MIUSA – VIRTUAL CAREER FAIR

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Hi, everyone. This is Ashley Holben with Mobility International USA. It's great to see everyone. Just want to be the first to welcome you to our webinar on careers in international development, which is a virtual career fair for people with disabilities. I'm really excited for this opportunity to bring together representatives from international development organizations and people from the Deaf and disability community who are seeking out opportunities, or at least exploring their options.

So I want to start us off by sharing a couple of housekeeping tips, especially if you're new to Zoom.

First of all, if you would like to use captions, I'm including a link in the chat window to a caption stream, or you can click the "show subtitles" button just to the right of the "closed caption" button, and that will activate captions as well.

Please keep your video and microphone off during the presentations to create a smoother experience. You're welcome to ask questions through the chat box. If you need any technical assistance, my colleague Monica can assist you.

If you have questions for the presenters, you're welcome to put them in the chat box any time but we will wait for the last 15 minutes of the presentation to start posing the questions to the presenters.

There's also an ASL interpreting team. We have spotlighted the interpreter's video, so even when we're sharing our screen, you should be able to see the interpreter at all times, but if you're having any technical issues, again, just let us know using the chat box.

This webinar will be recorded, and we're also going to make the webinar recording and the slide presentation available to all the participants after this presentation.

And then a note for our presenters today, you're going to be hearing from representatives from 10 international development organizations, and Susan will tell you a little bit more about what they all have in common. But one note for the presenters is that I'm going to be keeping a very strict time line, so every 5 minutes, it will be time to change presenters, because we have a lot to cover today.

And with that, Susan, you've got 2 minutes.

SUSAN: All right. Well, I am going to be fast.

First of all, welcome, everybody, both those with us live and those who will be listening to the recording or watching the recording later.

I want to thank our EDDI members, Excellence in Development and Disability Inclusion, and all the wonderful organizations that are represented today who belong to MIUSA's EDDI program, which is a membership where they have already committed really their strong commitment to not only diversity but also diversity which includes recruiting more people with disabilities into international careers. So again, thank you for being an EDDI member and thank you for being here.

I also want to welcome all the people joining us, students, disability organizations, leaders, and we hope that while you're listening and watching this webinar, that you will really be encouraged not just for yourself but to tell others about these organizations to consider applying for jobs, getting internships, perhaps being on an advisory committee, being a consultant. And I think this is so important because we at MIUSA are really committed to building the pipelines of leaders with disabilities not only so they can get jobs and be employed, but because it's only through their participation in leadership positions in these organizations that we're really going to change the world so it's a more equitable and just world for everyone, including people with disabilities. So I'm really excited and I thank you all for taking the time to be here today. And I'm excited to hear the presenters, and looking forward to your questions.

With that, I want to leave lots of time for our presenters. Thank you to the MIUSA team to make this happen.

Ashley, back to you.

ASHLEY: This is Ashley here. Thanks for that, Susan.

I just want to remind everyone who is not presenting, if you could turn your video and microphone off, I think that might help -- I would like to think that that will help the connection be smoother.

So I'm going to start sharing slides. Bill will be talking about his organization, Trickle Up.

BILL: Okay. Thank you, Ashley and Susan.

Welcome to everybody. Ashley, everything coming through clearly?

ASHLEY: Yes. Are you able to see the screen there?

BILL: I am.

ASHLEY: Can I also just remind all presenters, if there are any photos on your slides, just give us a quick description of what is in the photo for accessibility.

All right. Take it away, Bill.

BILL: Okay. I just heard my timer on my watch. I'll try to live up to the 5-minute standard.

It's great to be here with all of you working with people with disabilities is a very important part of Trickle Up. We're huge fans of MIUSA and EDDI, and I'm a great personal fan of Susan, a good close friend. So really happy to be here today to represent Trickle Up.

Let me tell you a little bit about who we are and what we do, and I'll speak specifically about jobs and employment at Trickle Up since that's the purpose of the day.

I don't know how many of you have heard of Trickle Up. We were founded in 1979. Very pioneering in many ways. Our work then, as in today, even with the natural changes that come along over 40 years, we are focused on helping people who live in conditions of extreme poverty and vulnerability advance their economic and social well-being. We aim to drive large scale change by partnering with governments, global institutions, and local organizations.

One of the things I think is important for Trickle Up and been a driver behind our success and vitality over the years is the constancy of focus particularly around the people we are trying to support and people who are one way or another typically left out of society or the mainstream either for reasons of poverty or vulnerability or both.

Really about 15 years ago, and very much because of MIUSA, we really increased our commitment to serving people with disabilities, and we were part of a project at the time to try to raise the disability consciousness and focus on disability issues in our work, which has always been poverty alleviation. As we began to understand more fully, the correlation between poverty and disability is sky high. So you can't really be serious about working with extreme poor if you're not also paying attention to disability.

So it's been part of our work in a significant way for over a dozen years. We've been honored by InterAction and USAID for some of the work we do, so we're proud of being able to bring a disabilities perspective to the fundamental work of livelihoods and economic development.

As I say, this is the focus. Now, for a long time we've always sort of talked about reaching the poorest and most vulnerable, and it really has been in the past dozen or so years that we've really doubled down on the question of vulnerability, what does that mean. And as we began to identify specific highly vulnerable populations where we felt we could make a difference. So one of course is people with disabilities. Over the last several years we've built up a significant practice working with refugees and displaced people around the world. And people who are facing discrimination because of their identity, ethnicity, caste, or other identity.

