500 job seekers transitioned from survival jobs to skill-aligned, thriving-wage careers, contributing \$77 million to the U.S. economy. In 2024, Upwardly Global advanced bold solutions rooted in partnership, driven by innovation, and grounded in humanity. Whether through advocacy, cutting-edge tools, or equity-centered initiatives, we expanded our ecosystem and opened new pathways for immigrant and refugee professionals to thrive in the U.S. economy.

Notable programs and initiatives include:

- The launch of our AI Resume Enhancer.
- The launch of our Economic Power Initiative (EPI) microsite
- Workforce reentry advocacy for international healthcare professionals in Illinois.
- Childcare advocacy for immigrant workforce access.

Most importantly, our impact is best seen in the lives and families that have been transformed — individuals like Santiago, Melissa, Marjila, and Amal, whose stories you will read in this report. They overcame immense challenges to reclaim their careers, and we celebrate their resilience and determination. Being able to share testimonials of success like theirs is at the heart of everything we do.

Talent knows no borders, and the future of our workforce depends on ensuring that newcomers have the access and knowledge to bring their dreams to life. Together, we will continue to build an economy that is more inclusive, dynamic, and representative of the rich diversity that defines this country.

As we look ahead, we know our work remains unfinished and is more important than ever. But we are assured that our community's unwavering commitment will continue to fuel this movement and assist in supporting 25,000 job seekers in 2025 and beyond.

Thank you for your support. Let's keep unlocking brighter futures together.

With gratitude,



**Tammi Ling**  
Chair, Upwardly Global  
Board of Directors

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

# Our Impact in 2024: By the Numbers

## All-Time Placements



**JOB SEEKERS  
PLACED**

**11,000+**

Job seekers who have completed Upwardly Global's Career Coaching Program and were placed in skill-aligned, thriving-wage jobs

## Supporting Job Seekers In 2024



**10K+**

### TOTAL JOB SEEKERS SERVED

Job seekers served through Upwardly Global's Career Coaching Program, partnerships, portals, and other online programs



**46%**

### WOMEN JOB SEEKERS

Percentage of job seekers served through Upwardly Global's Career Coaching Program who were women



**37%**

### REFUGEES SERVED

Percentage of job seekers served through Upwardly Global's Career Coaching Program who were refugees, asylees, TPS holders, SIV holders, or parolees



**156**

### NATIONALITIES SERVED

Number of countries that job seekers in Upwardly Global's Career Coaching Program came from, including Ukraine, Afghanistan, Venezuela, Russia, and Colombia



**1,500+**

### JOB SEEKERS PLACED

Job seekers who have completed Upwardly Global's Career Coaching Program and have been placed in skill-aligned, thriving-wage jobs

## Building Economic Resilience in 2024



**AVERAGE STARTING  
SALARY**

**\$67,000**

Average annual starting salary of job seekers who have completed Upwardly Global's Career Coaching Program and have been placed in skill-aligned, thriving-wage jobs

**\$46,000+**

### AVERAGE SALARY GAIN

Average salary gain of job seekers who have completed Upwardly Global's Career Coaching Program and have been placed in skill-aligned, thriving-wage jobs

**\$77M**

### ANNUAL ECONOMIC IMPACT

Total dollars contributed annually to the U.S. economy by immigrants and refugees who have completed Upwardly Global's Career Coaching Program in 2024 and have been placed in skill-aligned, thriving-wage jobs

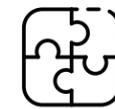
## Engaging Our Ecosystem in 2024



**PARTNERS**

**58**

Number of immigrant-serving partners — including frontline immigrant-serving organizations, community colleges, and workforce providers — who utilized Upwardly Global's proven resources, learning tools, and professional development training to build workforce capacity to serve immigrant and refugee professionals



**4,000+**

### VOLUNTEERISM

Hours contributed by volunteers in mentoring, mock interviews, networking, resume review, and other engagement opportunities to support job seekers

**1,400+**

Volunteer connections with job seekers



**133**

### EMPLOYER ENGAGEMENT

Number of companies committed to hiring immigrant and refugee professionals

# Unlocking Global Talent: Breaking Barriers in Workforce Inclusion

Upwardly Global advanced its mission to build a more inclusive workforce by connecting skilled immigrants and refugees with employers eager for their expertise. By harnessing technology, strategic partnerships, and advocacy, we strengthened pathways between global talent and industries facing critical workforce gaps. Collaborations with leading employers like PepsiCo unlocked new opportunities, fueled innovation, and empowered job seekers to rebuild their careers — driving economic growth and workforce diversity across the nation.

## Five Years of Driving Inclusive Hiring

Since 2020, Upwardly Global's Employer Working Group (EWG) has been a catalyst for advancing immigrant and refugee workforce inclusion across industries. In 2024, the EWG convened five sessions covering critical topics such as DEI backlash, credential recognition, and inclusive hiring strategies. Our e-learning platform expanded, with 30 modules completed, and we partnered with Amazon to integrate customized pathways for recruiters. Further enhancing our employer resources are our new Workday partnership and SME pilot program. As we approach the EWG's fifth anniversary, we remain committed to equipping employers with the tools, knowledge, and networks to unlock global talent and build more inclusive workplaces.

