

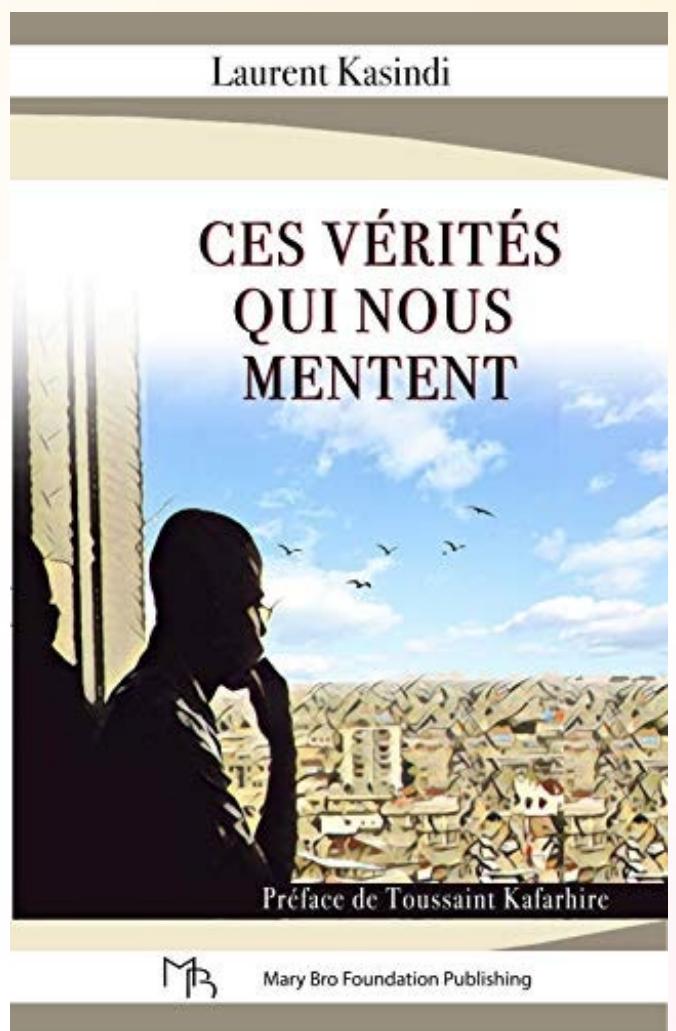
ALIGHT LEARNING COLLECTION

To welcome our new CEO, Jocelyn Wyatt, we asked the Alight family far and wide: What resources have helped you better understand your work? What would you recommend to someone beginning the Alight leadership journey?

Naturally, you all delivered. Together, we've built this thoughtful reading, watching, and listening list that will serve as a deep dive into the important themes of displacement, migration, the refugee experience and any other humanitarian or political/contextual thoughts.

This is a resource for anyone connected to Alight. And this is just the beginning. If this list reminds you of a resource you want to see added, let us know!

DRC / EASTERN CONGO INITIATIVE



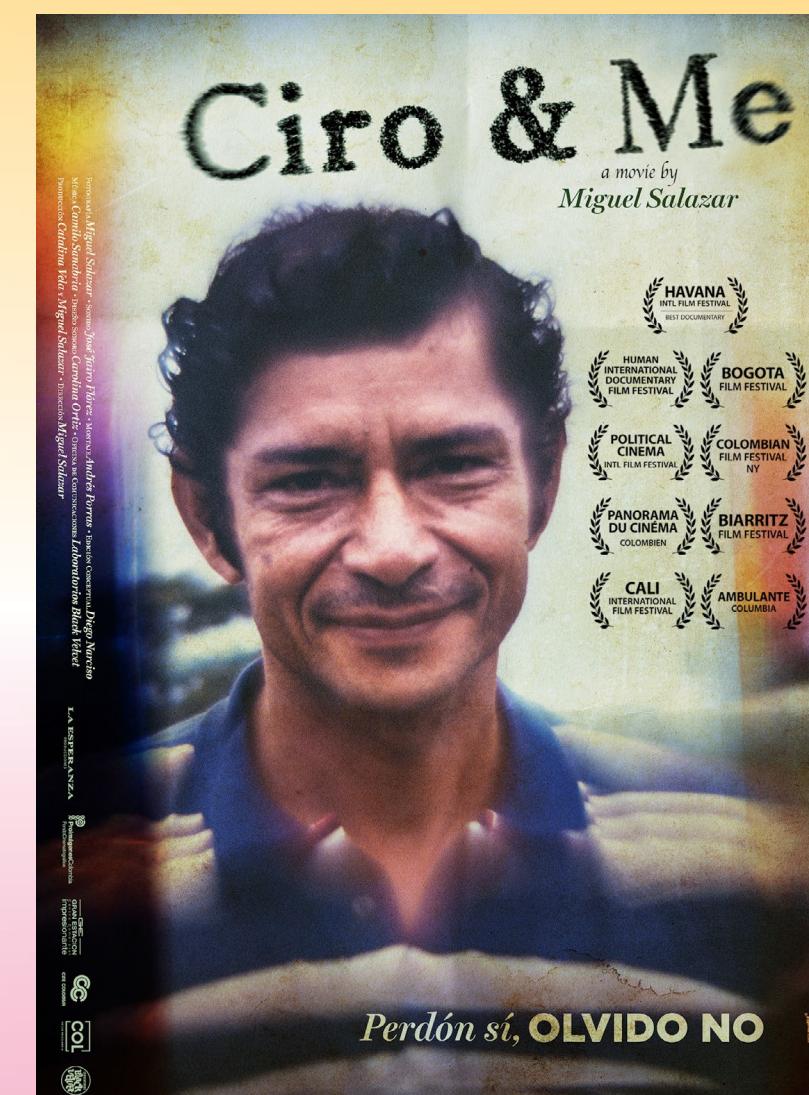
CES VÉRITÉS QUI NOUS MENTENT (*These Truths That Lie To Us*)

by Laurent Kasindi

Recommended by: Valery Namuto

Ciro & Me
by Miguel Salazar/ Esperanza Producciones
Recommended by Sandra Garcia

"Millions of people are forcibly displaced every year. We have tried to understand this drama from many different perspectives: social, institutional, economic research, comparative analysis, policy making, activism among others. Even though those approaches will always be extremely valuable, there is nothing like looking at this drama throughout the eyes of 84 million "Ciros" around the world. Sometimes, we forget who we are working for or what the purpose of our effort is. And when that happens, this documentary is there to remind us in a very devastating way that if people such as Ciro living what he lived because of our indifference never lost hope, we don't have the right nor the privilege to give up..."



The Congo We Listen To

Rough Translation by Gregory Warner

Recommended by: Tad Lunden

"The aid industry is an industry. The best intentions of donors, practitioners, civil society et al. do not erase the fact that at the end of the day an industry needs a commodity. So after decades of conflict and constant fragility the aid industry has commodified people's pain in Congo and it has created some very perverse incentives. For me this podcast is one of the best listens to try and understand and imagine what it must be like to rely on aid. And how do we as practitioners get ourselves out of the picture and let people's true, complicated, untidy narratives be what we amplify? What do we owe for regarding the pain of others, and more importantly what voice do we give to those in pain? We are a conduit between two disparate places and realities (the wealth of the US and emerging markets), and we need to always realize that our actions and intentions will have externalities whose consequences impact us the least, and those we are trying to serve the most deeply."



GERMANY / ORAM

Unsettled
by Tom Shepard
Recommended by Bella Stevens
"UNSETTLED is a documentary revealing the untold stories of LGBTQ refugees and asylum seekers who have fled intense persecution from their home countries and who are resettling in the U.S. The work resonates with everything ORAM stands for!"



HORN OF AFRICA



This
American
Life

from WBEZ



ROUGH
TRANSLATION



Damned If You Do

by This American Life

Recommended by: Zeinab Aidid

Abdi and the Golden Ticket

by This American Life

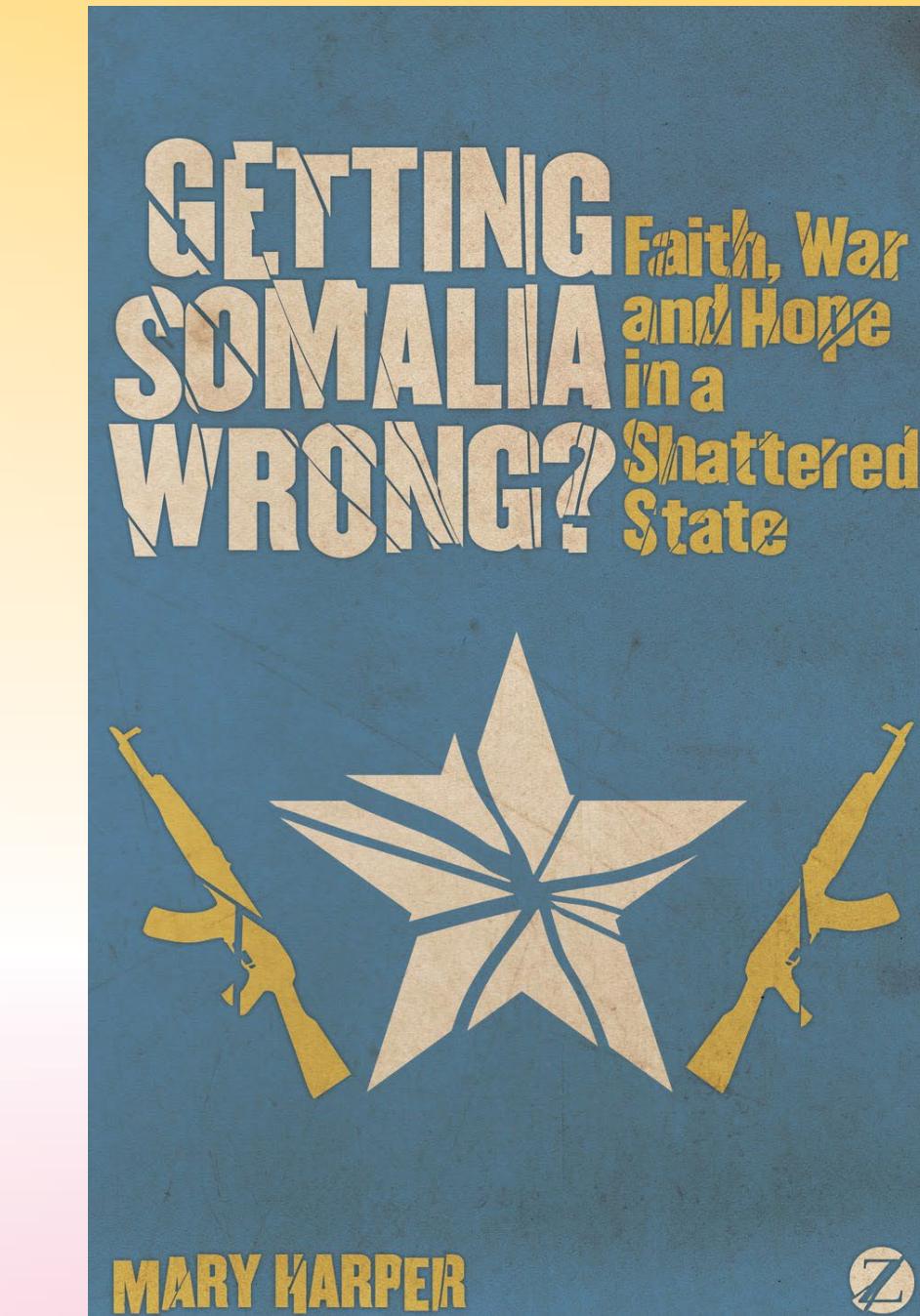
Recommended by: Zeinab Aidid

Anna in Somalia

Rough Translation by Gregory Warner

Recommended by: Zeinab Aidid

"Insight into the Somali refugee experience."



MARY HARPER

Getting Somalia Wrong? Faith, War, and Hope in a Shattered State

by Mary Harper London

Recommended by: Deqa Ismail

Somaliland deserves international recognition

by The Economist

Recommended by: Deqa Ismail

Somaliland Wants To Make One Thing Clear: It Is NOT Somalia

by Jason Beaubien

Recommended by: Deqa Ismail

When is a nation not a nation? Somaliland's dream of independence

by Joshua Keating

Recommended by: Deqa Ismail

Somaliland: Kill All but the Crows (Part I) | People & Power

by Al Jazeera English

Recommended by: Deqa Ismail

HORN OF AFRICA - ETHIOPIA



How Would You React After Looking In The Eyes Of A War Refugee?

