

DONALD M PAYNE FELLOWSHIP FALL 2022 NEWSLETTER



Celebrating 10 Years of Increasing Diversity in USAID's Foreign Service



"I want to be a congressman to serve as a model for the young people I talk to on the Newark street corners, I want them to see there are no barriers to achievement. I want to give them a reason to try."

Cong. Donald M. Payne Sr.



USAID ANNOUNCES MAJOR EXPANSION TO PAYNE FELLOWSHIP PROGRAM

The United States Agency For International Development (USAID) has approved a major expansion to its flagship initiative for recruiting Foreign Service Officers from diverse and underrepresented groups. Expansion of the Agency's Payne Fellowship Program, has resulted in a doubling of the number of Fellows recruited annually from 15 to 30. Learn more [HERE](#).

MESSAGE FROM THE DIRECTOR



Payne Fellowship Program Staff

Eurica Huggins Axum
Director

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Deputy Director

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Program Coordinator

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Senior Advisor

Hello Fellows, Alumni, and Friends of the Payne Fellowship Program:

The Payne Fellowship Program had an amazing year! We had numerous reasons to be thankful including the announcement by Samantha Power, the Administrator of the United States Agency for International Development (USAID) and doubling the number of Fellows from 15 to 30 annually. We also celebrated the 10th Anniversary of the Donald Payne International Development Fellowship Program.

Howard University is honored to partner with the U.S. Agency for International Development since the inception of the program in 2012, and to witness the growth and the achievements of all the Payne Fellows. It has been such a pleasure to work with all our USAID colleagues including, HCTM (Human Capital and Talent Management), the USAID Missions, Bureaus and Backstop coordinators, the Payne Fellowship Network and Board, congressional offices, committees and agencies, our university partners, the Payne Selection Committee, and of course, the Payne Fellows.

We ramped up our outreach and recruitment engagement with Minority Serving Institutions (MSIs) across the U.S, including HBCUs (Historically Black Colleges and Universities) and HSIs (Hispanic Serving Institutions), that signed MOUs (Memorandum of Understanding)

with Administrator Power. In celebration of the 10th Anniversary, our staff kicked off the inaugural program – “Continuing the Legacy: Black Males in International Affairs” that featured a highly accomplished panel of USAID current and retired Foreign Service Officers, private sector development experts and a 2021 Payne Fellow. We intend to continue this engagement and expand our efforts to reach out to diverse communities across the country.

Special thanks to the congressional offices of Rep. Donald Payne Jr., Rep. Joaquin Castro, Rep. Juan Vargas, Sen. Jeff Merkley, Rep. Ann Kirkpatrick, Rep. Richie Torres, Rep. Barbara Lee, Rep. Stacey Plaskett, the Congressional Research Service, House Democracy Partnership, and the Senate Committee on Foreign Relations for their continued support and hosting our Fellows.

We look forward to working with the 2023 Cohort, which will consist of 30 Payne Fellows. We will support the fellows, the program’s mission, and ensure the legacy of the late Congressman Donald M. Payne, Sr., lives on.

Congratulations to the 2020, 2021 and 2022 Payne Fellows on your outstanding accomplishments this year! We are so proud of you!

Eurica Huggins Axum
Director

2022 FELLOWS: FIRST IMPRESSIONS

Use your passion and commitment to community service for global change.



CAMERON BEACH

During this period, I got the opportunity to better understand the intra-office systems that connect DC and district teams. Even though 5–6 issues, such as social security benefits, veterans' benefits, immigration, etc., account for 90% of constituent casework, the system had over 1000 issue codes. I was able to speed up the reporting process for district caseworkers at this time by drastically decreasing the list of issue codes on the system, giving district caseworkers better clarity, and cutting down on the time it took for them to find the right issue when logging cases.

GRANT CASTLE

Working with Congresswoman Plaskett (U.S. Virgin Islands) this summer provided an exhilarating learning experience. I was able to get an inside look at a unique yet often underappreciated issue: federal policy toward U.S. territories like the U.S. Virgin Islands. The issues that I worked on in her office surrounding healthcare access, trade, and economic development provide parallels to U.S. international development policy toward foreign countries, granting me new insights that I hope to bring to USAID.