## Job Seeker Spotlight

### SANTIAGO

Argentine International Analyst

When Santiago moved from Argentina to the U.S. in 2023, he faced the challenge of rebuilding his career while caring for two young children. Despite his extensive background as an international analyst, he struggled to reenter his field and began working as a package handler.

With support from his Upwardly Global job coach, Molly, he gained confidence and essential job-search skills. After eight months of perseverance, Santiago secured a role as an Associate Intelligence Manager, once again connecting with his professional roots and supporting his family.

[See the Story](#)

**“It’s not stepping back, it’s stepping forward. In the end, it’s not just a profession or a salary — it’s about being human and learning. This last year’s journey was key, feeling part of a community facing the same challenges and experiencing that solidarity.”**



# Expanding Our Reach: Strengthening Workforce Partnerships

Upwardly Global expanded its reach by launching 58 new workforce partnerships, embedding access to career services directly within trusted community organizations. These partnerships strengthen local networks, ensuring job seekers have tailored support and resources to navigate the U.S. job market. By aligning services with community needs, Upwardly Global is driving greater access to skill-aligned employment opportunities.

## Empowering Latino Job Seekers

In June 2024, Upwardly Global launched a groundbreaking partnership with **Hispanic Federation** to strengthen the financial stability of newly arrived Latino job seekers. Piloting in Los Angeles, Chicago, and Orlando, the program provides career pathway resources, industry certifications, and training for over 150 job seekers. It plans to expand to 1,000 clients by 2027.

“Hispanic Federation is proud to partner with Upwardly Global to provide immigrant job seekers with the vital support needed to enter the U.S. workforce and contribute to our economy. The synergy between Hispanic Federation and Upwardly Global’s [learning] platform has allowed us to better serve Latino migrants and refugees.”

**Frankie Miranda**  
President and CEO Hispanic Federation

## Expanding Career Pathways for Miami Dade College (MDC) Students

In 2024, Upwardly Global partnered with MDC under a three-year contract to serve 2,600 job seekers by 2026. To date, 475 students have enrolled in the Upwardly Global platform, gaining access to industry-specific training, reskilling resources, and career coaching to secure skill-aligned employment.

“At MDC Adult Education, our students are thrilled to receive Upwardly Global’s services, which empower them with the skills and support they need to build brighter futures. The personalized guidance and resources have been transformative, helping them navigate new career paths with confidence. Our staff has also gained invaluable knowledge through participating in trainings and recruitment practices, enhancing our ability to better serve our diverse community and create lasting impact.”

**Dr. Lazara Ramirez**  
Director of Adult Education  
School of Continuing Education  
and Professional Development  
Miami Dade College

**MELISSA**

Ghanaian HR Professional

After moving to the U.S. from Ghana in 2019, Melissa, an experienced HR Manager, faced thousands of job rejections. Struggling to translate her skills to the American job market, she nearly returned home — until a friend introduced her to Upwardly Global.

With this career support, she refined her resume and interview skills. In 2022, she secured a temp role at NewYork-Presbyterian through Upwardly Global's "returnship" program, which led to a full-time position as a Talent Acquisition Specialist, where she now helps other immigrants succeed.

[See the Story](#)

**“I was doubting myself. ‘Are my skill sets enough in this country?’ Now that I’ve landed my dream job, I’m helping other Upwardly Global job seekers relaunch their careers and see what they can be.”**

# Harnessing AI for Ethical Hiring Solutions

Upwardly Global continues leveraging AI to create more inclusive hiring outcomes for immigrant and refugee job seekers.

Our AI solutions reduce bias, streamline skills-based hiring, and connect employers with much-needed global talent. By developing ethical AI tools, we're helping job seekers navigate the hiring process more effectively while enabling our employer partners to build inclusive, resilient teams. This innovative approach ensures that talent is recognized and opportunities are unlocked for all.



### UPWARDLY GLOBAL TALENT PLATFORM

Launched in August 2024, Upwardly Global Talent is a cutting-edge digital platform connecting employers with over 1,500 skilled immigrant and refugee professionals. Designed with input from industry leaders like Amazon and Deloitte, the platform offers real-time talent matching, expert training, and data-driven insights, empowering companies to build more diverse and inclusive workforces.



### AI RESUME ENHANCER: EMPOWERING JOB SEEKERS AND PARTNERS

Launched in October, Upwardly Global's AI Resume Enhancer empowers immigrant and refugee professionals to create standout U.S.-style resumes. The tool analyzes job descriptions, suggests keywords, and offers AI-driven improvements to pass applicant tracking systems. With professional templates, LinkedIn analysis, and expert feedback, job seekers can confidently present their skills and increase their chances of landing interviews.



### LEARNING MANAGEMENT SYSTEMS (LMS) ENHANCEMENTS

In 2024, we overhauled seven hours of online training courses for coaches and volunteers and refreshed over 100 quick-use resources. These updates improved interactivity, aligned content with market trends, and enhanced usability. Job seekers, coaches, and volunteers benefited from updated courses, handouts, templates, checklists, and industry-specific guides.

