



2024 ANNUAL REPORT

Advancing Diversity.
Empowering the Industry.



LETTER FROM OUR OUTGOING PRESIDENT

Dear Colleagues:

As my term as NEWIEE President comes to a close, I am filled with gratitude! First, my heartfelt thanks to all of our tireless volunteers, especially NEWIEE's incredible Board of Directors. Your unwavering commitment is what continues to make NEWIEE a preeminent resource in the energy and environmental sectors.

Also, my deepest gratitude to NEWIEE's association management team. At the end of last year, NEWIEE retained its first dedicated Association Manager, **Leora Mallach**. In less than one year, Leora has already helped to make NEWIEE a stronger organization. With her support and the support of the other members of the NEWIEE association management team, including our amazing event coordinator, **Lauren Cullen**, NEWIEE is well-positioned for the future.

Finally, I also want to thank all of our members, sponsors, partners, donors, and other supporters for your continued commitment to NEWIEE's mission of elevating the voices of underrepresented members of our community and driving greater diversity, equity, inclusion, and belonging in the fields of energy and environment. As I reflect on the last year, I am filled with pride thinking about the remarkable milestones we have accomplished in furtherance of that mission, including:

- Successful completion of our inaugural Peer Circles;
- Creation of an implementation plan for a Fellowship Program aimed at increasing diversity in the energy and environmental sectors;
- Launch of a Vermont Chapter providing chapter representation for all six (6) New England states;
- Initiation of a Strategic Planning Process, including commencement of a Business Planning Process to guide NEWIEE's evolution.

This last year has also been a year of change for NEWIEE. Of particular note, **Judy Chang**, NEWIEE's founder and first President, and **Julie Lieberman**, a member of the NEWIEE Board since its inception and long serving Treasurer, transitioned off of the Board of Directors. Their vision, fortitude, leadership, commitment and passion set the stage for NEWIEE to grow into a thriving organization. Without them, NEWIEE would not be where it is today. This year, NEWIEE also welcomed two new Board members: **Laurel Boivin** and **Janel Granum**. Their fresh perspectives and industry knowledge will be invaluable as we continue to pursue our mission.

I am honored to have held the position of NEWIEE President for the past two years. Thank you! As my term concludes, I am excited for NEWIEE's future. **Catherine Finneran**'s expertise and leadership will undoubtedly continue to strengthen NEWIEE and guide it toward even greater achievements!



With deepest gratitude,
Joey Lee Miranda
Outgoing President, NEWIEE
Partner, Robinson+Cole



LETTER FROM OUR INCOMING PRESIDENT

Dear Colleagues:

When I joined the Advisory Board of the New England Women in Energy and Environment in 2016, I joined a powerful network of women who are forever woven into my personal and professional journey. As I've grown in my career and leadership with NEWIEE, these women have supported me and advocated for me as we've worked together to advance meaningful progress elevating the voices of underrepresented members of our community and driving greater diversity, equity, and inclusion in our industry. I couldn't be more excited and honored to lead our gender-diverse and inclusive community into the next phase of NEWIEE's evolution.

Before we begin a new chapter, it's important to honor the foundational work of my predecessors—**Judy Chang** (founder of NEWIEE), **Elizabeth Barton**, **Mary Ellen Paravalos**, **Jacque Ashmore**, **Weezie Nuara**, and most recently, **Joey Lee Miranda**—who built a strong foundation and vision for NEWIEE.

With the launch of our Vermont Chapter, the start of our work to develop a fellowship program to create a pathway to clean energy careers in underrepresented communities, and our commencement of a strategic planning process to guide our next steps forward, Joey Lee's leadership over the past two years has been transformational and I'm looking forward to building upon her success as NEWIEE continues to evolve to meet the needs of our members, our industry and our communities.

As we continue to provide inspiring events and programs like our annual NEWIEE Awards Gala and Women Shaping the Agenda in the coming year, we'll also be working behind the scenes to shape NEWIEE's agenda—setting measurable goals and prioritizing our approach to maximize value for our members and to create a roadmap to achieving the diverse workforce that will solve our most urgent challenges.

We know that NEWIEE's mission is critical because representation matters. Bringing people of diverse genders, backgrounds, and ways of thinking to the table for political and corporate decision-making drives innovation and leads to better outcomes. When we celebrate and amplify the achievements of diverse people in energy and environmental fields, empower career advancement with our mentorship programs, enable career entry with networking opportunities and support career opportunity exploration among rising leaders, we're empowering the next generation workforce to combat climate change and to advance energy and environmental justice for communities that have historically been excluded from decision making.

I'm grateful to all our members, volunteers, sponsors, and our many community and corporate partners who are essential to our success driving this critical work forward, and I look forward to continuing to work with you to build a brighter future.



With gratitude,

Catherine Finneran

Incoming President, NEWIEE

Vice President of Transmission Project Development, Siting and Project Services,
Eversource Energy



ABOUT NEWIEE

New England Women in Energy and the Environment (NEWIEE) is a non-profit organization dedicated to advancing diversity, equity, and inclusion in the energy and environmental sectors. Established as a historically women's organization, NEWIEE has evolved into a gender-diverse and inclusive community that champions underrepresented voices. Through its leadership, community-building, professional development initiatives, and inspirational stories, NEWIEE is spearheading transformative change across the region.

