

2021 ANNUAL REPORT



NEWIEE
NEW ENGLAND WOMEN IN ENERGY AND THE ENVIRONMENT

EMPOWERING WOMEN. ADVANCING THE INDUSTRY.

newiee.org



FROM OUR PRESIDENT

Dear Colleagues,

Welcome to NEWIEE's 2021 Annual Report! I hope you enjoy taking a look back over a year filled with inspiration, collaboration, and resilience. Despite the challenges posed by the ongoing COVID-19 pandemic, NEWIEE found a way to press forward and realize the organization's mission of "Empowering Women, Advancing the Industry."

As we turn the page on 2021, I want to express my sincere gratitude for the unwavering support of our members, sponsors, volunteers, and partners. We entered 2021 with great uncertainty and serious questions about our ability to connect, network, learn and collaborate in person. Through it all, NEWIEE and its adaptive network stuck together, leaned into another year of virtual programming, and made great strides on our core initiatives.

In February, NEWIEE partnered with the Greater Boston Chapter of the American Association of Blacks in Energy (AABE) to sponsor summer fellowships for two young women of color with the inimitable Shalanda Baker, Deputy Director for Energy Justice at the Department of Energy, and author of *Revolutionary Power: An Activist's Guide to the Energy Transition*. These fellowships represent meaningful steps toward furthering diversity, equity, and inclusion in the energy and environmental sectors—one of NEWIEE's core priorities. NEWIEE is committed to taking action, not simply offering words or grand overtures, to move the needle on the diversity and inclusiveness of this industry.

In April, NEWIEE held its very first virtual Awards Gala, honoring women for their leadership and achievements in the energy and environmental sectors. United States Secretary of Commerce and former Rhode Island Governor Gina Raimondo provided keynote remarks and reminded us all that women have a significant role to play in driving the change needed to create a sustainable and equitable society. "We need your voice, and we need more women leaders." We couldn't agree more, Secretary Raimondo. Former Gala awardees led breakout room discussions with attendees and "speed networking" at the end of the program offered another way to form connections in a virtual world.

In August, NEWIEE issued a call to action through its signature Women Shaping the Agenda event, inviting experts in research, policy, and workforce development to share their insights on how the NEWIEE community can further diversity, equity, and inclusion in our industry. The panelists challenged us to check our assumptions about what we think is possible for the people around us. They pressed us to ask how we can make sure the next conversation about gender and racial equality includes more voices. At NEWIEE, we pledge to do so.

Finally, the year 2021 marked a key milestone for our membership. This year, NEWIEE surpassed 1,000 members with representation from more than 60 organizations across the region. Since its founding in 2008, NEWIEE has grown a hundredfold, becoming a recognized source for inspiration, leadership, community and professional development in New England. With the support of our members, volunteers, sponsors and partners, NEWIEE will continue to thrive, continue to inspire, continue to ask the hard questions, and continue to drive toward a better, more equitable society. On behalf of NEWIEE's Board of Directors, we thank you all.

With utmost gratitude,

Weezie Nuara

President, NEWIEE | State Policy Director – New England | Dominion Energy





ABOUT NEWIEE

NEWIEE is a professional organization comprised of individuals, businesses, organizations, and change makers, joining together to explore new solutions to today's challenges.

OUR MISSION

Our Mission is to elevate the voices of underrepresented members of our community and drive greater diversity, equity and inclusion in the energy and environmental fields through:



Community

Creating a diverse, inclusive, welcoming community

- Convening professionals across New England through signature events, affinity groups and networking programs throughout the year
- Cultivating a vibrant community of professionals of all backgrounds, levels, and sectors across the energy and environmental fields



Inspiration

Providing inspiration to more diverse candidates in our fields

- Offering recognition and visibility for unrepresented people who are 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

Taking a leadership role to address energy and environmental issues in our region and achieve greater equity in our fields

- Elevating underrepresented voices and perspectives through panel discussions and studying the measures by which companies can effectively advance women
- Challenging our industry to achieve greater diversity, equity, and inclusion



Professional Development

Serving as an engine for personal and professional development

- Cultivating a deeper understanding of energy and environmental industry topics and providing professional advancement through programming, mentorship and our online jobs board

OUR MEMBERSHIP

In 2021, NEWIEE reached a significant milestone, growing to more than 1,140 active members across New England. Our most pronounced growth came in the form of organizational memberships, indicating the value leading energy and environmental employers associate with being a part of NEWIEE.