# Advancing Inclusion Through Policy and Advocacy

Upwardly Global's policy and advocacy efforts focused on removing barriers to employment, supporting workforce legislation, and empowering immigrant communities to promote economic inclusion and mobility.

## Breaking Barriers to Employment: The Childcare Crisis and Immigrant Families

Access to affordable childcare remains a significant barrier to workforce participation, especially for immigrant women. In 2023, 43.5% of Upwardly Global's female job seekers left our Career Coaching Program due to childcare challenges. Immigrant families face higher financial strain, with 40% of U.S. parents going into debt for childcare. Upwardly Global called for strategic federal investment in childcare infrastructure to improve economic mobility and strengthen workforce participation. [Click here to read more.](#)

## Tapping into Global Talent: Healthcare Workforce Legislation

Upwardly Global commended the "Welcome Back to the Health Care Workforce Act," introduced by Sen. Tim Kaine. This legislation helps internationally trained healthcare professionals reenter the workforce. With projected shortages of 124,000 physicians by 2033 and 200,000 nurses annually, this legislation is a game-changer for bridging workforce gaps and improving healthcare outcomes. [Click here to read more.](#)

## Unlocking Economic Power for Immigrant Women

In 2024, Upwardly Global launched the Economic Power Initiative (EPI) to break down barriers for immigrant women seeking thriving-wage jobs. Through gender-sensitive training, scholarships, and networking, EPI helps women increase their annual income by over \$55,000. With 55% of job seekers identifying as women, this initiative fosters greater economic inclusion. [Click here to read more.](#)

## Job Seeker Spotlight

### MARJILA

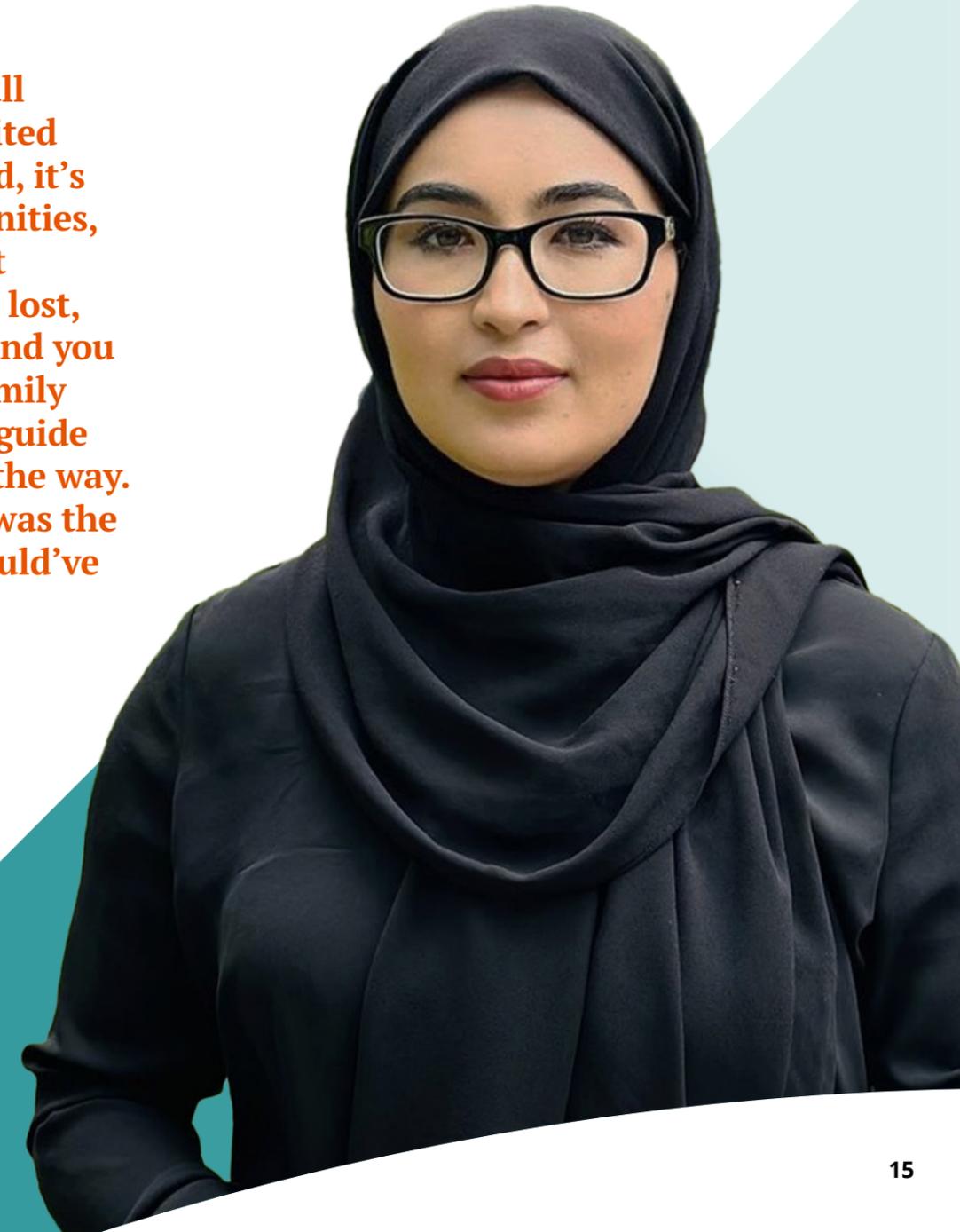
Afghan Journalist and Social Worker

Marjila, a former Afghan journalist and social worker, fled Afghanistan after the Taliban's takeover, leaving behind her dream of running an NGO for orphaned children. After resettling in the U.S. in 2022, she faced isolation and worked part-time as a cashier to survive.

