



**2020
ANNUAL
REPORT**

NEWIEE
NEW ENGLAND WOMEN IN ENERGY AND THE ENVIRONMENT

EMPOWERING WOMEN. ADVANCING THE INDUSTRY.

www.newiee.org



FROM OUR OUTGOING PRESIDENT

Dear Colleagues,

Entering 2020 – a new decade – I know many in the energy and environment community (myself included) were focused on the critical actions that must be taken in the coming ten years in order to meet the Paris climate goal. That is a mighty challenge, yet this year sprung an additional mighty challenge on people across the world as we collectively faced COVID-19 and how we must live and work in new ways until a vaccine is available. Especially devastating was to note that while all are vulnerable, communities in the US that are low income or have a large non-White population see particularly high morbidity and mortality. And on top of it all, George Floyd's murder and the subsequent unjust racial violence underscored how much work we need to do to make our society and our world equitable.

Amidst the heartache of processing these events, I have turned to the question of what does all this mean for NEWIEE? Are we as an organization doing what we can and must do to promote environmental justice, climate justice, and racial justice? What changes should we make in light of the events of 2020?

To my mind, the events of 2020 both confirm the importance of NEWIEE's mission and also challenge us to do even more than we have done so far. I am proud that in June 2019, the NEWIEE board committed to focusing on one single priority in changing the organization: we committed to creating a racially diverse organization. I am proud that although the first NEWIEE events that were being organized to incorporate racially diverse speakers addressing issues relating to equity and inclusion were cancelled owing to the onset of COVID-19 shutdowns, we went on to hold our first virtual signature event in July, a "Women Shaping the Agenda" panel of non-White speakers addressing ensuring equitable access to clean energy and a sustainable environment. I am proud that we have engaged more women of color on our board, in volunteer roles, and as featured speakers in our programming. All these women are helping NEWIEE to become more diverse and inclusive, ensuring that our content and our communication is interesting and relevant to a broader audience.

Looking forward, it appears highly likely that a substantial amount of NEWIEE's work in 2021 will remain entirely virtual. While we have been nimble in our response to COVID-19 restrictions, we must also be innovative to ensure we maintain NEWIEE's robust fiscal position as we continue to pursue our mission of "Empowering Women, Advancing the Industry." But above all, as we move forward, I pledge to help ensure we build on these initial efforts to increase our racial diversity. I pledge to work to ensure NEWIEE addresses environmental justice, climate justice, and racial justice meaningfully.

Thank you to all our supporters, members, volunteers, mentors, mentees, and board members for all you do to maintain NEWIEE as a vigorous driving force in creating a better and more equitable society.

Sincerely,
Dr. Jacqueline Ashmore
President & Director
Boston University





FROM OUR FOUNDING PRESIDENT

Dear Colleagues,

As NEWIEE turned ten years old, we took the opportunity to look back and reflect on the organization's growth and impact, and to consider what initiatives NEWIEE might pursue to realize its mission of "Empowering Women, Advancing the Industry."

From the very beginning, NEWIEE has always been about building a strong community, in particular, one that provides support for women across our broadly-defined energy and environmental industries. Our annual signature events – the NEWIEE Gala, the Women Shaping the Agenda, and the Annual Meeting and Fall Fête – draw women together, from across the New England region, to exchange ideas and experiences. The Awards Gala is always an inspirational event where we shine the spotlight on women's successes in being leaders in their fields. The annual Women Shaping the Agenda panel discussions each summer provides a forum to showcase innovations, deliberate public policies, and discuss social impacts. These events are ways we assemble women who have been dedicating their careers in shaping our futures in the energy and environmental sectors. At the same time, these events provide a welcoming environment where young professionals entering the field can find opportunities to connect with women who can provide practical advice and encouragement.