Almost everyone we work with is female. Our program is based around some very simple inputs. Skills, training, coaching, and helping people gain the skills and confidence that can last them a lifetime long after they're actively involved with Trickle Up.

Our work geographically is in Latin America, Africa, Asia, as well as refugees in several countries.

And there's lots more on our website and lots of content there.

Specifically in terms of careers, our staff size is about 50 people divided between our headquarters in the U.S. which is about 18 people and then 30-35 other people in our regional offices in Kolkata, India, Guatemala, and Burkina Faso.

All of our jobs are posted on our website. That's a very important principle not only for equity and also making sure we are getting the word out and attracting the best possible talent. This is a relatively small organization, 50-60 people. We don't have a lot of openings. It's usually half dozen or 10 at most in a single year. They tend to be pretty specific in terms of the job profile and experience we're looking for.

We do have internships, mostly in our New York office. Now I guess it will be virtual. Those also are posted.

And finally, I would just mention our board has 22 members, and one of our goals for the board is that it should reflect the work we do, including having people whose origins are in the regions where we work, people with disabilities, where we do have representation on our board.

I'm now at 5 minutes and 20 seconds, so I hope that was a good introduction. I apologize, I can't stay very long today. It's kind of a crazy day, so there may be questions during the Q&A, and Ashley and Susan can --

ASHLEY: Certainly. We'll be glad to relay those to you.

BILL: I would be glad to answer those by email.

ASHLEY: Thank you so much, Bill. And bravo on keeping time. Way to set the pace.

I would now like to invite our presenter from PCI to introduce themselves.

RACHEL: Hi, everyone. I'm Rachel Dorman, manager for global talent acquisition and HR for PCI. We are going through a merger right now. That's why you also see a Global Communities partner in our title. So we are going through a merger with Global Communities. I will be sharing their website as well on my final slide so you'll be able to see their opportunities too. But I just wanted to make note of that so there's no confusion, but currently we are PCI, a Global Communities partner.

Our mission is to empower people to enhance health and hunger, overcome hardship, and enhance women and girls.

So those, as I mentioned, are our four key areas that PCI works within. We have projects that really span over health, hunger, hardship, women and girls that includes maternal, newborn, and child health, disease mitigation and prevention, food security, disaster relief, women's empowerment, and many other technical areas that we work within.

Our website really gives a good layout of all of our technical areas that fall under these four main I guess pillars, you could say. And just for those just to describe the pictures on this slide, there is just a graphic at the top that has those four main areas, so enhance health, end hunger, overcome hardship, advance women and girls.

And on the left-hand side of the slide there is one of our children from Tanzania is on there. So just wanted to explain the pictures.

Right now our geographic focus, just as PCI, is across Africa, Latin America, Asia, and the United States. That will be changing. As I mentioned, we're going through a merger. So it will be expanding quite a bit with Global Communities.

So I did include, as I mentioned, both our careers website and also our partner Global Communities, I included theirs as well. So you can take a look. You can see all of the different opportunities that right now both organizations have, and then we'll be merging probably those websites in the next year or so.

And PCI is headquartered in San Diego. So we have positions that are both in San Diego and in Washington, D.C. Our partner, Global Communities, is based in Silver Spring, Maryland, so they have positions there as well. And both have international positions. Field positions, consultants, and also internships that are typically seasonal, fall, spring, and summer internships, that are available and they are for equity reasons all paid internships.

So just wanted to say we're very excited to be presenting with EDDI. We've taken a lot of steps since I've been with PCI four and a half years, taking a lot of steps towards our diversity efforts. We do have what I call a dignity initiative which focuses on really getting our staff up to speed and really understanding diversity in the workplace and how we can be socially inclusive. So it's been a big effort both within PCI and also our President and CEO has taken a few pledges, one with InterAction, so that is something you can probably find a little more information on our website. But we are very, very excited to be included in this presentation, and be able to look for ways to diversify our workplace even more. It's something we've been doing over the past several years, but we are always looking to improve that.

So thank you so much for the opportunity, and please take a look at our careers website.

ASHLEY: Thank you, Rachel. That sounds like many amazing opportunities.

I'm also going to invite our presenters from Save the Children. We have Trish and Sharon. Trish and Sharon, you ready? Remember to unmute yourselves.

Trish and Sharon, are you there?

>> I've just been notified that I'm unmuted.

ASHLEY: Yes, I unmuted you just now.

SHARON: Okay. Are you able to hear me now?

ASHLEY: Yep, and I have your first slide in front of me.

SHARON: Okay. Perfect.

Trish, are you on?

Okay. Trish may not be on.

Are you able to bring Trish on board?

ASHLEY: Trish is on. I'm trying to unmute her. I'll try to have Monica work on that.

TRISH: Hi, can you hear me now? I had connectivity issues. I am so sorry.

[Multiple people talking at once.]

TRISH: I apologize, everyone, but my name is Trish Ferrett. I am the senior director of talent acquisition for Save the Children, and apparently the chief goof on Zoom. So I apologize for that.

I would like to introduce Sharon, our diversity, equity, and inclusion officer for Save the Children as well.

Our email addresses are front and center on the title slide there. We want you all to take note of that. It's tferrett@savechildren.org. And Sharon's is sjones@savechildren.org.

The photo on this slide is of one of our beneficiaries who is Deaf, who is in our child safeguarding area in Rohingya. The photo depicts one of our staff members -- it's not really clear what he's signing, but he is signing. We try to be inclusive in our programming as well as our recruitment in our staff. So wanted to present how we're doing that.