Through Upwardly Global's support and her job coach, Shoaib, she secured an internship with Lutheran Social Services. Her dedication led to rapid promotions, and she now serves as a Resettlement Program Manager, helping refugees rebuild their lives.

[See the Story](#)

**“It wasn't easy at all coming to the United States. In my mind, it's a land of opportunities, but when you first come here, you're lost, you're nowhere, and you don't have any family members here to guide you, to show you the way. Upwardly Global was the best thing that could've happened to me.”**



# Challenging Myths: Sharing Insights

Distorted narratives about immigration often overshadow the critical roles newcomers play in strengthening the economy, filling labor shortages, and enriching communities. We continued to debunk misconceptions about immigrant workforce participation, highlighting their essential role in driving economic growth.

## Highlighting Critical Workforce Barriers for Immigrants With Professional Skills

In March 2024, the Department of Labor released its groundbreaking report, **“Bridging the Gap for New Americans,”** which explores workforce inclusion barriers for newcomers with professional skills. The report highlights the urgent need for more data, resources, and policies to address underemployment among immigrants with international credentials. Key findings include significant employment gaps for college-educated immigrants, especially in healthcare and non-STEM fields. To read more, [click here](#).

## Showcasing Economic Renewal and Growth With a New Report

Upwardly Global's latest report, **“Building Community and Fueling Growth,”** highlights the vital role of immigrants in revitalizing the Great Lakes region. Immigrants are driving economic recovery by filling labor shortages in healthcare, manufacturing, and agriculture and contributing to the growth of small businesses. In partnership with the American Immigration Council, the report emphasizes how immigrant resilience is key to long-term regional growth. To read more, [click here](#).

# Celebrating Impact: Events



## 2024 Annual Gala: Honoring Achievements and Supporters

Upwardly Global's Equity Gala honors those in our community who are breaking down barriers and building bridges to inclusion. Chaired by Tony Goncalves, Upwardly Global Board Member and Founder of The Evrose Group, the 2024 Equity Gala honored Joana Vicente, former CEO of the Sundance Institute and Deloitte, recognizing their impact and commitment to lifting newcomers.



## “We Dare to Dream” Documentary Screening

Upwardly Global hosted an exclusive screening of **“We Dare to Dream,”** an inspiring film following members of the Refugee Olympic Team as they trained to compete in the 2020 Tokyo Olympics. A panel discussion followed, featuring voices in the film industry working to uplift the stories of newcomers:

- ▶ Patrick Harrison, Vice President of Member Relations and Global Outreach at the Academy of Motion Picture Arts and Sciences
- ▶ Waad al-Kateab, Academy Award-nominated Director of **“We Dare to Dream”**
- ▶ Joana Vicente, Award-winning Producer and Film Executive
- ▶ Aizzah Fatima, Actress