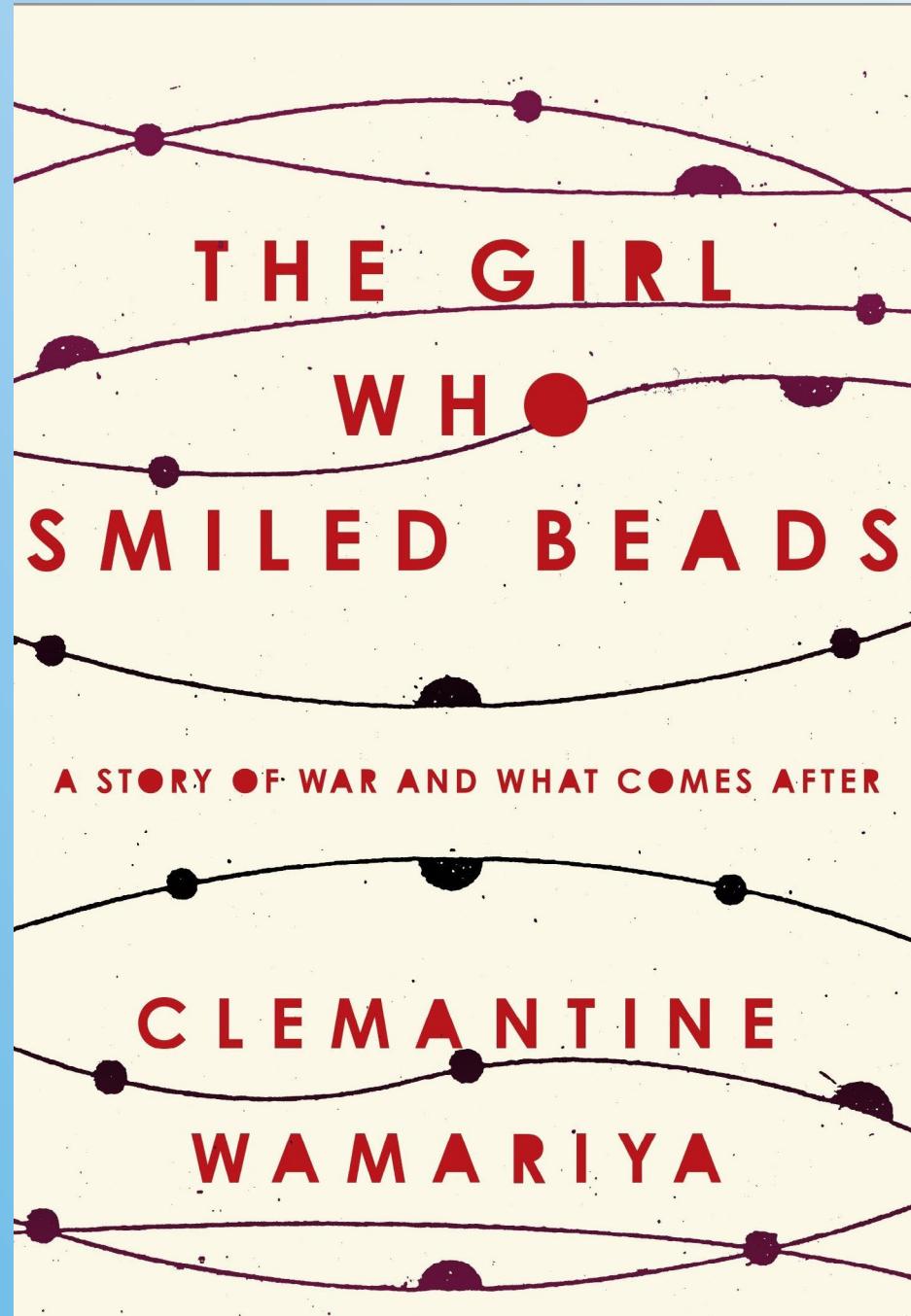
by Upworthy

Recommended by Awel Adem

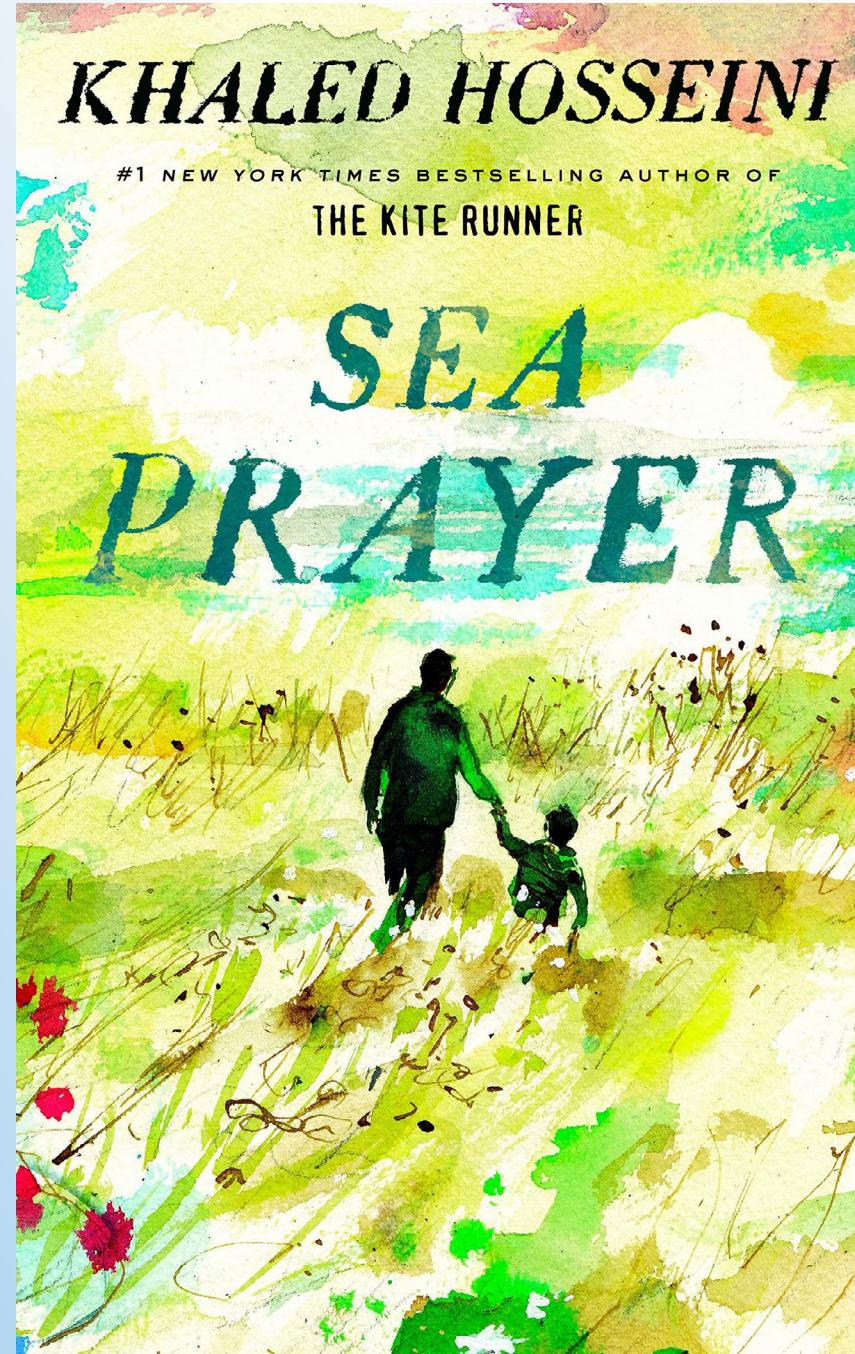
"This five minutes video shows that refugees too are human, being a refugee is not all they are it is just part of their story about who they are. it also perfectly demonstrates all human whether refugee or not have one thing in common that thing is being a human being. That is way I want Jocelyn to see too."

PAKISTAN

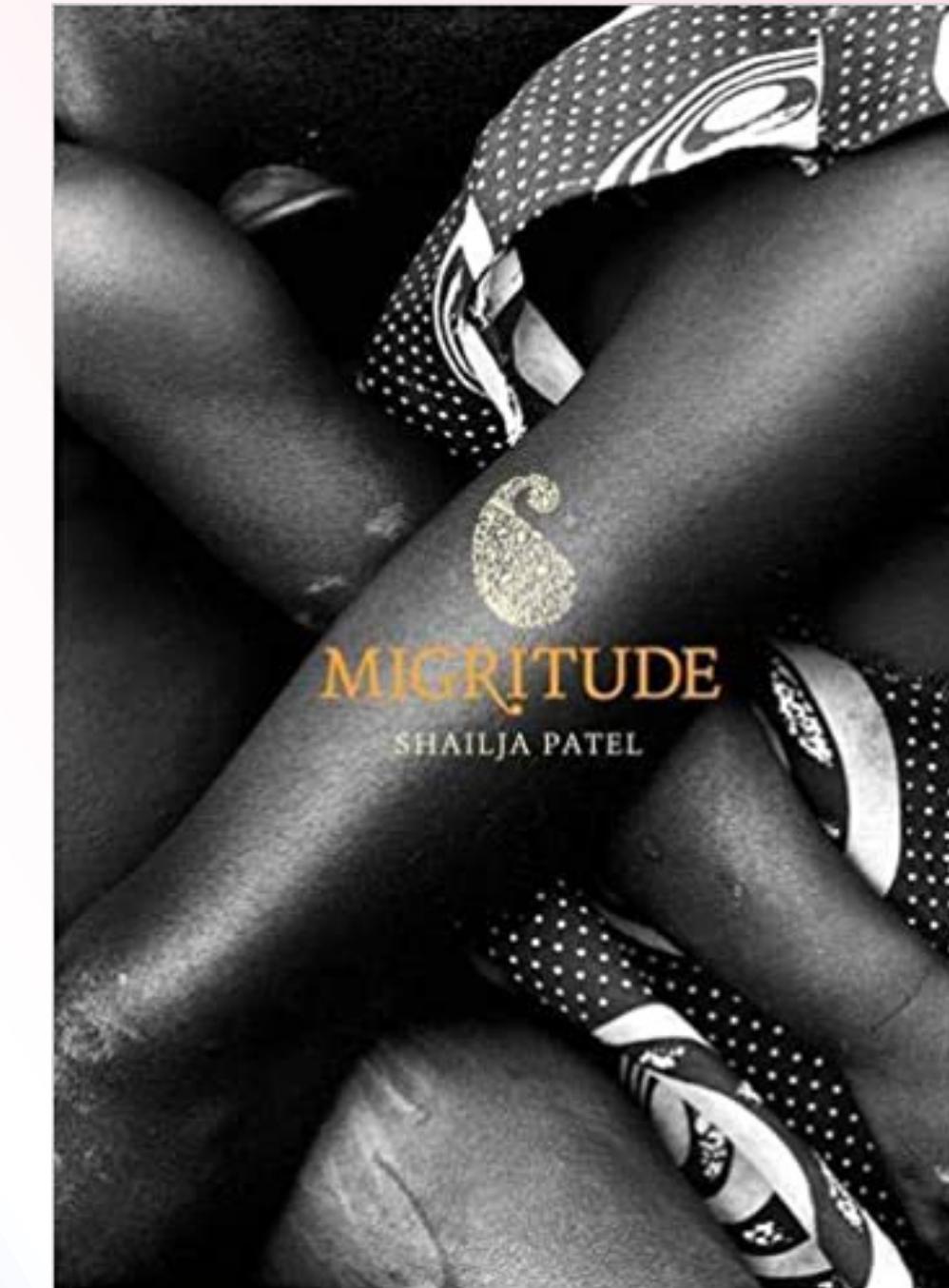
EDUCATION IS NOT PREPARATION FOR LIFE;
EDUCATION IS LIFE ITSELF - JOHN DEWEY



The Girl Who Smiled Beads
by Clemantine Wamariya and
Elizabeth Weil
Recommended by: Team Pakistan



Sea Prayer
by Khaled Hosseini
Recommended by: Team Pakistan



Migritude
by Shailja Patel
Recommended by: Team Pakistan

"Shall I Feed My Daughter, or Educate Her?"
- Barriers to Girls' Education in Pakistan