ANNE GREEN

Working on the Hill as a Donald Payne Fellow this summer has taught me the power of diverse representation in positions of leadership. Beyond the policy analyses, memos, phone calls, and committee meetings, I was being prepared to contribute my own unique human experience to the United States Congress. This became evermore apparent when I had the chance to watch trailblazing Congresswomen fight to protect American's right to contraception. What stood out most to me from this experience was not necessarily the content of the Act itself, but that I felt like there were people in Congress who are hearing me, protecting me, and saving my future children. For a moment, I saw my own future in them, one day serving as an Environment Officer in the USAID Foreign Service, using my own experiences, privileges, and platform to protect, preserve, and support communities and environments around the world.

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LEIGH MANTE

Conducting global health research with the Global Affairs team at the Congressional Research Service was an incredibly valuable learning experience. I contributed to projects ranging from an evaluation of the short and long-term public health impacts of the war in Ukraine to projects about global health systems strengthening, one health initiatives, and congressional health appropriations. I also had the opportunity to attend numerous external conferences related to my research interests in global health security and innovation in humanitarian aid. Through these opportunities, I was able to familiarize myself with important legislative processes as well as refine my research, analytical, and public presentation skills. I am very grateful for the immense support, mentorship, and friendship that I've found within the Payne community. I am most looking forward to furthering my monitoring and evaluation skills through my graduate program at Columbia and applying them on the ground during my upcoming summer internship abroad.

SAFIYA NOEL

As a Payne Fellow, I have learned the importance of collaboration in the Foreign Service. Throughout the fellowship and beyond, you are thinking critically and problem-solving to incite global change. This cannot be done in a vacuum, but luckily, you have mentors, Payne alumni, professional staff, and the USAID network who are committed to your growth and development. There are so many opportunities to connect with like-minded individuals who can build upon your ideas and passions toward something greater. As a graduate student, I feel supported in gaining foundational knowledge and, as a Fellow, I feel prepared to tackle social issues in international affairs. I am looking forward to my summer internship where I will learn about the responsibilities of a Program Officer. I am grateful that the Payne Fellowship has given me the skills and experience to become a successful Foreign Service Officer.



ANGEL ORNELAS

As a Payne Fellow, I have learned the importance of having access to the incredible Payne Fellowship Network. Throughout the fellowship, you will encounter amazing mentors who will invest in your growth and development as a USAID Foreign Service Officer. As a graduate student, I feel extremely supported by my fellow colleagues and the program staff. I am looking forward to my summer internship and learning the ins and outs of my desired backstop. Without the Payne Fellowship, I would not be where I am today.

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BRIANNA STINSMAN

My summer placement with the Congressional Research Service Foreign Affairs Defense and Trade Division allowed me to explore how war legacies are addressed through diplomatic channels and provided me with a comprehensive understanding of the international security policy development process. My studies at Johns Hopkins SAIS have given me the opportunity to specialize in the relationship between security and development. I've gained unique insights into the social, historical, economic, and political contexts to the challenges of development and democracy in the 21st century through courses like Comparative Politics and the Evolution of the International System. My research has also expanded to civilian military collaboration in the operating environments I will soon be serving in when I become a USAID FSO. As a Donald M. Payne International Development Fellow, I am most excited to represent my country while responding to complex humanitarian crises around the world and advancing critical partnerships.

RYAN SHEETS

During my summer internship with the Office of Congresswoman Ann Kirkpatrick, I realized how connected we are as a community. From the smallest local issues to the largest global challenges, my experience taught me to focus on the human stories behind every situation. Every day, whether I was researching health care policy, writing a letter to a US Embassy, or speaking with a constituent, was an opportunity to have an impact on a personal level. To dedicate our work to the communities we serve is the driving force behind the Payne Fellowship. This summer taught me to never let go of that purpose.



VARUN THAMPI

Over the summer, I was fortunate to interact with diverse stakeholders involved in the domestic emergency management policy space. Through a series of conversations with Congressional staff, FEMA representatives, district caseworkers, lobbying groups, and NGOs, I was made aware of a legislative hurdle adversely impacting FEMA intermittent personnel. I was able to draft a policy recommendation resulting in the Congressman cosponsoring a bill to rectify this issue. As an aspiring USAID Humanitarian Affairs Officer interested in disaster response, gaining an insight into the domestic emergency management ecosystem was invaluable for me. I am thankful for the Payne Program team and the office of Rep. Payne Jr. for facilitating this experience.

2021 FELLOWS: LESSONS LEARNED

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NEHEMIA ABEL

Peru

Overall, the overseas internship provided me with an eye-opening experience regarding the USAID foreign service. I found interagency collaboration to be an essential tool for the sustainability of development activities. As I enter my final year of graduate school, I am prepared to further explore the different actors in the humanitarian assistance sector by way of either internship or as potential capstone project hosts.