So that's our first supplied.

Okay. And so briefly, for those of you who aren't familiar with Save the Children, we are a large global organization. We're here to represent Save the Children U.S. today, but our global movement does work from shared vision, mission, and values. We believe in a world where every child has the right to survival, protection, development, and participation. And our mission is to inspire break throughs in the way the world treats children and achieve immediate and lasting change in their lives.

And we're united by our values: Accountability, ambition, collaboration, creativity, and integrity.

We work in over 128 countries, including the United States. That's a great thing to talk about in the elevator and with family. They always want to know, what are you doing in the U.S.? Well, we work here too.

We have 29 member organizations across the Save the Children movement. Today, again, we're just talking about Save the Children U.S. But our international programming work includes global health, education, and child protection, hunger and livelihoods, advocacy, and humanitarian response.

But if you want to do that in. U.S., we focus on early childhood development and literacy, including Head start, building communities of support, and disaster preparedness and resilience. So those are a lot of what we do, but don't forget, we also have careers in our basic operations, just to keep the lights on and things going on time. Everything from IT to finance to legal, HR, marketing and communications, and fundraising.

And I'll pivot over to Sharon, who will talk about our disability inclusion.

SHARON: Awesome. Thank you so much, Trish.

You can go to the next slide, please.

I forgot how long it's been now, but Save the Children partnered with MIUSA and was so helpful to have their perspective as we built our approach for saving the children. We work to ensure that we are reaching children who are most marginalized and often those children have disabilities. And so what we recognize is that the most efficient and effective way to reach children with disabilities is to ensure that we are hiring and retaining staff with disabilities as well. So we partner internally to ensure that not only from a programmatic standpoint, reaching children, but that we are doing all that we can to ensure that our people that we hire have a really rich experience.

So first we plan to create a disability-confident workplace, one why everyone feels empowered to have, discuss, or respond to people with disabilities. And that starts at the applicant, the person who visits our website, applies for a job, all the way through to our employee of the month at our agency. So we hire, retain people with disabilities at all levels, and we do that intentionally by partnering with other DPOs to really kind of build that rich pipeline of talent at all levels.

And our focus will be to integrate disability inclusion into our overall DEI strategy. We are looking to identify and eliminate any barriers in our policies and practices that might negatively impact people with disabilities and change the employee's experience in a negative way. We're going to eliminate those barriers.

We're also looking at infrastructure, everything from accessible spaces to how we budget for reasonable accommodations. As Trish mentioned, all of our efforts are grounded, deeply grounded, in our values and our mission and vision.

With that, I'm going to hand it back to Trish.

ASHLEY: Just to let you know, this is your 1-minute warning.

TRISH: Okay. Great.

SHARON: We're ready.

TRISH: Okay. So if you want to know what's in it for you, that's always the big question. It's not just enough you to have a great place to work. It's about what we offer you as an employee. And we're excited and proud that we have an exciting engaged, inclusive, and impactful place to work and thrive. And of course we have great benefits. I'm very proud of it. Lots of paid leave. So much so that I have a hard time using it all. We have a 403(b) plan with up to an 8% match. We have life insurance. We even have pet insurance. So we've got a really great benefits team who is always working to find ways to reward and enhance our experience at Save the Children.

But not only that, there's opportunities to learn and grow as an individual and as a professional. I'm super proud of our employee engagement team that puts together top notch professional and personal development training. We have three different programs for different professional levels, one for individual contributors, one for new managers, and one for growing leaders in the organization.

And then we have an exciting thing called the Charlie/Sam fund where employees can submit proposals to go on trips, to see our programs across the world, to work for a week alongside our colleagues in the field, to really touch our programs. And for those of us who are in our support functions, we don't get to do that all the time, so this is a great way to really touch our mission.

The other thing is staying engaged. One thing that Sharon has been a big part of that started organically is our Save the Children diversity council. And most importantly our employee affinity groups. We have a very great -- I sound like somebody. But one called DAWN. And the members of that group are individuals who have either self-identified as individuals with disabilities at Save the Children or allies. And they have agreed to speak with members of this group after this call. All you have to do is contact me directly. And we're happy to match you up with one of them so that you can talk about their time here at Save the Children, their career and their path.

If you can go to the next slide real quickly, I'm not going to talk through it, but I do want to show you guys that we are hiring. We have lots of open positions right now. Certainly not as many as we usually would, but I do want to draw your attention to a current consultancy that we have available right now. Recruiting will begin next week. It's for a disability inclusion advocacy consultant. So if you are interested in that and you've got time this summer, we would love to talk to you. So again, my email is tferrett@savechildren.org.

ASHLEY: Wow, thank you so much, both Trish and Sharon. That's really exciting news. And I hope a lot of people on this webinar and beyond will take advantage of that.

Let's see. I would like to invite our presenter from World Learning up to the microphone.

SYED: Hi. Can you guys hear me?

My name is Syed. I'm an international recruiter with World Learning. I also work in a number of different areas within HR and I'm also on the diversity and inclusion task force at World Learning so this is something near and dear to my heart as well.

I'll start off by saying and reading our mission, which is to work globally to enhance the capacity and commitment of individuals, institutions, and communities to create a more sustainable, peaceful, and just world.

As our brand illustrates, we primarily accomplish this through three different methods: Education, development, as well as exchange. Our education side of the house is primarily based out of Vermont, and that encompasses our accredited undergraduate study abroad programs as well as our accredited internationally-focused master's degrees.