by Human Rights Watch
Recommended by: Team Pakistan

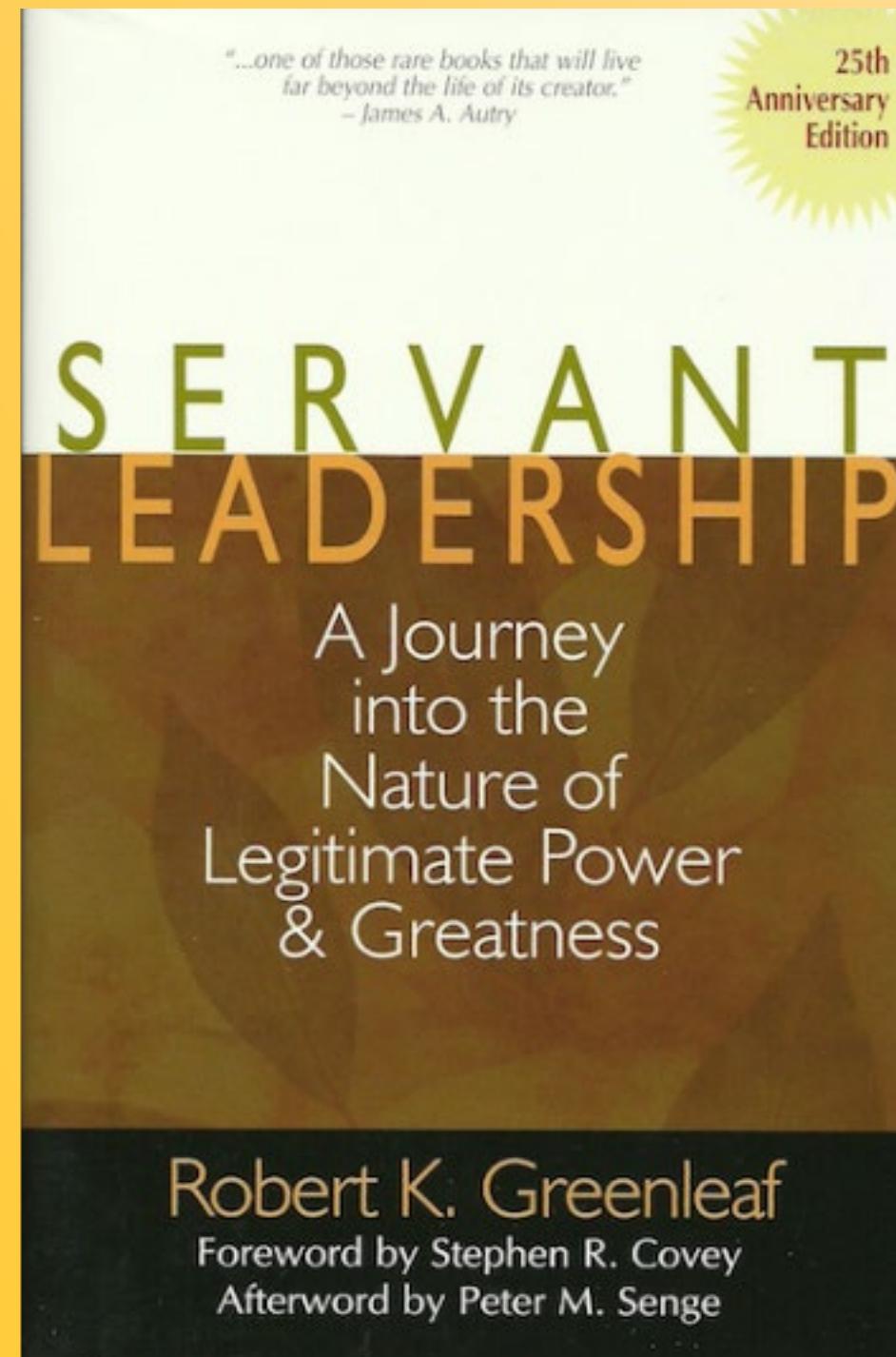
Thirst For Knowledge Knows No Bounds

by Klaudia Khan
Recommended by: Team Pakistan

On The Learning Curve

by Klaudia Khan
Recommended by: Team Pakistan

QUESTSCOPE

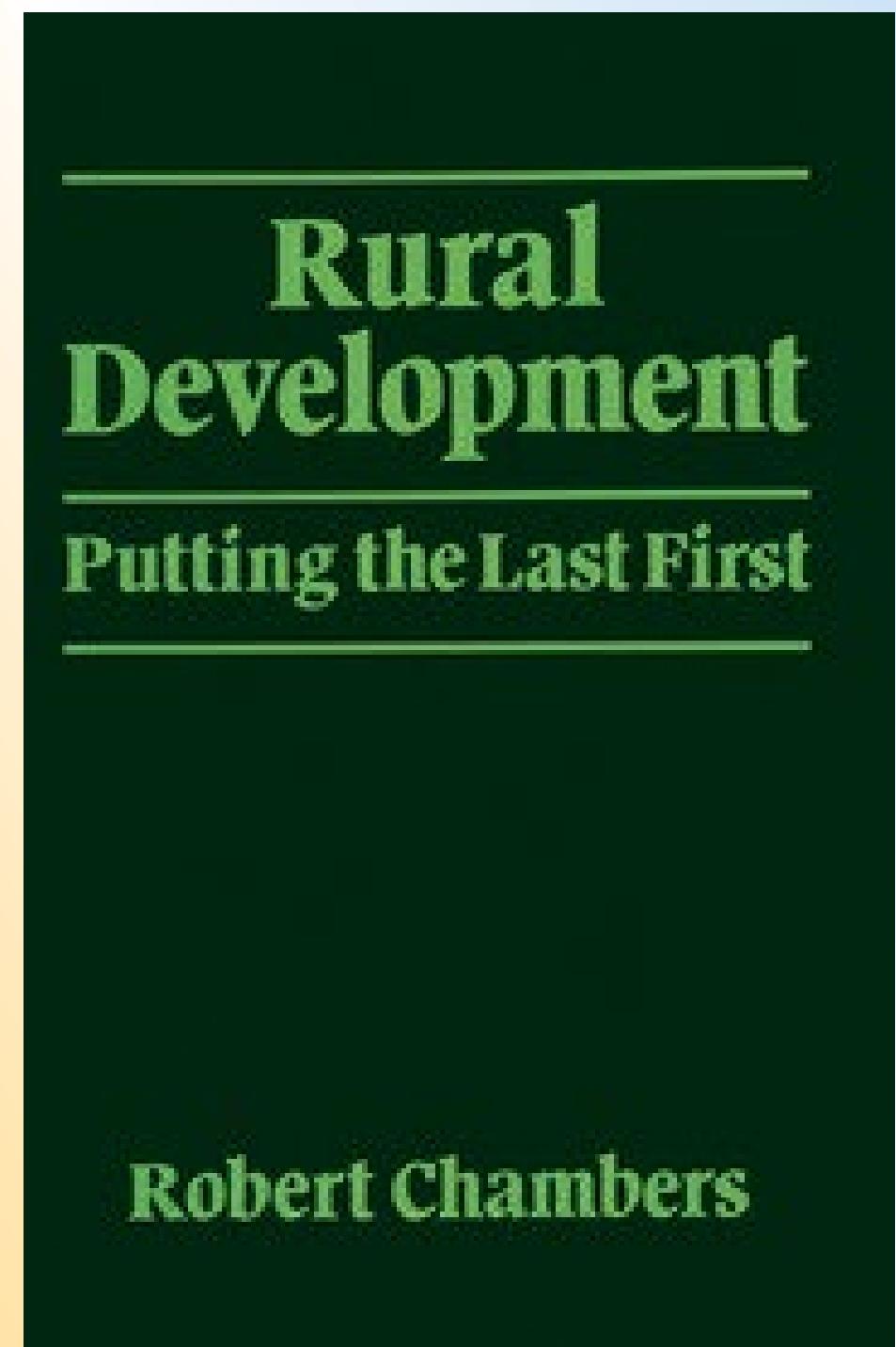


Servant Leadership

by Robert Greenleaf

Recommended by: The Questscope Team

"In Servant Leadership, Robert Greenleaf proposed that service ought to be the distinguishing characteristic of leadership. Not only would it create a better, stronger society, but people themselves "would find greater joy in their lives if they raised the servant aspect of their leadership and built more serving institutions." This was a foundational text for Curt as Questscope was founded and continues to be highly influential to the organization's leadership and structure today."



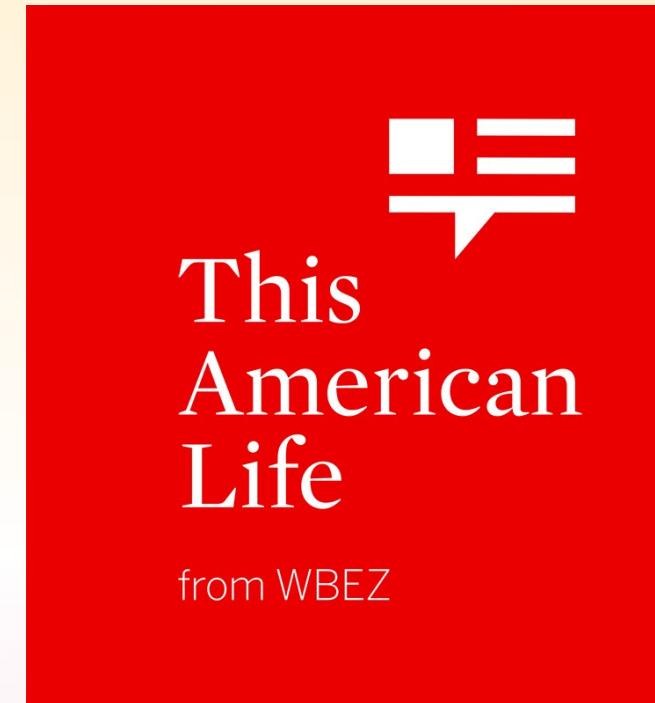
Rural Development: Putting the last first

by Robert Chambers

Recommended by: The Questscope Team

"Two of Dr. Chambers' many books, *Rural Development: Putting the Last, First and Whose Reality Counts: Putting the First Last* have been extremely influential in how we have framed participation with people and communities on the margins. In fact, *Putting the Last First* is such an important book that another of Curt's companies (MedTwo Healthcare Resources) obtained the rights of publication from WHO to translate and distribute the book in Arabic. Core ideas include that outside organizations must ask open-ended questions, truly listen to what is going on from the community's perspectives, and support individuals/communities' own priorities that they refine through telling themselves their own narrative histories. And that for marginalized people to succeed, those who hold power and authority have to agree to make space for them to do so – to accord them the right to do so, in other words. This concept of last, first and first, last has deeply informed the design of our work with incarcerated youth and with dropout and refugee youth."

QUESTSCOPE



Abdi the American

by This American Life

Recommended by: Carly Lunden

"This podcast highlights the long and tenuous journey of one refugee's experience to come to the United States. It gives an in-depth, human perspective of how difficult that process really is and the toll it can take on someone's life."

Freire's Time: Unlocking Energy and Options for Out-of-School Youth in Jordan

by Elizabeth Robinson & Dr. Curt Rhodes

Recommended by: The Questscope Team

"This article was published earlier this month in a special issue of Current Issues in Comparative Education from Columbia University, celebrating the 100th birthday of Paolo Freire. It explores how Questscope has used Freire's work as a formative ideology for their Non-Formal Education program. Freire authored Pedagogy of the Oppressed and Education for Critical Consciousness, among his dozens of books. Key concepts from his philosophy of "participatory learning:" that people are not tools. They should be equipped to think. Two vital directions for our TOC in education applied in our programs are: development of critical thinking – how to see myself as responsible for my own development (I can see myself in my own story). And critical consciousness – how to see the systems in which I find myself, to change them for the better, for everyone. These 2 goals of our TOC have enabled us to restore youth to learning and to certification of what they learned – youth discarded by the educational system and vulnerable to poverty and exploitation."

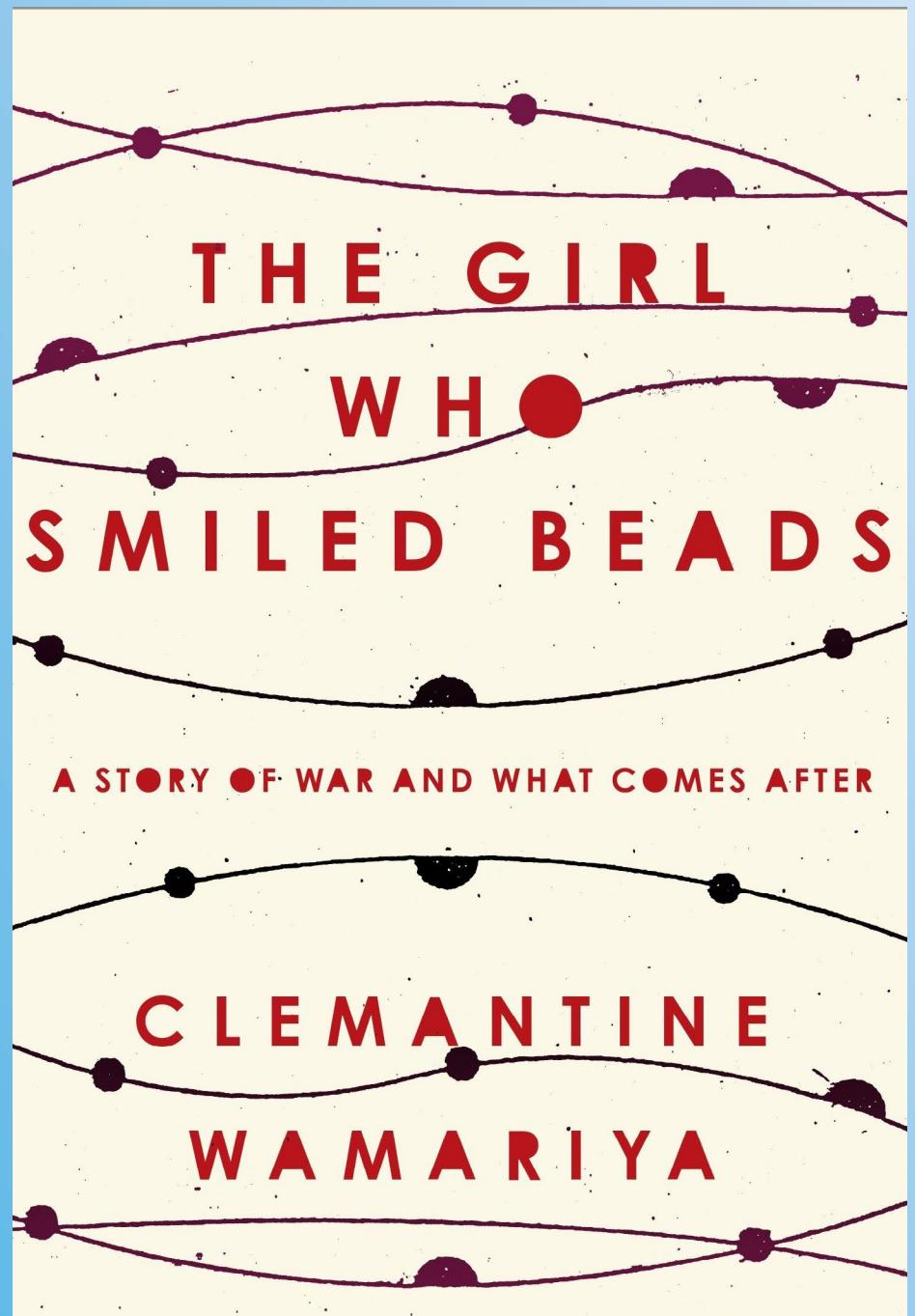
Sabra and Shatila massacre

Wikipedia

Recommended by: The Questscope Team

"Curt was a professor at the American University of Beirut in the summer of 1982 during the invasion of Lebanon/West Beirut by the Israeli Defense Forces, volunteering at a local volunteer-led clinic in the Sanaaya Garden area of West Beirut. He spent most of his time triaging people in car-park/underground shelters to direct them to appropriate care. He met a young, mentally challenged Palestinian woman pregnant with her second child, who was later killed in the massacre of Palestinian civilians in Sabra and Shatila camps. The experience of seeing this woman lying dead on the ground through the CNN camera lens was a life-changer. The knowledge that she was "collateral damage," of no interest or concern to those who killed her, required something of Curt: either block it out and forget it, or allow that event and that woman's life to change his life. That is where Questscope vision was born – to put the last first."

RWANDA



The Girl Who Smiled Beads

by Clemantine Wamariya and Elizabeth Weil

Recommended by:

Jacques Prevert Rumanyika

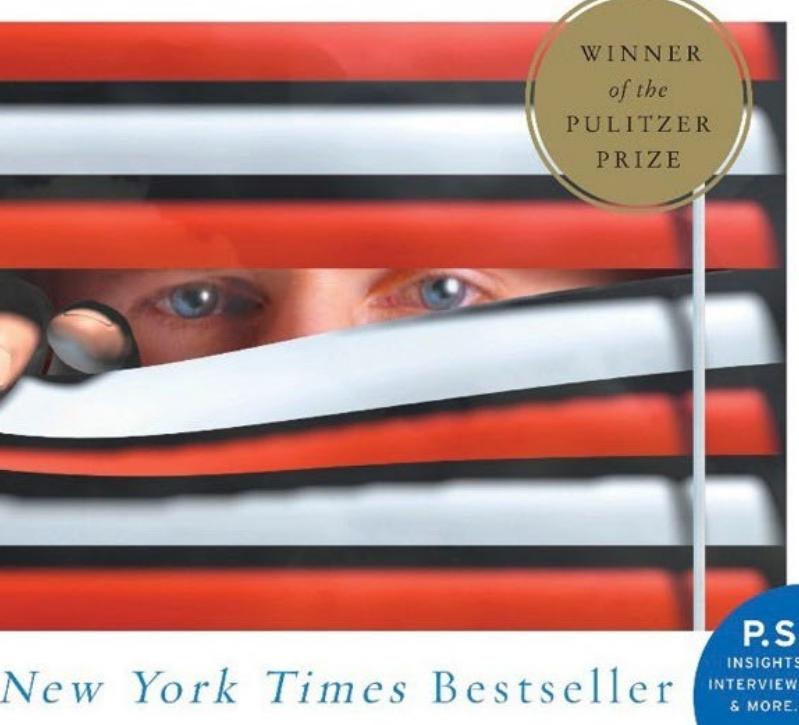
"In short, this is a story of my childhood too. Uwamariya speaks for many who shared the same path."

"Nothing less than a masterpiece of contemporary journalism. . . . An angry, brilliant, fiercely useful, absolutely essential book."
—*The New Republic*

"A PROBLEM FROM HELL"

AMERICA
and the
AGE of GENOCIDE

SAMANTHA POWER



A Problem from Hell by Samantha Power

Recommended by:

Jacques Prevert Rumanyika

I am suggesting this book, because the history is repeating itself, unfolding right in front of our eyes - Covid19 and its impact on developing country, effect of climate change and discussion on who should take the big stake on restoration and repair. Irresponsible most polluting countries, armed conflict in Ethiopia, the Sudan, etc. The same way nothing was done to stop the Tutsi genocide in Rwanda, the same way nothing is being done to intervene in many challenges the planet is facing. The only difference is that wars and genocides impact more a relatively small part of the global community, but Climate Change and global pandemic is likely to impact more or less and one way or another all of us. Drawing from the story in this book, I believe powerful countries must take action now!