OUR MISSION

Advance diversity, equity, inclusion, and belonging in the energy and environmental sectors.



Community

NEWIEE cultivates an inclusive, welcoming, and supportive community where its diverse members are valued and can collaborate to drive progress.



Inspiration

NEWIEE inspires by highlighting the expertise, contributions, and achievements of individuals traditionally underrepresented in energy and environmental fields.



Leadership

NEWIEE is a thought leader in the energy and environmental space and provides a platform for underrepresented voices, accelerating positive change in the industry.



Professional Development

NEWIEE is nurturing personal and professional growth through engaging programming that empowers members to advance their careers, acquire new skills, and stay informed about industry trends.

OUR MEMBERSHIP

NEWIEE is a community of more than 1,300 individuals, businesses, organizations, and changemakers, united by a shared commitment to advancing careers and ideas in the evolving sectors of energy and environment. With members hailing from diverse backgrounds, professions, and sectors, we embody the spirit of inclusivity and diversity, ensuring that those traditionally underrepresented in the sectors have a place to connect and a platform to thrive.

Our roster boasts nationally and regionally recognized leaders in the energy and environmental space, fostering an environment of excellence and mentorship. We are proud to have leading employers, including utilities, energy developers, educational institutions, and engineering, construction, and law firms, actively contributing to our mission.

As we navigate the challenges and opportunities in our rapidly evolving field, this report offers a glimpse into the remarkable achievements and impactful initiatives that define NEWIEE.



AS OF SEPTEMBER 1, 2024
**92 Organizational Members
with 1,225 individuals**

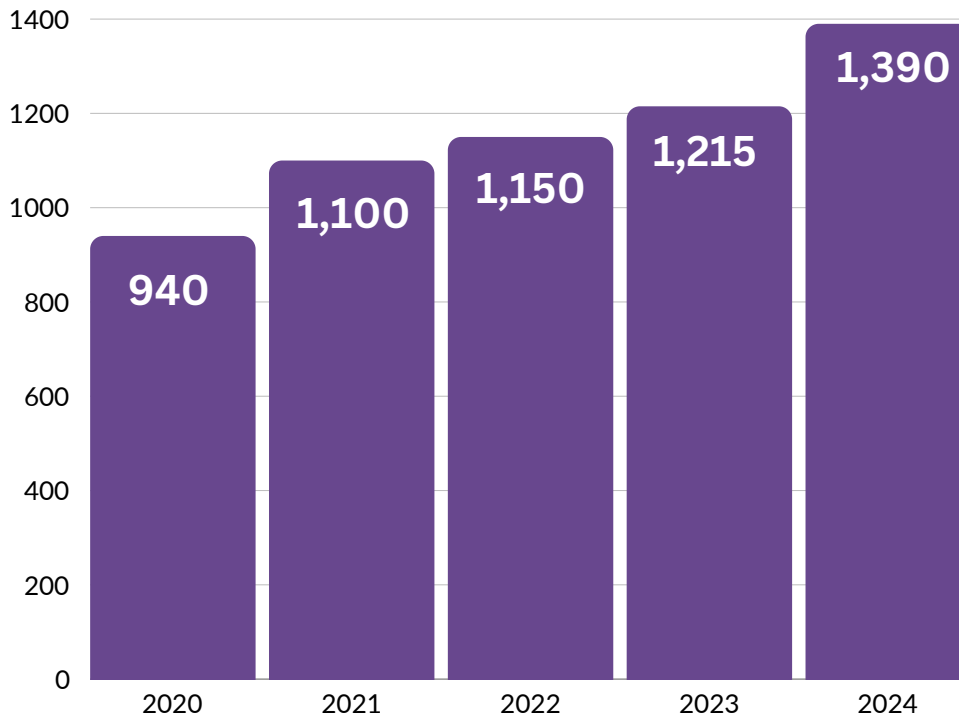
- Private Sector
- Non-Profit
- State & Federal Government
- Education



AS OF SEPTEMBER 1, 2024
165 Individual Members

- Students
- Industry Newcomers
- Mid-Career Professionals
- Industry Experts

Growth of NEWIEE's Individual Members and Organizational Member Participants 2020 - 2024



THE VALUE OF NEWIEE MEMBERSHIP



“Being a part of NEWIEE allows me to work with other people who are interested in making progress and a positive change in our industry.”
Janel Granum | Program Director | Massachusetts Clean Energy Center (MassCEC)



“I have been a part of NEWIEE for many years and through several chapters in my career. I appreciate the consistency of having a group of supportive women who understand where I have come from and where I want to go.”
Lana Bluege | Project Manager | Burns & McDonnell



“I am a member of NEWIEE because it is great to have the opportunity to share and compare experiences with other women professionals in similar roles.”
Deborah Zarta Gier | Principal Scientist and Bedford, NH Office Manager | GZA GeoEnvironmental, Inc



“NEWIEE’s mission to uplift women in STEM creates community for those of us who are predominantly on all male teams. As the only female engineer on my team, I appreciate the opportunities and mentoring NEWIEE has brought to me.”
Shea Kirwin | Senior Energy Engineer | Avangrid