In recent years, NEWIEE has been building our professional development programming. Our "NEWIEE on Campus" series helps students who are considering their first career step to hear from young professionals in the energy and environmental fields. Our mentoring program and Rising Professionals groups are venues for those who have recently entered the field to learn from peers and from more senior colleagues. Our contributing and advisory board members have told us that diversity and inclusion are important areas on which to focus our attention. Thus, we are engaging with the professional community to ensure that NEWIEE is more inclusive in everything we do. NEWIEE continues to be a member-driven organization. We listen to our contributing members about what is most important to them and we develop our organizational objectives and grow our programming to address those needs.

In that regard, we are grateful and thrilled that so many organizational and individual members have joined NEWIEE. Without their support, we could not reach and gather as many women around New England as we do today. The growth of NEWIEE's pursuit and influence is all in the hands of our amazing board members and volunteers. All of our board members and volunteers have kindly devoted their valuable time and careful thoughts to forming NEWIEE's programs. Their drive, devotion, and enthusiasm are what advance us forward, improve what we do, and help us reach more women to help them succeed in their careers. We are deeply grateful to all those who sponsor our events. All this support is critical to ensuring NEWIEE can continue to provide robust and high quality programming and events.

This first annual report summarizes NEWIEE's growth over the last decade and looks forward to the coming year. Whether you are a veteran of NEWIEE or learning about our work for the first time, I hope you will be part of our future and, in doing so, enable diverse and thriving energy and environment sectors in New England.

Sincerely,
Judy Chang
Former President & Director
Massachusetts Executive Office of Energy and Environmental Affairs





ABOUT NEWIEE: NEWIEE is a nonprofit, professional group of dynamic women working in the energy and environmental fields.

OUR MISSION

Our Mission is to elevate the voices of women in the energy and environmental fields through:



Professional Development

- Cultivating a deeper understanding of energy and environmental industry topics and professional advancement through programming, mentorship and social media discourse



Inspiration

- Providing recognition & visibility for women driving advancement in our fields
- Promoting the achievements of our colleagues and asking them to share the secrets to their success with our network



Leadership

- Elevating women's perspectives through panel discussions and studying the measures by which companies can effectively advance women



Community

- Connecting with professionals across New England at signature events and networking programs throughout the year

OUR MEMBERSHIP

Since our founding in 2008, NEWIEE has grown from a group of 10 professionals to:



- Private Sector
- Nonprofit
- Government



- Students
- Industry New Comers
- Mid-career Professionals
- Industry Experts

Our membership is broad and varied, but all united in our commitment to employment equity, the advancement of women and innovation in the energy and environment sectors.

NEWIEE strives to be a robust resource for our individual members and for organizations who want to be more effective in hiring, retaining, and promoting women.

NEWIEE's PROGRAMMING

serves to raise the voices of women professionals solving today's challenges and help women to advance in their careers.

We offer a stimulating forum for networking, sharing expertise and information, mentoring and change-making through:

Signature Events

- Spring Awards Gala
- Summer Women Shaping the Agenda Panel Discussion
- Fall Annual Meeting & Fall Fête

Core Initiatives

- NEWIEE on Campus
- NEWIEE Rising Professionals
- Diversity, Equity, and Inclusion Initiative

Membership Services

- Mentoring Program
- Jobs Board
- Regional Chapters



2020 IMPACT:



PROFESSIONAL DEVELOPMENT

NEWIEE cultivates a deeper understanding of the energy and environmental fields through programming and career support.

500+

Mentoring & Rising Professional Participants

50% 238

Programs Offer Professional Development

Curated Job Postings



INSPIRATION

NEWIEE provides recognition and visibility for women driving advancement in our fields. We also seek to inspire the next generation of women to join our fields.

42

Incredible women recognized over the past 10 years with our Leadership, Achievement, Rising Star, and Special Recognition Awards.

160

Students came to talk to us during NEWIEE on CAMPUS events in 2020.



LEADERSHIP

NEWIEE's members provide us with ongoing support to help establish priorities, provide programming guidance and elevate the voices of women in our fields.

284 21

Individuals participated in our 2019 Annual Meeting

Organizations participated in our 2019 Programming Roundtable



COMMUNITY

NEWIEE connects energy and environmental professionals through signature events and networking programs.