63 Organizational Members with 976 individuals

- Private Sector
- Non-Profit
- Government
- Education



164 Individual Members

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

NEWIEE is highly responsive to the needs and interests of our members, holding annual organizational member roundtable discussions and issuing membership surveys to gather information and insights to inform our offerings.

Member input has led to the development of numerous NEWIEE initiatives and directly shaped our programming.

For example, in 2020, our members told us that networking opportunities are more critical than ever given today's remote workplace. In response, we developed creative ways to connect our members through interactive online meeting platforms and speed networking forums which were extremely well received by our community.

The Value of NEWIEE Membership



"NEWIEE is an incredible asset in New England, bringing together talented, diverse thought leaders and facilitating critical dialogue."

Elisabeth Treseder | New England Market Lead | Equinor Wind US



"NEWIEE is such a great way to meet other women in the industry and get opportunities to hear and learn from top women in the energy and environmental fields on important topics like sustainability, clean energy, and energy justice and equity."

Vivian Kimball | Project Manager | VHB



"I am fortunate to be associated with other women who are committed to energy and environmental stewardship and dedicated to increasing diversity, equity, and inclusion in our fields."

Rockie Solomon | Manager – Intelligent Automation | Eversource



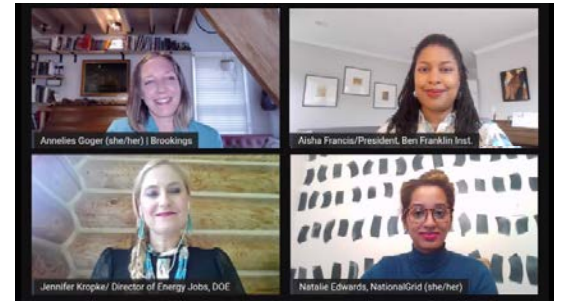
"I am continually impressed by the dedication and creativity of the leadership team and the NEWIEE community. NEWIEE has been a great place for me to connect."

Carrie Gilbert | Managing Consultant | Daymark Energy Advisors

OUR PROGRAMMING

NEWIEE has earned a strong reputation for developing powerful, original programming, and partnering with closely aligned organizations to bring impactful content to the energy and environmental communities that:

- Shines a spotlight on our most pressing issues
- Elevates diverse perspectives for problem solving
- Provides pathways for growth for up-and-coming professionals
- Creates a dynamic forum for meaningful conversation and networking
- Highlights and celebrates an impressive array of industry experts and next generation leaders who are making positive change in our fields



We are proud that participation in our programs has continued to be robust in the virtual setting, with over 2,000 people registered for 24 different events during 2021.

Over the past year, NEWIEE's programming has grown and evolved to serve the diverse needs and interests of our membership in a virtual format, including:



Community

- NEWIEE Annual Meeting/Fall Fête
- Planning for Climate Resilience at the Local Level (NEWIEE Western New England Chapter)
- What Happened During the 2021 Legislative Session (NEWIEE Rhode Island Chapter)
- Reemerge And Reconnect Reception (NEWIEE ME Chapter)
- Region-wide NEWIEE Chapter Night
- The Changing Energy and Regulatory Landscape in partnership with Connecticut Power and Energy Society (CPES)
- 4th Annual Charity Networking & Carnival Night in partnership with Environmental Business Counsel (EBC)
- Member Networking Events with :
 - American Association of Blacks in Energy (AABE)
 - Northeast Clean Energy Council (NECEC)
 - Browning the Green Space (BGS)
 - Northeast Energy and Commerce Association (NECA)
 - Asian Americans in Energy, the Environment and Commerce (AE2C)
 - National Society of Black Engineers (NSBE)
 - Society of Women Environmental Professionals (SWEP)



OUR PROGRAMMING



Inspiration

- 10th Annual NEWIEE Awards Gala featuring:
 - **Gina M. Raimondo**, United States Secretary of Commerce (*Keynote*)
 - **Mindy S. Lubber**, Chief Executive Officer and President, Ceres (*Leadership Award*)
 - **Jean Ann Ramey**, Founder and Executive Director, Climable.org; Co-Founder and SVP, Synapse Energy Economics (*Achievement Award*)
 - **Sheila Dormody**, Rhode Island Director of Climate and Cities Programs, The Nature Conservancy (*Achievement Award*)
 - **Eugenia T. Gibbons**, Massachusetts Director of Climate Policy, Health Care Without Harm (*Rising Star Award*)
 - **Marcy Reed**, former President of National Grid's Massachusetts's Business and Executive VP of US Energy Policy & Social Impact (*Special Board Recognition Award*)