“NEWIEE is a dynamic and inclusive network of women leaders advocating for the sustainability of our planet and supporting each other’s professional ambitions and goals along the way. What more could one want from a leadership organization than this?”
Aisha Francis, PhD | President and CEO | Franklin Cummings Tech

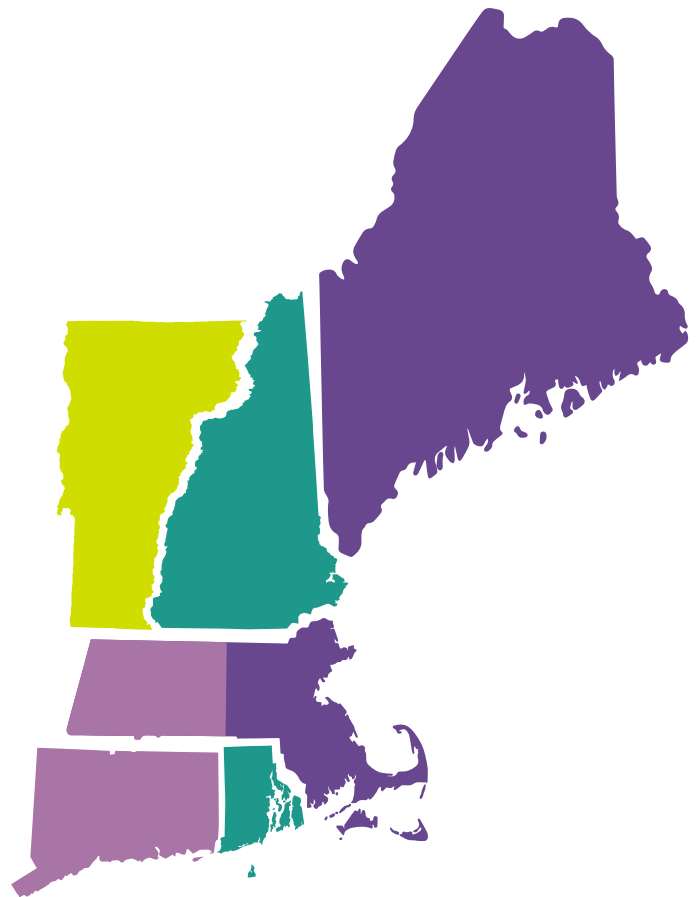


LOCAL CHAPTERS

CHAPTERS:

NEWIEE's chapters host local events that give our members the opportunity to meet other energy and environment professionals in their area. They include:

- Boston Chapter, Co-Chairs Jennifer Crawford and Mary Louise "Weezie" Nuara
- Maine Chapter, Co-Chairs Celina Cunningham and Carrie Gilbert
- New Hampshire Chapter, Co-Chairs Ashlynn Callery-Baldwin and Laurel Boivin
- Rhode Island Chapter, Co-Chairs Shauna Beland and Nicole Verdi
- ★ **New in 2024:** Vermont Chapter, Chair Rebecca Foster
- Western New England Chapter, Co-Chairs Sarah Adams and Lana Bluege



FUN FACT:

2024 is the first year that we have a chapter presence in all 6 New England states.



OUR PROGRAMMING

Bringing together more than 1,300 registered attendees for 18 events featuring more than 30 gender-diverse speakers in 2024, NEWIEE continued to provide members with meaningful and inspiring programming that created connection, built community, supported professional development and career advancement opportunities, and promoted powerful collaboration across the energy and environmental sectors. To help ensure accessibility for all members, NEWIEE continues to offer virtual and in-person programming throughout the region. And **with the addition of our Vermont Chapter, NEWIEE achieved this year the exciting milestone of having active chapters delivering this valuable programming in every New England State.**



Community

- Rising Professionals: Immersion into the Blue Hills
- Maine Chapter: NEWIEE at the Roux Institute
- Foraging Mushroom Walk with NEWIEE's Rising Professionals
- Rhode Island Chapter Night
- NEWIEE & CPES Annual Joint Event: Who's Powering the Clean Energy Transition?
- Rising Professionals Chapter Week: Flora & Fauna Hike
- Maine Chapter Week: EVs and the Economy
- Western New England Chapter Week: Quantum BioPower Tour
- Vermont Chapter Week: Chapter Kickoff
- NH Chapter Week: Stories of Resilience and Success
- Annual Members Meeting / Annual Fall Fête
- Ask Me Anything! With **Erica N. Hines**, senior director for the Massachusetts Clean Energy Center's renewable energy production tracking division
- Panel Discussion: Returning to and Staying Well in the Workforce
- Crafting Connections: Pride in Energy



OUR PROGRAMMING



Leadership

- Women Shaping the Agenda: Breaking Barriers, Building Resilience
 - Moderated by **Janelle Woods-McNish**, The Trustees of Reservations
 - Keynote address by **Emma Cimino**, Connecticut Department of Energy & Environmental Protection
 - Panelists:
 - **Abigail Anthony**, RI Public Utilities
 - **Amanda Downey**, National Grid
 - **Krista Ostuno**, Heavy Weight, Inc.
 - **Zeyneb Magavi**, HEET
- Organizational Member Roundtable



