

2023 Annual Report

# Expanding Our Impact



**Sofia**

Upwardly Global  
alum from Ukraine

*Learn more about  
Sofia on Page 21*



## Contents

- 4** Letter From the CEO and Chair of the Board
- 6** Our Impact
- 10** Advancing Immigrant Workforce Inclusion
- 14** Advancing Equity Through AI and Other Technologies
- 16** Rapid Response: Welcoming Refugees and Asylees
- 22** Shaping Policy To Advance Inclusion
- 24** Changing the Narrative
- 25** Events
- 26** Financials
- 28** Funders and Donors
- 33** Board of Directors
- 34** Leadership Councils
- 36** Upwardly Global Staff
- 38** Thank You

# Letter From the CEO and Chair of the Board

At Upwardly Global, we are driven by the belief that we can create an equitable, welcoming country where everyone — including immigrants, refugees, and asylees — fully contributes and thrives. We know that a person's circumstance today does not determine their potential tomorrow. And we know that we must set immigrants up for success when they arrive in the U.S. Over the past 20 years, we have **placed more than 10,000 job seekers** in skill-aligned careers and have seen how this has transformed their lives, uplifted their families, revitalized our communities, and contributed to economic growth in the U.S.

In recent years, hundreds of thousands of newcomers seeking safety have been driven from their home countries due to climate change, conflict, and political instability, and many have sought safety in the U.S. Many of them have arrived in our towns and cities with a desire to restart their lives and contribute.

In 2023, we witnessed an **expansion of the use of artificial intelligence (AI) and other technologies in recruitment and hiring**, leaving our communities on the edges. Immigrants today are **more educated than at any other time in our country's history, with almost half possessing at least a bachelor's degree** — yet many newcomers remain locked out of skill-aligned opportunities. For them to succeed, we must create new models of workforce inclusion.

**Between 2009 and 2015, refugees and asylees contributed an estimated \$581 billion in revenue to federal, state, and local governments through payroll, income, excise, sales, and property taxes.\* When immigrants work, they contribute to our economic growth.**

*\*Source: U.S. Department of Health and Human Services (HHS)*

At Upwardly Global, we are focused on providing career resources and tools to immigrants and immigrant-serving organizations and creating an enabling environment that unlocks their potential. We are dedicated to shifting the narrative about immigrants to one that celebrates their diversity and humanity and promotes their contributions to our communities and our economy.

This past year, Upwardly Global **served almost 7,000 immigrants, refugees, and asylees**, more than in any other year in our history, including over 900 Afghans, 850 Ukrainians, and 200 Venezuelans. Of these individuals, **we placed more than 1,000 in thriving-wage jobs with an average income gain of \$55,000**. We also advocated for asylum seekers' right to work and successfully drove new medical relicensing legislation in Illinois that enables international medical graduates to work and fill critical roles in the healthcare field.

In 2024, Upwardly Global will build on our momentum by:

- Ensuring AI tools and other technology is inclusive of immigrants, an underrepresented group, and that they are available to help newcomers as they navigate their careers and support employers as they seek to access immigrant and refugee talent.
- Working with partners to reach more job seekers and helping to place them in skill-aligned jobs, which revitalize communities, fill critical labor shortages, grow the U.S. economy, and create shared prosperity.
- Developing new models of workforce inclusion through the existing newcomer response systems in our most impacted cities.
- Driving ecosystem impact by putting immigrants on the policy map and giving them a future where they have an equal opportunity to thrive and contribute to their fullest potential.

We are at an exciting moment as we focus on effectively serving 13,000 immigrant and refugee professionals in 2024 and 25,000 in 2025. We are thankful for the support from our community of job seekers, alumni, volunteers, donors, staff, partners, and Board members and look forward to working together in the years ahead.

With gratitude,

*Jina Krause-Vilmar*



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

*Tammi*



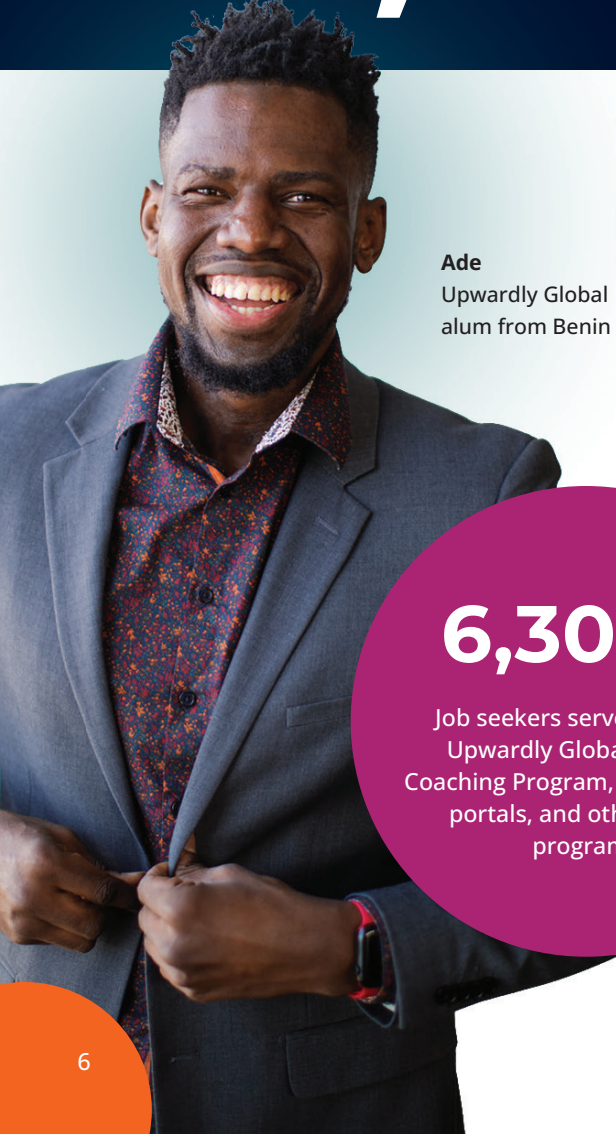
**Tammi Ling**  
Board Chair,  
Upwardly Global