And then we have the exchange side of things such as the experiment at international living which is really just international education through exchanges. And that sort of, in our exchange program, we work heavily with the Department of State.

And then the development side, which is primarily based out of D.C., we work extensively with USAID. We have projects all across the world. Mainly we focus on education, early childhood education, but we do also have projects involving peace building as well as strengthening of governance.

And then right over here, I also have a link that you can read more about World Learning. That can be accessed there.

So as far as opportunities with World Learning go, so we have domestic opportunities, international as well as internships. I'll speak more about our internships here. We usually bring on, pre-COVID, about anywhere from 30-50 interns a year. This is spread out between the fall semester, spring semester, and summer semester. This year for the summer we have to cut down on a number of the internships. However, we're planning on ramping up back in the fall.

With our domestic positions, I'll flag two that I think would be very, very relevant is our program associates and program officer positions. We recruit for those heavily, and with our program associate position, we probably bring on about 30-40 as well per year, and then we probably hire around 25-30 program officers per year. So all of those can be found through that link to access our careers page.

I think that is it on my end.

ASHLEY: Wow, you were lightning fast.

Thank you so much, Syed. We at MIUSA have known so many phenomenal people with disabilities who have gotten their start at World Learning, either as interns or young professionals. So really excited about all the work that World Learning is doing to build that pipeline.

Continuing on, I would like to invite Catherine from Solidarity Center to present.

CATHERINE: Super. Can you hear me okay?

So my name is Catherine Pajic. It is pronounced nothing like it's spelled. Pajic. If you want to reach me by email, it's my first initial, c, last name, Pajic, cpajic@solidaritycenter.org. Our website is solidaritycenter.org.

Our mission is promoting worker rights worldwide. What that means to us is we support trade unions, the labor movement, and we really to look at worker rights as being part of the broader human rights spectrum. We know that there are within the field of workplace rights special -- you know, there are communities that have additional needs. So we make an effort, in fact, recently we started an equality and inclusion department so that we could focus or work with our partners across the world on addressing some of the needs across different communities and taking an intersectional approach, knowing that people don't just identify as their gender, their sexual orientation, their religion, their race, their disability, but there are a lot of these intersecting identities.

But at the same time, it's important to help our partners in the field to appreciate that even within their union, within their sector, people have different needs that need to be addressed and that they need to be included in the decisions being made by the union.

So if we go to the next slide, I can talk a little more about what we do.

When I say promoting worker rights, what that really means is helping workers to defend their right to freedom of association. That takes the form of organizing, advocacy, raising awareness, negotiating with their employers, collective bargaining, and then trying to change legislation and policy.

And the issues that they often focus on deal with workplace safety. Especially right now, it is a really important issue. It always is, but it's coming to the forefront now during this pandemic. Living wages, which in many parts of the world and some would argue here as well are really critical and not being addressed. Job protection. And then of course fighting exploitation and abuse. So we do a lot of work around trafficking and child labor and so on.

We work in about 60 different countries. Our staff number about 225. Our headquarters is in Washington, D.C. And I think here in D.C., we have about 75 staff and the rest of our staff are spread out around the world. We deal with over 400 different trade unions, NGOs, different kinds of human rights defenders, women's associations, and various coalitions.

And the sectors that we assist include garment factories, domestic workers, seafood processing, mining, agriculture, a lot of focus on migrant and informal workers, the manufacturing sector, and the public sector as well.

Next slide. So we are still hiring right now. It's a little tricky because of course all of us are on universal telework. All of our offices around the world are shut down and people are working from home. We are starting to gradually look at a process for reopening some of our smaller offices in countries where the pandemic seems to be somewhat under control, so maybe some of our offices in, you know, maybe in Vietnam or Thailand where we only have a few people in the office and it's manageable.

Here in D.C., we don't anticipate going back into the office until probably the end of the summer, but we are still hiring, and we've just -- in fact, we've got 3-4 people starting on Monday. You can find the job opportunities listed on our website, solidaritycenter.org/who-we-are/jobs.

We have in our D.C. office, we mainly hire just full time, and those can be at all different levels starting from program assistant and administrative assistant up to senior program officers and managers.

We have opportunities abroad that are for both noncitizens of the country in which they're working and people who are hired locally. So for example right now, we have a position open for someone to go to Mexico, someone in Brazil, someone in Guatemala. I think we also have maybe a South Africa position that's open. And these are for people who are not from that country. And when we are able to travel again, we'll deploy them to country with full housing benefits, home leave, and educational allowance for children, and so on.

We also have local hires, which now that I've come to the Solidarity Center now four months into my job, we're starting to put those on our website as well. So we just hired, for example, someone in our Mexico office who is a Mexican citizen. We just hired someone in Tunisia who is a Tunisian citizen. And those were advertised on our website. We'll be advertising more of those jobs on our website.

We also have summer internships, and unfortunately this summer we are not going to be bringing anyone on. Typically it's a 10-week program with a $5,000 stipend, and it's mainly in the United States. Sometimes we have interns abroad. We don't send them abroad, but if you're in country, let's say you're a citizen of Morocco and we have an opportunity in Morocco for an internship, then you can have an internship there.

And it's typically about a dozen, not more than 20 interns a summer.

I also want to just say that we've been focusing, as I said, I came on board about four months ago because Solidarity Center was experiencing and is experiencing a real expansion. So we have a lot of hiring coming up past this pandemic, but we also expanded with an equality and inclusion department that will not only be working with our partners in different countries on how they can address the needs of a number of different types of communities within their union, but also working internally within the Solidarity Center. In fact, I'll be working hand in hand with this person on how we can diversify our own staff and do a better job within the organization of helping people to become more aware of how to have these conversations that can sometimes be very difficult around race, gender, and so on.