**AMAL**

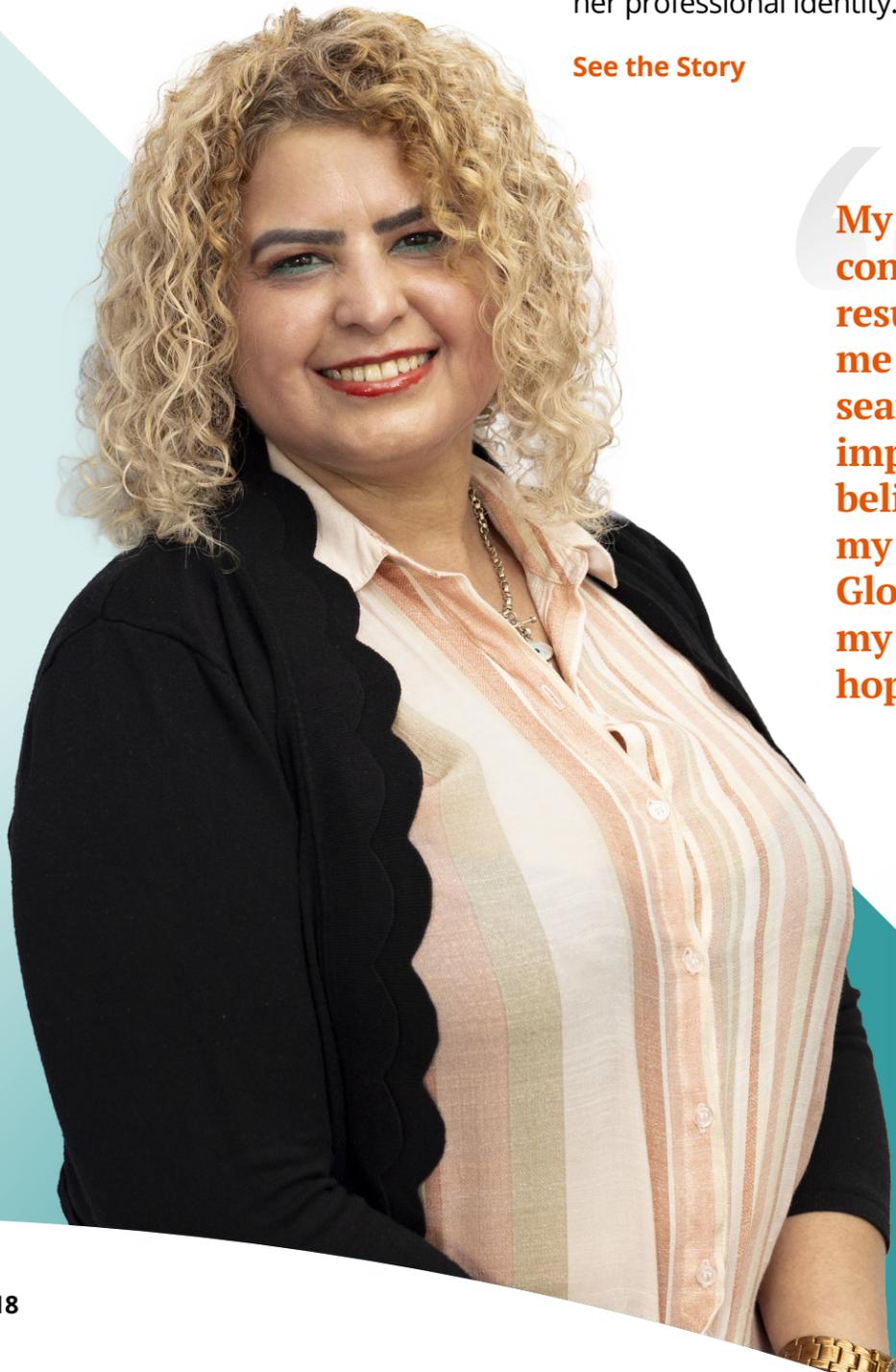
Egyptian Professional and Auditor for the New York State Department of Labor

After fleeing Egypt due to political persecution, Amal arrived in the U.S. with only \$400 and a determination to survive. Despite her extensive experience in finance and government, she faced rejection after rejection while searching for work.

Discovering Upwardly Global became a turning point — through her career coach, Esmeralda, Amal rebuilt her confidence and learned to navigate the U.S. job market. With this support, she secured a position as an Auditor at the New York State Department of Labor, reclaiming her professional identity.

[See the Story](#)

**“My job coach helped me condense my four-page resume to one, showed me how to use AI to search for jobs, and most importantly, helped me believe I could reclaim my career here. Upwardly Global saw me. They took my hand and gave me hope when I had none.”**



# Financials

## Statement of Activities

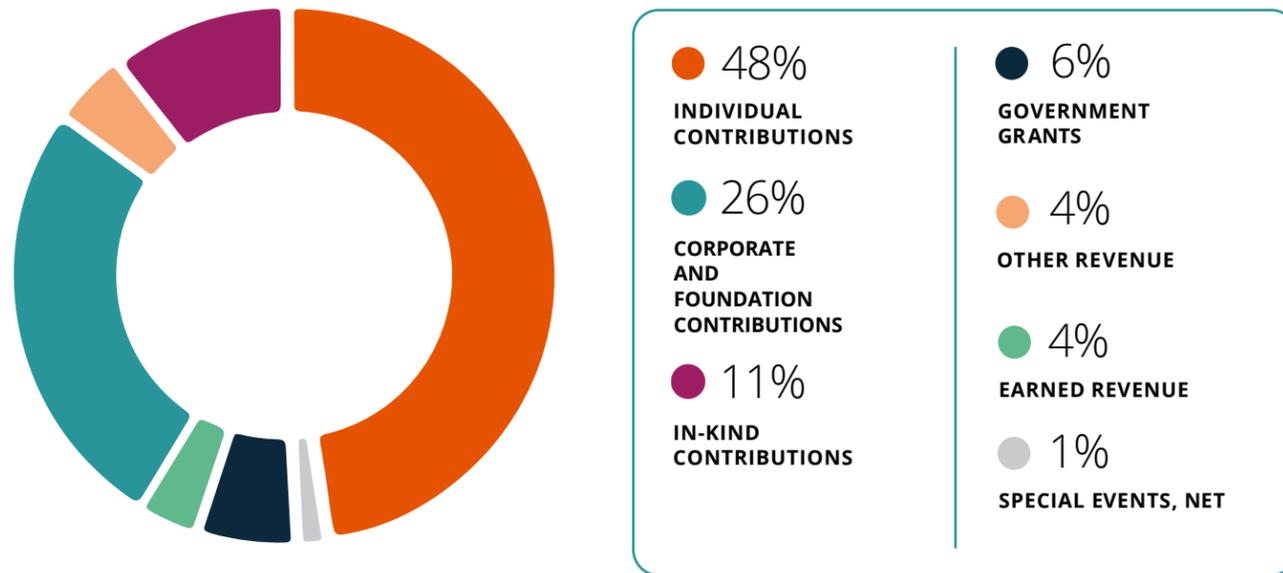
Year Ended December 31, 2024, Unaudited, In Thousands