25+

Programs/Year

940

Active Members

3,000

Social Media Followers

2,000

Newsletter Recipients

5 CHAPTERS

Boston | Maine | New Hampshire
Rhode Island | Western NE

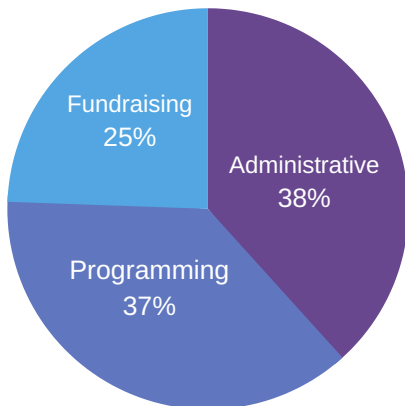
NEWIEE FINANCIALS

STATEMENT OF ACTIVITIES FOR THE YEAR ENDED DECEMBER 31, 2019

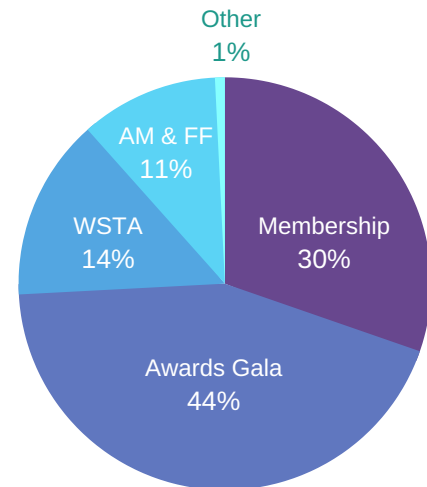
Net Revenue:*		\$ 162,717
Expenses:	Administrative:	\$ 63,381
	Programming:	\$61,678
	Fundraising:	\$40,453
Total Expenses:		\$ 165,512
Net Assets Beginning of Year:		\$ 125,237
Net Assets End of Year:		\$ 122,442
Change in Net Assets:		\$ (2,795)

*Total Revenues of \$213,530, less direct benefit to donors for NEWIEE fundraising events of \$50,813

2019 Expense Breakdown



2019 Net Revenue Breakdown



2020 CORE PRIORITIES:

DIVERSITY, EQUITY, AND INCLUSION

NEWIEE's mission is to elevate and advance women in the energy and environmental industries, and we recognize our responsibility to encourage greater diversity, equity and inclusion among us.

To that end, we formed a subcommittee to engage and support women with racially diverse backgrounds. Over the past year, this group has:

Formed coalitions with:

- American Association of Blacks in Energy (AABE)
- Browning the Green Space, a Boston-based group working to diversify clean tech startups, workforce development and create business models with an equity focus

Developed NEWIEE programming featuring women of color and addressing environmental equity

- 50-75% of speakers in 2020 NEWIEE programming were women of color

OPERATIONAL EXCELLENCE

To ensure NEWIEE's long term business health, we developed a number of initiatives to ensure operational excellence, including:

- Clear policy for NEWIEE chapters relating to their purpose and role
- Enhanced operational infrastructure to support NEWIEE's growth on a 3 - 5 year timescale
- Strategic financial planning process and a 5-year budget plan
- Framework for regular reporting on impact metrics
- Vision for board development, including new skills sets

MANAGEMENT & GOVERNANCE



NEWIEE is managed by a working board of Directors, comprised of accomplished women across a variety of professions in the energy and environment sectors.