Also how we can diversify our recruiting and hiring. So this is a really big initiative for us, and it came from within the staff. It wasn't brought down from above, but our own staff said, this is something we need to do.

So I encourage you to look at our website, look at our opportunities, and contact me through LinkedIn or my email.

ASHLEY: Thank you so much, Catherine. We'll definitely make sure people have a way to get in touch with you about all these exciting internships and other opportunities in the future.

I would like to invite our presenter from International Youth Foundation to introduce themselves.

PATRICIA: Hi. Can you advance the slide? There we go.

Good afternoon, everyone. My name is Patricia Davila. I am a program coordinator, primarily in the Americas region, primarily Latin America and Caribbean. I'm program coordinator. And my email is p.davila@iyfnet.org.

So our motto is transforming lives, together.

On the slide here you can see our yoking owe for International Youth Foundation, and it's three figures holding hands sort of in celebration with an image of the globe in the background, just sort of showing our commitment to connecting young people around the world to opportunities.

So first just a little history. We've been around for 30 years around positive youth development around the world. We continue to enrich people around the world with jobs and a brighter future. So again, our mission is to connect young people with opportunities to transform their lives through partnerships to ensure youth develop the leadership, technical, and life skills to earn a livelihood, become productive citizens, and even change makers.

We are headquartered in Baltimore, Maryland, in the U.S., but we have nine country offices across the world, across Africa, Middle East, North Africa, central Asia, and Latin America. And we worked actually in over 100 countries. I don't know why it says 80 there, but it's over 100 countries. We have touched about 7.7 million young people through our programs, and have partnered with 615 different organizations in 30 years.

IYF is also committed to advancing social inclusion, breaking down barriers limiting young people's chances to thrive and ensuring all have equal access into our programs as well as encouraging equal outcomes as well.

On this page we have a quote card from Melanie in Australia who is actually an International Youth Foundation youth action net fellow and also a youth TEDx speaker and disability rights activist in Australia. This quote says "Education never stops. It goes way beyond the institution, the certificate, or the fellowship. Everything, life itself, is educational." This was one of our quote cards for youth day back in 2018.

Talking more about our opportunities, if we can advance the slide. So all of our job openings are listed on our website, our job board, www.iyfnet.org/work-iyf. We have a couple of openings currently in the U.S. Controller and program coordinator. We don't have a ton of openings at the moment in the U.S., especially with COVID-19, but hopefully in the next year, we will have more in the U.S.

But we do also have positions available around the world. Kenya, Liberia, be Mexico, South Africa, and Ukraine at the moment, but those always change with our programs coming and going. So just keep an eye out on that job board. Everything is listed there.

We have also generous benefits package. I want to brag about that. So we have 20 vacation days, 11 paid holidays, and this is around the world. Everyone gets the same amount of holidays and vacation days. It also depends on the rules with the local governments, but that's generally our stance is 20 vacation days. 10 personal days, 1 floating holiday per year, comprehensive health insurance, flexible telecommuting, among others. All of those -- there's a comprehensive description of our benefits on our website.

And again here I just put an image of another quote, a testimonial from an employee, and it says "I've worked at IYF for almost 20 years with opportunities to learn and grow. I've built my skills in ways I know will benefit me for the rest of my career. The many reasons I've chosen to stay here, the main one is the people. IYF is a team; we support one another, provide necessary feedback, work hard together, and have fun together."

So just an overview of IYF and our job opportunities, and I'm happy to answer any questions that anyone may have.

ASHLEY: Wonderful. Thank you so much, Patricia.

Lianna, can you tell us about your organization?

LIANNA: Yes. Hi, everyone. It's great to be here with you today. My name is Lianna Tabar. I work as director of programs at WEEMA International. Our website is listed here, WEEMA.org.

Just before I forget, we do currently have that website up. The address won't be changing but we have a new website coming up in about a month that will have a lot more information about our programs and our approach that I'll be telling you about today.

As an organization, our mission is to partner with Ethiopian communities to improve access to clean water, education, economic opportunity and healthcare, all driven by local leadership and collaboration.

As an organization, what WEEMA does is we work on holistic community-led development. More of a grassroots oriented approach and a focus on development by Ethiopians for Ethiopians. We're grounded in these principles of holistic community-led development, and we partner in four key program areas, in the sectors of water, education, economic opportunity, and healthcare.

On the right side of the slide is a diagram with sort of pie size pieces that show how these four programmatic areas and the specific projects we work on all tie together to contribute to community well-being.

We have a relatively small organization. In the U.S., we have a very small team that up ports the in-country team. We have about 50 staff in Ethiopia, with some in our head office and a lot on project sites implementing these programs.

I also want to explain the reason we have the name WEEMA is that it comes from a local language in the area where we work, and it means wholeness or fulfillment, which also correlates with this diagram and our logo; which has three people holding up sort of looking like a tree and it's all about community coming together to reach this community well-being.

Where our projects are, as I mentioned, we're grassroots oriented. We have projects in the area of two zones which has about 2.5 million people, but most of our projects are focused on a district of about 150,000 people really focus on our different programmatic areas. And when we hire staff in Ethiopia, we advertise in country in local newspapers, including Reporter, and Ethiojobs.net. We have sometimes short-term consultancies that are very focused. We hire in the capital and we hire for field-based positions. We try to hire from the local community when possible.