Inspiration

- 13th Annual NEWIEE Awards Gala
 - Keynote address from Massachusetts Governor **Maura Healey**
 - Honorees:
 - **Rebecca Foster**, VEIC (Leadership)
 - **Lisette Andino**, Eversource Energy (Achievement)
 - **Joanna Troy**, Massachusetts Department of Energy Resources (Achievement)
 - **Sonali Anderson**, Greentown Labs (Rising Star)



Professional Development

- Rising Professionals: Recognizing Burnout in Yourself and Others
- Boston Chapter Night: The Future of Storage
- NH Chapter Field Trip: Unitil Seacoast Operations Center
- Western New England Chapter Tour: ISO New England Master Control Center



2024 IMPACT

- **NEWIEE on Campus** is nurturing career exploration among the next generation of leaders through outreach to high school and college students. This year, NEWIEE met with students at MIT and Dartmouth to introduce new, diverse candidates to our fields.
- **NEWIEE Jobs Board** provides curated employment opportunities from and for our members. Since the feature launched in 2019, we've posted more than 3,000 jobs (671 in 2024) from regional industry leaders, including Eversource, ISO New England, Massachusetts Clean Energy Center and Unifil representing a variety of job functions and experience levels.
- **Networking** at NEWIEE's engaging events, which featured more than 30 speakers representing energy and environment professionals from the public and private sectors at chapter events alone, is making a meaningful difference helping our members to advance in their careers.
- **NEWIEE's Mentoring Program** engaged 59 mentees this year. Of those, 18 are in peer mentoring pairs and 23 are connected with women who signed up as mentors. The program sends monthly prompt questions to all participants and arranges some informal mentoring meet-ups as well.
- **NEWIEE Peer Circles** engaged 45 individuals in six peer circles with monthly meetings over six months. This opportunity provided these members to learn from, connect with, and support each other through discussions and activities.
- **NEWIEE's Regional Chapters** continue to provide our members a localized resource to help build their knowledge base and networking connections. In 2024, NEWIEE chapters hosted events in all six New England states for the first time.
- **Equity Workforce Training Grant** from the Massachusetts Clean Energy Center empowered NEWIEE's Diversity, Equity, and Inclusion Committee to begin exploring the development of a fellowship program that would help to train women in climate-critical occupations, match fellows with clean energy employers, and establish partnerships that expand the recruitment processes to engage more diverse people, including women of color and LGBTQ+ folks.



OUR APPROACH

BENEFITS OF OUR APPROACH

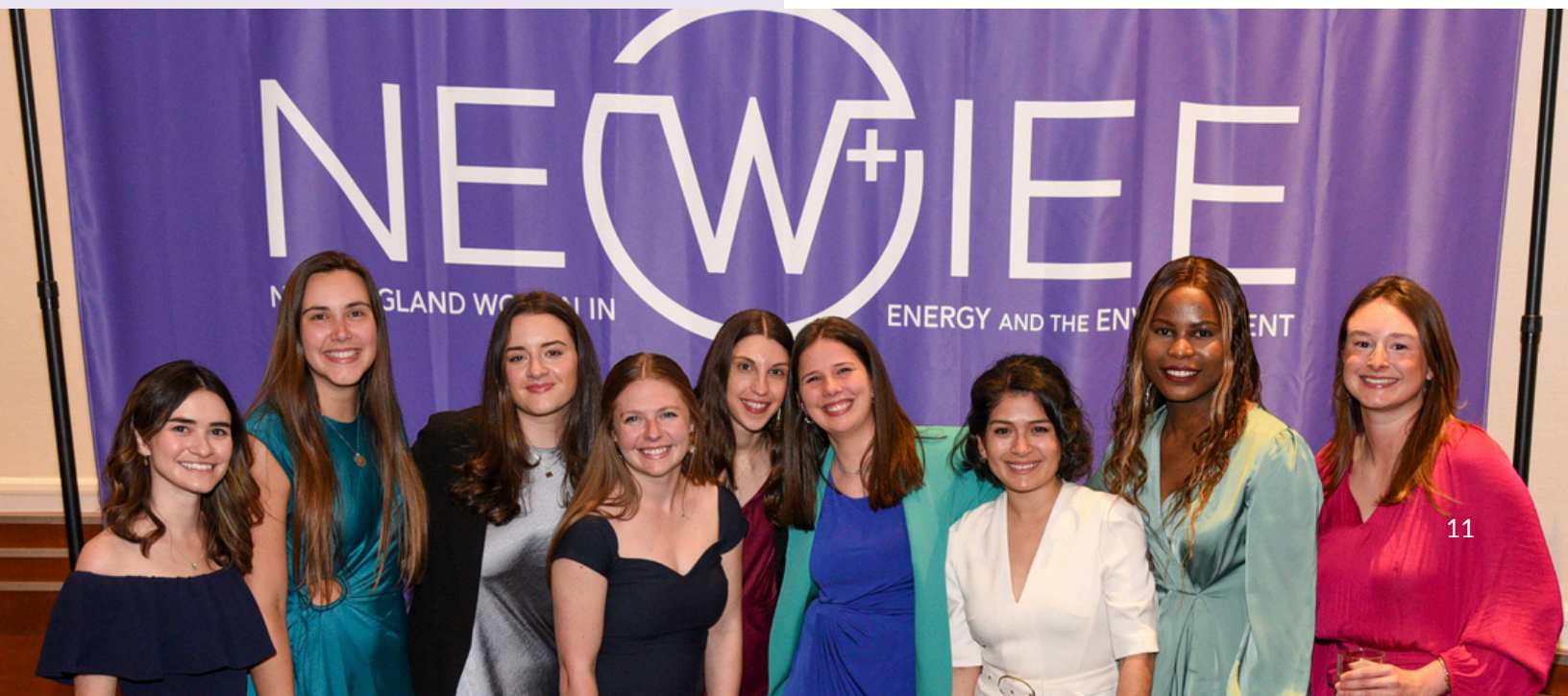
Our approach is powerful because representation matters. We know that incorporating diverse perspectives and the presence of gender diversity in political and corporate decision-making processes produces better outcomes. Climate change is the most urgent global challenge of this generation, and confronting it isn't just a moral imperative for the future of our planet, but an economic imperative as well.