SANDRA ADOUNVO

Indonesia

I learned a lot and I am now more confident that I could work in a USAID Mission. The main lessons I learned this summer are: 1) working in a USAID Mission is truly a collaborative process, 2) USAID has a specific budget and M&E reporting cycle, 3) USAID has different mechanisms through which activities are processed, 4) collaborating with multi-stakeholders can be extremely tricky especially when they have different priorities and objectives, 5) it is important to have a good basic understanding of the health system of the country in which you're working, and 6) USAID and or Mission specific priorities shift with changing leadership. Though I am still processing all that I've learned this summer, I am confident that the project implementation skills I gained will be applicable to my grad schoolwork this semester.



PIERINA ANTON LOPEZ

Bangladesh

Within my first few weeks at post, I had the opportunity to go on a site visit with the Education office to Chittagong, where we conducted key informant interviews with teachers, principals, vice principals, and regional education officers to identify key gender-related challenges in upper secondary education to inform a Gender Analysis for a new activity. Here, I learned the importance of government buy-in, acceptance, and authority when it comes to USAID activity programming. My overseas internship experience has inspired me to continue learning not only about education development in my graduate studies, but also about private sector engagement and local and community-driven development. Both areas are new priorities for USAID, and I am hoping to further explore these topics in my graduate courses when I return to Georgetown University in the fall.

2021 FELLOWS: LESSONS LEARNED

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JACOB AUER

West Africa

This internship was a great learning experience on many levels, from becoming familiar with USAID-specific language to better understanding how I want to live overseas when I join the agency. My supervisors were wonderful catalysts to my learning and helped me experience many aspects of day-to-day work at a USAID Mission. My immediate team and many other Mission staff members from IT all the way up to Mission leadership including the Mission Director and the Ambassador created a highly welcoming space with enthusiastic engagement and genuine interest in my ideas. Overall, this was a very positive summer work experience which will provide the context and much of the content of my master's capstone report as well as inform my future career in the Foreign Service.

MUSKA FAZILAT

Colombia

The Payne Fellowship internship was an incredible opportunity to learn how USAID works as an agency and interacts with implementing partners and contractors. This experience has provided me with a holistic understanding of USAID. I know how local and foreign staff work together, supporting each other in different offices. I have witnessed how meetings are conducted, site visits happen, how to brief the Ambassador, organize trips for research, conduct independent research, and present it to the embassy. This experience has helped me better understand USAID firsthand and how to get involved in some of its developmental work. I am more prepared to enter the foreign service as an FSO post-graduation. I will also carry the lessons learned from networking and office politics. Hopefully, I can get the opportunity to see the positive impact of the research I did on violence against youth in Choco.



MARIEME FOOTE

Bangladesh

Over the summer, I conducted my internship with the Economic Growth Office in Bangladesh. I worked primarily with the Agriculture and Environment team on their portfolios which ranged several backstops and thematic areas. This was a great opportunity for me to conduct preliminary research towards project development and participate in meetings with the Government of Bangladesh as well as other implementing partners. All these experiences have been extremely useful in helping to map out my work-related interests and have a better understanding of how the mission functions. Due to this experience, I became motivated to pivot my graduate studies at Georgetown University towards an environmental focus, further developing my career interests and passions.

2021 FELLOWS: LESSONS LEARNED

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AUSTIN FRALEY

Barbados

Serving as control officer was enlightening because it enabled me to meet with partners and learn what our work is like beyond the office. Editing the fact sheets specifically was useful for me as someone first coming into the Mission for the first time because working with them so closely taught me about all the ongoing programming at the Mission more deeply than simply reading them would have.

HARRISON FULLER

Nigeria

I was able to accomplish several important tasks while working for USAID/Nigeria. There were a few educational moments, as well as a number of times where I was able to fully take the reins on an assignment or presentation. Among what I learned, I was able to get formal orientations with each of the technical offices, and because Nigeria is such a large mission, I got the full spectrum of what USAID has to offer in this particular context.



AFSHAN KHARAL

Dominican Republic

My internship exposed me to the various ins and outs of life at an embassy. Before my internship, I was not aware what a COR/AOR was nor did I know what exactly a program officer did. This internship also solidified my interest in being an education officer with USAID. I was able to see what an education officer does on the daily. The most impactful part of this internship was that it also exposed me to the embassy- lifestyle and allowed me to further evaluate the role of USAID in furthering America's foreign policy.

