



Title: AIUSA Board of Directors Mentorship Program
Deadline to Apply: December 15, 2024, 5:00 p.m. (eastern)
Participant Announcement: Early January

[Amnesty International USA \(AIUSA\)](#) is the global organization's presence in the United States. We engage people in the U.S. to fight injustice all around the world, while we also work to protect people's human rights here in the U.S. Amnesty International USA has more than one million members and activists in all 50 states, who are part of a larger global movement of 10 million people in 150 countries. We are a democratically governed, grassroots membership organization, which means that our members vote on key policy issues and elect our Board of Directors. Amnesty International USA's elected Board members, staff, and members work together to lead the organization.

Mentorship Program Description

The Amnesty International-USA (AIUSA) Board of Directors is seeking youth human rights activists to participate in a [mentorship program in 2025](#). The AIUSA Board of Directors Mentorship Program will connect interested youth with current Board members and engage youth participants in learning activities, with the goal of learning about the role of a Board in governing a human rights organization.

Participants in the Mentorship Program must attend series of meetings that include a virtual kickoff meeting on January 28, 2025, 8:00pm (eastern), two quarterly AIUSA Board meetings (including one in person gathering from February 19-23 in Detroit, MI), three Board committee meetings, a meeting with AIUSA's Executive Director, and two one-one-one meetings with Board members.

Youth human rights advocates and leaders are encouraged to apply. **Note:** Only individuals born between September 1, 2001, and January 31, 2007¹, will be eligible for the Youth & Board Mentoring Program.

Goals of the Mentorship Program

- Introduce human rights youth activists interested in organizational governance to Board governance work at Amnesty International USA (AIUSA) by 1) enabling them to develop relationships with AIUSA Board members, 2) gain an understanding of the AIUSA Board roles and responsibilities, and 3) participate in select Board discussions.
- Facilitate connections between past, current, and future youth leaders in AIUSA.
- Share the perspectives of youth leaders and human rights activists in the US by working with AIUSA Board members to address a governance challenge.
- Support the voice and leadership development of youth human rights activists. At the end of the program, interested youth may consider applying to run for a position on the Board of Directors.

Required Responsibilities

Responsibilities for youth participants (up to 8 youth participants):

- Attend all the meetings listed above (approximate time commitment is 10 hours plus five days for in-person meetings in Detroit, MI from February 19-23 plus a few hours of virtually attending select sessions at the June 13-15 Board meeting)
- Read materials shared prior to meetings
- 1) Co-create with AIUSA Board members and staff (according to participant interests and Board calendar) and 2) participate in a team project with the AIUSA Governance Committee.
- Provide formal or informal feedback on the Mentorship program at its conclusion.

¹ Participants must be over 18 years of age at the start of the program and under 25 before the commencement of the September 2026 Board term (in line with the proposed Youth Board Seat Resolution).



2025 Meeting Timeline - Each youth participates in the following meetings:

- January 28, 2025 8:00pm (eastern)
 - Welcome and introduction to program (all youth participants—1 hour).
- February
 - Board-Youth orientation on roles and responsibilities (all youth participants and Board Working Group—1 hour).
 - Crash course in AIUSA governance (1 hour).
- February 19-23 (in person in Detroit, MI. All costs (food, lodging and travel) are covered by AIUSA.)
 - Youth participant session collectively reflecting on Board documents.
 - Board meeting (both as an observer and participant in select sessions).
 - AIUSA Human Right Conference and Annual General Meeting, with the mentorship of a Board member.
 - Two one-on-one meetings with two separate Board members to discuss Board experiences and work at AIUSA, leadership in general, Board member day jobs, future plans, and other topics of interest to the youth participants. (30 mins each).
- March-May
 - Governance Committee meeting (90 minutes, including 30 minutes of discussion with the Committee chair prior to the meeting).
 - Finance Committee meeting (90 minutes, including 30 minutes of discussion with the Committee chair prior to the meeting).
 - Meeting with AIUSA Executive Director (45 mins).
 - Meetings as needed with staff and Board members to co-create and complete governance project.
- June- 7-9
 - Select virtual sessions at the Board meeting. *Please note, the AIUSA Board Meeting will take place June 13-15, but participants will be invited to attend a select few sessions over the three days, not the entire meeting.*
- June
 - Presentation by youth participants to Executive Committee on the governance project (45 mins).
- Participants are welcome and encouraged to attend other Board meetings open to AIUSA members as they are interested and available.

DEADLINE TO APPLY AND APPLICATION INSTRUCTIONS

Please submit your application via this [link](#) by December 15, 2024 by 11:59 p.m. (eastern). Applications will be reviewed by a selection team comprised of two-three Board members designated by the Youth-Board Mentorship Working Group Chairs and two AIUSA staff. Applicants will be notified of acceptance into the mentorship program in January.

OUR COMMITMENT AS AN ANTI-RACIST ORGANIZATION AND TO INCLUSION, DIVERSITY, EQUITY AND ACCESSIBILITY (IDEA)

Dismantling white supremacy is central to the fight for human rights in the United States and around the world. As we mobilize staff and activists and work with partners to help transform the multiple systems where oppression operates in the world around us as part of our human rights mandate, anti-racism must be integral to our work. To learn more about how we integrate IDEA into our programs and workplace, visit: <https://www.amnestyusa.org/about-us/idea/>