- **Business:** Diverse teams are good for the bottom line, driving improved financial performance, innovation, employee satisfaction, and productivity.
- **Communities:** Increasing the number of diverse candidates who benefit from high-quality jobs in the energy and environmental sectors that provide above-average wages and benefits will create greater economic equity—strengthening our communities.
- **Workforce:** Expanding the candidate pool to develop the highly skilled, next generation workforce that reflects the diversity of our communities is essential to meet our state and regional climate goals.

CHALLENGES WE CONTINUE TO FACE

While we've made tremendous progress, our journey towards building a brighter future continues. As we race to combat the climate crisis, we continue to fight with one hand tied behind our backs because of:

- **Underrepresentation:** Women, especially Black, Indigenous, and People of Color (BIPOC) remain underrepresented in the industry as a whole and in leadership roles.
- **Pay Disparities:** Women and BIPOC professionals are often paid less than their white male counterparts, perpetuating economic disparities.
- **Limited Opportunities:** Women and BIPOC may have fewer opportunities for professional development, mentorship, and advancement, hindering their career growth.
- **Workplace Challenges:** Women and BIPOC professionals are more likely to experience bias, microaggressions, and unsafe work environments that affect their job satisfaction, well-being, retention and advancement—exacerbating workforce shortages.



2024 NEWIEE BY THE NUMBERS

NEWIEE works to achieve our mission of diversifying the energy and environmental fields through 4 strategic pillars:



Community

NEWIEE cultivates a welcoming community of students, rising and mid-career professionals and sector-level experts across the energy and environmental fields.



Inspiration

NEWIEE strives to inspire others by elevating voices and highlighting the achievements of those underrepresented in the energy and environmental fields.



“We really wanted to get advice from other women in leadership positions as far as how to start our involvement here in Boston. So NEWIEE was our way into that Boston ecosystem and we’ve thrived from there.”

Rona Hope Murray
Communications Specialist
Greenvolt Power NA

We had our largest Gala ever with 675 people

We were thrilled to have **Maura Healey, the 73rd Governor of Massachusetts**, as our 2024 Gala Keynote. In 2022, she became the state’s first woman - and first openly LGBTQ person - elected to the position.



2024 NEWIEE BY THE NUMBERS



Leadership

NEWIEE takes an active role helping to increase diversity, equity, and inclusion in our fields.

Thank You to our Outgoing Leadership!



Judy Chang

Former President
NEWIEE Founder



Julie Lieberman

Former Treasurer

This year, we have taken steps to create an implementation plan for a Fellowship Program aimed at increasing the number of diverse workers in the energy and environmental sectors.

★ New this year! Our Organizational Member Roundtable was hosted in 3 locations to enhance accessibility and inclusion for our members.



Professional Development

NEWIEE helps to engage and elevate women through dedicated programming, career support, and carefully curated job postings.

- NEWIEE Peer Circles engaged 45 individuals in six peer circles with monthly meetings over six months.
- Held 8 Monthly Meet ups and 5 live events with **Rising Professionals**
- Engaged 77 participants in our **Mentoring Program**
- Shared nearly 3,000 employment opportunities via **NEWIEE's Jobs Board** since its launch in January of 2019
- NEWIEE On Campus at MIT: NEWIEE Rising Professionals visited 20 students interested in the energy and environmental careers.



2024 STRATEGIC PLANNING

At the end of 2021, NEWIEE adopted a strategic plan that has been the cornerstone of our work for the last three years. In 2024, our Board of Directors started the process of updating our Strategic Plan to reflect the evolving priorities and needs of the organization and our members and industry. As part of our work to develop our 2025-2027 Strategic Plan, we adapted our mission to include “belonging” to reflect NEWIEE’s strong commitment to ensuring that all members of the energy and environmental sectors are engaged and feel valued.

Building on the progress we’ve achieved over the past three years, NEWIEE has proposed the following strategic goals to guide our journey forward:

Goal 1: Broaden our impact on and participation by women and other underrepresented voices by expanding racial, occupational, geographic, and other forms of diversity in our fields.

Goal 3: Establish a NEWIEE initiative focused on advancing diversity in the fields of energy and environment and building a more equitable workforce.

Goal 2: Foster career entry, growth, and advancement in the fields of energy and environment, and build a network of support around members of our community.

Goal 4: Build a sustainable organizational business model.