In the U.S. we have a small team, but at this time we don't have current opportunities but we have occasional opportunities, and when we do, we post it on our website. And they're usually full time. Sometimes we have short-term consultancy opportunities in the U.S.

I was very speedy as well. I'm happy to answer any questions.

ASHLEY: No, that's fabulous. Thank you so much, Lianna.

All right. Wow, we're already coming to the end, unfortunately. But this has been really great. And we still have more organizations to present. And I would like to invite Avani to talk about CORE Group.

AVANI: Thank you. I'm Avani Duggaraju. I'm the communications and knowledge management coordinator at CORE Group. Our organizational mission is to improve and expand community health practices for underserved populations, especially women and children, through collaborative action and learning.

Next slide, please. So CORE Group, we like to call ourselves a hybrid model of membership, consortium building, knowledge management, technical expertise, and implementation. Our membership is composed of over 180 U.S. and internationally based NGOs, faith-based organizations, private sector institutions, academia, and individuals collectively working to advance community health policy and implementation.

We also have technical working groups and interest groups spanning various global health technical areas, and one of those also includes our disability inclusive health, technical advisory group. For more information, you can see our website on how to be involved with that advisory group.

We also have a young professionals network. And here I listed some of our current and past programs and projects, including USAID's flagship maternal child survival program, our polio project in seven countries around the world and integrated with global health security agenda. We also are working on the COVID-19 response and have various initiatives coming up in that response, including a summit happening July 1-2.

We also are working on different webinar series for COVID-19 response as well as with the global financing civil society coordinating group.

And I would like to also read out a statement from our executive director, Lisa, before discussing the opportunities available with us right now.

CORE Group is committed to an inclusive health agenda in our organizational strategy and programs. We are excited to ensure a diverse workplace, provide opportunities for advancement and internship, and grow as an organization by including people with disabilities in the important work we do for the global health community. As the membership nonprofit with over 180 organizations across the world, we hope to set an example for other organizations to learn about the incredible skills and talent people with disabilities offer.

Right now we have a couple of opportunities that are available. They're available on our website at www.coregroup.org/jobs-internships. We do have internships available. Our summer ones are currently full, but they are seasonal so we will be soon opening applications for our fall internships as well. All internships come with a $2,000 stipend. Typically they are in the knowledge management, communications sector, and now we're also hiring interns for the COVID-19 response as well.

Internships and other job opportunities are generally based in our D.C. office. Currently with the pandemic, we are, working remotely. But hope that in the fall we will be back in the office.

We are also currently hiring a global health fellow for strategic partnerships and business development. That fellowship opportunity is a 1- to 2-year fellowship based in our D.C. office.

In addition, we are hiring other opportunities as well, including a part-time accountant and a communications and knowledge manager. These can be found on our jobs page on our website. And I'm happy to answer any additional questions:

Thank you.

ASHLEY: Thanks so much, Avani, and please relay our thank you to Lisa as well for her thoughtful statement.

I would like to ask Abi and Rachel from Chemonics introduce themselves.

ABI: Hi, everyone. I'm a recruiter with Chemonics. I have Rachel here as well.

RACHEL: Hi, I'm Rachel Chaikof.

ABI: I'll start. Chemonics was founded in 1975 and is one of the world's leading international development and consulting firms. The mission is to promote meaningful change around the world to help people lead healthier, more productive, and more independent lives. It's an employee-owned organization, which is pretty cool.

We work in 76 countries currently. But since inception, we have aided about 150 countries. We have about 5,000 specialists spread across various parts of the world. Which is also really, it just shows how much work Chemonics is getting done in the field.

These 5,000 specialists are spread across various sectors. The broad list of all the sectors that we work in is on our website. We have specialists that work in agriculture and health, economic growth and trade, education, we have supply chain which is like our biggest portfolio at the moment. There's a lot more sectors that we work in.

I help recruit the specialists to work on development initiatives within systems that we have built in Chemonics. So I help people like Rachel who are on the forefront. I'll leave Rachel now to talk about what she does with Chemonics, because I do the back end of the work.

RACHEL: Hi, everyone. I am the project manager for Chemonics project called global health supply chain. And so one of the greatest things about Chemonics is they have project management units where we are assigned to work on a project in one or more of the countries. And we work closely with field offices there, and the local staff members there.

Every day is different. One day we could be working on legal review and another day we could be working on budgeting. Another day we could be working on planning a technical activity.

I should also mention that I am a person with disabilities. I am Deaf and I use cochlear implants, and Chemonics is fantastic about providing accommodations for persons with disabilities and ensuring that every technology, everything is accessible, for example. When it comes to teleconferences, which is something we do regularly, every day, they have closed captioning on their platform that I can just click closed captioning available to anyone, whether Deaf and hard of hearing.

They are also available to provide interpreters when necessary for those who need them. Yeah. So they are really great about providing accommodations and being accessible. And they also have a diversity inclusion team that focuses on making sure that Chemonics is inclusive to everyone.

ABI: Okay. I think we'll move on to our career opportunities, and I guess I'll talk a bit and if Rachel wants to add, she will.

We have everything listed on our website. We didn't have enough space to list them here. We have opportunities in the U.S. In our Washington, D.C., office, in our Crystal City office. And we also have opportunities in the field. Everything is listed there.

On our website also, you would see we have a tab for consultants. We have a tab for internships. Currently we aren't -- I guess because of COVID and all that's going on this year, we're not having our summer internship. But as things come up and as things change, anything that we have will be reflected on our website.

