

# 2023 ANNUAL REPORT



**NEW<sup>+</sup>IEE**  
NEW ENGLAND WOMEN IN ENERGY AND THE ENVIRONMENT

**ADVANCING DIVERSITY. EMPOWERING THE INDUSTRY.**

[newiee.org](http://newiee.org)



## LETTER FROM OUR PRESIDENT

Dear Colleagues:

In less than 15 years, New England Women in Energy and the Environment (NEWIEE) has grown exponentially. In 2008, a handful of women came together and started an organization that has grown to a membership of over 1,200 individuals and that reaches hundreds more through its programming and events.

Over time, NEWIEE has evolved from a historically women's organization to one that is gender diverse and supports individuals of all gender identities. This year, we updated our logo, tagline and messaging to convey this inclusivity.

NEWIEE strives to create greater diversity, equity and inclusion in the energy and environmental fields by fueling career exploration, entry and advancement, elevating the voices and celebrating the successes of those traditionally underrepresented in our fields. In support of those efforts, in 2023, NEWIEE once again increased its offerings by creating new programs, like Peer Circles, and expanding its existing mentorship and Rising Professional programs. This year, NEWIEE also extended its reach by holding its first Women Shaping the Agenda in New Hampshire and its first event in Vermont. As we close out the year, NEWIEE is looking to expand its programming even further by building the capacity to create a fellowship program that will assist in creating more diverse, equitable and inclusive energy and environmental sectors.

This year, NEWIEE also created the DEI Founders' Award, which recognizes the spirit of the NEWIEE founders – uplifting underrepresented voices and creating a space for like-minded individuals to come together. In 2023, NEWIEE also looked inward and began to collect demographic information from its Board of Directors and members to establish baselines, identify gaps, and measure progress.

These accomplishments would not be possible without the support and collaboration of so many, including the NEWIEE association management team, members, sponsors, volunteers, partners and supporters. Thank you all for everything that you do to support NEWIEE! A special thank you to the NEWIEE Board of Directors for volunteering countless hours of your valuable time to fulfilling NEWIEE's mission. I also want to express my deepest gratitude to **Beth Barton** who has served on the NEWIEE Board since its inception and as the NEWIEE President from 2016-18. Although Beth is transiting off the Board, the work that she has done with NEWIEE will benefit the energy and environmental communities for years to come. Lastly, I would like thank **Jen Gorke** and **Nicole Verdi** for joining the NEWIEE Board. Welcome!



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



## 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 APPROACH

NEWIEE's approach encompasses several critical pillars:



### Community

NEWIEE is committed to creating a community that is diverse, inclusive, welcoming, and supportive. It fosters an environment where individuals from various backgrounds feel valued and can collaborate effectively.



### Inspiration

NEWIEE inspires by highlighting the expertise, contributions, and achievements of individuals traditionally underrepresented in energy and environmental fields. Through these stories, NEWIEE shows that diverse voices bring innovation and progress to the industry and sets an example to which others may aspire.



### Leadership

NEWIEE takes a leadership role in highlighting energy and environmental issues in our region and elevating underrepresented voices and challenges the industry to join us in driving change.



### Professional Development

NEWIEE offers professional development opportunities through live and virtual programming and content. These initiatives empower members to advance their careers, acquire new skills, and stay informed about industry trends.



# WHY NEWIEE'S WORK MATTERS

NEWIEE's work is essential for several compelling reasons:

- **Diversity Benefits Business:** Numerous studies have established the link between diversity and improved business performance. Diverse teams lead to better financial results, increased innovation, faster growth, greater employee satisfaction, and a more productive workplace.
- **Societal Benefits:** Increasing diversity in the energy and environmental sectors is an opportunity to create greater economic equity. These industries offer high-quality jobs with above-average wages and benefits, benefiting young people and mid-career individuals.
- **Mitigating Workforce Deficits:** The sector faces a severe shortage of skilled workers needed to achieve national climate goals and drive innovation. Expanding the candidate pool by diversifying the industry attracts more talent and mitigates this workforce deficit.