NEWIEE has retained a consultant to help determine the initiatives that are most likely to allow the organization to achieve these goals. With the input of our leadership and membership, **we expect to adopt our 2025-2027 Strategic Plan in first half of 2025 and look forward to sharing it with our NEWIEE community.**

NEWIEE Advisory Board:

Bobbi Kates-Garnick (The Fletcher School at Tufts University), Shubhada Kambli (Connecticut Department of Energy and Environmental Protection), Judith Judson (Fortescue Future Industries), Aisha Francis (Franklin Cummings Tech), Carrie Cullen Hitt (Vineyard Offshore), Sue Coakley (Sue Coakley & Associates), Beth Barton (Day Pitney), Edna M. Karanian (EMK Energy Advisors), Alicia Barton (Vineyard Offshore), Rebecca L Tepper (Massachusetts Executive Office of Energy and Environmental Affairs), Sonia Hamel (Hamel Environmental Consulting), Elizabeth Turnbull Henry (Environmental League of Massachusetts)

2024-25 LEADERSHIP & GOVERNANCE

NEWIEE is a volunteer-led organization, governed by a working board of directors. Our leadership team brings decades of experience and deep expertise in the energy and environmental industries.

OFFICERS



Catherine Finneran
President

VP, Transmission Project Development,
Siting and Project Services
Eversource Energy



Sarah Adams
Vice President

State Policy Advisor
ISO-NE



Kelly Smith
Clerk

Onshore Senior
Package Manager
SouthCoast Wind



Kristin Dupre
Treasurer

VP Strategy & Development
Abode Energy Management



Vivian Kimball
Asst. Treasurer

Director of Natural
Sciences
VHB



Deanna Sassorossi
Asst. Clerk

Principal Sustainability Analyst
EPRI



**Dr. Jacqueline
Ashmore**

EVP of Engineering
New Leaf Energy



Shauna Beland

Director, Energy Programs
and Policy
RI Office of Energy Resources



Laurel Boivin

Coach + Founder
Flux+Flow
Professional Coaching



Cindy Gage

Senior VP of Client Strategy
C+C



Jen Gorke

Principal
TSK Associates



Janel Granum
Ed.D.

Program Director
MassCEC



Tamika Jacques, Ed.D

Manager of Workforce
Development
Avangrid



Kate Johnson

Managing Director
Advanced Energy United



Joey Lee Miranda

Partner
Robinson + Cole LLP



Weezie Nuara

Assistant Secretary for Federal
and Regional Energy Affairs
Massachusetts EEA



Mary Usovicz

General Manager
Merrimac Municipal Light
Department



Nicole Verdi

Managing Director of
Operations,
Finance & Legal
NuGen Capital
Management



Katy E. Ward

Founder
Travel Honey

2024-25 COMMITTEE LEADERSHIP

★ **NEW: DEVELOPMENT COMMITTEE:**

The Development Committee is responsible for development and implementation of an annual fundraising plan ensuring that financial goals are met and donors are appreciated.

Committee Chair: Joey Lee Miranda

DIVERSITY, EQUITY & INCLUSION COMMITTEE:

Committee Co-Chairs: Tamika Jacques and Janel Granum

The NEWIEE Diversity, Equity, and Inclusion (DEI) Committee develops strategies to promote and improve diversity through programming, partnership, and investment. The goal of the DEI Committee is the betterment of NEWIEE and the removal of barriers that limit the growth of our field and the people who work in it.

FINANCE & AUDIT COMMITTEE:

Committee Chair: Kristin Dupre

The NEWIEE Finance & Audit Committee manages NEWIEE's financial responsibilities, including tax and accounting matters.

GOVERNANCE COMMITTEE:

Committee Chair: Kelly Smith

The NEWIEE Governance Committee manages NEWIEE's internal administrative and governance-related tasks and requirements, including state registrations, board development, and other matters.

MARKETING COMMITTEE:

Committee Co-Chairs: Sara Gorton and Kaitlyn Woods

The NEWIEE Marketing Committee manages NEWIEE's marketing strategy and is responsible for developing content and visuals for the NEWIEE newsletter, the NEWIEE website, and NEWIEE's social media presence.

MEMBERSHIP COMMITTEE:

Committee Co-Chairs: Laurel Boivin and Kate Johnson

The NEWIEE Membership Committee collaborates with other committees and the Board of Directors to develop strategy and conduct outreach to grow the NEWIEE membership base and ensure value to existing members.

MENTORSHIP COMMITTEE:

Committee Co-Chairs: Jacquie Ashmore and Mary Louise "Weezie" Nuara

The NEWIEE Mentorship Committee manages the NEWIEE Mentorship Program - now in its sixth round of mentor-mentee matchups - and the newly launched Peer Circles Program.

PROGRAMMING COMMITTEE:

Committee Co-Chairs: Sarah Adams and Vivian Kimball

The NEWIEE Programming Committee creates and coordinates NEWIEE's programming strategy for its signature events, chapter activities, and other initiatives. Planning subcommittees are formed for the Awards Gala, Women Shaping the Agenda Event, and Annual Meeting & Fall Fête.

