



**Phelps Stokes Fund**  
Education for Human Development

## **Memorandum of Understanding**

**Between**

**The Millennium Challenge Corporation**

**And**

**The Phelps Stokes Fund**

**Washington, DC**

The Millennium Challenge Corporation (MCC), a United States Government corporation created in 2004, seeks to reduce global poverty through the promotion of sustainable growth. The Phelps Stokes Fund (PSF), a 501(c)(3) nonprofit organization, is North America's oldest operating foundation dedicated to education for human development in Africa, the African diaspora in the Americas, indigenous communities in the Americas, and other marginalized populations. Established in 1911 by the bequest of Caroline Phelps Stokes, the Phelps Stokes Fund builds bridges of intercultural, interracial, and international understanding. MCC and PSF share the objective of addressing the need for greater minority involvement in the international arena. MCC and PSF agree on terms set out hereunder (hereafter, the "Agreement").

### **PURPOSE**

The purpose of the Agreement between MCC and PSF is to establish a leadership and career development track for members of the PSF Ralph Bunche Societies (RBS) to address the need for greater minority involvement in the international arena, better prepare minority students to become full and active participants in the global community, and expand academic and career opportunities for students. RBS will develop leaders for a global society, encourage active and engaged citizenry, and raise awareness of living in an interdependent society. PSF, through RBS, will promote Ralph Bunche's legacy of perseverance, self-reliance, and the pursuit of academic excellence; activism, leadership, and service; unity within diversity; negotiation and conflict resolution; and the basic right of all humans to a dignified existence. With this purpose, MCC and PSF agree to promote the following activities:

- Student leadership development;
- Summer internship experiences;
- Mentoring by MCC staff; and
- Speaker exchanges for international education events.

## **AREAS OF COOPERATION AND COLLABORATION**

Specific efforts to strengthen collaboration will focus on the areas set forth below.

### ***STUDENT LEADERSHIP DEVELOPMENT***

PSF, through RBS, will develop globally conscious students and promote Ralph Bunche's legacy by carrying out various extracurricular activities, including the promotion of internships with international dimensions. Student goals and activities include:

1. Increasing students' foreign language and area studies proficiencies, program and budget management skills, grant-writing skills, and interest in international affairs;
2. Increasing the number of students pursuing careers with international dimensions for application in nontraditional geographic hemispheres; and
3. Providing student leadership development opportunities.

MCC will expand access to its "brown bag lunches" for MCC interns by inviting RBS members who reside in the mid-Atlantic region, but who may not be MCC interns. By creating such student leadership development activities, MCC will enhance its stature as an institution where innovative programming and global engagement co-exist, potentially attracting a more diverse set of prospective employees.

### ***Student Eligibility for RBS***

1. Membership in RBS is open to all undergraduate students, although the program is designed to meet the needs of the participating institutions' ethnic and racial minority students. RBS membership categories are as follows: regular members and Ralph Bunche Fellows. All participants must meet these criteria:
  - Interest in/commitment to the tenets of RBS;
  - Commitment to serve as participating institutions' advocates of international education and multicultural awareness; and
  - Enrollment as regular degree-seeking candidates (part-time or full-time) at participating institutions.
2. On average, regular members will be classified as students who do not meet criteria for becoming Ralph Bunche Fellows but who maintain an overall minimum grade point average (GPA) of 2.7 (on a 4.0 scale).
3. Becoming an RBS member will signify to potential employers and academic institutions that the student has a certain level of self-awareness, global exposure, and competitiveness. RBS members will have the option of becoming Ralph Bunche Fellows. Ralph Bunche Fellows are undergraduate students who demonstrate

leadership skills, engage in community service activities, and work toward social justice in the spirit of Dr. Ralph J. Bunche. PSF will select these emerging leaders; provide scholarships (amount to be determined) to support their development; elevate their status in the community by designating them Ralph Bunche Fellows; require consistent activism at their college/university and in the larger community; and maintain high moral expectations of them as global leaders.

### ***SUMMER INTERNSHIP EXPERIENCE***

On a nonexclusive basis, MCC will provide paid substantive summer internship experiences to MCC Student Internship Program-eligible RBS members with a development theme, allowing students to gain practical experience in the development world. This learning experience will require the interns to conduct research on an international development issue (e.g. Latin American best-practices in road maintenance); develop an understanding of MCC's compact development and implementation processes; and encourage interns to participate in training sessions that address substantive issues related to international development (e.g. the environment, gender issues, good government practices, economic freedom, etc.)

### ***MENTORING***

MCC will encourage staff in both the policy and program areas to serve as active and caring mentors to RBS interns. MCC mentors and RBS interns will communicate in person, via e-mail, or via telephone.