Despite these benefits, the energy and environmental sector lags in diversity on multiple fronts:

- **Underrepresentation:** Women and Black, Indigenous, and People of Color (BIPOC) individuals 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 individuals 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, affecting their job satisfaction and well-being and ultimately negatively impacting retention and advancement, further exacerbating workforce shortages.

NEWIEE stands as a beacon of progress in the energy and environmental sectors. By championing diversity, equity, and inclusion, the organization addresses systemic challenges, fosters innovation, and ensures that the industry thrives in the face of climate change and evolving energy needs. As we move forward, NEWIEE's mission remains vital, not only for the success of the energy and environmental sectors but also for building a more equitable and inclusive future for all.





# OUR MEMBERSHIP

NEWIEE is a vibrant community of over 1200 individuals, businesses, organizations, and changemakers, united by a shared commitment to advancing careers and ideas in these ever-evolving sectors. With members hailing from diverse backgrounds, professions, and sectors, we embody the spirit of inclusivity and diversity, ensuring that those traditionally underrepresented in the industry have 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.



## 88 Organizational Members with 1,098 individuals

- Private Sector
- Non-Profit
- Government
- Education



## 117 Individual Members

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

In 2023, our total membership has grown by 6%, by virtue of organizational members upsizing their membership and bringing the value of NEWIEE to more of their employees.

## The Value of NEWIEE Membership



"The fact that NEWIEE exists lets me know I have a place to be heard."  
**Monique Screen-Berry | Sr Project Manager in Transmission | Eversource**



"I absolutely love being a member of the DEI committee. There is nothing more heart-lifting than working on matters that can have a genuine impact on underrepresented communities. We challenge each other to think far more deeply and creatively on the different forms that underrepresentation can take."  
**Susan Chapin Sustainability/ESG Professional | Sensible Sustainability LLC**



"NEWIEE provides me the opportunity to connect with amazingly bright and capable people at all stages of their careers. I believe I've been able to help foster and support the growth of others. And I know that through my NEWIEE connections, I've been open to taking on new risks and challenges in my own career."  
**Laura Bartsch | EVP of Sales and Marketing | Advanced Energy United**



"Becoming a NEWIEE member has given our staff opportunities to expand their network of passionate diverse folks in the industry, learn about different career paths and receive 1:1 mentorship around their personal goals and workplace challenges. We are so appreciative of this incredible support for our team of diverse young professionals."



"There is a career in climatetech for everyone and we're proud to work side by side with NEWIEE to promote leadership, development, and collaboration among women in our community."

# OUR PROGRAMMING

NEWIEE's excellence in programming is of core value to our members, fostering community building, professional development, and career advancement opportunities for our diverse membership. Throughout 2023, our commitment to accessibility was evident as we continued to provide virtual and in-person events, including chapter events throughout the region, ensuring that our reach extended across the entire New England region. Notably, New Hampshire proudly hosted NEWIEE's annual Women Shaping the Agenda event for the first time, and we ventured into Vermont for our first event in the state, marking a significant expansion of our footprint. In fact, by the end of 2023, for the first time, NEWIEE will have hosted programs in all six New England states. With nearly 1,400 registrations for 18 distinct events as of October 10, our programming has resonated strongly with our growing community. Our lineup featured nearly 30 individuals representing a wide spectrum of energy and environmental professionals, spanning different career stages and hailing from diverse racial and gender backgrounds. Furthermore, our commitment to nurturing the next generation of leaders continued with initiatives like NEWIEE on Campus, reaching out to high school STEM students and college students and fostering their interest in the energy and environmental fields, exemplifying our dedication to shaping a sustainable future.