- | | |
|--------------------|---|
| Jacqueline Ashmore | President, Director |
| Weezie Nuara | Vice President, Director, Programming Chair |
| Joey Lee Miranda | Secretary, Director, Governance Chair |
| Julie Lieberman | Treasurer, Finance & Audit Chair, Director |
| Beth Barton | Former President, Director |
| Judy Chang | Founder, Former President, Director |
| Sarah Adams | Director, Rising Professionals Chair |
| Cindy Gage | Director, Marketing Chair |
| Catherine Finneran | Director, Membership Chair |
| Muriel Robinette | Director, Mentorship Chair |
| Kelly Smith | Director, Website Chair |
| Pauliina Swartz | Director |
| Mary Usovicz | Director, Diversity, Equity, and Inclusion Co-Chair |
| Carter Wall | Director, Diversity, Equity, and Inclusion Co-Chair |
| Katy Ward | Director, Diversity, Equity, and Inclusion Co-Chair |

NEWIEE

2008-2020



2010

COMMUNITY GROWS

- First Annual Awards Gala held to inspire and recognize woman leaders in energy and the environment fields
- New Hampshire Chapter founded



2016

GROWTH EXPANDS

- Western NE chapter founded
- Rising Star category added to Annual Awards Gala



2008

NEWIEE PLANTS ROOTS

- First NEWIEE meeting: 8 women with the goal of creating a place to gather and support each other
- Judy Chang founds organization and becomes President



2015

OUTREACH BEGINS

- Regular newsletter to 1,300 recipients begins
- Launched social media platforms
- Beth Barton becomes president
- 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

2017

NEW GENERATION

- Mary Ellen Paravalos becomes President
- NEWIEE on Campus launched to help introduce students to energy and environmental fields
- Annual Awards Gala attendance exceeds 500



NEWIEE

2008–2020



2018

EXPONENTIAL GROWTH

- Mentoring program begins
- Jacquie Ashmore becomes President
- New branding and website launched
- New Membership structure adds Organizational Members
- Annual Programming Roundtable launched

2019

NEW BRANCHES EMERGE

- Boston, Rhode Island, and Maine chapters launched
- Jobs Board added to the website
- Diversity, equity, and inclusion focus launched
- Rising Professionals group launched
- 10th Annual Awards Gala
- Online store opened
- Fall Fête attendance exceeds 260



2020

DEEP ROOTS ANCHOR NEWIEE

- NEWIEE shifts to virtual programming to sustain member services throughout COVID-19 pandemic
- "Ask me Anything!" monthly webinar series created
- Newsletter exceeds 3,100 subscribers



NEWIEE is proud of our association with leading organizations in our fields, and grateful for their sponsorship and support. Our current members include:

Members are highlighted as **Ambassador Members**** | **Premier Members*** | **Classic Members** | Individual Members

Advanced Energy Economy

All In Energy

Alliance For Business Leadership

Ameresco**

Ampion

Australis Aquaculture, LLC.

Banking on Green, LLC

BCM Environmental & Land Law, PLLC

Beech Hill Consulting

BlueWave Solar**

Bois Consulting Co., Inc.

Boston University

Bright Power

Brown and Caldwell

BSC Group, Inc.

Buchanan & Associates

Burns & McDonnell

C+C

Cadmus

Central MA Reg Planning Commission

Ceres

Citizen Science Consulting

City Of Hartford

Clean Energy NH

CLEAResult

Cold Regions Research & Eng Laboratory

Concentric Energy Advisors, Inc.

CT DEEP-Air

CT PURA

Dartmouth College*

Daymark Energy Advisors*

Day Pitney LLP*

DEPLOY/US

Desalitech

DH Infrastructure

DMI Inc.

Dominion Energy

E4TheFuture

enel**

Energy New England

Energy Solutions

Energy Sage

ENGIE Services

Environmental Business Council Of NE

Environmental Defense Fund

Environmental Entrepreneurs (E2)

Epsilon Associates

Equinor

ESS Group, Inc.

Eversource Energy**

FERC

FirstLight Power

Flux+Flow Professional Coaching LLC

Foley Hoag LLP

Form Energy

Fraunhofer USA

Genscape

Georgetown University

Geosphere Env Management, Inc.

Golder Associates Inc.

Graybar

Great River Hydro, LLC

Green Energy Consumers

Greentown Labs**

Gridspan Energy

Guidehouse*

GZA GeoEnvironmental, Inc.