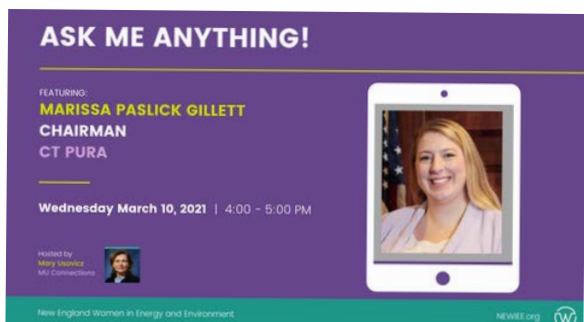
Leadership

- Shalanda Baker's "Revolutionary Power" Book Launch, in partnership with AABE
- Moving the Needle: Social Marketing for Energy and Environment, in partnership with Social Marketing Association of North America
- Women Shaping the Agenda (WSTA): A Call to Action: Changing the Face of the Energy/Environment Workforce



Professional Development

- Advancing Your Career Event (Rising Professionals)
- Up-and-Comer Resources including Career Conversations
- Career Panel with Science Club for Girls in partnership with AABE
- "Ask Me Anything!" Webinars
- Mentoring Program
- The ABC's of ESG: A Panel Discussion

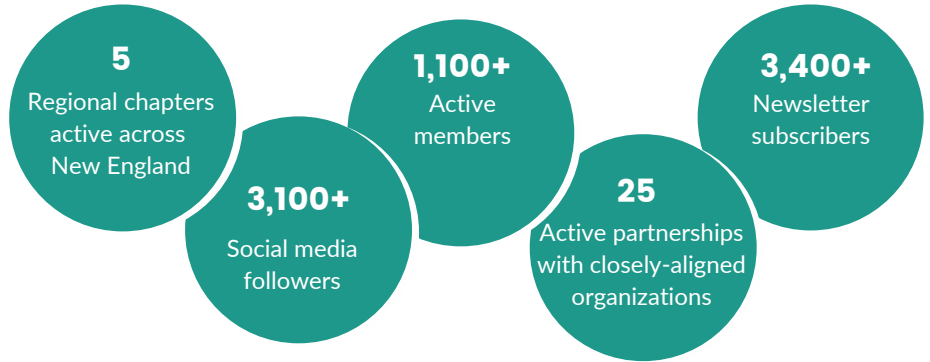


2021 IMPACT



Community

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



Inspiration

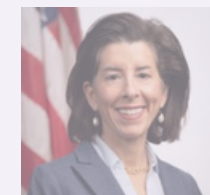
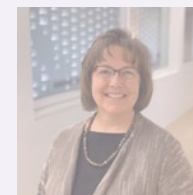
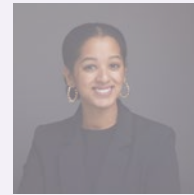
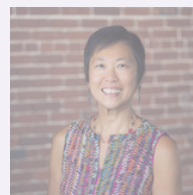
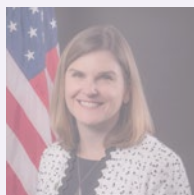
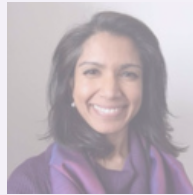
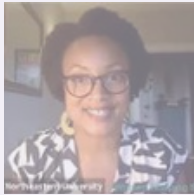
NEWIEE strives to inspire others by conducting outreach, elevating voices and highlighting the achievements of those underrepresented in the energy and environmental fields.

Hosted 6 "Ask Me Anything!" webinars with industry trailblazers

Expanded outreach to high school STEM students

Featured 35 speakers – all female or non-binary – nearly half of which are Black and Indigenous People of Color (BIPOC) women

Engaged national leaders, including US Secretary of Commerce and former Governor of Rhode Island Gina Raimondo, US Deputy Director For Energy Justice, Shalanda Baker, FERC Commissioner Allison Clements, and Former FERC Commissioner Cheryl LaFleur



2021 IMPACT



Leadership

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



Six sessions addressing energy and environmental equity issues

- Engaged more than 670 participants in panels, programs and discussions addressing energy & environmental equity

Joined forces/Formalized partnerships with reputable organizations such as Browning the Green Space and AABE to further our work toward diversity, equity and inclusion

Helped fund two environmental justice fellowships for BIPOC students at US Department of Energy with Deputy Director of Energy Justice, Shalanda Baker

Issued a public call to action through WSTA to diversify the energy and environmental workforce



Professional Development

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

8

Rising Professionals gatherings

208

Women Mentoring Participants

300+

Attendees joined "Ask Me Anything!" webinars for career insights & advice

1,000+

Employment opportunities shared via NEWIEE's Jobs Board since its launch

- Up 33% during 2021
- 45% shared in the last 12 months



2021 STRATEGIC PRIORITIES

When we entered 2021, NEWIEE's Board of Directors set our focus on two critical priorities: working to meet the needs of our membership in a virtual environment and taking meaningful action in our effort to diversify the organization, as well as the industry.