2021 FELLOWS: LESSONS LEARNED

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KATE KNIGHT

Azerbaijan

My summer internship with USAID/Azerbaijan was both highly engaging and extremely insightful. Because Baku is a more modestly sized Mission, I was given lots of opportunities to get involved and to be a part of each active project. The breadth of my exposure was wide: I drafted memos, cables, letters, Daily Written Wraps; I participated in hiring committees; I met with implementing partners and participated in site visits; I even got to travel overseas for an office-sponsored TDY! The staff were extremely welcoming and made me feel like part of the team almost instantly.

LAMBERT NGENZI

Egypt

I had several opportunities to partake in the design and evaluation of some of the projects at the USAID Egypt mission this summer. My recent experience further fueled my interest in understanding the evaluation and funding mechanism of how the project comes to be. I'm more eager to join the agency and contribute to work that has meaningful impacts on the people, especially the underserved.



NA-YEON PARK

Remote

Prior to this internship, I barely had knowledge of and experience in the E&E region. However, this opportunity allowed me to get out of my comfort zone (Asia) and learn about and contribute to work dedicated to the E&E region. I come out of my internship more knowledgeable and aware, and I will certainly apply this to my schoolwork and my work in the Foreign Service. Thank you very much to the Payne Fellowship team for this unforgettable experience.

2021 FELLOWS: LESSONS LEARNED

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RENE ROSAS

Honduras

The most significant responsibility during my internship was the opportunity to serve USAID/Honduras in a workshop on gender-based violence in San Pedro Sula. I became part of the team that planned and organized the weeks leading to the workshop. Approximately 70+ people attended the workshop, from implementing partners to community leaders. During the seminar, I primarily served as the translator for the Senior LGBT Coordinator and LGBT Data Analyst, who came for a TDY in Honduras. This was a worthwhile experience as I completed a few site visits focusing on mitigating gender-based violence, intimate partner violence, and LGBT discrimination. This 10-week internship was highly beneficial not only for my career as a Program Officer/Foreign Service Officer but also for my academic career. As I approach my second year of grad school, I know which courses to take to improve and further my skills.

CECILIA TURNER

Sri Lanka

The work at the Mission was exciting and I was passionate about it. I was able to work on programs related to the media and social cohesion. I interviewed (programmatic officials) where we discussed how the program's implementation was impacted by COVID-19 and other challenges. This interview was insightful not only for the implementation of the follow-up project, but also because I was able to see the nuances of program implementation. Sometimes when development work is strictly academic, it is difficult to see how the conditions on the ground will impact development, but this discussion showed me how hard FSOs and the Missions work to mitigate some of these issues.



EMILY WOOD

Georgia

I had the opportunity to experience nearly every part of the Mission while working with the Democracy, Human Rights, and Governance office in Tbilisi. I was involved in program designs, concept and proposal reviews, program launches, program monitoring, civil society meetings, as well as projects with the Economic Governance and Program Offices. Through site visits all over the country, I was able to engage our partners and local communities to see their activities and the impacts, and gained a deeper understanding of the complex stakeholder interactions in different regions. This experience gave me a clearer picture of what work in a USAID Mission can look like and I got a taste of life as an FSO.

2020 FELLOWS: REFLECTING ON THE JOURNEY

Use your passion and commitment to community service for global change.

CONGRATULATIONS TO OUR 2020 FELLOWS!

The Payne International Development Fellowship is delighted to present the 8th cohort of our program. The 2020 Fellows have all been sworn in as USAID Foreign Service Officers.



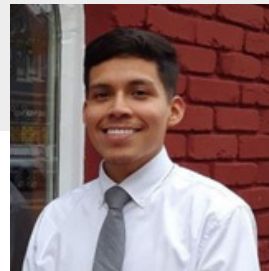
Jazmin Diaz
University of Pennsylvania
Backstop-40
Environment/Natural Resources



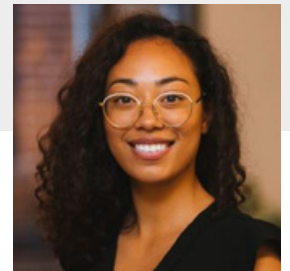
Mariam Khorenyan
New York University
Backstop-70
Humanitarian Assistance



Angell Kim
University of Arizona
Backstop-02
Program Officer



Jose Leandro
Johns Hopkins University
Backstop-50
Population, Health & Nutrition Officers