# Our Impact

All Time Placements

# 10,500+

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



**Ade**  
Upwardly Global alum from Benin

**6,300+**  
Job seekers served through Upwardly Global's Career Coaching Program, partnerships, portals, and other online programs

## Supporting Job Seekers in 2023

### 1,000+

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



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



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

### 129

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



## Engaging Our Ecosystem in 2023



### Partners

# 31

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



### Employer Engagement

# 115

Number of companies engaged in diversity, equity, and inclusion (DEI) practice change and committed to hiring immigrant and refugee professionals



### Volunteerism

# 5,800+

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

## Building Economic Resilience in 2023



### Average Starting Salary

# \$64,600

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



### Average Salary Gain

# \$50,600

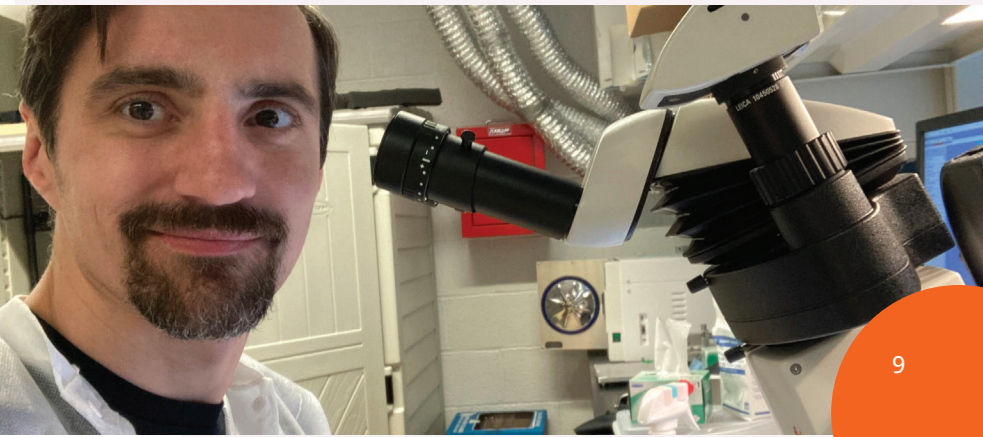
Average salary gain of job seekers who have completed Upwardly Global's Career Coaching Program and have been placed in skill-aligned, thriving-wage jobs



### Annual Economic Impact

# \$74 million

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



# Advancing Immigrant Workforce Inclusion

*In 2023, Upwardly Global expanded our reach, supporting more immigrant, refugee, and asylee professionals by building an ecosystem of partnerships at key institutions, including community colleges, refugee resettlement agencies, workforce organizations, and employers.*

*Drawing upon our nearly 25 years of expertise in guiding newcomers along professional career paths, we helped enable our partners to serve more newcomers as they seek to rebuild their careers in the U.S.*



## Expanding Our Reach Through Partnerships

Upwardly Global expanded our efforts to support immigrant-serving workforce partners through career coach training, access to our job-readiness e-learning content, reskilling and upskilling for in-demand fields, and workshops on critical topics like effective employer-engagement strategies. Over the last year, Upwardly Global indirectly reached over 2,200 job seekers through our self-paced resources and key partnerships with the State of California's Department of Social Services, New York State's Office of New Americans (ONA) Professional Pathways Program, the State of Michigan's Global Talent Attraction and Retention Program, and others.

### Workforce Partner Spotlight

#### International Institute of Buffalo



Through New York State's ONA Professional Pathways Program, Upwardly Global extended its tailored career services to immigrant-serving organizations statewide. In partnership with the International Institute of Buffalo (IIB), a resettlement agency serving Buffalo and Western New York, Upwardly Global enhanced IIB's career services for immigrants, refugees, and asylees in the region, facilitating their access to skill-aligned jobs that benefit the entire community.



**Our partnership with Upwardly Global enables us to establish a network of support for the refugee community here.**



*Lauren Gertner,  
Career Pathway Case Manager, International Institute of Buffalo*



### Unlocking Potential: Community Colleges as Gateways to Career Success

In 2023, Upwardly Global highlighted the critical need for career service offerings for community college students of immigrant origin, who make up 30% of students nationwide. Through key stakeholder interviews, in-depth focus groups, and a national survey with community college practitioners, Upwardly Global published “Unlocking Potential: Enhancing Community College Services for Immigrant and Refugee Students,” outlining invaluable insights, best practices, and strategic solutions to bridge existing gaps and create new pathways to career success.

The community college ecosystem provides immigrants and refugees with vital skills and intercultural learning experiences that enrich the U.S. workforce and its communities. Despite progress, gaps persist for immigrant-origin students, necessitating critical investments in resources and capacity building, as well as a collective effort among community colleges, workforce agencies, and community-based organizations.

### Engaging Employers

Upwardly Global’s employer engagement initiatives are key to catalyzing meaningful corporate change that encourages immigrant workforce inclusion. Over the past year, Upwardly Global actively collaborated with nearly 300 employers with the goal of breaking down barriers to immigrant workforce inclusion. Our employer working group, composed of 115 corporations, focused on addressing critical DEI issues that can enable the inclusion of immigrant and refugee talent in the U.S. workforce. In collaboration with our employer partner e-learning advisory group, we successfully co-created and built a new employer-facing digital experience to streamline access to our job seeker talent pool and launch culturally competent training materials, tools, and resources for recruiters, hiring managers, corporate leaders, and volunteers.