## Inspiration

- 12th Annual NEWIEE Awards Gala featuring:
  - **Maria Robinson**, Director, Grid Deployment Office, U.S. Department of Energy (Keynote)
  - **Tracy Babbidge**, Acting Deputy Commissioner, Connecticut Department of Energy and Environmental Protection (Leadership Awardee)
  - **Jennifer Cullen**, Director of Labor Relations & Workforce Development, Vineyard Wind (Achievement Awardee)
  - **Shalaya Morissette**, Chief, Minority Business and Workforce Division, Office of Economic Impact and Diversity, U.S. Department of Energy (Achievement Awardee)
  - **Cristina Mendoza**, Senior ESG Consultant, Sustainerv (Rising Star Awardee)

**The Role of Long-Duration Storage on the Road to Decarbonization**  
 19 SEPT 5:30 PM - 8:00 PM  
 NEWIEE & CPES Joint Event  
 UConn Reading Room

Speakers: Weezie Nuara, Sarah Jackson, Joanna Troy, Hossain Ghezal-Ayagh, Marissa Paslick Gillett.

**2023 NEWIEE ANNUAL AWARDS GALA**  
 April 27, 2023 | 6-9 PM  
 The Westin Copley Place Boston

KEYNOTE: Maria Robinson (U.S. Department of Energy), Tracy Babbidge (Leadership), Jennifer Cullen (Achievement), Shalaya Morissette (Achievement), Cristina Mendoza (Rising Star).

**ASK ME ANYTHING!**

FEATURING: **MELAINE BACHMAN**, EXECUTIVE DIRECTOR, CONNECTICUT SITING COUNCIL

Wednesday March 8th, 2023 | 4:00 - 5:00 PM | Virtual

Held by: Judy Lee Almeida, Robinson + Cole

**GETTING TO NET ZERO**  
 BALANCING ENVIRONMENTAL PRIORITIES FOR RENEWABLE ENERGY DEVELOPMENT

PANELISTS: Mihir, Daria Brown, Nikki Bruno, Sarah Haggerty, Rachel Pachter, Sue Koplan.

MODERATOR: Sue Koplan

**ASK ME ANYTHING! LGBTQ+ Equality in the Workplace**

TARA POLLARD, DIRECTOR OF DIVERSITY & INCLUSION, DAY PITNEY

BERNIE KNOBBE, HEAD OF GLOBAL BENEFITS & WELL-BEING, AECOM

Wednesday June 14th, 2023 | 4:00 - 5:00 PM | Virtual - Zoom

**Rising Professionals** Virtual Event

18 MAY Maximizing Your LinkedIn Presence | 12:00 PM EST - 1:00 PM EST

https://newiee.org/events/

Rising Professionals Sponsored By: BURNS & MCDONNELL

# OUR PROGRAMMING



## Community

- Annual Members Meeting / Fall Fête
- Programming Roundtable for Organizational Members
- Lindt & Sprüngli Chocolate Tour and Networking (NEWIEE New Hampshire Chapter)
- Narraganset Brewery Networking (NEWIEE Rhode Island Chapter)
- Barstow's Longview Farm Tour and Networking (NEWIEE Western New England Chapter)
- Chapter Night with the Consulate General of Canada (NEWIEE Boston Chapter)
- Wilder Hydro Station Field Trip & Networking (NEWIEE New Hampshire Chapter)
- Greenvale Vineyards Networking (NEWIEE Rhode Island Chapter)
- Eversource System Operations Center Tour and Networking (NEWIEE New Hampshire Chapter)
- Nod Hill Brewery Tour and Networking (NEWIEE Western New England Chapter)
- Upcoming November NEWIEE Maine Chapter Night



## Professional Development

- Up-and-Comer Resources including Career Conversations
- Rising Professionals Group and Programming
- Career Panels with Tufts University and Dearborn STEM Academy
- "Ask Me Anything!" Webinars:
  - **Melanie Bachman**, Executive Director, Connecticut Siting Council
  - **Nicole Robinson**, Associate Partner, McKinsey & Company and Monne Williams, Partner, McKinsey & Company
  - **Tara Pollard**, Director of Diversity & Inclusion, Day Pitney and **Bernie Knobbe**, Head of Global Benefits & Well-being, AECOM
  - **Carrie Cullen Hitt**, Senior Director of Grid and Transmission Policy, Vineyard Offshore
- Mentoring and Peer Circles Programs