I'll just mention too that 90% of the staff in the field are domestic, which is very encouraging. Meaning that we're hiring people in the countries that we are working in as well, which helps communities.

I don't know if Rachel has anything to add to that.

RACHEL: As I mentioned, one of the greatest things about working at Chemonics is that we work directly with local counterparts in the field, and in a way that we are able to build their capacity to become self-reliant. Yeah.

ASHLEY: Thank you both so much. This is Ashley. It's like you practiced that. That was 5 minutes exactly. So thank you, Abi and Rachel. And Rachel, thanks for sharing your firsthand experience of what it's like to be an employee with a disability working in an international development field.

Now I would like to invite our final presenters from FHI 360.

LEIGH: Hi. This is Leigh Warren. Buli and I will be presenting. I am one of the senior recruiters, and Buli is a technical officer and he will talk a little bit more about our kind of inclusion, diversity, those areas.

I got pulled in. My director was not able to come due to being ill, so bear with me, but I hope I can give some good information.

FHI 360 has been around for over four decades. Our mission ultimately is to improve lives in lasting ways by advancing integrated locally drink solutions for human development. So ultimately we want to really create a holistic approach, evidence based, work with local communities. We had originally started back in 1971 in family planning at University of North Carolina in research, and then we moved into the HIV AIDS realm and then created a foundation and some not-for-profit organizations and then acquired a company called AUD which really doubled us in size to about 4,000 staff. And we added nutrition and education, economic development, civil society.

Our biggest area of focus I would say is our global health, but global education is very large as well. We do a lot of gender. We do nutrition, as I mentioned. Research, youth. So quite a variety.

Thank you for the slide change.

We do work in 60 different countries. It's across Asian Pacific, sub-Sahara Africa, Middle East, Europe, and central Asia, and then Latin America, Caribbean, and some domestic work as well.

So we do have multiple programs. A lot of people gave some examples across all those different sectors that we work in.

We are also one of the organizations responding to COVID, and some of our actual programs are being able to reallocate funds to help in that area. So exciting in one way, maybe not in another.

We are headquartered in Durham, North Carolina. Our executive offices are based there, but we also basically have a very large and I would say headquarter office in Washington, D.C. We have two small U.S.-based offices in New York and Atlanta. And as I mentioned, most of the countries we work in, we have offices there as well.

So I'll let Buli go from here on the next slide.

INTERPRETER: I need the video for Buli, please. I need Buli as the main video right now. I'm seeing Leigh Warren. Can you show me as well so I can communicate with him?

ASHLEY: Is it okay if I stop sharing screens? I think then you'll both be able to be visible.

MONICA: If we can get others to turn off their videos.

INTERPRETER: Okay. Can you put Buli in the side now? We're ready.

MONICA: I didn't understand that. Let me get to Buli's video.

Okay. Audrey, is that okay?

INTERPRETER: Do you have the slide so that he can be the person next to the slides?

ASHLEY: I don't think we can.

INTERPRETER: Can you put it back to just having him there. He just, he didn't know what we had missed yet.

ASHLEY: Sorry about that. Are you okay to proceed, Buli, without slides?

INTERPRETER: No, no, we do want the slides.

ASHLEY: Okay. Great.

INTERPRETER: And then can you put his video up? Because I need to be able to see it as the interpreter?

Okay.

ASHLEY: Does that work? Can you see his video.

BULI: Hello, my name is Habtamu Buli. I'm the disability inclusion technical officer at FHI 360. I started there as an intern, and then I became a full-time employee just recently actually.

So we've been working together at FHI 360 for about two years, and we've done a disability framework. We've established with ten principles and nine standards for gender equality and social inclusion across the organization. Both internally and on projects, including on disability inclusion.

Last year we had a six-month disability inclusion task force that helped to produce a set of disability recommendations and a tool kit that multiple teams around the organization are being trained on.

And now we're excited to have a lot of people involved with it.

And then last year we also launched several new safeguarding policies that are important to our recruitment process and staff work overall. Those are related to inclusion and disability.

Our executive people at our organization are building that, and we're excited that they are interested in making that happen.

We're about to launch a new internal equity, diversity, and inclusion strategy 2.0 that will include, will further help advance our disability inclusion internal network. That will help us to create budgets so that we can get out and really work hard to get people who are more diverse and bring out more actively bring out people to be part of our team.

And I'll kick it back to you, Leigh.

ASHLEY: Leigh, you're muted right now so make sure you unmute yourself, and then we just have -- if you can wrap it up in just a few.

LEIGH: Yes, yes.

INTERPRETER: Can you put my video back on? This is the interpreter.

MONICA: Yeah. Let me.

ASHLEY: Okay.

LEIGH: Okay. Thank you very much. Just to go back to opportunities with FHI --

INTERPRETER: Can I pause for a moment? This is the interpreter. We don't have -- okay. Thank you.

LEIGH: You ready?

INTERPRETER: Yes.

LEIGH: Okay. So just to talk briefly about opportunities at FHI360, our website, our career website is www.fhi360.org/careers. We are, like Chemonics, we have so many positions open so if you go to our website, you can see what those are. I think there's over 200.

We do have domestic and international positions. I mentioned the offices in the states, so domestically a lot of them are in Washington, D.C., and occasionally in Durham, North Carolina.

Internationally, they could be both ex patriots or national locals, so locally within that country, citizens of that country.