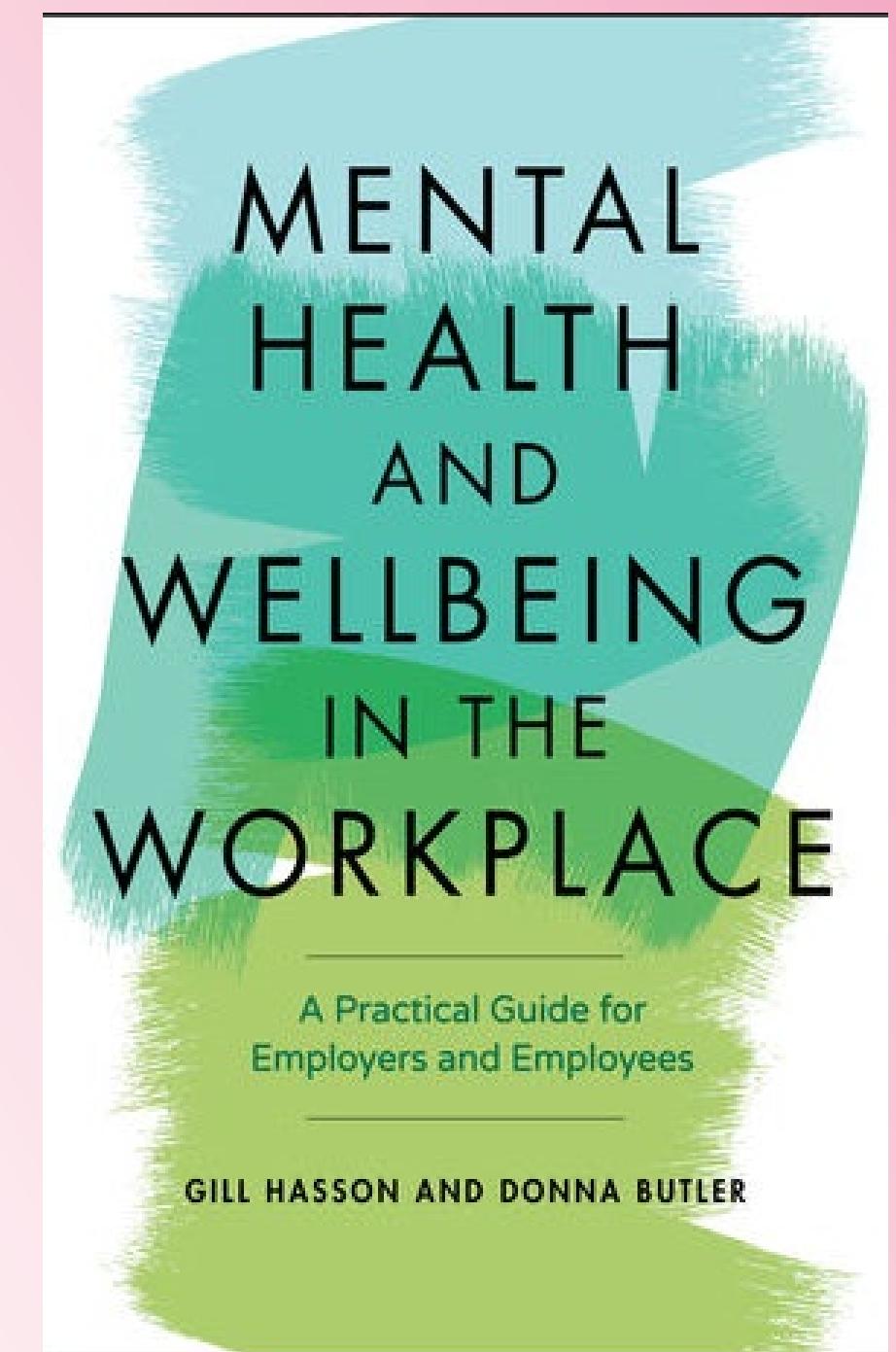
Mental Health and Wellbeing in the Workplace: A Practical Guide for Employers and Employees

by Gill Hasson, and Donna Butler

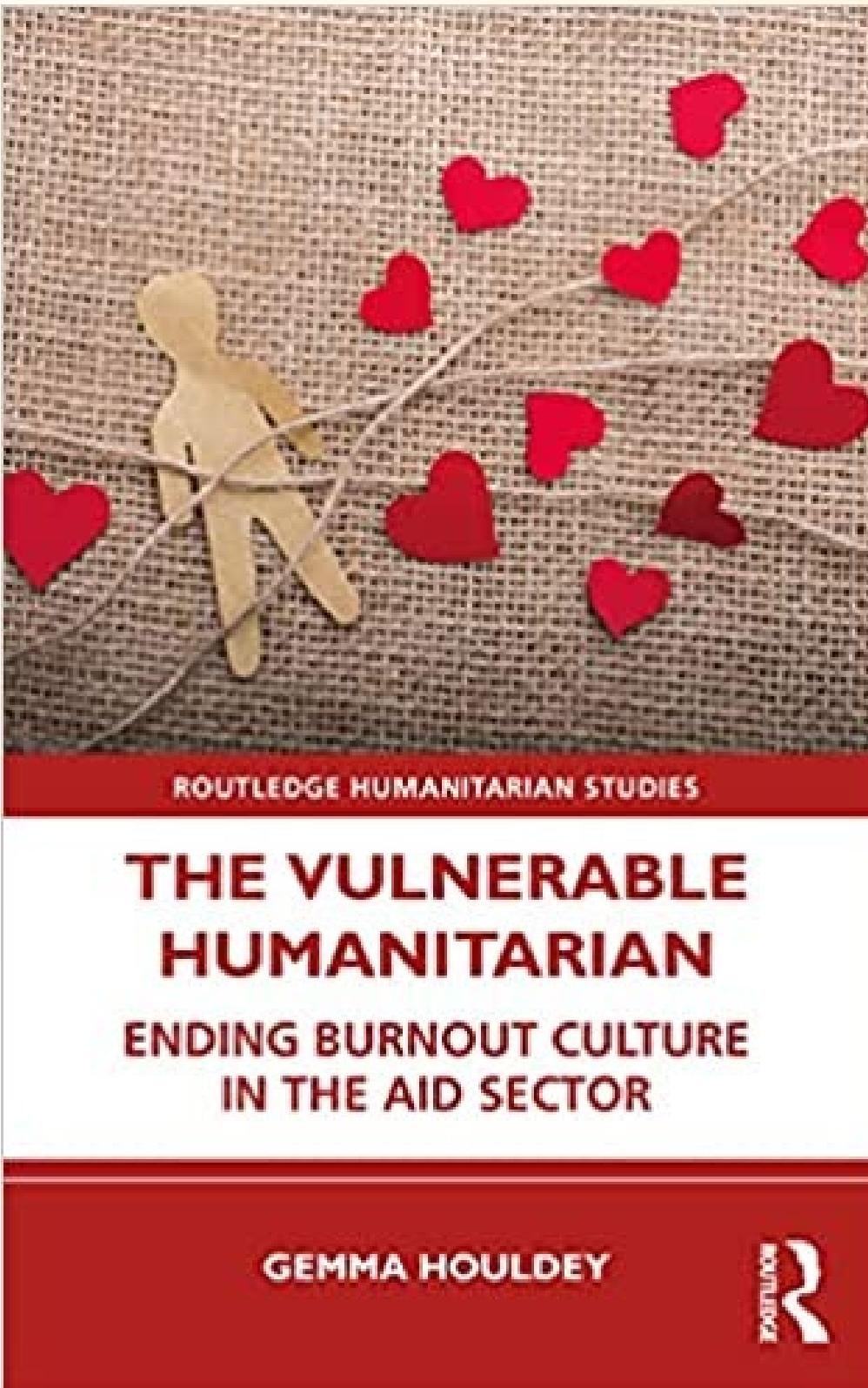
Recommended by: Jacques Prevert Rumanyika

"The importance of good mental health and wellbeing in the workplace is a subject of increased public awareness and governmental attention. Although a number of recent developments and initiatives have raised the profile of this crucial issue, employers are experiencing challenges in promoting the mental health and wellbeing of their employees. Mental Health & Wellbeing in the Workplace contains expert guidance for improving mental health and supporting those

experiencing mental ill health. This comprehensive book addresses the range of issues surrounding mental health and wellbeing in work environments – providing all involved with informative and practical assistance."



SOUTHEAST ASIA

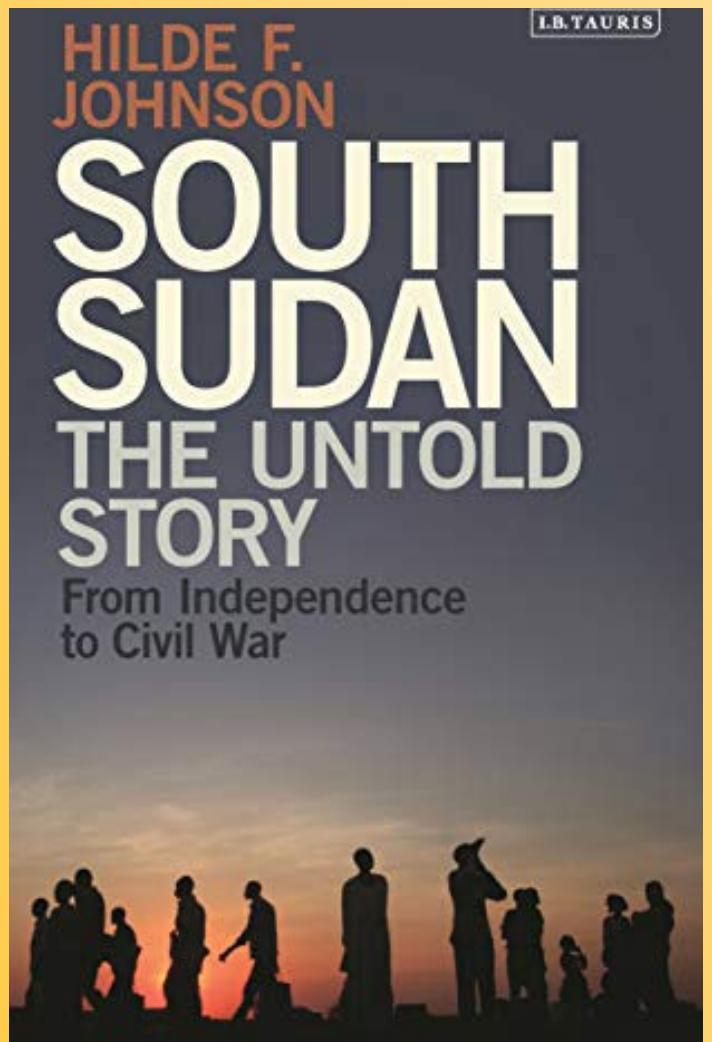


The Vulnerable Humanitarian: Ending Burnout Culture in the Aid Sector
by Gemma Houldey
Recommended by: Fifi Sabang
"A book for all to read if they have time."



Eliminating malaria in the Greater Mekong Sub region - Civil Society organization efforts in RAI2E
by The Regional Malaria CSO Platform, GMS 2020
Recommended by: Fifi Sabang
"This video shows the best representation of our work in the region."

SOUTH SUDAN



[South Sudan: The Untold Story from Independence to Civil War](#)

by Hilder Johnson
Recommended by:
Nawuyo Augustine Luka
"This is a very good piece about South Sudan"

[The Sentry Report for South Sudan](#)

by The Sentry
Recommended by: Team South Sudan

[South Sudan Country Profile](#)

by BBC News
Recommended by: Team South Sudan

[World Food Program Situation Report 2021](#)

by World Food Program
Recommended by: Team South Sudan

[South Sudan Humanitarian Overview](#)

by The New Humanitarian
Recommended by: Team South Sudan

[South Sudan Flood Report](#)

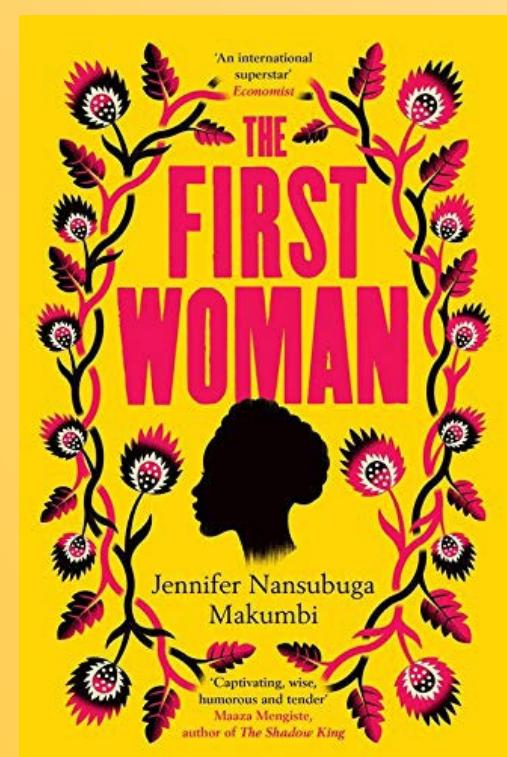
by MSF
Recommended by: Team South Sudan

[Threat Of Conflict And Hunger In South Sudan](#)

by Channels Television
Recommended by: Team South Sudan

[Serious flooding putting lives at risk in Jonglei State](#)

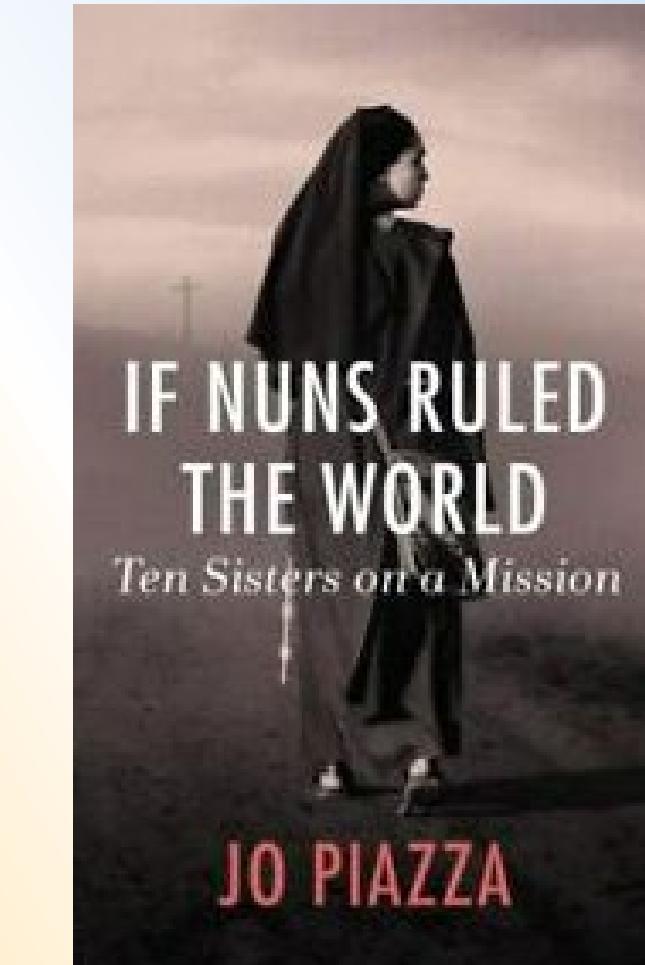
by MSF
Recommended by: Team South Sudan



UGANDA

[The First Woman](#)

by Jennifer Nansubuga Makumbi
Recommended by: Kusiima Sonia
"A story of a girl trying to find herself."