## Leadership

- Women Shaping the Agenda - Getting To Net Zero: Balancing Environmental Priorities For Renewable Energy Development
  - Moderated by **Sue Kaplan**, Founder, Sustainable Futures Consulting Adjunct Faculty, University of New Hampshire
  - **María Belén Power**, Undersecretary of Environmental Justice & Equity, Massachusetts Executive Office of Energy and Environmental Affairs
  - **Doria Brown**, Energy Manager, City of Nashua – Sustainability
  - **Nikki Bruno**, Vice President, Clean Technologies, Eversource
  - **Sarah Haggerty**, Conservation Biologist and GIS Manager, Maine Audubon
  - **Rachel Pachter**, Chief Development Officer, Vineyard Wind & Vineyard Offshore
- The Role of Long-Duration Storage on the Road to Decarbonization (In partnership with Connecticut Power and Energy Society)
  - Keynote by **Weezie Nuara**, Assistant Secretary for Federal and Regional Energy Affairs, Massachusetts Executive Office of Energy and Environmental Affairs
  - Moderated by **Marissa Paslick Gillett**, Chairman, Connecticut Public Utilities Regulatory Authority
  - **Sarah Jackson**, Policy Manager for the Eastern Region, Form Energy
  - **Hossein Ghezal-Ayagh**, Vice President, Advanced Technology Programs, FuelCell Energy, Inc.
  - **Joanna Troy**, Director, Energy Policy and Planning, Massachusetts Department of Energy Resources



# 2023 IMPACT

NEWIEE strives to create greater diversity, equity and inclusion in the energy and environmental fields by fueling career exploration, entry and advancement, elevating the voices and celebrating the successes of those traditionally underrepresented in our fields.

## ENTRY, EXPLORATION & ADVANCEMENT

In order to diversify the energy and environmental sectors, we must continually bring new professionals into the field, help them grow, and challenge the industry to support these efforts. NEWIEE employs an intentional, strategic approach to achieve this goal through the following means:

- We encourage exploration of career opportunities among the next generation of leaders through **NEWIEE on Campus**, which conducts outreach to high school and college students. This year, we met with students at Tufts University and Dearborn STEM Academy to introduce new, diverse candidates to our fields.
- The **NEWIEE Jobs Board** provides curated employment opportunities from and for our members, across a wide variety of professional levels, and specialties across the region. In 2023, we set a record number of job postings, sharing more than 800 opportunities from regional leaders such as Unitil, Massachusetts Clean Energy Center, Eversource and ISO New England.
- NEWIEE offers compelling and impactful programming and content throughout the year, providing our community with opportunities to learn, grow, network and advance their careers. In 2023, we engaged **1400** individuals in programs featuring regional and national leaders from the public and private sectors, representing a diverse range of racial and gender identities.
- During 2023, **NEWIEE's Rising Professionals** Committee ramped up their activities to feature monthly meet ups and hosted a series of professional and networking events, including:
  - **Leading the Table Workshop**, a hybrid event where attendees were able to identify their leadership styles while getting to know other rising professionals
  - **Career Panel** with our sponsoring organization Burns & McDonnell
  - **Recruiter Panel Discussion** on how to stand out from other job applicants
  - **Maximizing your LinkedIn Presence Webinar**, offered in partnership with Breaking the Glass
  - **Networking events** with Environmental Business Council of New England (EBC) and other young professionals' groups
- **NEWIEE's Mentoring Program** continues to be one of our most sought-after initiatives. By pairing established professionals with Up and Comers, this initiative provides 1:1 coaching sessions through monthly meetings to help mentees advance their careers. In 2023, we set a new record, with 87 participants, including 35 mentees, 34 mentors, and, for the first time, 18 women who participated in peer-peer pairings. This year also saw the addition of a new benefit: Mentoring Dinners. We held our first dinner in July, hosted by long-time NEWIEE member and supporter Lisa Frantzis, Partner at Guidehouse. The dinner included an engaging discussion between Lisa and a group of 10 mentees.