- **Gala Committee Co-Chairs:** Jen Gorke and Vivian Kimball
- **WSTA Committee Co-Chairs:** Cindy Gage and Kelly Smith
- **AMM/FF Committee co-chairs:** Sarah Adams and Katy Ward

RISING PROFESSIONALS COMMITTEE:

Committee Co-Chairs: Grace Fletcher and Tiffany Hawco

The NEWIEE Rising Professionals Committee offers opportunities for personal and professional development of new energy and environmental professionals through leadership, education, and access to a network of accomplished peers. This committee also manages NEWIEE On Campus, which coordinates outreach and panel discussions by NEWIEE members to high school and college students throughout New England.

WEBSITE COMMITTEE:

Committee Co-Chairs: Chrissy Maddalo and Lily Sylvester

The Website Committee updates NEWIEE's website to ensure that it includes all the latest information about NEWIEE.

NEWIEE FINANCIALS

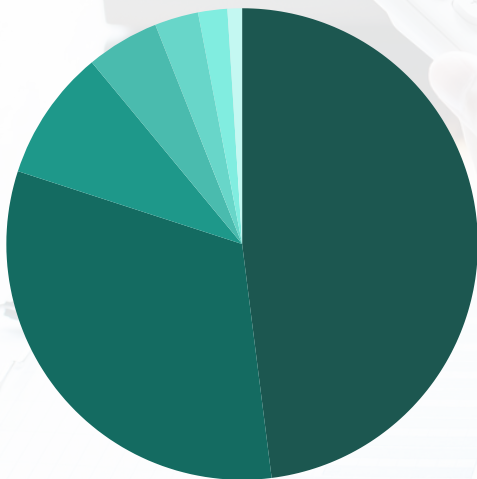
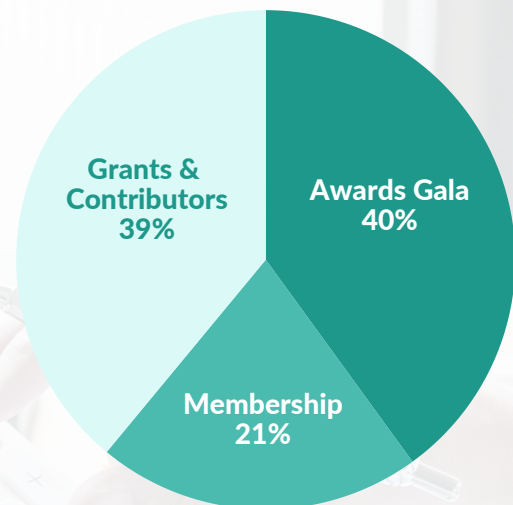
STATEMENT OF ACTIVITIES FOR THE YEAR ENDING 12/31/2023

Gross Profit Before Expenses:		\$ 235,279
Expenses:	Programs:	\$30,339
	Management and General:	\$121,318
	Membership Development	\$12,121
	Fundraising:	\$40,538
Total Expenses:		\$204,316
Assets: Net Assets Beginning of Year:		\$185,010
Net Assets End of Year:		\$215,973
Change in Net Assets:		\$ 30,963

Expense Breakdown



Net Operating Revenue Breakdown



NEWIEE 2008-2024



2008-2012 NEWIEE PLANTS ROOTS

- First NEWIEE meeting: 8 women with the goal of creating a place to gather and support each other
- First Annual Awards Gala held to inspire and recognize women leaders in the energy and environmental fields
- New Hampshire Chapter founded



2013-2016 COMMUNITY GROWS

- First Marketing Consultant Contracted
- Regular newsletter to 1,300 recipients begins
- Women Shaping the Agenda (WSTA) starts at MIT as a panel discussion among leaders in the industry, featuring engaging dialog and debate on industry and policy topics in New England
- Western New England Chapter founded
- Rising Star category added to Annual Awards Gala
- First Association Management Group Contracted



2017-2019 EXPONENTIAL GROWTH

- NEWIEE on Campus launched to help introduce students to energy and environmental fields
- Mentoring Program begins
- New Membership structure adds Organizational Members
- Annual Programming Roundtable launched
- Boston, Rhode Island, and Maine chapters launched
- Jobs Board added to the website
- Diversity, Equity, and Inclusion initiative launched
- Rising Professionals group launched
- First WSTA in Rhode Island



2020-2024 DEEP ROOTS ANCHOR NEWIEE

- "Ask Me Anything!" monthly webinar series created
- 1,200 members exceeded
- Revolutionary Power Fellowships launched
- NEWIEE Up-and-Comers launched
- 10th Annual Awards Gala held
- 3,000th opportunity posted on NEWIEE Jobs Board
- First Women Shaping the Agenda events in Connecticut and New Hampshire
- First Association Manager Contracted
- Inaugural DEI Awards Presented (Individual/Company)
- Vermont Chapter launched
- Received MassCEC grant and started to explore designing a Fellowship program

OUR CURRENT MEMBERS AS OF SEPT 1, 2024

NEWIEE's Organizational Members share our commitment to employment equity, the advancement of women and other underrepresented voices, and innovation in the energy and environmental fields. We are proud of our association with the Organizational Members (**bolded**) and companies employing individual members, listed below: * indicates first year of membership

Ambassador Members

Ameresco
Connecticut Municipal Electric Energy Cooperative*
Eversource Energy

GZA GeoEnvironmental, Inc.
ISO New England
Massachusetts Clean Energy Center
National Grid