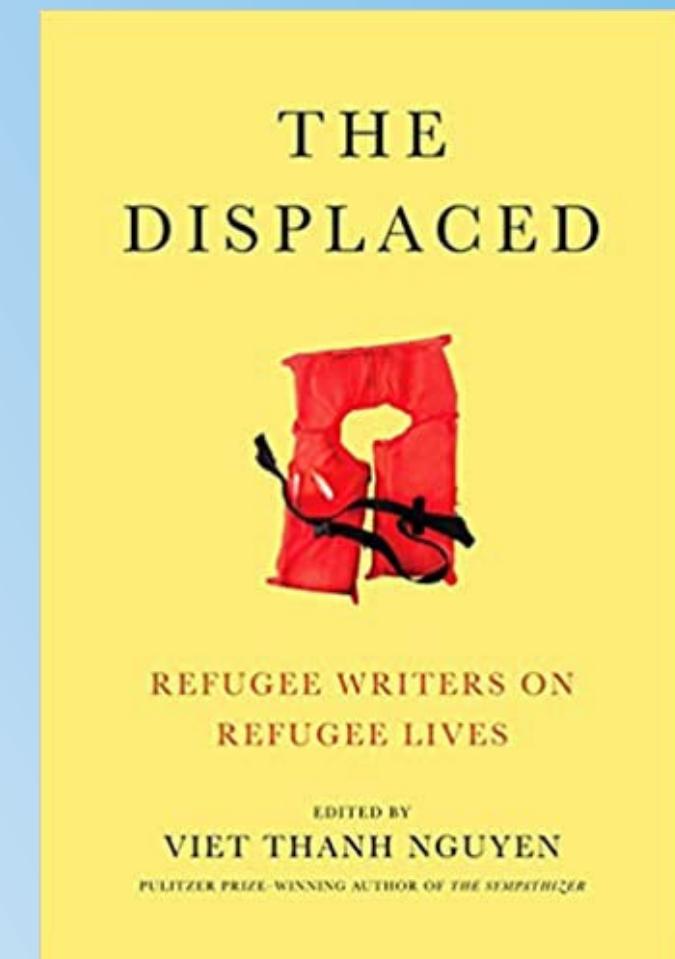
[If Nuns Ruled the World](#)

by Jo Piazza
Recommended by: Annie Nolte-Henning
"This book shows the grit behind some of the bravest Sisters among us."

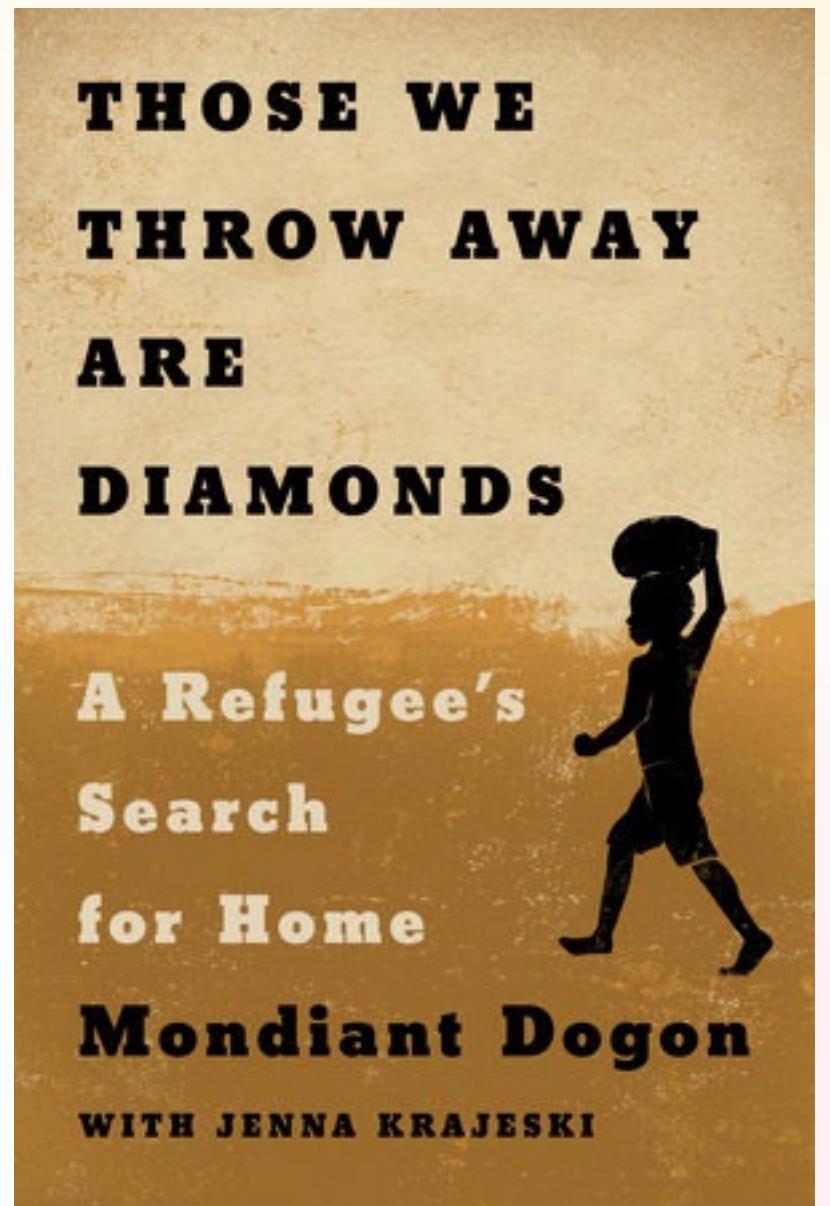
THE AMERICAS

[Hey Human Podcast: Eyes Open, Sleeves Up](#)

by Sister Irene O'Neill
Recommended by: Annie Nolte-Henning
"Sister Irene is our north star in the Color Movement project and reminds us what Alight set out to do with Sisters three years ago. She's also hilarious."



GLOBAL



Those We Throw Away Are Diamonds: A Refugee's Search for Home

by Mondiant Dogon

Recommended by: Tharangi Cumaranatunge

"Mondiant's story is harrowing, true and also amazing and speaks to the hope and capacity of human courage and resilience."

The Invisible Tragedy Facing Refugees Like Me

by Mondiant Dogon

Recommended by: Nadia Siddiqui



Behrouz Boochani: Six years as a marooned migrant

by HARDtalk

Recommended by: Angela Eifert

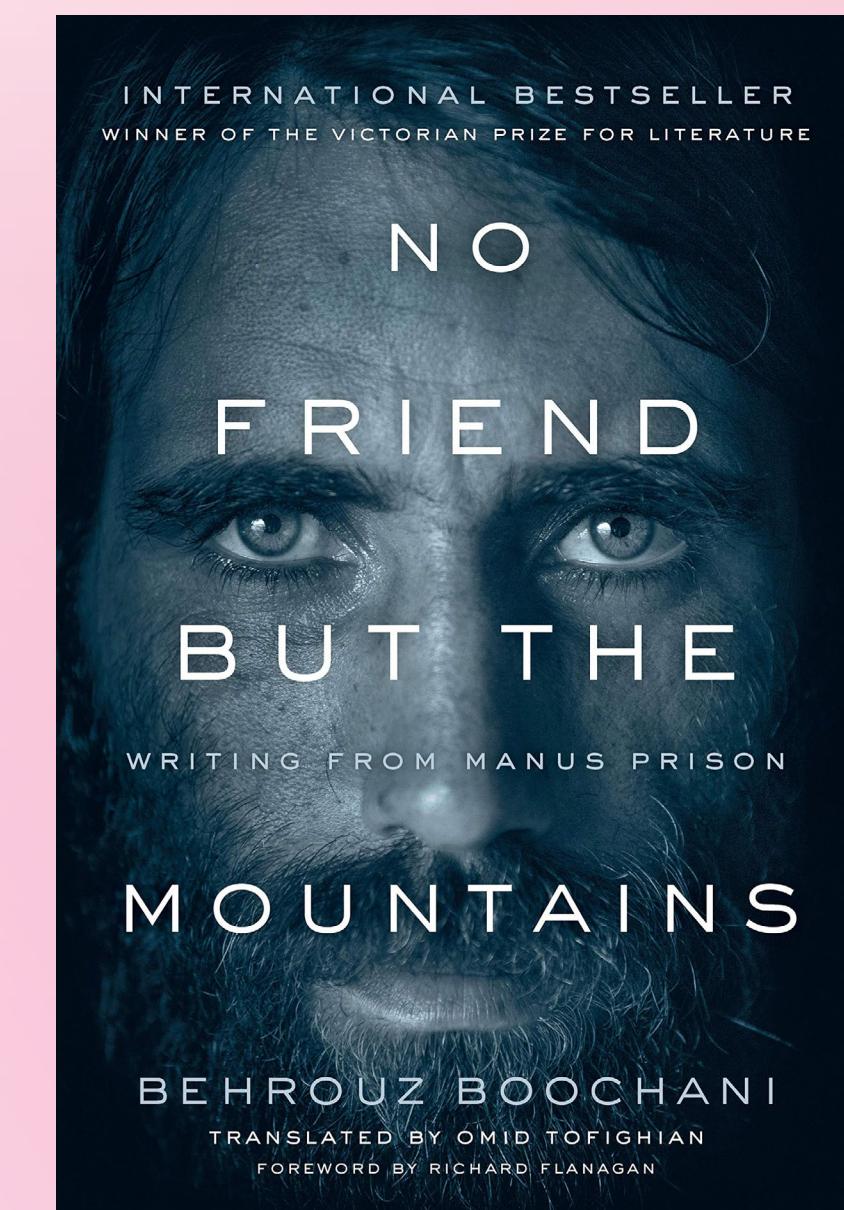


SafeZone: Fatima's Journey

by Marco Bollinger

Recommended by: Angela Eifert

"A documentary about education/ safe zones in Lebanon refugee camps."

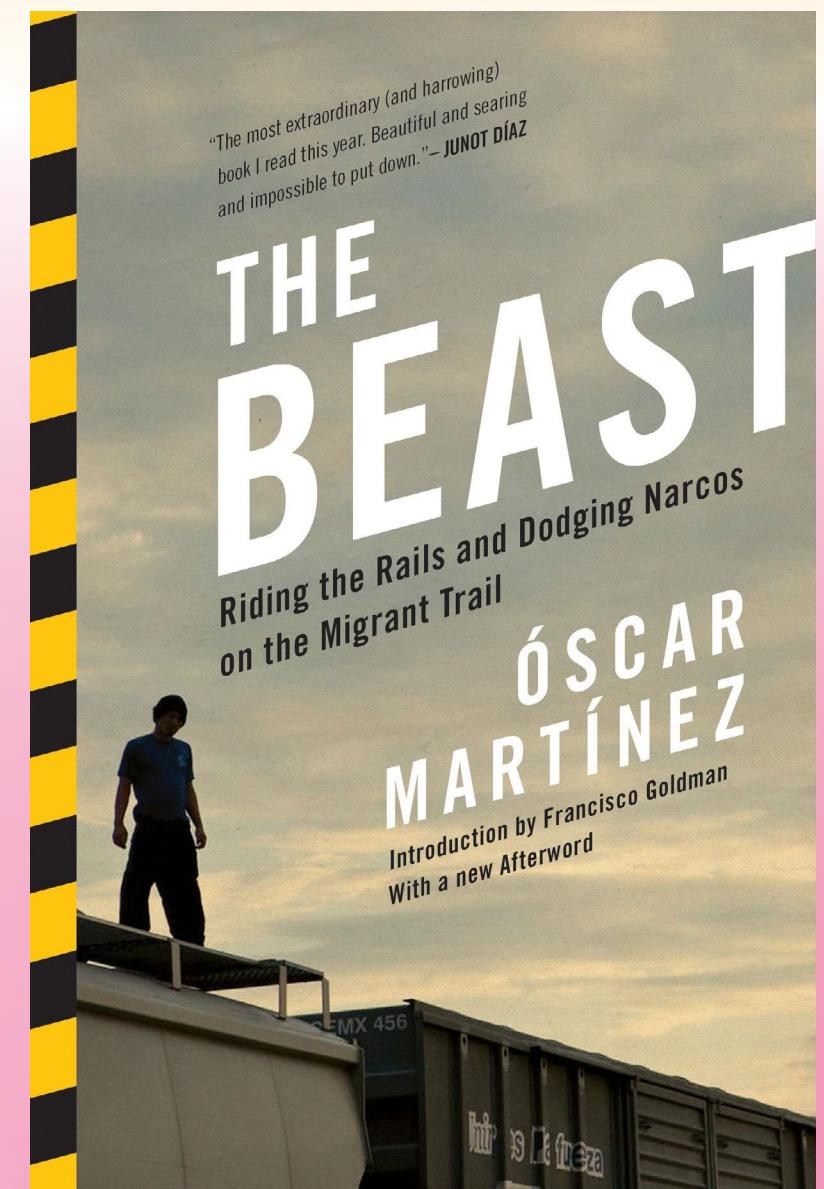


No Friend but the Mountains

by Behrouz Boochani

Recommended by: Angela Eifert

"Behrouz Boochani, an Iranian Kurd, wrote No Friend But the Mountains: Writing from Manus Prison by text message from inside a detention centre."



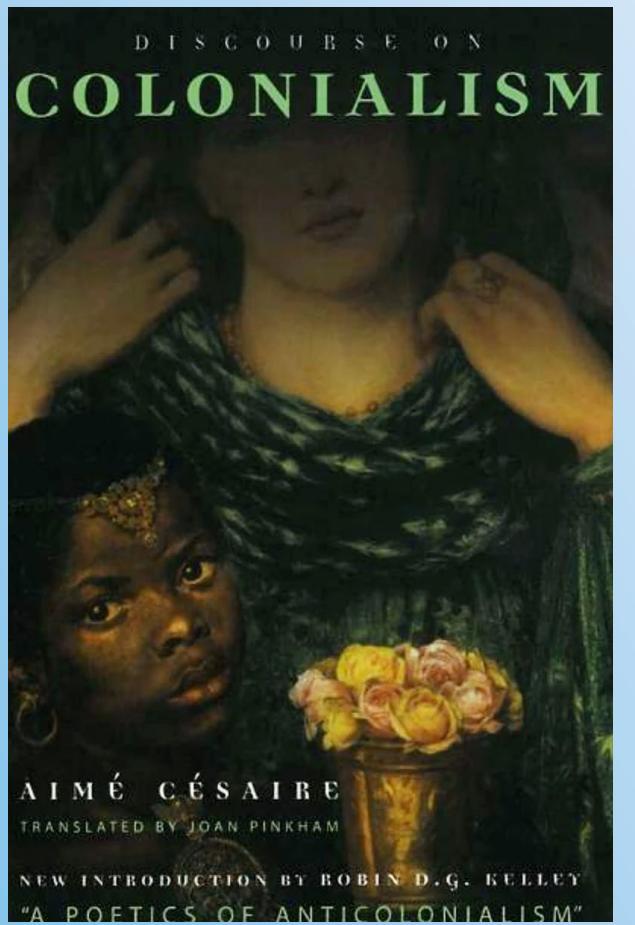
The Beast

by Óscar Martínez

Recommended by: Rachel Busse

"A powerful read for getting a glimpse at the journey many of the migrants at the border have taken."