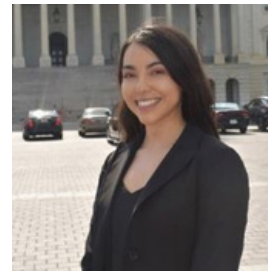
Katryna Mahoney
Georgetown University
Backstop-70
Humanitarian Assistance



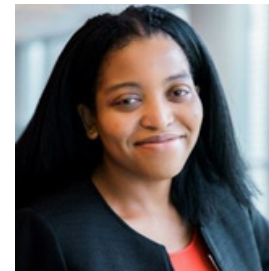
Deve Mehta
George Washington University
Backstop-50
Population, Health & Nutrition Officers



Leyla Merlo
George Washington University
Backstop-02
Program Officer



Taina Perez
Yale University
Backstop-40
Environment/Natural Resources



Naila Segule
Harvard University
Backstop-50
Population, Health & Nutrition Officers



Zach Wehrli
Harvard University
Backstop-76
Crisis, Stabilization & Governance Officers

2022 PROGRAMATIC HIGHLIGHTS

Use your passion and commitment to community service for global change.

CONTINUING THE LEGACY

BLACK MALES IN INTERNATIONAL AFFAIRS

CD GUN
GLOBAL HEAD OF PHILANTHROPY AT PEPSICO FOUNDATION

GARY JUSTE
RETIRED USAID MINISTER COUNSELOR

NEHEMIA ABEL
2021 PAYNE FELLOW

MICHAEL VEASY
SENIOR ADVISOR, DIPLOMATIC FELLOWSHIP AND RETIRED FOREIGN SERVICE OFFICER

DERRICK BROWN
DEVELOPMENT DIPLOMAT IN RESIDENCE USAID

Join Us Thursday, April 14, 2022 at 6:30PM-8:00PM
[Zoom Link](#)

The Payne Fellowship Program is named in honor of the late Congressman Donald M. Payne, Sr. because of his long history of service to the nation and the world in promoting international development. The program is sponsored by USAID and administered by Howard University.

PROGRAM BENEFITS

- Support for graduate studies of up to \$52,000 per year for a two-year program
- Two paid summer internships (Capitol Hill and overseas at a USAID Mission)
- Employment in the USAID Foreign Service for those who successfully complete the program and meet Foreign Service entry requirements in accordance with applicable law and USAID policy, with each Fellow committing to a minimum of five years of service

ELIGIBILITY

- Be a U.S. Citizen
- Be seeking admissions to enter a graduate school in the fall of 2023 for a two-year program in an area of relevance to USAID Foreign Service at a U.S. based university
- Have a cumulative GPA of 3.2 or higher on a 4.0 scale at the time of application

www.paynefellows.org / www.paynefellows@howard.edu



www.paynefellows.org

Use your passion and commitment to community service for global change.

USAID Payne Fellowship Program @PayneFellowship - July 16, 2022
87 years ago today, on July 16, 1934, Congressman Donald M. Payne, Sr. was born in Newark. Happy Birthday Congressman Payne. Your legacy of leadership lives on with the Payne Fellowship Program at Howard University.

#PayneFellows #HowardUniversity #USAID #BucheCenter

The Payne Fellowship provides a pathway to a career on the frontlines of some of the world's most pressing challenges—climate change, injustice, conflict, poverty, and health.
Become a Payne Fellow!



Donald M. Payne, Sr., was the first African American from New Jersey to serve in the U.S. Congress. He left us a legacy as a peacemaker and an advocate for human rights and the youth. The Payne Fellowship Program is named in his honor because of his long history of service to the nation and the world in promoting international development.



The Payne Fellowship invites you to a special event at Howard University 2022 BACKSTOP WEEK (VIRTUAL)



USAID Foreign Service Officers (FSOs) work on the front lines of some of the most pressing global challenges of our times, including *injustice, climate change, health, conflict, and poverty.*

Backstop Week is your chance to hear directly from some experienced USAID FSOs about their work around the world.

Contracting and EXO Officers
Tuesday, October 4, 2022 at 7PM-8PM EST
Meeting ID: 897 323 7221 Passcode: 16237827



Democracy & Governance and Humanitarian Assistance Officers
Thursday, October 6, 2022 at 7PM-8PM EST
Meeting ID: 857 626 3626 Passcode: 91297629



Program and Environmental Officers
Tuesday, October 11, 2022 at 7PM-8PM EST
Meeting ID: 882 7048 4303 Passcode: 65339396



Health and Education Officers
Thursday, October 13, 2022 at 7PM-8PM EST
Meeting ID: 822 3483044 Passcode: 80795687



2022 PROGRAMATIC HIGHLIGHTS

Use your passion and commitment to community service for global change.