OPERATING REVENUE	CURRENT YEAR
Individual Contributions	\$15,385
Corporate and Foundation Contributions	8,377
Government Grants	1,861
Earned Revenue	1,150
Special Events, net	334
Other Revenue	1,403
In-Kind Contributions	3,335
<b>Total Operating Revenue</b>	<b>\$31,845</b>

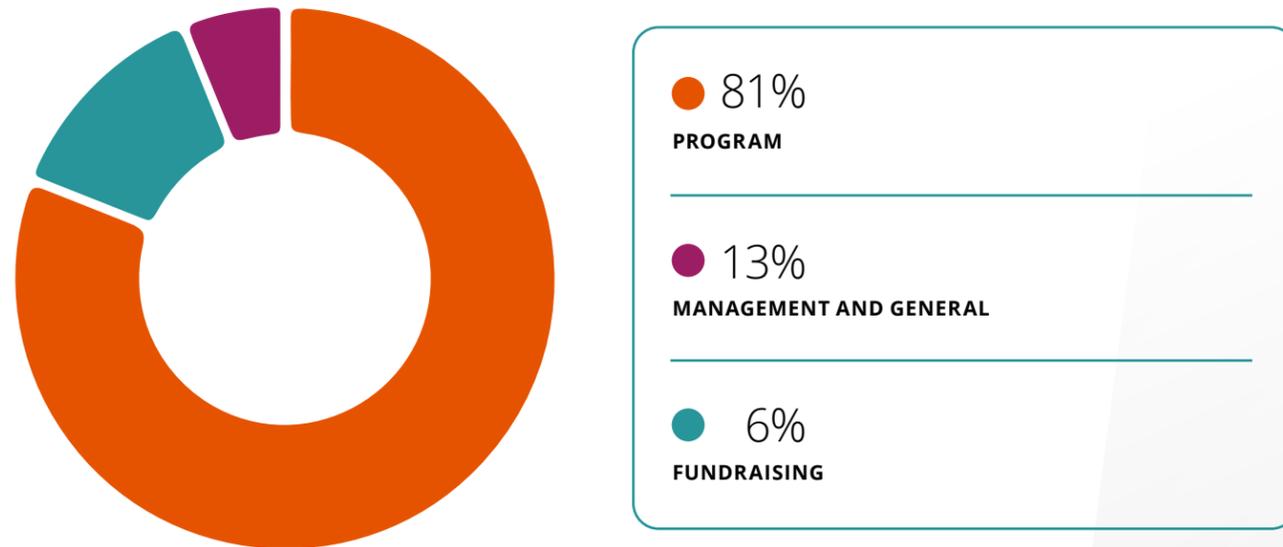
EXPENDITURES	CURRENT YEAR
Personnel	\$12,907
Professional Fees	2,151
General and Administrative Expenses	2,088
Occupancy and Rentals	343
Grants Awarded Expense	715
In-kind Expenses	3,335
<b>Total Expenditures</b>	<b>\$21,539</b>

<b>CHANGE IN NET ASSETS</b>	<b>\$10,306</b>
<b>+ NET ASSETS BEGINNING</b>	<b>\$29,601</b>
<b>+ NET ASSETS END OF YEAR</b>	<b>\$39,907</b>

## Sources of Funds



## Uses of Funds\*



\*This chart represents allocations based on 2023 Audited Financial Statements. Revised allocations will be available online in July 2025.

## Our Supporters: Funders and Donors

### Funders

Accenture  
 Airbnb  
 Anonymous (2)  
 Assured Guaranty  
 AT&T  
 Bank of America  
 BMO Harris  
 CD&R Foundation  
 Church of Jesus Christ  
 Cisco Foundation  
 City and County of San Francisco  
 City of Takoma Park  
 Consolidated Edison (Con Edison)  
 Crankstart Foundation  
 CSAA Insurance  
 Cummins  
 Deutsche Bank  
 Deloitte  
 DIRECTV  
 DLA Piper  
 Dominion Energy  
 Dropbox  
 Hearst Foundations  
 Houston Endowment  
 Jennifer and Jonathan Allan Soros Foundation  
 Kohlberg Kravis Roberts & Co. (KKR)  
 Latham & Watkins LLP  
 LinkedIn  
 Lumina Foundation  
 McNeil Foundation  
 Media Probe  
 MetLife Foundation  
 Mother Cabrini Health Foundation  
 NewYork-Presbyterian Hospital  
 New York State  
 Nielsen Foundation  
 NYFEST  
 O.C. Tanner  
 Permira Foundation  
 Philip L. Graham Fund  
 Polk Bros. Foundation  
 PricewaterhouseCoopers  
 Robin Hood Foundation

