

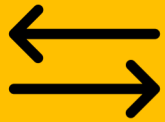
International Development Career Accelerator

Coalition for Racial & Ethnic Equity in Development (CREED) 2024 Anniversary Event

Afiya Bey, Palladium

Alignment to our Strategy and Commitments

The Accelerator is a strategic Equity, Diversity, & Inclusion (EDI) initiative that seeks to increase racial & ethnic diversity and inclusivity at Palladium for the benefit of our staff and the communities we seek to impact.



Strategy Alignment: Build and maintain a strong and inclusive culture that embodies our guiding principles



Commitment to the Coalition for Racial & Ethnic Equity in Development: (CREED) to advance racial and ethnic diversity, equity, inclusion, and belonging within international development.

About *The Accelerator*

An experiential learning and mentorship opportunity for first-generation and historically underrepresented undergraduate students to gain exposure to the international development field through a **paid, full-time (40 hours/week), 8-week summer internship**.

Student Benefits

- On-the-job training, learning, and professional development
- Support from a designated mentor
- Network with leaders in the field and participate in shadowing opportunities
- Hone communication and presentation skills
- Guidance and consistent feedback to build the skills and experience to chart a fulfilling career



I was unsure about my career goals when I started the internship and talking to people that are doing what I want to do helped me clarify my career goals. – 2023 Intern

Three-pronged Approach

The Accelerator is designed with a systems perspective, addressing the root challenges often faced by underrepresented and underrecognized groups, through tailored programming while also focusing on Palladium's culture as an affirming and enabling environment.

Intentional hard & soft-skill programming for interns

Enhanced recruitment processes to increase diversity

Build the capacity of our people through Inclusive Mentorship training and support



The people were the best part of this internship! I never expected for everyone to be so attentive and interested in helping me. – 2023 Intern

Cultivating an Inclusive Culture

Foster an inclusive culture and workforce that brings their creativity, technical expertise, and lived experiences to solve global problems.

Our Approach:

Create an affirming and enabling environment that enhances Palladium's culture by equipping our people to be effective mentors, managers, and coaches to interns and early-career professionals.



Not only is volunteering with the program incredibly rewarding, but it is a great opportunity for supervisors/mentors to learn about their leadership styles, training abilities, and teamwork skills. – 2023 Mentor

International Development Career Accelerator

2022 - 2023 Post-program Evaluation and Impact

- ❑ 100% would recommend *The Accelerator* to other students.
- ❑ 100% are 'actively seeking to build a network' or 'have strong quality and quantity relationships' compared to 20% of students 'unsure how to begin developing a network' at the start of the program.
- ❑ 93% felt 'informed' or 'very informed' regarding the various career paths and opportunities in international development compared to only 20% at the start of the program.
- ❑ 80% are 'interested' or 'very interested' in pursuing a career in international development.
- ❑ 100% of mentors & supervisors rated their experience as part of the program as very 'good' or 'excellent'.