GLOBAL



Discourse on Colonialism

by Aimé Césaire

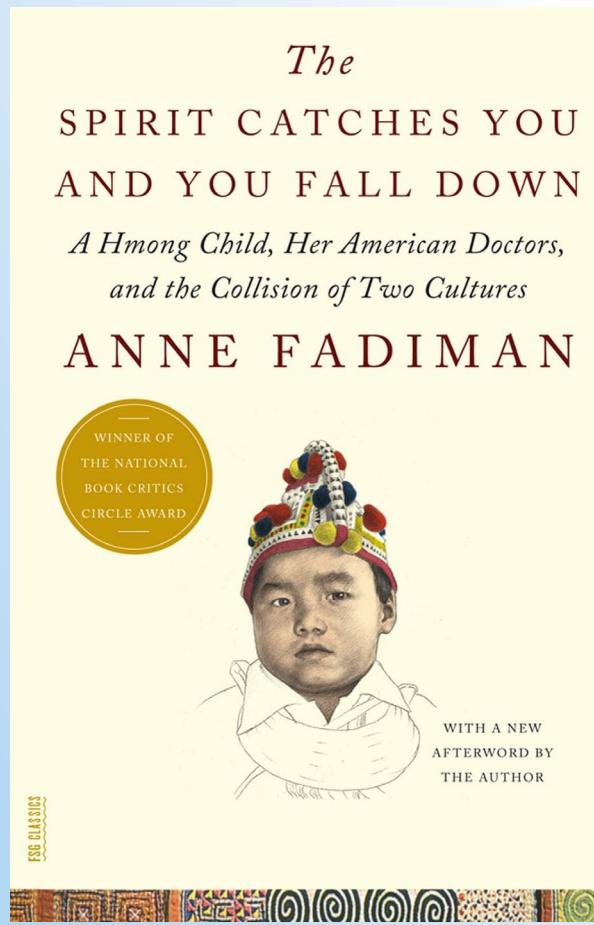
Recommended by: Jonah Dister

The Spirit Catches You and You Fall Down: A Hmong Child, Her American Doctors, and the Collision of Two Cultures

by Amy Fadiman

Recommended by: Jonah Dister

"Both of these texts are foundational to me in the mindset I try to employ as a White person and as an American working in the humanitarian sector."



The Good Immigrant: 26 Writers Reflect on America

Edited by Nikesh Shukla

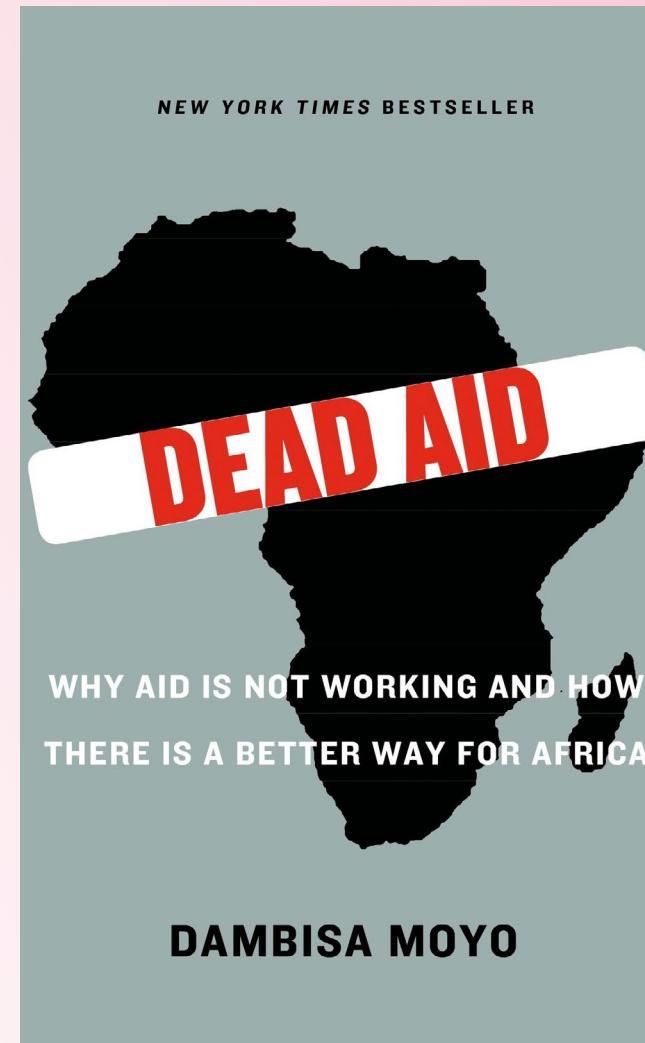
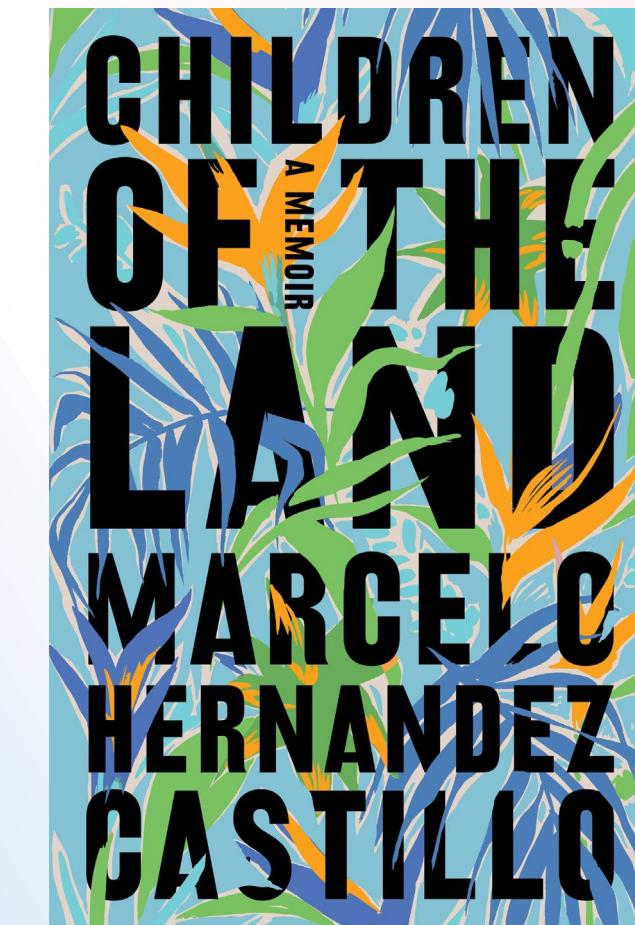
Recommended by: Alissa Jordan

"Collection of essays, more about the migration journey/being in a second country."



Children of the Land

by Marcelo Hernandez Castillo
Recommended by: Alissa Jordan



Dead Aid: Why Aid Is Not Working and How There Is a Better Way for Africa

by Dr. Dambisa Moyo

Recommended by: Jen Bubke

"I find that anything written by Dr. Dambisa Moyo challenges my assumptions/way of thinking and to dig deeper about why I am working in this field and what my role in it is, if any. Decolonizing development is an incredibly necessary topic and is only going to grow and be discussed more widely. I believe this book is an important read in that discussion/conversation."



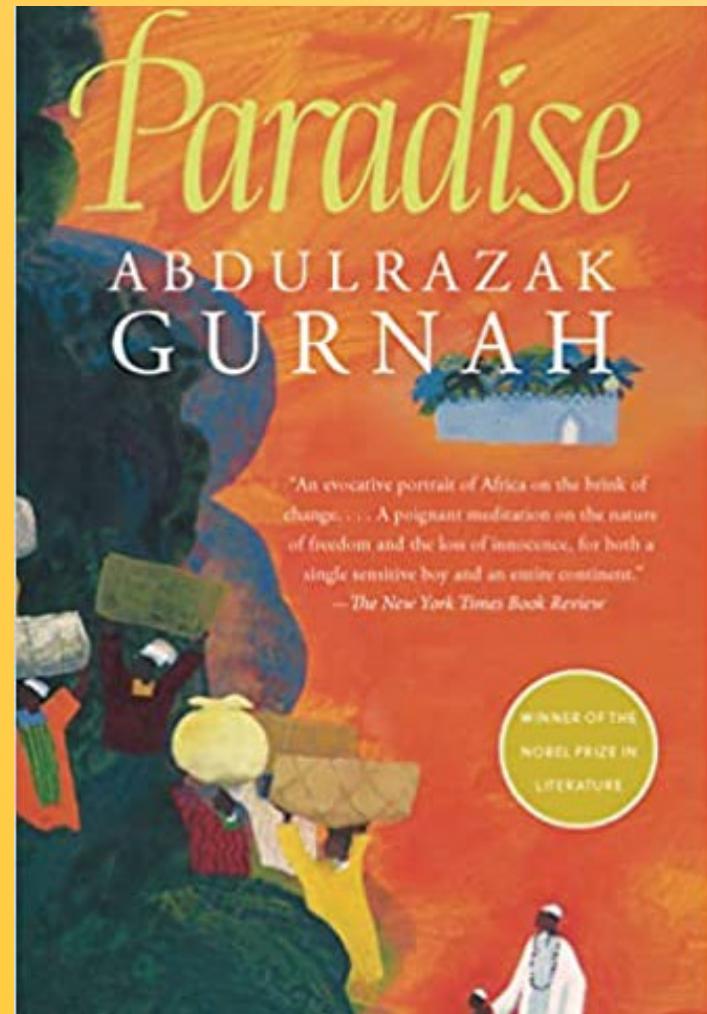
Seeing White

Produced by Scene on Radio

Recommended by: Jane Stockman

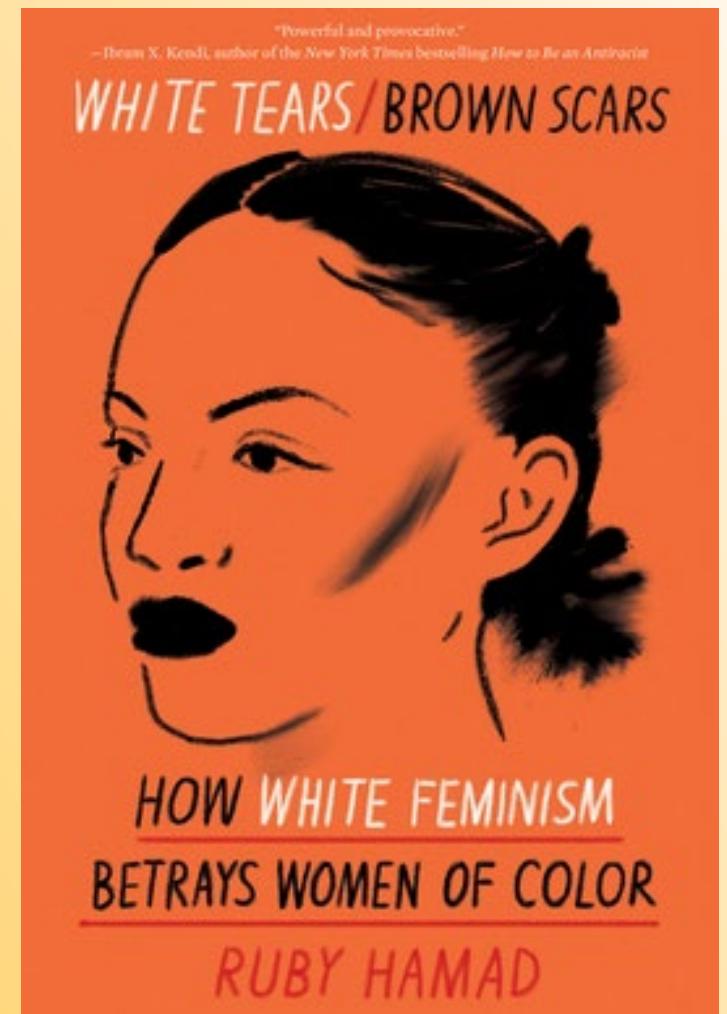
"A podcast about the construction of White and Black, power, structural racism, and the history of structural racism in the U.S. I will likely have this on my top ten list for years of resources that have greatly affected/influenced me."

GLOBAL



Paradise

by Abdulrazak Gurnah
Recommended by Maddie McElhenny



White Tears/Brown Scars: How White Feminism Betrays Women of Color

by Ruby Hamad

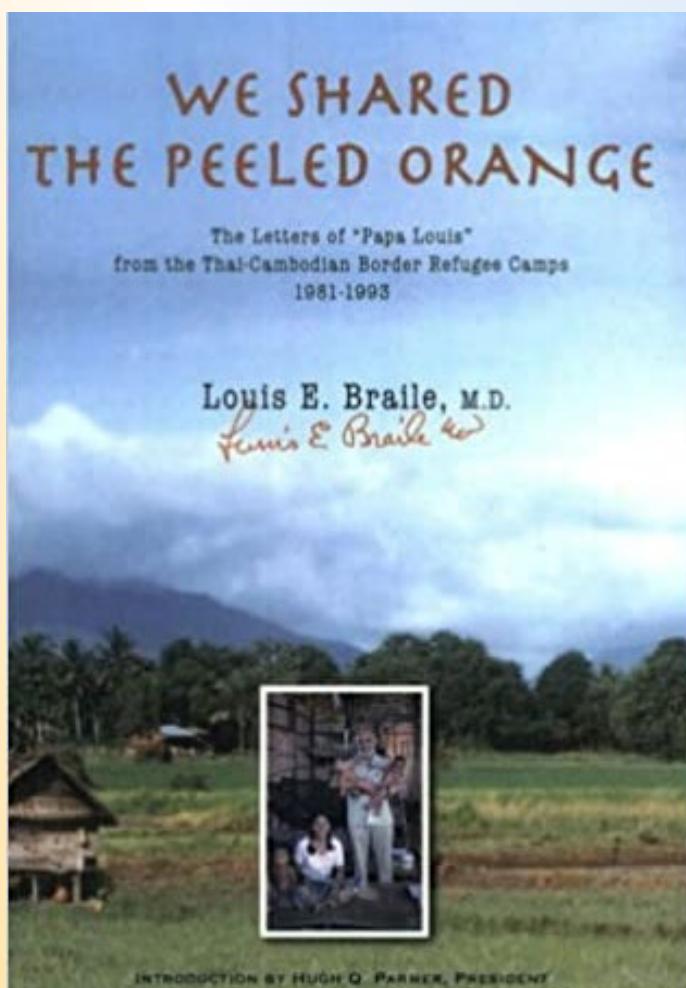
Recommended by Andezu Orionzi

"Ruby Hamad's work is a collection of powerful examples describing how white women often weaponize their non-intersectional feminism to preserve status, power, and protection. BIPOC women, myself included, are continuously expected to accommodate, comfort and absorb the impact of white supremacy in silence as it serves our white women counterparts. A prescribed read to anyone who self-identifies as a white feminist, BIPOC ally and/or conscientious leader."