# 2023 IMPACT

- As we close 2023, we are excited to launch **NEWIEE Peer Circles**. This program will match groups of individuals in the energy and environmental sectors, giving them the opportunity to learn from, connect with, and support each other through discussions and activities. The first round of Peer Circles will begin in December 2023 and end in May 2024. Peer Circles will create a dynamic and enriching environment that promotes professional growth, collaboration, and support among its members.
- **NEWIEE's Regional Chapters** continue to provide our members a localized resource to help build their knowledge base and networking connections. By the end of 2023, NEWIEE members will have met in all six New England states via our regional chapters. We visited new territory in northern New England by hosting our first event in Vermont, and traveled the furthest west to-date when the Western New England Chapter gathered in Ridgefield, CT.
- In 2023 NEWIEE was awarded an **Equity Workforce Capacity Grant** by the Massachusetts Clean Energy Center. The \$75,000 grant will help NEWIEE build the capacity to create a fellowship program that will seek to train women in climate-critical occupations, match selected individuals with companies/organizations operating in the clean energy industry, and establish partnerships with organizations who will assist in diversifying recruitment processes to engage more diverse women, including women of color and from the LGBTQ+ community.

## ELEVATING UNDERREPRESENTED VOICES & CELEBRATING SUCCESS

NEWIEE takes an intentional approach to developing content and programming that promotes DEI and environmental justice, ensuring a diverse representation in our speakers and contributors.

- The first annual **NEWIEE DEI Founders' Award** was presented at our 2023 Annual Members Meeting & Fall Fete, recognizing one organization and one individual who have gone above and beyond in terms of their commitment to diversity, equity, and inclusion in the energy and environmental fields. The DEI Founders' Award recognizes the spirit of the NEWIEE founders — uplifting underrepresented voices and creating a space for like-minded individuals to come together. NEWIEE will continue to challenge the industry to evolve, facilitate a richly diverse and representative workforce, and promote environmental and climate justice.
- In 2023, NEWIEE held two DEI focused **"Ask Me Anything!"** events: Women in the Workplace with McKinsey & Company in March, and a panel event featuring representatives from two organizations recognized on the Human Rights Campaign's list of Best Places to Work for LGBTQ+ Equality (AECOM and Day Pitney) in June. NEWIEE is committed to continuing the evolving conversation in terms of how to create a more just and inclusive workplace in the energy and environmental sectors.





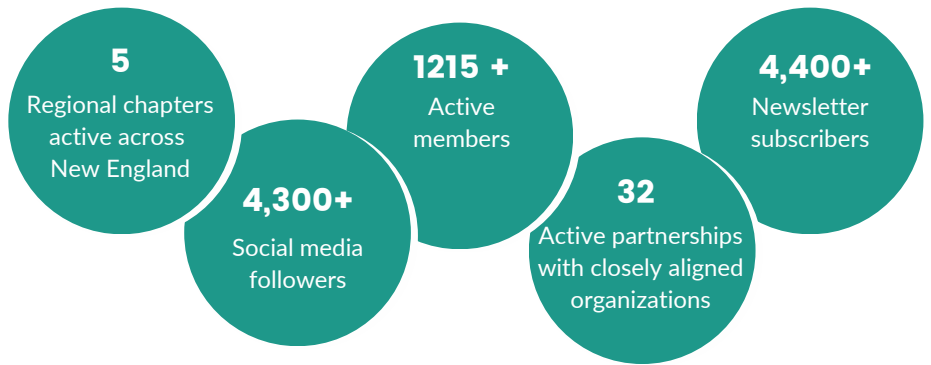
# 2023 NEWIEE BY THE NUMBERS

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.

Engaged 1,400 professionals in 18 events across New England.

Held our 1st Signature event, Women Shaping the Agenda, in New Hampshire.

Featured nearly 30 speakers- all female, non-binary or members of the LGBTQ+ community.

We increased our blog publications by 75% in 2023.



# 2023 NEWIEE BY THE NUMBERS



## Leadership

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

Presented the 1st NEWIEE Founders' Award to recognize individual (Donna Daniels, Ceres) and organization (All in Energy) who are advancing DEI in the energy & environmental sectors across the region.



Received \$75,000 grant to support a fellowship program to increase diversity in climate-critical and clean energy positions.

Offered 4 sessions addressing energy and environmental equity issues.