Harvard Kennedy School

Harvard University

Health Care Without Harm

Hinckley Allen & Snyder, LLP

Interior Elements

Iroquois Pipeline Operating Company

ISO New England**

Kearney, Donovan & McGee, P.C.

Key Capture Energy

Levitan & Associates, Inc.

Liberty Utilities

Locke Lord LLP

London Economics International LLC

Low Impact Hydropower Institute

M.J. Bradley & Associates

MA Attorney General's Office

MA Dept. of Energy Resources

Massachusetts Clean Energy Center**

MA Dept Of Energy Resources*

MA Department of Public Utilities

MA Land Court

MassDEP

McLane Middleton, Professional Assoc

McMahon Communications

McPhee Electric, Ltd.

Milone & MacBroom / SLR International

MIT

MMWEC

Mott MacDonald

National Grid**

National Offshore Wind R&D

Natural Gas/Electric Utility

Navigant

NECEC

NECPUC

New Ecology, Inc.

Nexamp

NH Brown Law

Normandeau Associates, Inc.

Northeastern University*

Northstar Recycling

Novartis

NuSTREAM

Operation Fuel, Inc.

Optimal Energy

Orr & Reno

Ørsted Wind Power North America**

Petersen Engineering, Inc.

Pierce Atwood

PowerOptions

Ramboll

Regina Villa Associates

Reid and Riege, P.C.

Renewable Energy Vermont

ReVision Energy

RI Office Of Energy Resources

Robinson & Cole LLP

Roger Williams School Of Law

Seagard Ltd

Seamans Capital Management

Smart Electric Power Alliance

Solsect Energy Development*

Sonnex Power Holdings

Sprague Operating Resources

Sunwatt Solar

SWCA Environmental Consultants

Swift Current Energy

Synapse Energy Economics

Synergy Land Services

Taitem Engineering, PC

The Brattle Group

The DesignLights Consortium®

The Nature Conservancy (MA)

Tighe & Bond

Tohn Environmental Strategies

Town Of Lexington, MA

TRC

Tufts University

UMass Lowell

Unitil

University Of Michigan

University Of Rhode Island

Vanasse Hangen Brustlin, Inc.*

Vermont Law School

Vineyard Wind

Vistra Energy

Vivint Solar

Ware River Power

U.S. Army Engineer R&D Center

Zaurie Zimmerman Associates, Inc.



FROM OUR INCOMING PRESIDENT

Dear Colleagues,

We hope our 2020 annual report, showcasing NEWIEE's growth over the last decade, inspires you to become an even bigger part of the organization's future. So, what is NEWIEE's vision for the coming year?

We know there is great uncertainty as we enter 2021 with the current health emergency and its impact on our ability to connect, network, learn, and collaborate in person. But, as you have seen in 2020, NEWIEE has risen to the challenge. We have added virtual programming and professional development opportunities across the organization and through our local chapters. We have advanced an important initiative to promote diversity, equity, and inclusion within NEWIEE and across the energy and environmental sectors. And we have continued to engage with young women and those new to the industry through our Rising Professionals Committee.

As we look to 2021, there is one thing we know for sure. NEWIEE and its innovative, inspiring, and adaptive network will find a way to realize the organization's mission of "Empowering Women, Advancing the Industry." NEWIEE will continue to spotlight the critical energy and environmental issues of our time and ask the tough questions that need to be addressed by our industry. We will continue to cultivate opportunities to learn and connect virtually as we evaluate when it is safe and prudent to return to in-person events and activities. And we will continue to support and encourage women through mentoring, relationship building, and sharing of expertise.

With the support of our sponsors and members, both individual and organizational, we know NEWIEE can continue to thrive in the coming year. We thank all of you for your unwavering support in 2020 and hope you will continue to help NEWIEE rise to these unprecedented challenges in 2021.

With utmost gratitude,

Mary Louise "Weezie" Nuara
Incoming President, Director
Dominion Energy