HUGE THANKS TO ALL WHO MADE THE 2022 PROGRAM A SUCCESS!

USAID/HCTM/ PAYNE PROGRAM, SPEAKERS, and WORKSHOP PRESENTERS

Neneh Diallo, Adetola Abiade, Peter Malnak, Cecelia Edwards, Michael Arron Stern, George Booth, Creighton Lee, Kathryn Viguerie, Reggie Tabon, Derrick Brown, Ginger Longworth, Linda Whitlock-Brown, Nicholas Bassey; Alexandra Riboul, Alexious Butler, Niesha Ford, Keisha Herbert, Debbie Alfred Pierre, Aaron Scherf, Melissa Jones, Carl Rahman, Christean Cole, Diala Jadallah-Redding, Betsy Brown Holly Ferrette, and Gary Juste

USAID BACKSTOP COORDINATORS, FOREIGN SERVICE OFFICERS AND MENTORS

USAID MISSION STAFF

Bangladesh, Barbados, Benin, Dominican Republic, Democratic Republic of the Congo, Egypt, Georgia, Guinea, Honduras, Peru, Sri Lanka, and the Center for Conflict and Violence Prevention

CONGRESSIONAL OFFICES, PARTNERSHIP OFFICES, COMMITTEES AND RESEARCH SERVICES

Rep. Donald Payne Jr., Rep. Joaquin Castro, Rep. Juan Vargas, Sen. Jeff Merkley, Rep. Ann Kirkpatrick, Rep. Richie Torres, Rep. Barbara Lee, Rep. Stacey Plaskett, Congressional Research Service, House Democracy Partnership, and the Senate Committee on Foreign Relations

HOWARD UNIVERSITY

Dr. Anthony K. Wutoh, Diplomatic Fellowships Team, Patricia Scroggs, Tonija Hope, Ralph Bunche Center Staff, and the Payne Fellowship Team

Special thanks to the Selection Committee and all our University Partners!

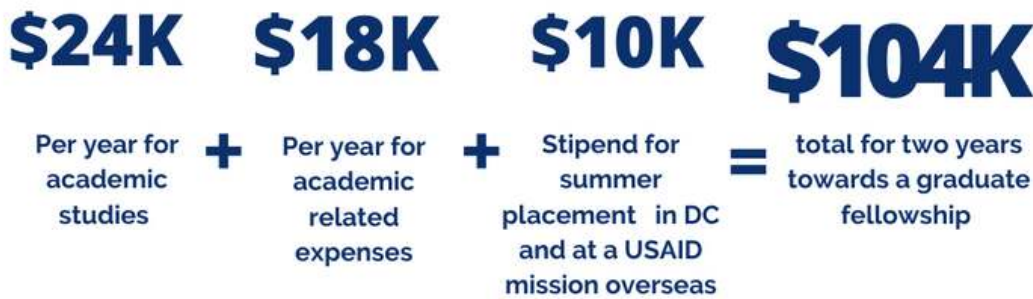




www.paynefellows.org



Use your passion and commitment to community service for global change.



The Payne Fellowship is seeking outstanding Fellows for the 2023 Cohort. These individuals will train for the United States Agency for International Development (USAID) Foreign Service Officer (FSO) positions. **USAID FSO's work on the front lines of some of the most pressing global challenges of our times, including injustice, climate change, health, conflict, and poverty.**

This graduate fellowship, now celebrating its 10th Anniversary, is sponsored by USAID and administered by Howard University.

Payne Fellows are selected through a rigorous nationwide competition every year.

The Payne Fellowship encourages the application of members of historically underrepresented groups in international development careers and those with financial need.

Application deadline: November 4, 2022



Program Benefits:

- Support for graduate studies of up to \$104k over 2 years.
- Employment in the USAID Foreign Service for those who successfully complete the program and meet Foreign Service entry requirements, in accordance with applicable laws and USAID policy, with each Fellow committing to a minimum of five years of service.
- Mentoring from a USAID Foreign Service Officer.

Eligibility Requirements:

- U.S. citizenship.
- Seeking admission to a two-year graduate school program at a U.S. university in the Fall of 2023
- Applicants may be college graduates with years of professional experience.
- Cumulative grade point average of 3.2 or higher.



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Updated 8.15.22