Shift to Virtual Programming

With the COVID-19 pandemic continuing into 2021, it was clear we needed to double down on our efforts to innovate in order to provide our membership with the high-quality programming, meaningful professional development opportunities, and valuable convening power they have come to expect from NEWIEE.

As we embraced virtual programming, we kept our focus on developing interesting and engaging content. Our well-attended programs covered a wide range of topics, including equitable access to clean energy and a sustainable environment; demystifying the legislative process in New Hampshire; Environmental, Social, and Governance (ESG) reporting, and using social marketing to effect behavior change- all presented by highly accomplished national and regional experts in their fields.

This shift to virtual programming also included dialing up the professional development opportunities that are so critical to delivering on our mission of elevating women in our industries. We have continued to build upon the highly popular “Ask Me Anything!” webinar series, offering our members opportunities to bring questions to leaders and rising professionals in the field. We offered guidance on how to succeed as a virtual professional. We created “speed networking” events and break-out discussions during virtual programming to continue to cultivate NEWIEE's unique brand of community engagement.

In July, we launched a new Up-and-Comers web page on the NEWIEE website for those who are interested in learning more about a career in energy and environment. Now, all new Rising Professional and NEWIEE on Campus events, NEWIEE's Mentorship Program, and the NEWIEE Jobs Board can be found in one easy-to-find location. We also created NEWIEE's Career Conversations Email Group, which offers an open exchange of ideas, guidance, and stories between students, rising professionals, and established professional mentors. Students or new professionals can enlist the NEWIEE brain trust for advice about working toward or advancing a career in our fields. We hope that the email group will promote access to energy and environmental careers, and encourage connections between our professional, college, and high school members. To date, hundreds of members have visited the page, subscribed to Career Conversations and reached out to the group for guidance.

2021 STRATEGIC PRIORITIES

NEWIEE is committed to creating a diverse and welcoming organization that provides opportunities for advancement and recognition to those who have been historically underrepresented in the field. NEWIEE will continue to challenge the industry to evolve, facilitate a richly diverse and representative workforce, and promote environmental justice, climate justice, and racial justice.



Diversifying The Workforce

Since our founding, NEWIEE's focus has been on elevating the voices and advancing the careers of women, who have traditionally been under-represented in our fields. In recent years, we have broadened our focus to create a more inclusive environment, striving for greater representation from people of color and the LGBTQ+ community. We started by working to achieve greater diversity within our own organizational leadership, programming topics and featured speakers. Over the past year, we have taken this charge a step farther, setting our sights on industry-wide impact.

- We formalized our participation in Browning the Green Space, a new coalition of organizations, companies, and others to move the needle on diversity, equity and inclusion in entrepreneurship, workforce development, and justice in the transition to a sustainable future.
- We bolstered our partnership with AABE, providing marketing, financial and consultation support and co-sponsoring mixers with other industry trade groups like the Northeast Energy and Commerce Association (NECA) and Northeast Clean Energy Council (NECEC).
- We created six programs addressing energy, environmental and economic justice in an effort to raise awareness, cultivate understanding and drive action.
- We challenged our industry to diversify their workforce through our annual Women Shaping the Agenda Event, "A Call to Action: Changing the Face of the Energy & Environment Workforce", featuring panelists Aisha Francis, Ph.D., Chief Executive Officer, Benjamin Franklin Institute of Technology; Annelies Goger, Ph.D., David M. Rubenstein Fellow, Metropolitan Policy Program, The Brookings Institution; Jennifer Jean Kropke, Director of Energy Jobs, U.S. Department of Energy and Natalie Edwards, Chief Diversity Officer, National Grid.
- We helped launch the Revolutionary Power Fellowship program, which offered two young women of color the opportunity to work alongside Shalanda Baker, (Deputy Director for Energy Justice, U.S. Department of Energy & Co-Founder and Co-Director, Initiative for Energy Justice) over the summer.
- We are currently in the process of auditing our communications to ensure that we create a more diverse representation of our members and speakers and use language that is welcoming to all.