### Employer Partner Spotlight

Google.org

Since 2018, Upwardly Global has partnered with Google.org to provide Google’s Career Certificate program to job seekers in preparation for skill-aligned careers. In 2023, alongside key mentorship from Google staff, over 130 job seekers enrolled in the program, with over 75 successfully obtaining their employer-backed certificates.

“

I really think about this as a call to action — to be able to meet the moment for communities like immigrants and refugees, to be able to support their families, to be able to live the American dream, and to be able to meet their potential as new Americans.

”



Michael Diamond  
Head of In-Kind Product Giving at Google.org

“

It was a very fruitful experience. The combination of learning through the Google certificate and meeting with volunteers was the best blend of theoretical knowledge and real-life experience. This approach not only enhanced my analytical skills but also provided valuable insights into practical applications in the industry.

”



Fatima  
an Upwardly Global job seeker who participated in the Data Analytics Google Certificate program

# Advancing **Equity** Through AI and Other Technologies

*Upwardly Global championed the inclusion of immigrant talent in the design and use of AI and other technological advancements. In 2023, Upwardly Global tested ethical AI programs and produced thought leadership reports, offering guidance and recommendations on designing inclusive AI.*

*By centering immigrants in the design of AI tools, we unleash their potential to achieve equity in the U.S. workforce. If we do not, we risk excluding them from opportunities and from meaningfully contributing to the U.S. economy at their skill level.*

## **Upwardly Global and HiredScore: Breaking Down Hiring Barriers**

In 2023, Upwardly Global launched a [partnership with HiredScore](#), the leading explainable and ethical talent orchestration solution powering over 40% of the Fortune 100, to apply first-of-its-kind technology to help remove systemic hiring biases impacting immigrants and refugees and proactively connect Upwardly Global's talent to skill-aligned corporate jobs.

HiredScore brings a wealth of experience deploying AI technology to mitigate biases in hiring practices to employers worldwide. Together, we aimed to reduce friction in hiring processes by creating a seamless, automated talent discovery mechanism for recruiters that puts Upwardly Global's immigrant and refugee job seekers on an even playing field with their counterparts in applicant pools.



## **AI for Impact: Leveraging Technology To Deliver Our Mission**

Upwardly Global's 2023 report, "AI for Impact: How To Thoughtfully Leverage Technology To Deliver on Mission," delved into the pivotal role of AI in shaping the contemporary landscape. Recognizing AI as the most important technological advancement of our era, the report explored how workforce organizations can strategically harness AI technologies to enhance their capabilities, streamline operations, and amplify their societal impact. For Upwardly Global, AI has emerged as a potential game changer in helping individuals navigate skill-aligned job opportunities. The report drew insights from practical AI tests, particularly with an AI-powered career-navigation tool, and offered recommendations and best practices to unlock the full potential of AI for achieving greater impact.

## **Advocating for AI Governance**

In order to place immigrants into the AI governance conversation and advance President Biden's executive order on artificial intelligence, Upwardly Global engaged federal and state agencies like the Department of Labor, the Department of Education, and others to create guidelines for contractors using AI technologies in order to prevent bias and discrimination from being ingrained in the system. Upwardly Global aims to pursue long-term policy efforts that integrate and adapt emerging technologies that foster workforce inclusion and shared prosperity.

## **Expanding Online Learning Resources**

In 2023, Upwardly Global collaborated with content experts and past and current job seekers to reimagine, update, and expand our tailored online learning content, including an improved user experience and diversified content by industry. Our upgraded e-learning offerings will be made available in 2024 to job seekers and partner organizations to strengthen the job search process and restart thriving careers.



# Rapid Response: Welcoming Refugees and Asylees

*As ongoing wars, conflicts, and disasters displace millions of individuals across the globe, we joined forces with government agencies and local partners to ensure newcomers fleeing crises can quickly access the resources they need to rebuild their lives and restart their careers.*

## Welcoming Asylum Seekers From the Southern Border

Due to natural disasters and political and civil unrest, migration from South and Central America to the U.S. has increased. Many of these newcomers are college educated and have professional skills. To meet the needs of this growing population, Upwardly Global — with partners — has worked to support workforce inclusion for incoming asylum seekers at national, state, and local levels by building the capacity of workforce partners to reach this population and help them secure thriving-wage jobs.

62%

of Venezuelan recent arrivals have a bachelor's degree or higher

In 2023



568

Job seekers from South and Central America served through Upwardly Global's Career Coaching Program

## Job Seeker Spotlight

### Vanessa

After dedicating years to becoming an anesthesiologist in Venezuela, Vanessa fled her home country with her husband and daughter due to political unrest in 2017. In New York, she found construction jobs to make ends meet until she joined Upwardly Global's Career Coaching Program in 2023 and was matched with a career coach. With their support, she found job openings that fit her skill set and aced interviews. In 2023, Vanessa landed a role as a Senior Anesthesia Technician at NewYork-Presbyterian, her first step to restarting her healthcare career.



“

I started to attend the workshop for the health field that Upwardly Global offered. The workshops explained how to research and how to do the residency and apply for those things. I thought, 'Okay, I have a medical doctor and anesthesiology degree from Venezuela, and this institution offered me the opportunity to get a job in a similar field. It doesn't matter if my degree is from another country.'