"Dr. Louis Braille "Papa Louis", an amazing humanitarian, writes a testimonial from one Alight's first emergency responses. It was an inspiration during my formative times as a humanitarian worker in early 2000s."

We Shared the Peeled Orange

by Dr. Louis Braille
Recommended by Igor Radonjic and Jilla Nadimi



INTRODUCTION BY HUGH Q. PARKER, PRESIDENT

When the West falls into crisis

#RethinkingHumanitarian
@DeganAli



The New Humanitarian

Degan Ali is CEO of Adeso, an NGO trying to change the way people think about and deliver aid in Africa.

When the West Falls into Crisis

Produced by The New Humanitarian
Recommended by Andezu Orionzi

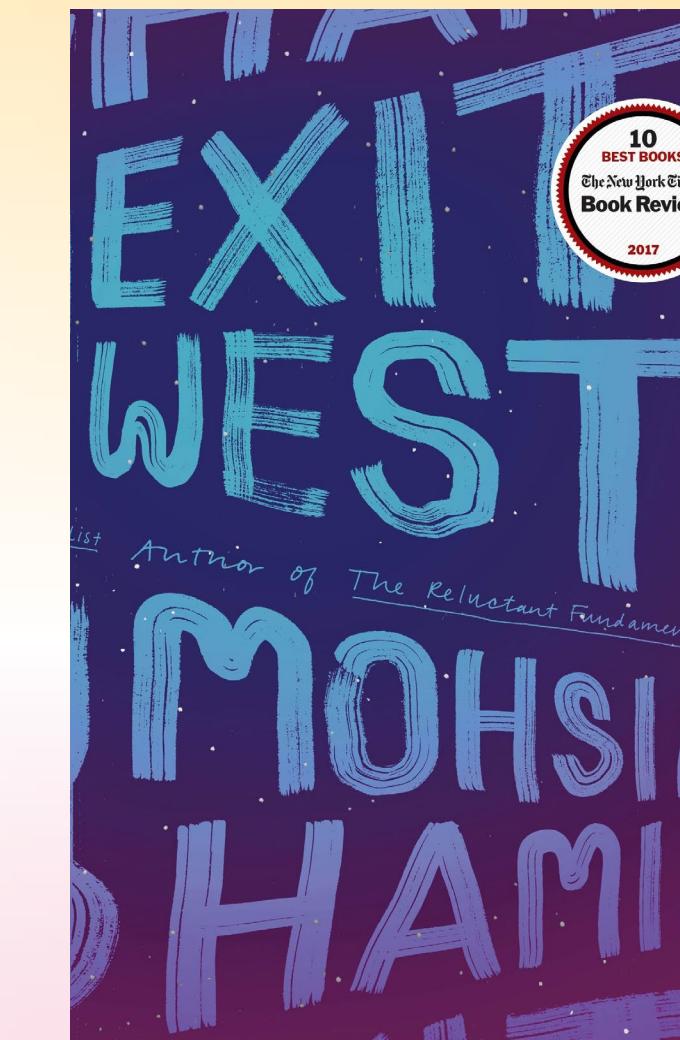
"Catalyzed by the Covid-19 pandemic and a global reckoning with racial inequity, a panel of mostly BIPOC professionals with extensive experience in the humanitarian aid industry critically examine the effects of perceiving and speaking about "The West" as the idealized standard of human development. While traditional industry leaders preserve international power dynamics and perpetuate savior complexes by insisting on contextually-inappropriate, unsustainable aid, communities and institutions in their own backyards continue to suffer under the guise of achieved development. "We" typically give to "them", but this conversation challenges the criteria for who is in need and how their needs should be addressed. Panelists illuminate the desperate urgency to evolve past dead aid by collaborating on solutions leading to justice reform and community agency – in all places around the world, "The West" included."

GLOBAL



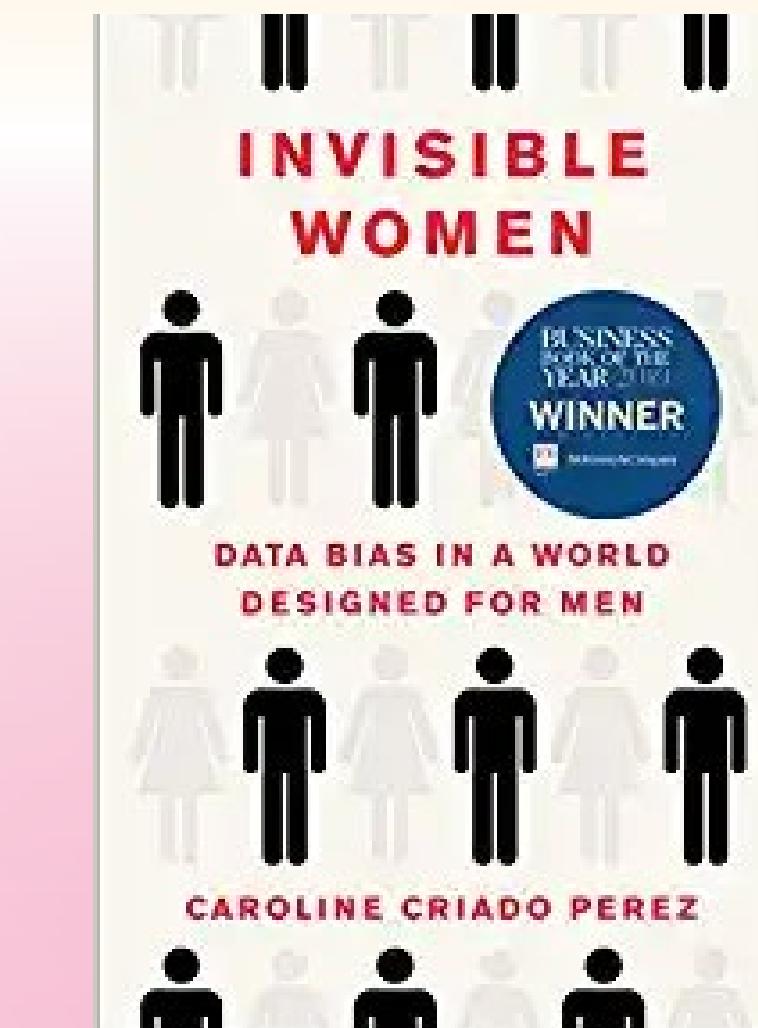
[Colin in Black & White](#)

by Ava DuVernay and Colin Kaepernick
Recommended by: Tharangi Cumaranatunge
This series depicts the nuances of how a Black person and a white person in the United States can be in the same exact situation and have profoundly different and sometimes opposite experiences. It is a powerful reminder how easy it is to minimize and brush off the experience of someone with less power and privilege in everyday life situations, sometimes with devastating impact.



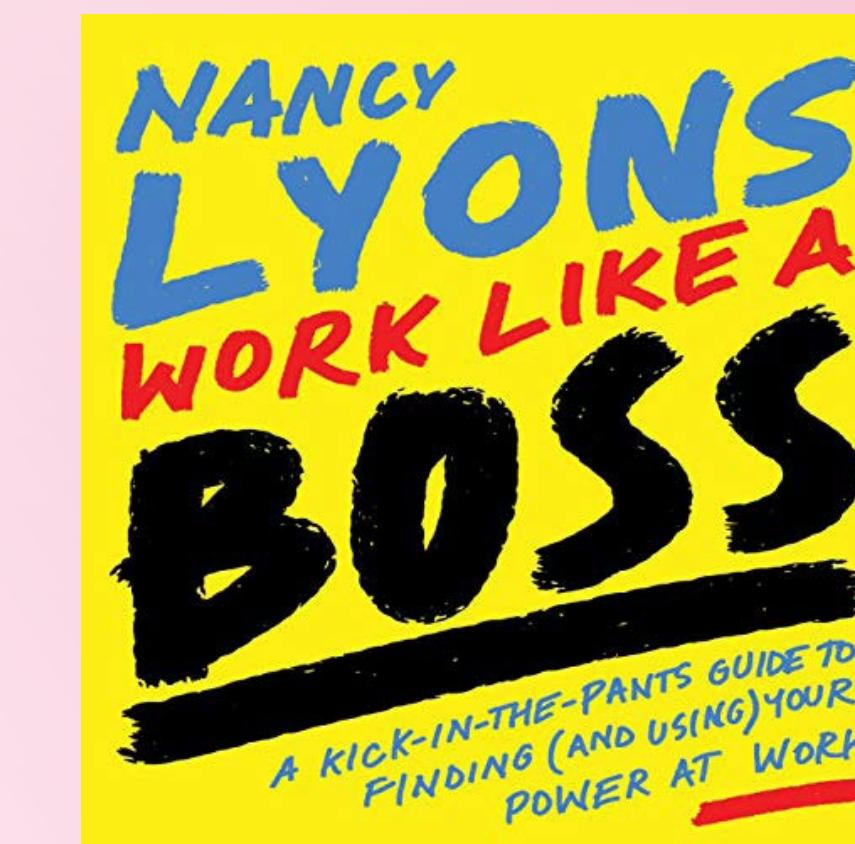
[Exit West](#)

by Mohsin Hamid
Recommended by: Beth Schmieg
"Exit West is a great novel to add to the list! I read it a few years ago but feel like I need to revisit it again."



[Invisible Women: Data Bias in a World Designed for Men](#)

by Caroline Criado Perez
Recommended by: Beth Schmieg
"I also LOVED this book about bias in design to exclude women – I loved it so much I bought this book for Sarah!"



[Work Like A Boss](#)

by Nancy Lyon
Recommended by: Beth Schmieg
"Finally, this one – written by a local CEO, Nancy Lyon is the cofounder of Clockwork IT in NE Mpls. She talks about how to lean into your power as a female CEO and how to show up at work as your authentic self. Definitely a great guide for the first female CEO at Alight!"

GLOBAL

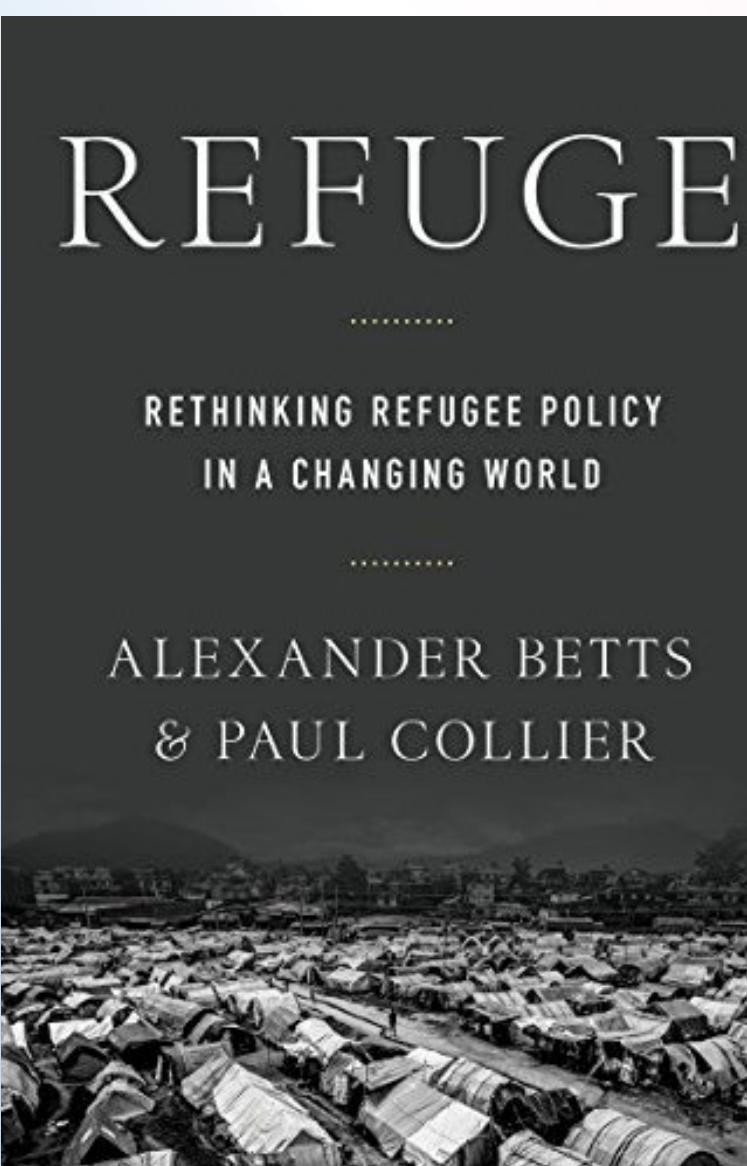


The Power of Spaces

Ted Radio Hour

Recommended by: Mike Zuckerman

"Space explained in various ways including hospital waiting rooms, sacred space etc. Camps and settlements with a thoughtful spaces lead to better experiences and reality for our customers."

