



THE JOURNEY OF FRANZ R.

Congress-Bundestag Youth Exchange
Young Professional Alumnus, 2014-2015
Senior Compensation Analyst, GitLab

Franz's experience with CBYX challenged him to find creative ways to create mutual understanding and equity across cultural contexts.

Franz is a first generation Filipino-American and grew up in the Philippines, Palau, and the United States.

As an undergraduate student, he studied international affairs and German. When he applied to CBYX, he wanted to serve as a cultural ambassador for the U.S.

While on the CBYX exchange, Franz's first-generation American identity prompted conversations that ultimately opened doors for deeper cross-cultural exchange and understanding.

After returning to the U.S., Franz obtained a Master's degree in Public Policy and discovered the field of human resources. He is motivated to address pay equity issues.

Throughout his career, Franz has been motivated to create space for intersectionality and inclusion in the work place.

When I came to the United States, I was already exposed to this land from different points of views and that carried through [to]college, where I developed an interest in intercultural relations.

I was on a mission to represent a part of America that maybe isn't seen on the media that I saw growing up.

People look at me and [think], 'Your name is Franz... But you're from America, but you're physically Asian. I don't get it.'

I have a deep belief that business is also a force for good. I feel really good knowing that I work in a field that allows me to make sure that people are paid fairly, equitably, and competitively.

CBYX helped me realize a desire to make a positive impact by forging deeper connections across international borders and cultural barriers. Professionally, this desire has led me to elevate the human experience.