## Investing in Our Afghan Allies

By the end of 2023, we had served nearly 2,000 Afghan arrivals through our Career Coaching Program and 7,000 through our online portal for Afghan newcomers, with over 600 job seekers placed in thriving-wage careers since the evacuation. Upwardly Global's innovative Afghan response work garnered national recognition in [Fast Company's 2023 World Changing Ideas Awards](#) and the [2023 Ragan Crisis Communications Awards](#).

We continue to advocate for the passage of Afghan Adjustment, which would grant permanent pathways to citizenship for Afghan newcomers.

In 2023



# 932

Afghan job seekers served through Upwardly Global's Career Coaching Program



# 260

Afghan job seekers in Upwardly Global's Career Coaching Program placed

## Job Seeker Spotlight:

### Shahpur

Shahpur spent years training to fly, and he served as an Afghan Black Hawk pilot until 2021 when the Taliban took over. Shahpur, along with his wife, young children, parents, and siblings, was forced to flee his home country for the U.S. Upwardly Global's specialized programs to support Afghan newcomers helped Shahpur secure a job in his field as a Flight Line Technician at an airport, allowing him to support his family as they rebuild their lives.



“

When I came to [the] U.S., I was searching for a job. A friend of mine, who helped me in the evacuation, he knew about Upwardly Global. He said that 'lots of pilots connect with Upwardly Global and they help them to find a job.' I was very happy to hear that ... Every person I met at Upwardly Global is very friendly, very helpful, very nice. I really appreciate them.

## Supporting Ukrainians in the U.S. and Poland

Since the Russian invasion of Ukraine in 2022, over 300,000 Ukrainians have fled to the U.S. — more than 70% are women. To help displaced Ukrainian professionals find skill-aligned work to support themselves and their families, Upwardly Global quickly sprang into action, providing a dedicated online portal for newcomers and reference materials for U.S. employers to clarify legal processes and support the hiring of Ukrainians.

To further support Ukrainian women, Upwardly Global continued its partnership in Poland with the Information Society Development Foundation (FRSI), which has served hundreds of Ukrainian women job seekers in career navigation.

In 2023



# 890

Ukrainian job seekers served through Upwardly Global's Career Coaching Program in the U.S.



# 167

Ukrainian job seekers in Upwardly Global's Career Coaching Program placed in the U.S.

## Job Seeker Spotlight:

### Sofiia

Sofiia and her daughter fled Ukraine in February 2022 due to the Russian invasion of Ukraine and resettled in the U.S. through the Uniting for Ukraine sponsorship program. With Upwardly Global's assistance, Sofiia overcame the challenge of restarting her medical career in a new country that didn't recognize her international credentials. By December 2023, she secured a position in a neurology lab conducting clinical trials; still, she aims to regain licensure as a neurologist.



“

Upwardly Global gave me more than a job — I consider this as a miracle in my life. [In the U.S.,] I'm working at a Professor of Neurology's office, and I'm involved in clinical studies specializing in multiple sclerosis. It's like I'm doing the same thing I'd done in Ukraine.

# Shaping Policy To Advance Inclusion

*Upwardly Global drove ecosystem impact by putting immigrants on the policy map, championing legislation that will dismantle barriers and create legal and accessible pathways for them to secure skill-aligned work.*



Upwardly Global served as a thought leader and partner in several important federal initiatives. We submitted recommendations to the White House's Task Force on New Americans, which highlighted the need for tailored career-navigator programs, funding for job-readiness and career training, and access to affordable English language and childcare programs in order to help newcomers move beyond survival-wage jobs and secure skill-aligned, thriving-wage careers in their fields. By investing in quality programs and differentiated services for newcomers with professional experience and international degrees, we can increase economic outcomes for job seekers.

Following the passage of the Bridging the Gap for New Americans Act, Upwardly Global contributed data to the Department of Labor federal study, commissioned to help understand and remove systemic barriers for immigrants and refugees, that will be published in 2024.

## Solving Healthcare Labor Shortages Through Licensing Reform

The U.S. faces a projected shortage of up to 124,000 physicians by 2034. Licensing reform ensures internationally trained healthcare professionals can fully utilize their education and experience while helping to alleviate critical labor shortages in the sector and fill gaps in U.S. medical systems. Upwardly Global worked in partnership with legislators, regulators, healthcare providers, and grassroots national organizations to advocate for sustainable pathways to relicensing. These efforts resulted in key legislative wins in Illinois that will create a permanent alternative pathway to full licensure, allowing internationally trained doctors to practice medicine in the state. At the federal level, Upwardly Global endorsed three bills introduced by Rep. Adam Smith (D-Wash.) in the House of Representatives focused on eliminating key barriers that prevent immigrants from entering the healthcare field in the U.S.

[Read More](#)

**[Illinois' Trailblazing Solution to Doctor Shortages: Opening Doors for Immigrant, Refugee, and Asylee Healthcare Professionals](#) examines recent legislative initiatives to fill healthcare shortages in Illinois by creating alternative pathways to licensure for internationally trained medical professionals.**

# Changing the Narrative

*Upwardly Global is dedicated to shifting the narrative about immigrants to one that celebrates their diversity and humanity and promotes their contributions to our communities and our economy. Our publications bring an evidence-based focus to key issues impacting immigrant workforce inclusions.*

[Afghan Newcomers Bring Critical Value to U.S. Economy and Society](#) documents Afghan newcomers' immense contributions to the U.S. economy and society, including over \$225 million in potential annual tax dollars, and urges swift action to protect the status of Afghan newcomers in the U.S.



[Unlocking Potential: Enhancing Community College Services for Immigrant and Refugee Students](#) analyzes critical gaps in community colleges' career services offerings for immigrant and refugee students and highlights best practices with tested resources and strategies to dismantle employment barriers for these students.