2021 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.



Weezie Nuara
President



Joey Lee Miranda
Vice President



Carter Wall
Secretary
DEI Co-Chair



Julie Lieberman
Treasurer
Finance and Audit Chair



Jacqueline Ashmore
Mentoring Chair
Former President



Beth Barton
Former President



Judy Chang
Founder
Former President



Catherine Finneran
Membership Chair



Cindy Gage
Marketing Chair



Gina Gulseth
New Hampshire Chapter Co-Chair



Katy Ward



Kelly Smith
Website Chair



Mary Usovicz



Sarah Adams
Programming Chair



Shalaya Morrisette
DEI Co-Chair



Vivian Kimball

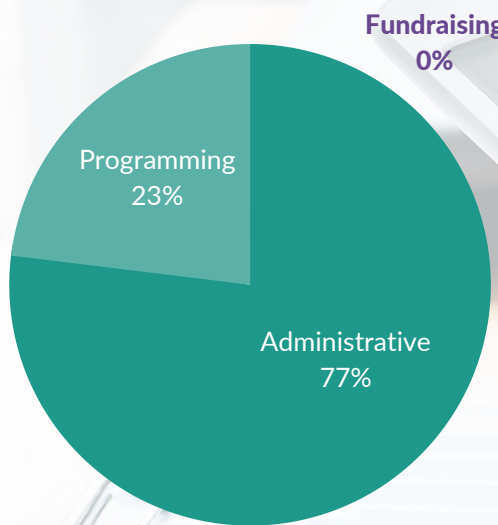
NEWIEE FINANCIALS

STATEMENT OF ACTIVITIES FOR THE YEAR ENDED DECEMBER 31, 2020

Net Revenue:*	\$ 99,798
Expenses: Administrative:	\$ 89,905
Programming:	\$ 26,949
Fundraising:	-
Total Expenses:	\$ 116,854
Assets: Net Assets Beginning of Year:	\$ 122,442
Net Assets End of Year:	\$ 105,386
Change in Net Assets:	\$ (17,056)

*Total Revenues of \$99,798, there were no direct benefits paid for NEWIEE fundraising events in 2020.

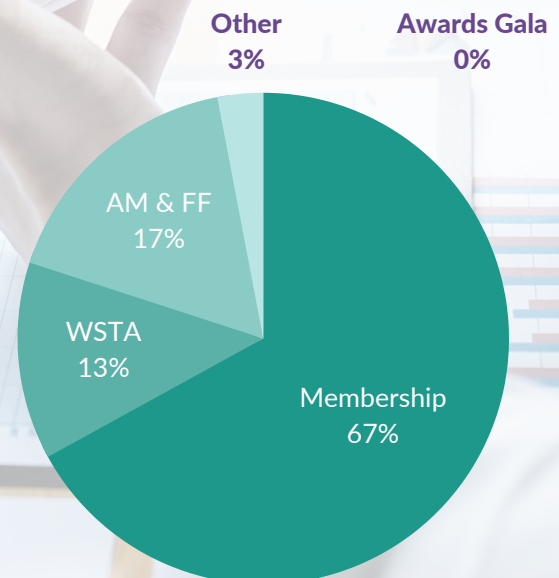
2020 Expense Breakdown



Administrative Cost Breakdown

- 44% Executive Administration
- 39% Marketing and Communications
- 5% Bank Charges and Merchant Fees
- 4% Software and Website Costs
- 2% Accounting Fees
- 2% Depreciation
- 2% Business Registration and Fees
- 1% Insurance
- 1% Other

2020 Net Revenue Breakdown



NEWIEE

2008-2021



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

2010

COMMUNITY GROWS

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



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

2016

GROWTH EXPANDS

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



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
- 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
- Mary Louise "Weezie" Nuara becomes President

2021

NEW BRANCHES EMERGE

- 1,000 members exceeded
- Revolutionary Power Fellowships launched
- NEWIEE Up-and-Comers launched
- Non-profit status in all 6 New England States achieved
- 10th Annual Awards Gala held- our first in a virtual format
- 1,000th opportunity posted on NEWIEE Jobs Board



OUR CURRENT MEMBERS

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:

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

3Degrees Inc
Abode Energy Management
Advanced Energy Economy
AEI Consultants
Alliance For Business Leadership
Ameresco**
American Petroleum Institute
Anchor QEA
Aspire To Energy Related Firm
Banking on Green, LLC
Barnstable Clean Water Coalition
BCM Environmental & Land Law, PLLC
BlueWave Solar**
Borrego Solar
Boston University
British Consulate
Brookfield Renewable
Brown and Caldwell
BSC Group, Inc.
Burns & McDonnell
C+C
Cadmus
CannonDesign
Central Massachusetts Regional Planning Commission
Ceres
CHA Companies
CircleBlock Co.
Citizen Science Consulting
Clean Energy NH
CLEARresult
Cold Regions Research and Engineering Laboratory (CRREL) U.S. Army Engineer R&D Center (ERDC)
Commonwealth Electrical Technologies
Competitive Energy Services
Connecticut Department Of Energy and Environmental Protection
Connecticut Public Utilities Regulatory Authority
Conservation Law Foundation
CTDEEP-Air
Dartmouth College*
Day Pitney LLP*
Daymark Energy Advisors*
Dempsey, Lucey & Associates
Department of Energy/ORISE
DHInfrastructure
Dominion Energy
Downs Rachlin Martin PLLC
E4TheFuture
Emera Energy
Enel Green Power North America, Inc.**
Energy New England
Environmental Business Council Of New England
Epsilon Associates
Equinor
ESS Group, Inc.
Eversource Energy**
MA Executive Office Of Energy and Environmental Affairs

FERC
First Light Power
Flux+Flow Professional Coaching LLC
Foley Hoag LLP
Form Energy
Franklin Energy
Fraunhofer USA
Freedom Energy Logistics
Georgetown University
Global Remediation Services
Golder Associates Inc.
Great River Hydro, LLC
Green Energy Consumers
Greentown Labs**
Guidehouse*
Harvard University
Hinckley Allen & Snyder, LLP
Hofstra Law
Housatonic Community College
Hydro Quebec U.S.
Iroquois Pipeline Operating Company
ISO New England**
ISS
JSG Communications
Kearney, Donovan & McGee, P.C.
Kendril LLC
Key Capture Energy
Kleinschmidt Associates
Laval University
Leviton & Associates, Inc.
Liberty Utilities
Lightstar Renewables
Linevision Inc
London Economics International LLC
M.J. Bradley & Associates
MA Attorney General's Office
MA Dept. of Public Utilities
MA Exec. Office Of Energy & Env. Affairs
Massachusetts Clean Energy Center**
MA Dept of Energy Resources*
Massachusetts Department Of Public Utilities
Massachusetts Environmental Policy Act (MEPA) Office
Massachusetts Land Court
MassDEP
Mayflower Wind*
McMahon Communications
Melanson
Middleborough Gas & Electric Department
Milone & MacBroom/SLR International
Mintz, Levin, Cohn, Ferris, Glovsky and Popeo, P.C.
MIT Energy Initiative
MMWEC
Mott MacDonald
Naomi Mermin Consulting
National Grid**
National Offshore Wind
Navigant
NEC solar
NECEC
NECPUC

NEEP
New Ecology, Inc.
New Energy Capital Partners
Nexamp
NextEra Energy Resources
NH Brown Law
NHPUC
Normandeau Associates
Northeastern University School of Public Policy & Urban Affairs*
Northstar Recycling
Novartis
NuSTREEM
Operation Fuel, Inc.
Ørsted Wind Power North America**
Petersen Engineering, Inc.
Pierce Atwood LLP
Power Advisory LLC
PowerOptions
Provo Wealth Management
Pure Lithium
Ramboll
Rath, Young and Pignatelli PC
ReVision Energy
Rhode Island Senate
RI Office of Energy Resources
Robinson & Cole LLP
Roland Berger
Sage Energy Consulting, LLC
Seamans Holdings
Slalom
Solcast Energy Development*
Solstice
State Of Maine - Governor's Energy Office
Sugarman, Rogers, Barshak, & Cohen, P.C.
Sunforge, LLC
Sunwatt Solar
Sustainable Energy Advantage, LLC
SWCA Environmental Consultants
Swift Current Energy
Synapse Energy Economics
The Brattle Group
The Center For EcoTechnology
The DesignLights Consortium® (DLC)
The Resource Link, LLC
Tighe & Bond
Tilson
Titan Advanced Energy Solutions
TRC
Tuck School Of Business
Tufts University
UMass Lowell
Unitil
University Of Michigan
Uplight
US EPA
Vanasse Hangen Brustlin, Inc.*
Vanguard Renewables
Vermont Law School
Vicinity Energy
Vineyard Wind
Ware River Power