We do also hire consultants. We have a database that you can register in. And we obviously work on a lot of proposals, so bidding for new projects in which we identify key personnel for those roles.

Internships, we do a lot of internships. We have some that are formal with universities, and then we have ones just throughout the year that we do. We have been hiring interns during this time, but we are just having to do a few checks and balances on that to make sure we can provide the training and resources that are needed if they were working remote, because we normally do not have them work remote.

We do unpaid and paid. Unpaid means you must have school credit in order to do that.

And then fellowships. Sometimes we have fellowships here in the states through schools. We do have an international fellowship that's a little bit more internal staff than bringing in externally.

Benefits. So we have tremendous benefits as well. Sounds like a lot of companies do. One of the big things for us is we do have a pension plan for retirement, which is a fully contributed by FHI 360, a 12% contribution, so it's pretty fantastic. We have lots of other perks, but I know we're running out of time. So to me, it's a phenomenal organization with a wonderful mission and holistic approach and incredible people and experts to work with.

So thank you for having me and Buli.

ASHLEY: Thank you, Leigh, and thank you, Buli.

BULI: Our adviser is here if you have any questions specifically, she can answer those at this time as well.

ASHLEY: Fabulous. This is Ashley. I'm going to stop the share for the moment, and just want to thank all three of you.

And to thank all of you for being part of this.

I'm going to share my screen one more time actually because I do have one more slide that again will be available to everyone after the webinar. Links that can help supplement your job search.

You're going to be able to find all of these EDDI member organizations on the MIUSA website with some featured jobs, links to their job websites.

And then of course to sign up for our E-newsletter where we also feature the latest EDDI member organization job opportunities.

And I will provide the links to you separately.

The NGO job board is a great resource. This is provided by the umbrella organization InterAction. And the website is NGOjobboard.org. That's a great website to bookmark if you're someone who is interested in international development jobs.

I apologize, we ran a little late, but I'm so glad we had an opportunity to hear from so many fantastic organizations that are doing incredible work around the world and really making wonderful strides in terms of ensuring that they have a diverse workforce, including employees, interns, board members with disabilities.

And we're going to run out of time before we can get too many questions in, but Susan, before we go to questions, do you want to add anything? Let me unmute you.

SUSAN: I think I'm unmuted now.

Okay. Great. Well, just thank you, Ashley. Just want to really thank all our EDDI presenters. For me this really was a dream come true to really finally have a chance to really highlight the great work that you're doing as EDDI members, but really open up the doors so people with disabilities in the United States, and this recording will be shared globally, can have a chance to look about your organizations. And I'm so excited that this will bring those two groups together and we will see more diverse staff, advisers, technical assistants, and again, building the pipeline of leaders with disabilities.

So Ashley, I don't know if we have time to take one or two questions before we close.

ASHLEY: I think so. For those joining us, we would just love to know in the chat window, we have organizations in the D.C. area, New York, San Diego, and elsewhere in the country. I would love to know from our participants here, if you can type where you're located in the chat box. And if you have any questions, you're welcome to type them in the chat box now while we have some of our presenters available.

We have people from San Antonio, some people in Washington, D.C., New Jersey. Let's see. One person is in Atlanta. She wants to know the name of the presenter from Save the Children U.S. Their names are Trish and Sharon, and I'll make sure you have access to the contact information.

We have participants from Iowa City, North Virginia, New York, San Jose, Minnesota.

One question I see, is there any remote work available.

There were some presenters who had discussed remote work opportunities through their organizations. If any of the presenters want to pop by and remind us which ones those were, you're welcome to do so.

TRISH: Ashley, this is Trish from Save the Children. We do have some remote opportunities available. All the positions that are remote are listed as such on our website. Of course right now everyone is remote. We are hoping to be back in the office at some point. But the nature of our work is we're serving children everywhere so we need to be everywhere.

RACHEL: Chemonics does have remote work. Obviously now we're all remote working, but they're accommodating and allowing their employees to do remote work, not only people with disabilities but also for caregivers who want to limit their childcare costs. And I want to say as a person with disabilities, I find that the remote work is extremely accessible in that all of their platforms have closed captioning. They even have screen readers to allow you to enlarge the text if you're visually impaired. They really make sure that the work environment is accessible.

ASHLEY: Thank you for that.

I love this next question. Is there digital design, videographer, photographer, graphic design positions available?

I know it's true, working for an international development organization, you need a wide variety of skills, not just public health and international development but people who have skills to make the organization run.

Can any organizations just quickly maybe comment on that?

TRISH: This is Trish again. We often have those roles either on a full-time or consultancy basis depending on what the need is. But we are constantly updating and we've done a good job. We have a lot of digital assets, but we are doing that worldwide. So any talent in that avenue, please let me know. I'll definitely match you up.

ASHLEY: Well, thank you so much.

And I'm afraid that is all of our time today. But I did note final questions in the chat window and will try to connect you to the appropriate folks to get that answered.

Thank you, everyone, for sharing your organizations and the work you do. I thank the attendees who took the time to learn, and we hope you enjoyed and got a lot out of this. It felt like speed dating, but I assure you it was a virtual career fair. And really hope you'll have the opportunity to stay in touch with our presenters today. Visit their websites. Stay linked to them on social media so that you'll be one of the first ones in the know about new opportunities.

With that, I will say thank you all.

SUSAN: Thank you to everybody for joining and our interpreters and MIUSA staff and Ashley for a fabulous job. So thank you to everybody, and onward upward. This is Susan Sygall.

>> Thank you.

>> Bye.