[AI for Impact: How To Thoughtfully Leverage Technology To Deliver on Mission](#) explores artificial intelligence and how nonprofit organizations can utilize AI technologies to best support the underrepresented communities they serve, offering recommendations and best practices on how to harness AI for greater impact.

**In 2023, Upwardly Global's work was featured in key media, including:**



# Events

## Upwardly Global Equity Gala

Upwardly Global's annual Equity Gala brings together our multicultural and multitalented community for an evening of reflection and celebration. Our signature event, held in September, allows Upwardly Global to acknowledge our collective achievements and uplift the partners who helped make them possible.

The 2023 Equity Gala was co-chaired by Krishan Bhatia, President and Chief Business Officer of NBCUniversal; Tony Goncalves, Upwardly Global Board Member and former Executive Vice President and Chief Revenue Officer of WarnerMedia; and David Kenny, Chairman and Chief Executive Officer of Nielsen.

## Honorees

- Yuri Brodsky, former Managing Director of LionTree LLC
- LinkedIn
- Standard Chartered
- Nielsen Corporation



## Upwardly Global: A Community Celebration

Upwardly Global hosted a [virtual Community Celebration](#), which featured inspiring success stories from our community of job seekers and partners and the opportunity for Upwardly Global supporters to connect and celebrate with each other online.

# Financials

## Statement of Activities

Year Ended December 31, 2023, Unaudited, In Thousands

### Operating Revenue

Corporate & Foundation Contributions	\$16,864
Government Grants	2,210
Earned Revenue	1,066
Individual Contributions	1,011
Special Events, net	499
Other Revenue	659
In-Kind Contributions	3,863
<b>Total Operating Revenue</b>	<b>\$26,172</b>

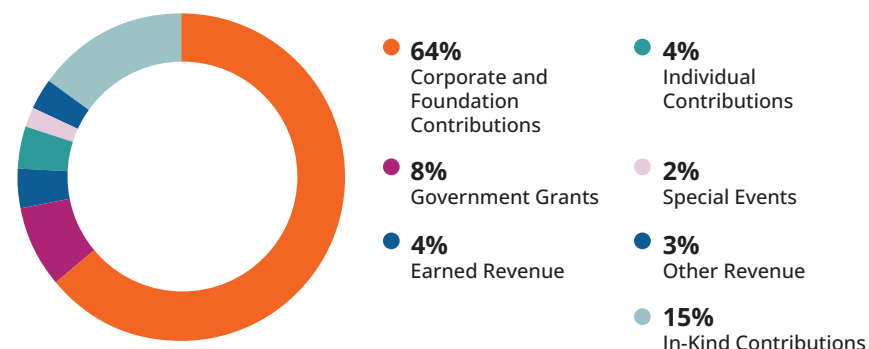
### Expenditures

Personnel	\$9,746
Professional Fees	1,899
General and Administrative Expenses	1,300
Occupancy & Rentals	340
Grants Awarded Expense	292
In-kind Expenses	3,863
<b>Total Expenditures</b>	<b>\$17,440</b>

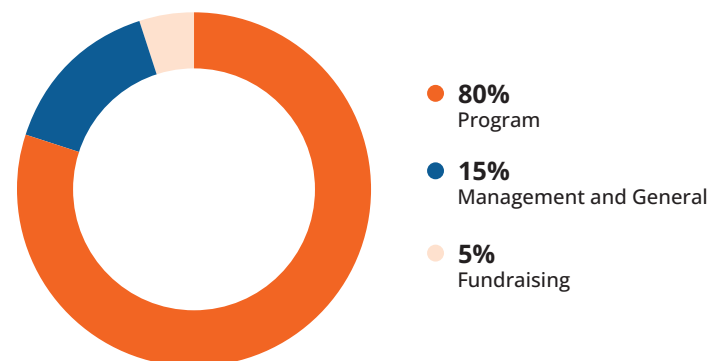
### Net Assets

Change In Net Assets	\$8,732
+ Net Assets - Beginning	20,870
<b>Net Assets - Ending</b>	<b>\$29,602</b>

### Sources of Funds



### Uses of Funds\*



\*This chart represents allocations based on 2022 Audited Financial Statements. Revised allocations will be available online in June 2024.

# Funders

- Abt Associates
- Accenture
- Airbnb
- Allan & Gill Gray Foundation
- AMC Networks
- AT&T
- BlackRock
- BMO Harris
- California Department of Social Services
- Capital One
- Carson Family Charitable Trust
- CastleOak Securities, L.P.
- CD&R Foundation
- Chegg
- Chicago Foundation for Women
- Circle of Service Foundation
- Cisco Foundation
- City and County of San Francisco
- City of Takoma Park
- Consolidated Edison (Con Edison)
- Crankstart Foundation
- CSAA Insurance
- Cummins



**The Hg Foundation's vision is that the tech workforce of the future harnesses the talents of all, regardless of background. To achieve this, we support underrepresented groups to access impactful opportunities on the tech talent pipeline and ultimately high-quality jobs in tech. Upwardly Global is an important partner on this mission and through their critical work providing coaching, industry-specific skills, and job-placement support to refugees and immigrants, they play a key role in enabling economic mobility and ensuring the tech workforce represents the societies it serves.**

**The Hg Foundation**



*James Turner  
Chief Executive Officer, The Hg Foundation*



- Deloitte
- Deutsche Bank
- DIRECTV
- DLA Piper
- Economic Development Administration (EDA)
- Elliot Management
- Fried Frank
- GitLab Foundation
- Global Detroit
- Global Talent
- Horizon Media
- Houston Endowment
- Kohlberg Kravis Roberts & Co. (KKR)
- KPMG
- Leaves of Grass Fund
- Leslie Family Foundation
- Liberty Media
- LinkedIn
- LionTree
- LiveNation