### ***SPEAKER EXCHANGES***

MCC staff and PSF staff will consider invitations as guest speakers at various "brown bag lunch" discussions and/or conferences that each organization coordinates and hosts.

### **PLANNING AND IMPLEMENTATION TIMELINE**

#### ***Phase I (Late Winter/ Spring 2008)***

1. PSF engages with MCC staff to discuss the PSF and RBS mission, vision, objectives, goals, and parameters and MCC mission, vision, etc.
2. PSF and MCC establish a core work team to develop a formal agreement/memorandum of understanding.
3. PSF engages in marketing and outreach to, and identification of, potential RBS members who would like to pursue educational and professional development activities at MCC.
4. MCC and PSF agree on an implementation plan.

#### ***Phase II (Summer 2008)***

1. MCC is responsible for the final selection and placement of one qualified RBS member in a paid summer internship position.

2. MCC agrees to participate in the upcoming Phelps Stokes Fund Global Education and Leadership Conference on November 8, 2008 by identifying and recommending an MCC policy or program staff member to serve as a presenter and/or serve as an exhibitor of MCC career opportunities in the exhibit hall.
3. PSF will host a brown bag discussion and invite an MCC representative to brief PSF staff on a development issue to be determined.
4. PSF will consider providing a speaker for an MCC “brown bag lunch,” as requested by MCC.

***Phase III (Summer 2009 and beyond)***

1. Development of a substantive paid summer internship position for at least one RBS intern on an annual basis.
2. MCC selects and places one or more RBS members in such annual summer internship position.
3. MCC and PSF continue to engage in speaker exchange, as the parties agree.
4. Continuation of student leadership development activities for RBS members described above.

**PHELPS STOKES FUND ROLES AND RESPONSIBILITIES**

PSF will support MCC by committing to the following for the term of this Agreement:

1. Identifying competitive RBS members for MCC internships.
2. Developing and disseminating resource materials on behalf of MCC, as appropriate. For example, PSF will add a link to MCC website on its web-enhanced communication platform – an on-line resource – when operational.
3. Brokering relationships with governmental agencies, private corporations, and nongovernmental organizations for other potential internship opportunities.
4. Facilitating linkage programs between MCC and universities (in the U.S. and abroad) to foster academic dialogue with RBS students and comparable extracurricular student groups from around the world.
5. Investing in other capacity-building and awareness-raising activities (e.g. speaker exchanges).
6. Working with MCC to organize conferences of mutual interest.
7. Generally serving as a convener and channel for student networking across colleges/universities.

**MILLENNIUM CHALLENGE CORPORATION ROLES AND RESPONSIBILITIES**

MCC will support PSF by committing to the following activities for the term of this Agreement:

1. Placing one or more RBS members in substantive and paid MCC internships on an annual basis (subject to adequate supply of qualified and interested RBS members).
2. Providing mentors to RBS interns.
3. Completing and submitting internship evaluations of RBS interns to PSF one month after the end of the interns' MCC experience.
4. Working with PSF to organize conferences of mutual interest.
5. Selecting appropriate MCC staff members to participate in PSF learning events as guest lecturers.

### **USE OF ORGANIZATION'S NAME, LOGO**

As a Federal corporation, MCC may not endorse a private-sector organization, whether for- or non-profit. However, MCC may disseminate information about the RBS program and intends to acknowledge its partnership with RBS in appropriate forums, newsletters, announcements, etc. PSF/RBS may not use MCC's name in connection with any advertising, endorsement, promotion or fundraising. However, PSF/RBS may provide, verbally or in writing, factual information about the nature of its collaboration with MCC, consistent with this Agreement, in its newsletters and brochures featuring PSF's programs. Any other usage should be cleared on a case-by-case basis with MCC.

### **INITIATION, AMENDMENT, AND TERMINATION OF THE AGREEMENT**

1. This Agreement will be in effect for five years from the date of its signing unless terminated by either party in accordance with the following paragraph or extended by written agreement of both parties.
2. This Agreement is complete, but may be amended by mutual written consent of both parties. Either party may express its desire to terminate this Agreement by providing written notice to the other party.
3. In the event of any disagreement between the parties, both parties will make all reasonable efforts to resolve any differences.
4. Before the effective date of termination of the Agreement, both parties will ensure that all student participants committed to internships complete their term as smoothly as possible.

### **POINTS OF CONTACT**

Each party to the Agreement will designate a primary point of contact who will be responsible for the coordination and administration of the collaboration contemplated by this Agreement, including the selection and mentoring of the student participants. The parties' initial points of contact are:

1. For the Millennium Challenge Corporation: Ms. Erin Creasy, Outreach Officer