Ørsted Americas
Rhode Island Energy
Robinson & Cole LLP
RWE

Premier Members

Avangrid
Commonwealth Fusion Systems
Day Pitney LLP
Daymark Energy Advisors
Energy New England
Jupiter Power*

MA. Department of Energy Resources
New Leaf Energy
Ocean Winds
POWER Engineers
PowerOptions
Solect Energy Development

SouthCoast Wind
Swift Current Energy
Synapse Energy Economics
VEIC*
VHB
Vineyard Offshore

Classic Members

Abode Energy Management
Advanced Energy United
All In Energy
BCM Environmental & Land Law, PLLC
Burns & McDonnell
BW Research Partnership*
C+C
Ceres
CLEAResult
Con Edison Transmission, Inc
Connecticut Public Utilities Regulatory Authority
Connecticut Water Company
Conservation Law Foundation
CT Green Bank
CTDEEP-Air
Deloitte*
DHInfrastructure
Dominion Energy*
E4TheFuture
ECA SOLAR

Energy and Environmental Economics, Inc.
Environmental League of MA
EPRI*
Epsilon Associates
Equinor
First Light Power
Flatiron Energy
Foley Hoag LLP
Franklin Cummings Tech*
Freedom Energy Logistics
Great River Hydro, LLC
Green Energy Consumers
Greenberg Traurig LLP
Greenvolt Power USA Inc.
Heavy Weight Inc.
HEET*
Highland Electric Fleets
Liberty Utilities
Lightstar Renewables
LineVision

Maine Public Utilities Commission
Massachusetts Municipal Wholesale Electric Company
Merrimack Light Department
New Ecology, Inc
Northeast Clean Energy Council
NuGen Capital*
Office of Consumer Counsel
Perch Energy
RENEW Northeast*
Resonant Energy
Resource Innovations*
ReVision Energy
RI Office of Energy Resources
Sunwealth Power, Inc.
Sustainable Energy Advantage, LLC
Telyon
Unitil
Utilidata
Vestas - American Wind Technology, Inc.
Xodus Group

Individual Members

15 Minute Field Trips
3Degrees Inc
A Climate To Thrive
A. Lucey Strategies
ABB
ACES
Action Inc.
AIM
AlloVir
Amalgamated Bank
Atlas Public Policy
Attentive Energy LLC
AWG
Banking on Green, LLC
Benchmark Strategies
Bernstein Shur
Better Together Brain Trust
Bluepoint Wind
Boralex
Boston University
Byron Group, LLC
Centric Consulting
Chapman Construction Group Inc.
City Of Boston
City Of Hartford
Clean Air Task Force
Colorado College
Commonwealth Counsel
Competitive Energy Services
CRA International D/b/a Charles River Associates
CREF
CT Dept. Of Energy & Environmental Protection
Dandelion Energy
DNV
Eastern Bank
Enbridge
Energy Foundation
ENGIE North America
Environmental Business Council Of New England
EOEEA
Executive Office Of Energy and Environmental Affairs
Exponent, Inc.

EY
Fairman Marketing
Fermata Energy
FirstLight
Flux+Flow Professional Coaching LLC
Form Energy
Fortescue Zero
Franklin Energy
Fraunhofer USA
FSRI
FTI Consulting
Fuss & O'Neill
GeoSpatial Innovations, Inc.
gopower Inc
Guidehouse
HDR Engineering Inc.
HeliService USA
Hinckley Allen & Snyder, LLP
Hull Municipal Lighting Plant
K2 Management
KB Science, LLC
Keegan Werlin
Kleinschmidt Associates
Levitan & Associates, Inc.
MA Exec. Office Of Energy and Environmental Affairs
Maine Governor's Energy Office
Massachusetts Attorney General's Office
Massachusetts Department Of Public Utilities
McMahon Communications
Metropolitan Area Planning Council
Mint Chip Studios
Mintz, Levin, Cohn, Ferris, Glovsky and Popeo, P.C.
MIT
Mott MacDonald
National Wildlife Federation
Normandeau Associates, Inc.
Northeast Energy Efficiency Partnerships
Northeast Home Energy Rating System Alliance
Northeastern University
NRG Energy, Inc.
Oceanic Network

OKIWA WIND LLC
Palmer Capital Corporation
Peaks Renewables / Summit Utilities
Pierce Atwood LLP
Point B
Ramboll
Rasky Partners
Retired
Rhode Island Dept. Of Environmental Management
RI Office of Energy Resources
Sage Energy Consulting, LLC
Siemens Energy
Smart Electric Power Alliance
SOCOTEC
Solar Energy Industries Association
Solariant Capital
Sprague
Standard Power
Strategy Punks, LLC
Sullivan & Worcester
Sunwatt Solar
Taylor Hopkinson
The Castle Group
TRC
TSK Associates
Umass Amherst
Unitil
University Of Connecticut
University Of Maine / GE Vernova
University Of Massachusetts Dartmouth
University Of Michigan Ross School of Business and School for Environment and Sustainability (SEAS)
University of Vermont
US Department Of Energy
US EPA
USDOT Volpe Center
Verdantas LLC
Walking Tree
Ware River Power
West Monroe Partners
World Bank