- Lloyd A. Fry Foundation
- Magnite
- McMaster-Carr Supply Company
- Morris & Gwendolyn Cafritz Foundation
- Mother Cabrini Health Foundation
- NBCUniversal
- Netflix
- New York State
- NewYork-Presbyterian
- Nielsen
- Nielsen Foundation
- O.C. Tanner
- Office of Refugee Resettlement (ORR)
- Open Society Foundations
- Paramount
- Paul M. Angell Family Foundation
- Permira Foundation
- Pivotal Ventures
- PricewaterhouseCoopers
- Robin Hood Foundation
- RPT Realty
- S&P Global Foundation
- Scarlet Feather Fund (The Dayton Foundation)
- Select Equity Group Foundation
- SEMCA
- Siegel Family
- Endowment
- Sinclair Broadcast Group
- Splunk
- Standard Chartered
- State of Illinois
- Switchboard
- The Applebaum Foundation
- The Hg Foundation (Hg Capital)
- The PA Foundation
- The Zegar Family Foundation
- Tipping Point Community
- U.S. Bank Foundation
- UBS
- Vilcek Foundation



**The GitLab Foundation aims to build a world where all members of society, irrespective of cultural differences, have access to opportunities for economic mobility. Our partnership with Upwardly Global helps to extend the reach and impact of our efforts to create prosperous wage opportunities for individuals and their families — including immigrants, refugees, and asylees.**



*Ellie Bertani,  
President and CEO, GitLab Foundation*



- Welcome.US Welcome Fund
- WES Mariam Assefa Fund
- West Monroe Partners
- Western Union
- Workday, Inc.
- Yahoo!
- Younger Family Fund
- Zakat Foundation of America

# Donors

## \$25,000+

Anonymous  
 Rosalyn Chen and Tom Chavez  
 Steven Ostler  
 Wendy Zimmermann and Steve Cutler

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

Anonymous  
 Paul and Deborah Baker  
 Ravi Chanmugam and Christina Lucas  
 Marina Kim  
 Tammi Ling and David Carretero

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

Anonymous  
 Marietta Bartoletti  
 Neeraj Bewtra  
 Yuri Brodsky  
 RJ Fox  
 Robert A. Garechana  
 Robert and Martha Parke  
 Thomas and Bonnie Uger  
 Vivek Vaidya and Pallavi Gupta

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

Anonymous  
 Krishan and Henriette Bhatia  
 Marc Brodherson  
 Vicki and David Craver  
 Tony Goncalves and Rosemarie Delgado-Goncalves



**“Christina and I both believe passionately in supporting systems that enable individuals to achieve their potential in the workplace and to be able to be net contributors to our economy. Upwardly Global not only has a mission that resonates with us but also has great people who execute on that mission and make it real. There’s lots to do in this area and UpGlo will continue to get our support.**



*Ravi Chanmugam and Christina Lucas, Upwardly Global Major Donors*



Michael Kassan	Gwendolyn R. Fragomen
Sy Kaufman	Todd A. Harding and David Lassiter
Maureen Kennedy	Emilie Hyams and Jon Brooks
Kevin Krim	Alyssa Myers
Elizabeth Meyer and Bo Huang	Cristian Popa
Alyssa and Jesse Rothermel	Marcy and Arnie Roth
Philipp Schumacher and Vanessa Orozco	Ashish Shah
Lucy Walton	Laine Siklos
Linda Zukauckas	Sudhir Singh
	David Tanner

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

Anonymous (2)	Victoria Taylor
Joerg Adams	Carrie Varoquiers
Julie Arenson	Bryan Wiener
Frank DeRosa and Janice Roudebush	Jane Yang
Sean Cohan	
Austin T. Fragomen, Jr. and	

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

Anonymous (2)  
 Yoga Acharya  
 Lalit Balchandani  
 Wendy Chan and Patrick McCabe  
 Brian Chang  
 Tresa and Jim Eyres  
 Phyllis M Freed  
 Simone Gourguechon  
 Mohammad Sediq Hazratzai  
 Sarah Jackson-Han  
 Matthew Jarzemsky  
 Wallace D. Mersereau  
 Au Nguyen and Khoa Dang  
 Joshua Oboler  
 Heidi Pan and Michael Zhang  
 Jonathan Rothenberg  
 Jon Shaw  
 RitaSue Siegel  
 Linda Sun  
 Christian Topham and Melissa Girvan  
 Mike Utaegbulam

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

Anonymous (7)  
 Priscilla Angeles  
 Rajeev Bhaman  
 Veer Bhavnagri  
 Lucille Boone  
 Burke and Karen Brown  
 James Chen  
 Theresa Daum

Melissa Dawu	Jitendra Sharma
Michael Diamond	Sophie Solomon
Debbie Gim	Phyllis Woods
Ronnie L. Goldberg	Melina Wyatt
Jeffrey and Christine Groves	Xavier and Elizabeth Zang

Roberta Karp

Subur Khan

Carl Kutsmode and Santiago Moreno

Vitaliy Levandovskyy

Kendra Levine

Lena Mackey

Terrence Martin

Ankit Prasad

Matthew Quinlan

Jeremy Ross

Mark Sachs

Jamey Shachoy and Laura Ryan

## \$500-\$999

Anonymous (9)  
 Abed Ali  
 Miguel Anderson  
 Keira Armstrong  
 Matthew Aucoin  
 Jane Beatty  
 Daniel Brodnitz  
 Joseph Cady  
 Mayra Cedeno  
 David Applegate and Barbara Chubb