S&P Global  
 S&P Global Foundation  
 Scarlet Feather Fund (The Dayton Foundation)  
 Scotiabank Group  
 Select Equity  
 Select Equity Group Foundation  
 Siegel Family Endowment  
 State of California  
 State of Illinois  
 The PA Foundation  
 Tipping Point Community  
 Tracy Family Foundation  
 U.S. Bank Foundation  
 UBS  
 Walder Foundation  
 Walmart  
 WES Mariam Assefa Fund  
 West Monroe Partners  
 World Education Services  
 Younger Family Fund  
 Zakat Foundation of America

## Donors

### \$25,000+

Tammi Ling and David Carretero  
Steve Ostler  
Wendy Zimmermann  
and Steve Cutler  
Yield Giving

### \$15,000-\$24,999

Anonymous  
Robert Garechana  
Charles and Susan Rusbasan

### \$10,000-\$14,999

Marietta Bartoletti  
Neeraj Bewtra  
Arnab Chakraborty and  
Deepanjana Choudhury  
Ravi Chanmugam  
and Christina Lucas  
Rosalyn Chen and Tom Chavez  
Mindi Cox  
RJ Fox  
Molly Gochman  
Rosemarie Delgado-Goncalves  
and Tony Goncalves  
Jina and Georg Krause-Vilmar  
Robert and Martha Parke  
Vivek Vaidya and Pallavi Gupta  
Joshua Winter and Sandhya Rao

### \$5,000-\$9,999

Anonymous (2)  
Paul and Deborah Baker  
William Feldman  
Maureen Kennedy  
Chris and Melody Malachowsky  
David Tanner

### \$2,500-\$4,999

Anna Bakst  
Stefano Boezio  
Yuri Brodsky  
Terri Lynn Cardona  
Clara N. Cedeno  
Colin Emerson  
Austin T. Fragomen, Jr. and  
Gwendolyn R. Fragomen

Todd A. Harding and David Lassiter  
Emilie Hyams and Jon Brooks  
Sarah Jackson-Han  
Elizabeth Meyer and Bo Huang  
Alyssa Myers  
Jeremy Ross  
Deven and Anjali Sharma  
Jane Yang

### \$1,500-\$2,499

Anonymous (2)  
Lalit Balchandani  
Wendy Chan and Patrick McCabe  
Tresa and Jim Eyres  
Phyllis M Freed  
Michael Kiever  
Lena Mackey  
Wallace D. Mersereau  
Shasta Nelson

### \$1,000-\$1,499

Anonymous (4)  
Joerg Adams  
Grace and Kevin Berry  
Veer Bhavnagri  
Chaitra Chandrasekhar  
James Crichton  
Scott and Daniela Crofton  
Kerry DeWitt  
Michael Diamond  
Andriana Diez  
Miles Farrel  
Uliks Fehmiu  
Dennis Gephardt  
Ross Gilardi  
Matthew Goodman  
Susan Green  
Varun Gupta  
Ishan Gurg  
Adam Hecktman  
Matthew Jarzemsky  
Josh Jelonek  
Jonathan Kamen  
John Kelly  
Edna Kennedy  
Michel Kliot

James Lindsay  
Andrew Martin  
Matt Mendelsohn  
Elizabeth Miller  
Vicky Mogeni  
Ankit Prasad  
Iliana Quinonez and Brian Rovner  
Heather Reilly  
PJ Rivera  
Arnold Roth  
Jamey Shachoy and Laura Ryan  
Andrew Sinclair  
Sophie Solomon  
Jake Brooks and Michelle Sullivan  
Victoria Taylor  
Vincent Torres  
Andrew Trickett  
Yuan Yin  
Xavier and Elizabeth Zang

### \$500-\$999

Anonymous (15)  
Mohamed Abdelaal  
Muniba Adil  
Abed Ali  
Julie Arenson  
Keira Armstrong  
Matthew Aucoin  
Adeniyi Balogun  
Estera Barbarasa  
Ron Beldegrun  
Esther Benjamin  
Pierre Bouvard  
Daniel Brodnitz  
Jaime Calandrucio  
Matthew Calligaro  
Diji Chandrasekharan Behr  
David Applegate and Barbara Chubb  
Lucas Dupin Moreira Costa  
Kelsey Eanes  
Christine Elliott  
Jeffrey Floresca  
Anirban Gosh  
Timothy Gibson  
Ronnie L. Goldberg  
Keshav Gorur  
Michael Grunberg

