Title: **AIUSA Board of Directors Mentorship Program**
Deadline to Apply: December 14, 2026, 11:59 p.m. (eastern)
Participant Announcement: Early January

Are you between the ages of 18 and 25 and interested in governance? Would you like to travel and connect with Board members? Please consider applying for the AIUSA Board of Directors Mentorship Program.

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 2027. The AIUSA Board of Directors Mentorship Program will connect interested youth with current Board members and engage youth[1] participants in learning activities, with the goal of learning about the role of a Board in governing a human rights organization and engaging youth members in governance at AIUSA, such as through applying to and serving on the Board of Directors.

Opportunities for learning and networking: Participants in the Mentorship Program must attend series of meetings that include a virtual kickoff meeting on January 27, 2027, 8:00 p.m. (eastern), two quarterly AIUSA Board meetings (including an in person gathering from March 10-14 in Denver, CO, and a second gathering June 4-6 in a location to be determined which may be attended in-person or virtually), two virtual Board committee meetings, a meeting with a member of AIUSA's Executive team, and one-on-one meetings with assigned mentors.

Youth governance enthusiasts or human rights leaders are encouraged to apply. **Note:** Only individuals born between September 1, 2002, and January 31, 2009[2], will be eligible for the Mentorship Program. Current youth applicants to the Board and previous participants in the program are welcome to apply, though priority may be given to new participants.

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) gaining an understanding of the AIUSA Board roles, committees, and responsibilities; and 3) participating in select Board and committee 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 on existing committee and working group work.
- 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 5 youth participants):*

[1] Youth is defined by Amnesty International as under 25.
[2] Participants must be over 18 years of age at the start of the program and under 25 before the commencement of the September 2027 Board term (in line with the Youth Board Seat).

- Attend all the meetings listed above. Approximate time commitment is 10 hours of virtual meetings plus five days for in-person meetings in Denver, CO from March 10-14. Portions of the June 4-6 Board meeting may be attended virtually, or participants may travel to attend the full meeting in-person (location TBD).
- Read materials shared prior to meetings.
- Attend Board committee or working group meetings and engage in the processes.
- Provide feedback on the Mentorship program at its conclusion.

2027 Meeting Timeline - Each youth participates in the following meetings:

- January 27, 8:00 p.m. (eastern)
  - Virtual welcome and introduction to program 60 minutes. Overview of AIUSA governance.
- March 10-14 in person in Denver, CO. Travel costs (food, lodging flights) will be covered by AIUSA.
  - Youth participant session to collectively reflect on Board documents.
  - Board meeting (both as an observer and participant in select sessions). This will include time to network with multiple Board members.
  - AIUSA Human Rights Conference and Annual General Meeting.
  - Engage with AIUSA Staff and Youth-Board Mentorship Working Group members at select times throughout the weekend.
- March-May
  - Meetings and engagement as required by the committee/working group that participants shadow. Time commitment will vary by committee/working group.
  - Meeting with member of AIUSA's Executive Team (45 mins).
- June 4-6
  - Attend select sessions at the Board meeting. *Please note, the AIUSA Board Meeting will take place June 4-6, participant attendance and engagement is required for select sessions and highly encouraged for the remainder of the meeting. The meeting location has not yet been set. In person participation will not be required but will be available and is encouraged.*
- June
  - Provide feedback and reflections.
- 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 14, 2026 by 11:59 p.m. (eastern). Please do not use artificial intelligence (e.g., ChatGPT and similar) during the application process. Applications will be reviewed by a selection team comprised of four Board members and multiple 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. What does that mean for Amnesty International in the United States? It means using our people power to fight injustice and centering the voices and experiences of those most impacted by racist structures, beliefs, and laws. Fundamentally, it means doing our human rights work differently than it has been done before, because we know that who we work with, how we work, the work we do, and ultimately who we are, are all interconnected.

As an international, intercultural, intergenerational and intersectional movement of activists committed to protecting and advancing human rights for all, Amnesty is deeply committed to Inclusion, Diversity, Equity & Accessibility (IDEA). To learn more about how we integrate IDEA into our programs and workplace, visit: https://www.amnestyusa.org/idea/