**Behind every resume is a story of resilience, determination, and ambition. That’s why I donate to Upwardly Global. Supporting job seekers, particularly immigrants, asylees, and refugees, has never been simply about finding a job — but rather about igniting the spark of possibility and empowering individuals to reach their full potential. Together, we are helping to shape a future in which talent serves as the only currency.**



*Melissa E. Dawu  
 Upwardly Global Program Alum and Donor*





# Board Of Directors

Dilip Das	Vera Kirienko	Rohit Prasad
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Rohit Dube	Maria Little	Bob Reschke
Rachid El Mourabit	Leonardo Maia	Nicolas Roard
Colin Emerson	Luis Martinez-Moure	Janice Rodgers
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Fiona Goodwillie	Conrad Moseley	Cynthia Sutton
Kyle Hamblin	Luisa Ortiz	Jarett Turner
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Sabrina Hodjati	Raymond Pacia	Sally Winter
Sarah Jacob	Yvonne Phan	Martin and Jenelyn Wyspianski
Debbie Kiederer	Gregory and Karina Plotko	Yuan Yin

## Officers

### Tammi Ling

Board Chair; Managing Vice President, Operational Risk Management, **Capital One**

### Steve Ostler

Board Vice-Chair; Founder, **One Refugee**

### Philipp Schumacher

Board Audit Committee Chair; Partner, Technology, Media and Telcom, PwC (**PricewaterhouseCoopers Advisory Services LLP**)

### Rosalyn Chen

Board Development Committee Chair; Board of Directors, **Chavez Family Foundation**

### Lucy Walton

Board Development Committee Co-Chair; Managing Director, Head of Integration, **Goldman Sachs**

### Heather Reilly

Board Secretary and Governance Committee Chair; Principal, **Deloitte Consulting**

### Robert Garechana

Board Treasurer and Finance Committee Chair; Executive Vice President - Chief Financial Officer, **Equity Residential**

## Members

### Arnab Chakraborty

Senior Managing Director, Data and AI, **Accenture**

### Mindi Cox

Chief Marketing and People Officer, **O.C. Tanner**

### RJ Fox

Vice President of Marketing, **LinkedIn Talent Solutions**

### Martha Gallo

Trustee Emerita

### Tony Goncalves

Former Chief Revenue Officer, **WarnerMedia**

### Todd Harding

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### Mohammad Sediq Hazratzai

Program Director, **Public Health Institute**; Visiting Professor, **University of California, Davis**

### Jane Leu

Trustee Emerita; Founder and CEO, **Smarter Good, Inc.**

### Au Nguyen

Assistant Branch Manager - Bay Area, **Weee!**

### Shaun Smith

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

### Vivek Vaidya

Co-Founder and General Partner, **Super{set} Venture Studio**



**I immigrated to the United States over a decade ago, and let me tell you, it wasn't an easy ride. The professional landscape in a new country can be daunting, filled with twists and turns; I had to learn, adapt, and grow. Now, Upwardly Global gives me the opportunity to pay it forward. As a volunteer, I'm not just supporting fellow immigrants in finding jobs; I'm also supporting them in finding their place in this country, and that is why I am honored to support Upwardly Global.**



*Roma Velasco  
Marketing Professional, Behavioral Therapist, and Upwardly Global Mentor*



# Leadership Councils

## Seattle

- Rachid El Mourabit
- Fiona Goodwillie
- Jessica Hennessey
- Sarah Jacob
- Varun Jain
- Nate Lee
- Mohamed Mahmoud
- Robert Manly
- Farron McDonald
- Kristin Pankey
- Matthew Quinlan
- Michelle Sanchez Ospina
- Rumsha Siddiqui
- Sophie Solomon

## Chicago

- Amrit Bedi
- Anj Dañar
- Jeffrey Floresca
- Simone Gourguechon
- Andrew Gush
- Peter Kim
- Melanie Levine
- Ynah Parker
- Maria Ptouchkina
- Shivana Shrestha
- Archana Srajan
- Olena Tkachuk
- Nitida Wongthipkongka
- Jane Yang
- Koray Yesilli