Evan Guillemain and Ricki Stern  
Mariano Guzman  
Eli Hill  
Sabrina Hodjati  
Patricia Hoffman  
Marc Horine  
Lisa Kennedy  
Subur Khan  
Nikhil Kolar  
Zoya Kolkin  
Amy Landrith  
Sherazade Langlade  
Laurie Lisle  
Tony Maddalena  
Jason Moorthy  
Jim Morris  
Roger Nelson  
Artem Novyk  
Luisa Ortiz  
Heidi Pan and Michael Zhang  
Anesa Parker  
Laurentiu Popa  
Divya S  
James Reed Sean Reilley  
Sean Reilly  
Nicolas Roard  
Janice Rodgers  
Eric and Wendy Schmidt  
Jeanine Sheldon  
Rosa Silva  
Samuel Sullivan  
Sandra Tampa  
Jake Torre  
Minh Son Tran and  
Minhkhang Truong  
Meg Tym  
Mike Utaegbulam  
Susan Walker  
Neile Weissman  
Brian Williams  
Penny Williams  
Sally Winter  
Martin and Jenelyn Wyspianski  
Orla and Andrew Yew  
Sameer Ziaee

# Leadership and Staff

## Board of Directors

### Tammi Ling

Board Chair, Upwardly Global

Managing Director, Chief Operational Risk Officer and Global Head of Non-Financial Risk Frameworks, Morgan Stanley

### Steve Ostler

Vice Chair, Upwardly Global

Founder, OneRefugee

### Robert Garechana

Board Treasurer

Executive Vice President - Chief Financial Officer, Equity Residential

### Au Nguyen

Board Member, Upwardly Global

Senior Manager, Merchandise, Weee!

### Garrett Kennedy

Board Member, Upwardly Global

Partner, DLA Piper

### Heather Reilly

Board Member, Upwardly Global

Principal, Deloitte Consulting

### Mindi Cox

Board Member, Upwardly Global

Chief Marketing and People Officer, O.C. Tanner

### Mohammed Sediq Hazratzai MD, MPH

Board Member, Upwardly Global

Executive Director, Center for Immigrant and Refugee Health

Visiting Professor, University of California, Davis

### R.J. Fox

Board Member, Upwardly Global

Vice President of Marketing, LinkedIn Talent Solutions

### Shaun Smith

Board Member, Upwardly Global

Group Senior Vice President, Chief People and Culture Officer, NewYork-Presbyterian Hospital

### Tony Goncalves

Board Member, Upwardly Global

Founder and CEO, The Evrose Group

### Vivek Vaidya

Board Member, Upwardly Global

Co-Founder, super{set}

Co-Founder and CEO, MarkovML

### Lucy Walton\*

Board Member, Upwardly Global

Managing Director, Head of Integration, Goldman Sachs

### Arnab Chakraborty\*

Board Member, Upwardly Global

Senior Managing Director, Data and AI, Accenture

### Jane Leu

Board Trustee Emerita, Upwardly Global

Founder, Upwardly Global

### Todd Harding

Board Trustee Emeritus, Upwardly Global

Retired Managing Director, Accenture

### Martha Gallo

Board Trustee Emerita, Upwardly Global

Former Executive Vice President and Chief Information Officer, AIG

\*Resigned in Q4 2024

## Leadership Councils

### Washington, D.C.

Bob Bissen

Shorena Megrelishvili

Hannah Pace

Sarah Jackson-Han

Tori Travers

Derek Li

Adeniyi Balogun

Lauren Evans

Mackenzie Sheldon

*Sheila Tricia*

*Marina Ter Sargsyan*

*Viboosh Chandrasekar*

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Adam Hecktman

Liz Miller

*Maria Ptouchkina*

*Andy Gush*

*Ynah Parker*

*Nitida Wongthipkongka*

*Amrit Bedi*

*Peter Kim*

*Archana Rajan*

*Bryan Li*

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Liz Meyer

Ishan Gurg

Yvonne Phan

Linda Spataru

Yoga Acharya

Mike Diamond

Christine Savino

Rohit Prasad

Eric Pan

Avni Patel

Josh Jelonek

Andriana Diez

Andrew Martin

Sasha Sidel

*Sabrina Hodjati*

### Seattle

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Fiona Goodwillie

Nate Lee

Jeremy Ross

Arika Allen

Caroline Luzzo

Busra Akdogan

Rumsha Siddiqui

*Varun Jain*

*Mohamed Mahmoud*

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Liza Dingle

Melina Wyatt

Puneet Brar

Lena Mackey

Maria Charles

Michael Kiever

Sheldon O'Brien

Ashrita Prasad

Lester Chen

Simona Alexander

*Gita Patel*

*Sameer Ziaee*

*Amie Vu*

\*Italics are no longer active

## Upwardly Global Staff

### Executive Leadership Team

Jina Krause-Vilmar  
*Chief Executive Officer*

Joshua Winter  
*Chief Operating Officer*

Maha Ali  
*Vice President of People and Culture*

Christine Ginsburg  
*Vice President of Finance and Administration*

Khalid Osman  
*Vice President of Technology*

Avigail Ziv  
*Vice President of Programs*

### Staff

Ahmed Kamal Abdel-Rasoul

Tahmina Afroz

Ahmad Afzali

Lillian Agbeyegbe

Stephanie Alman

Fahad Alnimah

Manizha Amiri

Sofia Oline Arnold

Bethany Atkins  
 Adedjobi Attere  
 Kahlil Bagatsing  
 Aizhan Baibolot  
 Chiquita Baldwin  
 Molly Balk  
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