

## Support for Employee Resource Groups

Our Charity Alliance partners are addressing intersectional challenges at a global scale. Below are a few suggestions to help Employee Resource Groups and Diversity Teams learn what these efforts look like around the world, and how they can get involved.

**Reach out to Global Impact** to schedule a lunch & learn or coffee break session with any of these charities. We can also create engagement and volunteer activities centered on these topics for your group or team.

### Black and African American

- **Free the Slaves:** Modern slavery and human trafficking are inextricably linked with racism. Free the Slaves' work targets this kind of marginalization and discrimination, and their site offers region-specific examples of how racism and modern slavery intersect, like the caste system in India and discrimination of ethnic groups in the Dominican Republic. Whether it is promoting safe labor migration or making ethical purchases, Free the Slaves helps readers **take action** to stop modern slavery.
- **Global Health Council:** The Global Health Council's page on **Racial Justice in Global Health** offers a host of materials, including webinars that feature Black leaders in the field and offering action steps for global health practitioners, as well as the recording of the Council's 2020 Summit on Pandemics, Politics, and Privilege: The Good, Bad, & Ugly U.S. Legacy in Global Health
- **Heifer International:** For those interested in learning about the inequalities present in food and farming, we recommend Heifer International's article **Agriculture: Rooted in Racism**. They also have a #HeiferTogether series about the state of farmers around the world during the COVID-19 pandemic, offering great conversations with people like Leah Penniman talking about **Farming While Black**.
- **Oxfam:** A strong voice among international charities examining racism in aid and development, Oxfam has a series called **#PowerShifts** that explores the history of the development industry and lists targeted recommendations for charities and development practitioners to take action. The articles **#PowerShifts Resources: Anti-Racism in Development and Aid** and **Does development have a problem with racism?** are both great places to start.

### Latinx

- **Accion** is a global nonprofit committed to creating a financially inclusive world, with a pioneering legacy in microfinance and fintech impact investing. They are known for their work across Latin America and the Caribbean, offering ways we can **help women entrepreneurs adapt during COVID-19** and learn more about investments in **job creation** and expanding **access to education**.
- **Heifer International:** Working alongside local farmers and business owners, Heifer International is focused on **accelerating access to livable incomes** and safe, nutritious food for farmers and their families. They have programming in countries like **Honduras, Ecuador** and **Mexico** that help close income gaps and ensure healthy, balanced diets for rural communities.

# CHANGE GIVE GLOBAL. THE WORLD.



- **Pan American Development Foundation** believes in creating a hemisphere of opportunity, for all. They work **across Latin America and the Caribbean** to make the region healthier, peaceful, just, inclusive, resilient and sustainable for current and future generations. They collaborate with civil society, governments and the private sector for the greater good of the region.
- **Project HOPE:** For those interested in learning about **health needs across the Americas**, Project HOPE addresses maternal and neonatal mortality, diabetes, natural disasters, and health emergencies. Their site offers resources by country and by topic and it offers ideas to help you **get involved**.

## Women

- **CARE:** Women are a **vital part** of CARE's community-based efforts to improve basic education, increase access to quality health care and expand economic opportunity for all. Last year they reached 70 million people across 1,000 programs in 100 countries; this work included increasing female farmers' access to technology in the face of climate change, equipping individuals and families with sexual and reproductive health resources, expanding women's access to financial services and equitable wages, and more.
- **International Center for Research on Women (ICRW):** A global research institute, ICRW identifies **women's contributions** as well as the obstacles that prevent them from being economically strong and able to fully participate in society. They offer policy recommendations to champion women's rights around the world and suggest ways **you can help**.
- **Plan International** is a **girls' rights organization**. Their aim is to create a more equal world by transforming the lives of 100 million girls around the world so that they are safe, educated and economically empowered. They are clearing the barriers that keep girls and young women from reaching their full potential. Learn more about their gender and youth equality work **here**.
- **Women for Women International:** 70% of people living in poverty **are women and girls**. That is why Women for Women invests in skills training and job programs for women where the needs are greatest: countries like Nigeria, the Democratic Republic of the Congo, and South Sudan. Their development programs empower women to **lead change in their own communities**.

## LGBTQIA+

- **Alight:** This organization provides health care and clean water, shelter, protection and economic opportunity to more than **3.5 million displaced people** in 17 countries each year. Their work supporting LGBTI+ asylum seekers and refugees recently expanded when they merged with the **first international organization devoted solely** to advocating for sexual and gender minority asylum seekers and refugees fleeing persecution and violence.
- **CARE's** work in **disaster response, food and nutrition, health and education & work** purposefully and strategically includes LGBTQ+ individuals. A great example of their intersectional recommendations can be found in their **Rapid Gender Analysis: COVID-19 in the United States**.

# CHANGE GIVE GLOBAL. THE WORLD.



- **Human Rights Watch** works for lesbian, gay, bisexual and transgender peoples' rights, and with activists representing a multiplicity of identities and issues. Explore their **LGBT Rights** page for specific policy and advocacy work being done around the world.
- **Refugees International:** Another organization advocating for lifesaving assistance, human rights and protection for **displaced LGBTQ+ people** is Refugees International. Their work explores both U.S.-specific and global policies that can better protect and empower LGBTQ+ people.

To learn more about these charities, visit our **Charity Alliance** page. We have nearly 100 leading international charities supporting causes like access to clean water, education, disaster relief, relieving hunger and more. If these resources speak to your experience or personal cause areas, consider giving to them in your **employee giving campaign**. Giving at work is convenient and can amplify your generosity and impact through yearlong payroll pledges.