## New York

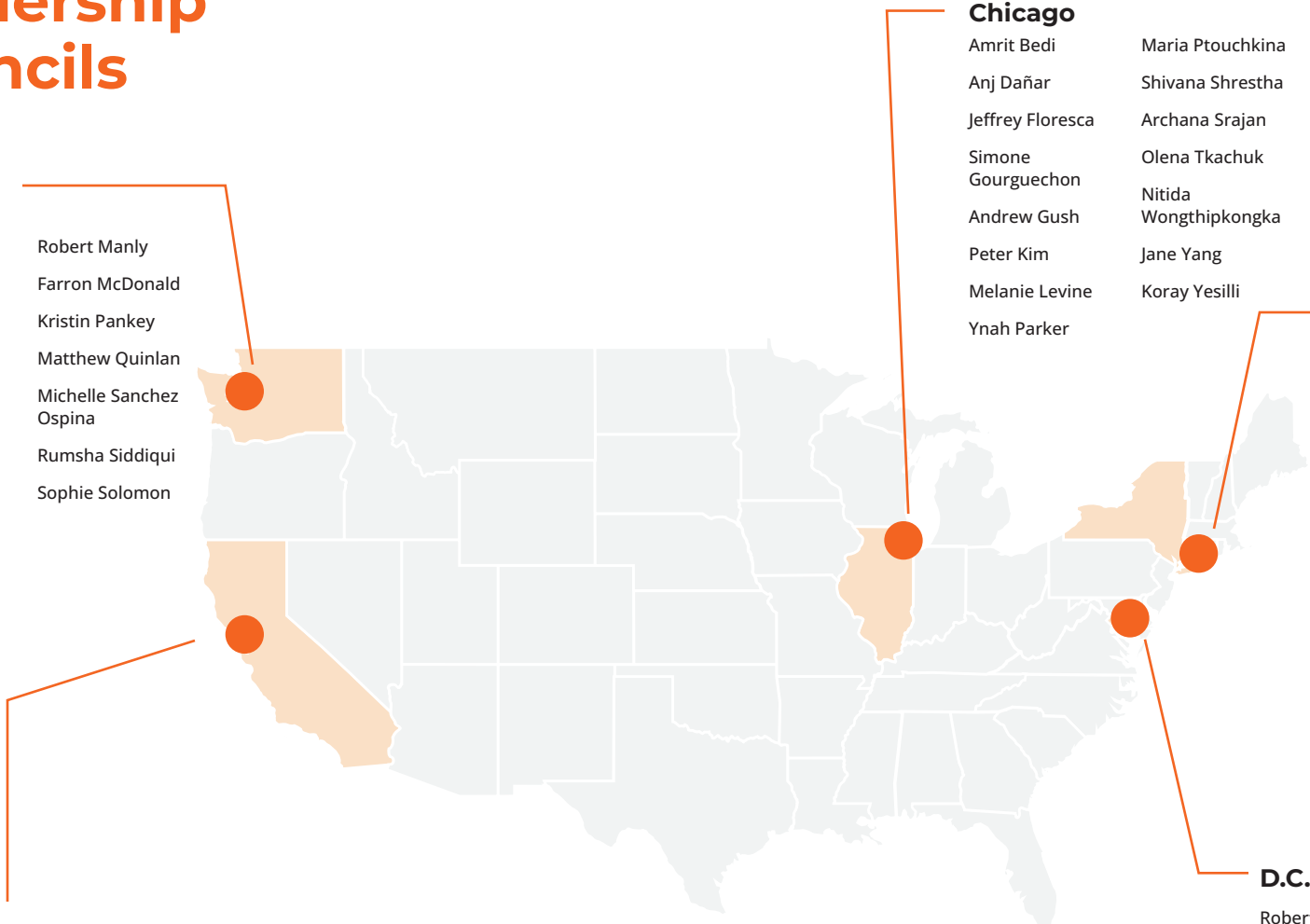
- Yoga Acharya
- Michael Diamond
- Andriana Diez
- Ishan Gurg
- Sabrina Hodjati
- Josh Jelonek
- David Kim
- Chance Masloff
- Tej Mehta
- Elizabeth Meyer
- Olena Ostasheva
- Eric Pan
- Avni Patel
- Yvonne Phan
- Rohit Prasad
- Christine Savino
- Linda Sun

## D.C. Region

- Robert Bissen
- Viboosh Chandrasekar
- Andrew Dolinsky
- Emilie Hyams
- Sarah Jackson-Han
- Bryan Li
- Sonia Lin
- Jay Lurie
- Shorena Megrelishvili
- Hannah Pace
- Amy Swers
- Marina Ter-Sargsyan
- Victoria Travers
- Sheila Tria
- Maggie Yuan Yue

## San Francisco

- Tadios Belay
- Puneet Brar
- Brian Chang
- Maria Charles
- Liza Dingle
- Subur Khan
- Subur Khan
- Michael Kiever
- Lena Mackey
- Yvonne Ngo
- Gita Patel
- Jeremy Ross
- Amie Vu
- Rakiya Witwer
- Melina Wyatt
- Sameer Ziaee



# Upwardly Global Staff

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**Jina Krause-Vilmar**

Chief Executive Officer and President

**Khalid Osman**

Vice President of Technology

**Joshua Winter**

Chief Operating Officer

**Diane Shohet**

Vice President of Development

**Maha Ali**

Vice President of People and Culture

**Avigail Ziv**

Vice President of Programs

**Christine Ginsburg**

Vice President of Finance and Administration

## Staff

Ahmed Kamal Abdel-Rasoul

Ahmad Afzali

Stephanie Alman

Fahad Alnimah

Alexa Antonaras

Sofia Oline Arnold

Bethany Atkins

Adedjobi Attere

Kahlil Bagatsing

Chiquita Baldwin

Molly Balk

Audra Brown

Lily Bukshpan

Emily Chien

Gabriella Cipriani

Kimberly Cohen

Cecilia Connor

Oana Orietta Cosa Lirtsman

Isabelle Darling

Whitney Destine

Augustine Egan

Alissa Exner

Elena Fairley

Michelle Celeste Ferrell

Rebecca Fishman

Tamar Frolichstein-Appel

Ying Fu

Meredith Fuentes

Joshua Garner

Lourena Gboeah

Grant Gigot

Esmeralda Gjongecaj

Abdul Hadi Hazrat Shah

Farzaneh Hozourbakhsh

Maria Molly Ricare Ibarra

Nazik Khalafyan

Jillian Kite

Bonnie Kone

Zena Latef

Bea NicoleLeal

Ana Leon

Michelle Kit Po Lim

Kiki Lin

Ming Liu

Ruth Llanos-Vos

Mouhamadou Hady Lo

Emily Logo

Jenna Lue

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Novruz Orayev

Anna Orcutt-Jahns

Margie Dayanna Parra Woodall

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Christopher Riley

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Tsultrim Zangmo



# Thank You

## Thank You for Your Support



*Upwardly Global is grateful for our community of dedicated supporters who help create an equitable, welcoming country where everyone — including immigrants, refugees, and asylees — can fully contribute and thrive. Our work is made possible by you. Thank you.*

## How To Help

To further support Upwardly Global's work, consider making a one-time gift, joining the Welcome Society with a monthly gift, and browsing volunteer opportunities.

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