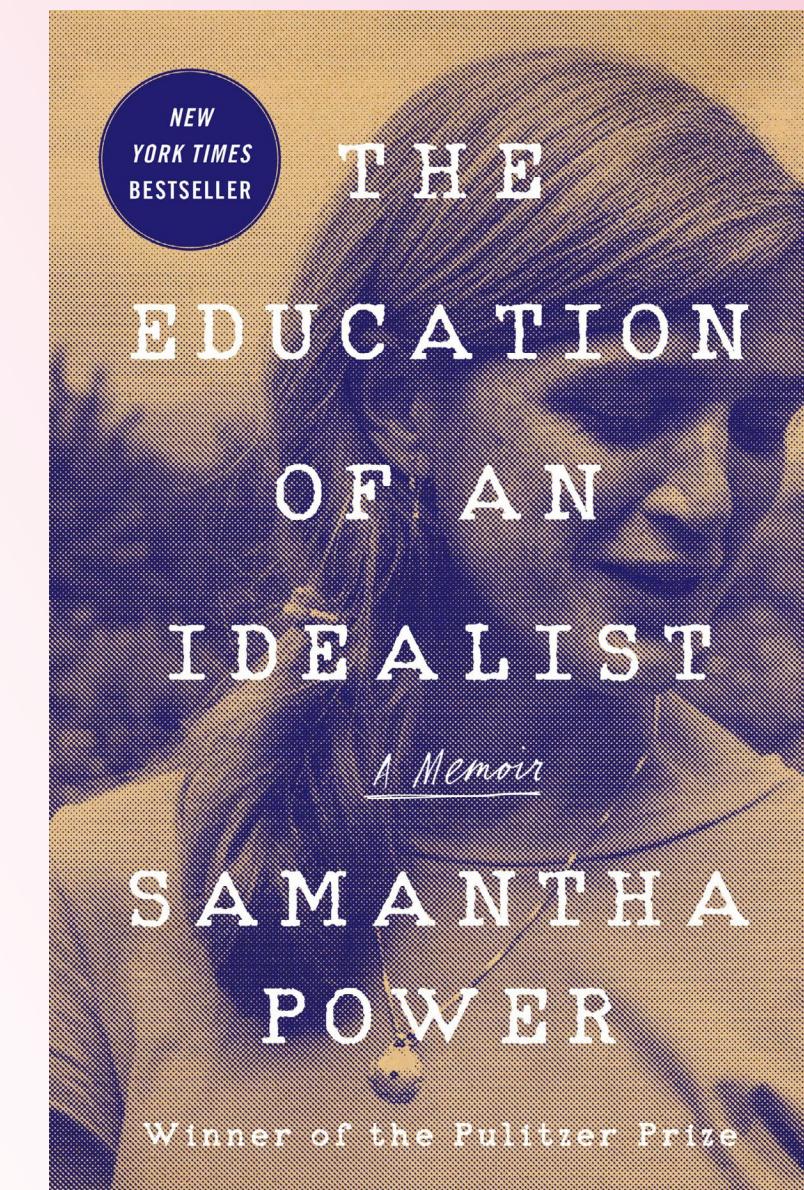


Refuge - Rethinking Refugee Policy in a Changing World

By Alexander Betts and Paul Collier

Recommended by: Mike Zuckerman

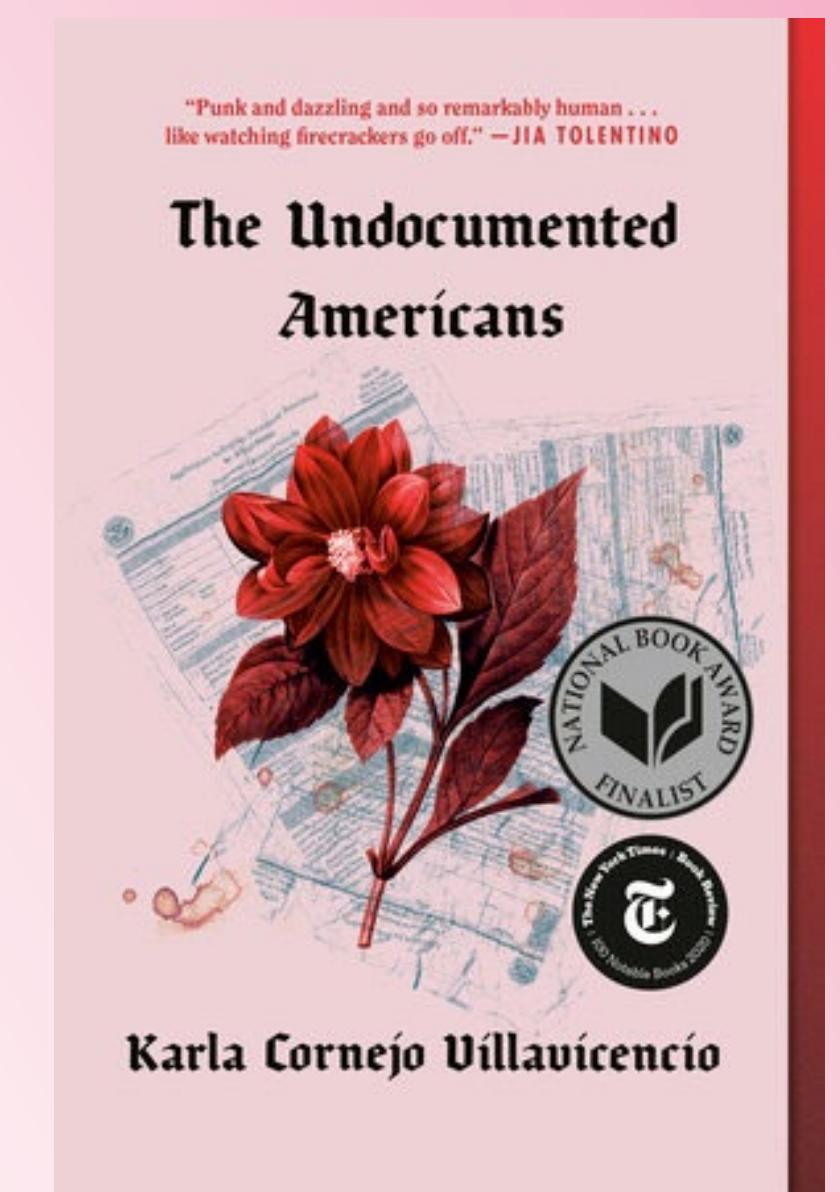
"Some of the top / new thinking academic research and theories which align very closely with the becoming Alight philosophy."



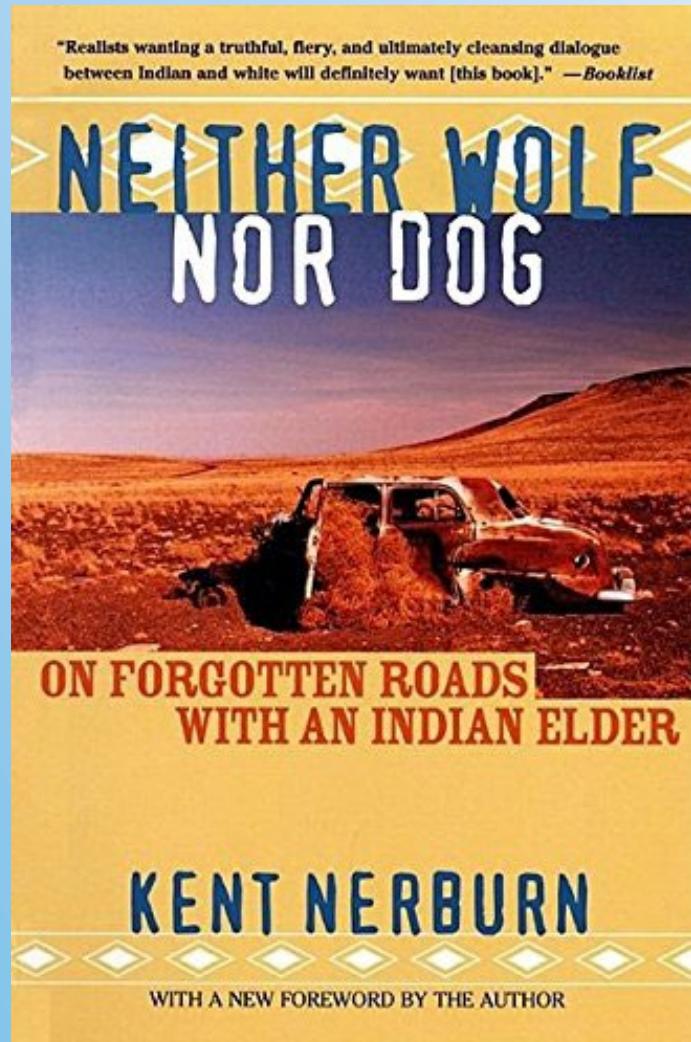
The Education of an Idealist

By Samantha Powers

Recommended by: Jilla Nadimi



GLOBAL FRIENDS OF ALIGHT

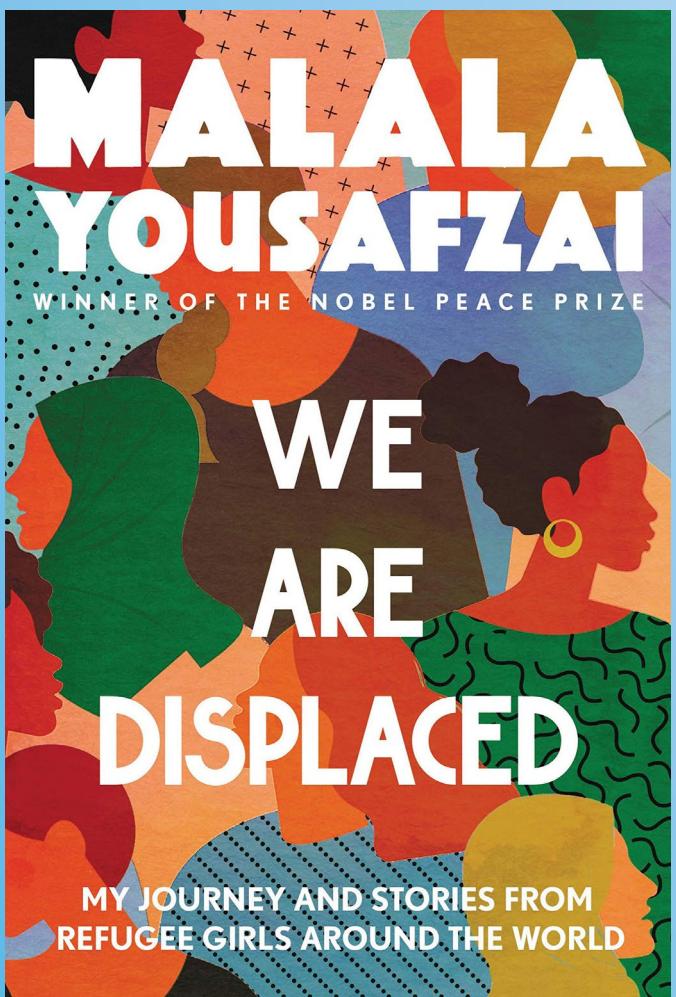


Neither Wolf Nor Dog

by Kent Nerburn

Recommended by Piyumi Samaratunga

It is a seminal book in understanding the Native American journey – the beauty of the Native peoples existence, their reverence to mother earth and all her abundance, their giving, forgiving spirit amidst untold betrayal. This is the story of two men struggling to understand and come to terms of the deep rich revered history soiled by tears, blood and heart ache. The language is sheer poetry in motion. A must read for all in this part of the country especially and for all Americans in general as to the birth rights robbed of one people and the birth defects of another. Sheer poetry.

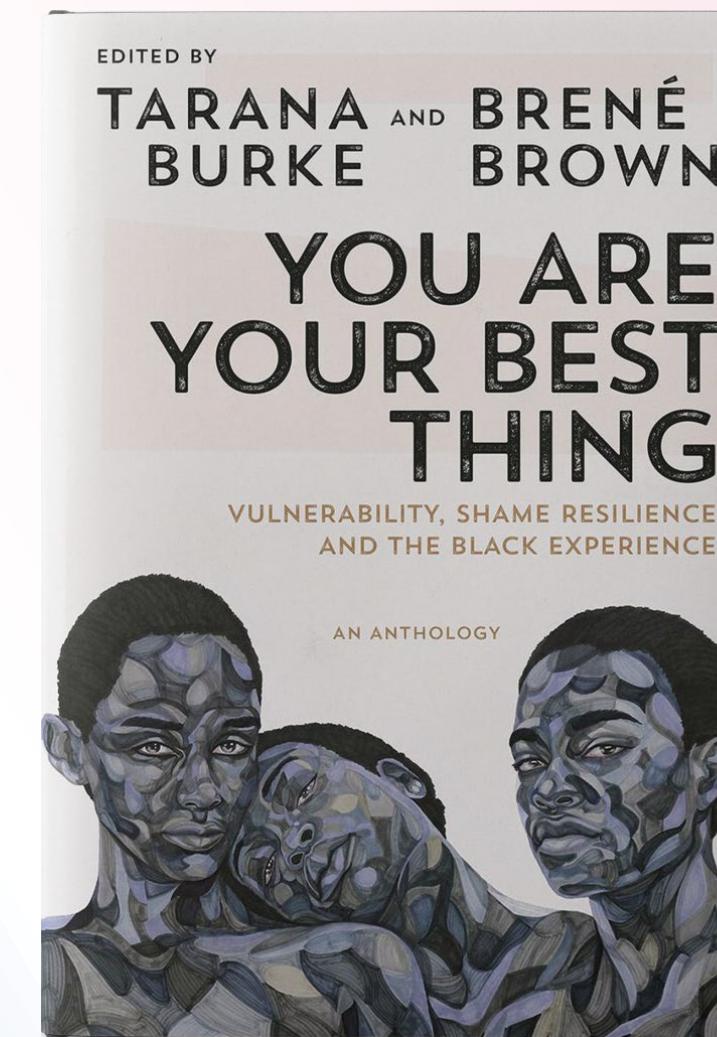


We Are Displaced: My Journey and Stories from Refugee Girls Around the World

by Malala Yousafzai

Recommended by Zaynab Abdi

"This includes Zaynab's own story."



You Are Your Best Thing

by Tarana Burke & Brené Brown

Recommended by Joanna Waterfall

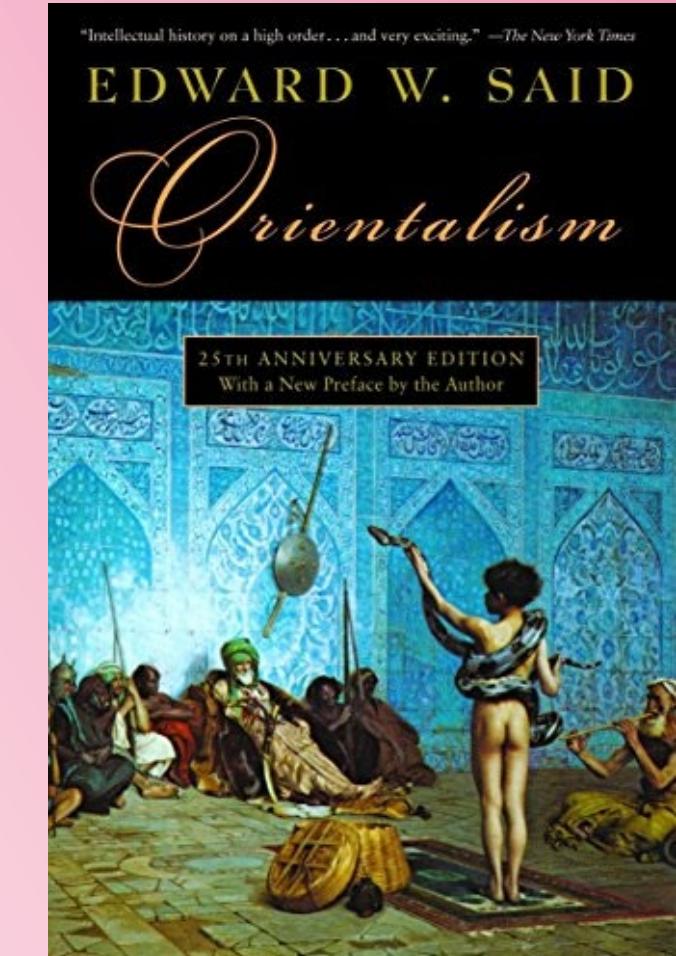
"Brene Brown's research says that vulnerability is the key to living a wholehearted life. But what I never realized was that vulnerability actually hasn't been safe for all ethnicities, specifically black folks living in America. Reading through these powerful essays opened my eyes to the black experience, and how even though one thing is true, doesn't mean it is accessible or available to everyone. These essays will blow you away!!"



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