## Professional Development

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

- Launched **Peer Circles** and **Mentoring Dinners**
- Held 8 Monthly Meet ups and 5 live events with **Rising Professionals**
- Engaged 87 participants in our **Mentoring Program**
- Shared nearly 2500 employment opportunities via **NEWIEE's Jobs Board** since its launch in January of 2019—1/3 in 2023 alone!



# 2023 STRATEGIC PRIORITIES

During the last year, NEWIEE, has made significant strides toward achieving the goals set forth in its 2022-2024 Strategic Plan and advancing its mission to elevate the voices of the underrepresented and drive greater diversity, equity, and inclusion (DEI) in the energy and environmental sectors. As detailed throughout this report, NEWIEE undertook the following initiatives in support of its strategic goals:

## **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.**

- Held first **Women Shaping the Agenda (WSTA)** in New Hampshire
- Held first event in Vermont
- Instituted sponsorship opportunities for **Rising Professionals, NEWIEE On Campus, & Chapters**
- Increased solicitations for volunteers to assist with committees, chapters, and leadership
- Increased our blog publications by 75%
- Included substantive panel discussion in **Annual Organizational Member Roundtable**
- As of October 5, added 18 new organizational members and 49 new individual members

## **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.**

- Instituted monthly meet-ups for **Rising Professionals**
- Added dinner events to **Mentorship Program**
- Established **NEWIEE Peer Circles** program
- Added 4 members to the **NEWIEE Advisory Board**

## **Goal 3: Establish a NEWIEE initiative focused on promoting diversity in the fields of energy and environment and building a more equitable society**

- Received grant to establish and build capacity for **NEWIEE Fellowship Program**
- Established **NEWIEE DEI Founders Award**

### **NEWIEE Advisory Board:**

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

# 2023 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



**Joey Lee Miranda**  
President  
Partner  
Robinson + Cole LLP



**Catherine Finneran**  
Vice President  
VP, Transmission Project Development,  
Siting and Project Services  
Eversource Energy



**Sarah Adams**  
Clerk/Secretary  
State Policy Advisor  
ISO-NE



**Julie Lieberman**  
Treasurer  
Managing Consultant  
Atrium Economics



**Dr. Jacqueline Ashmore**  
EVP of Engineering  
New Leaf Energy



**Elizabeth Barton**  
Of Counsel  
Day Pitney LLP



**Shauna Beland**  
Administrator, Renewable  
Energy Programs  
RI Office of Energy Resources



**Judy Chang**  
Managing Principal  
Analysis Group



**Cindy Gage**  
VP of Client Strategy  
C+C



**Jen Gorke**  
Principal  
TSK Associates



**Tamika Jacques**  
Director of Workforce  
Development and Supply  
Chain  
Avangrid



**Kate Johnson**  
Director of Engagement  
Advanced Energy United



**Vivian Kimball**  
Director of Natural  
Sciences  
VHB



**Weezie Nuara**  
Assistant Secretary for  
Federal and Regional  
Energy Affairs  
Massachusetts EEA



**Deanna Sassorossi**  
Principal Sustainability  
Analyst  
EPRI



**Kelly Smith**  
Onshore Package  
Manager  
SouthCoast Wind



**Mary Usovicz**  
General Manager  
Merrimac Municipal  
Light Department



**Nicole Verdi,**  
Head of NE Government  
Affairs & Policy  
Orsted Americas



**Katy E. Ward**  
Founder  
Travel Honey



# COMMITTEES & LOCAL CHAPTERS

## **Diversity, Equity & Inclusion Committee:**

**Committee co-chairs: Deanna Sassorossi and Tamika Jacques**

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: Julie Lieberman**

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

## **Governance Committee:**

**Committee chair: Sarah Adams**

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 chair: Cindy Gage**

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: Catherine Finneran and Mary Usovicz**

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 Weezie Nuara**

The NEWIEE Mentorship Committee manages the NEWIEE Mentorship and Peer Circles Programs.

## **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 (WSTA), and Annual Members Meeting & Fall Fête (AMM/FF).

- Gala co-chairs: Vivian Kimball and Kate Johnson
- WSTA co-chairs: Cindy Gage and Kelly Smith
- AMM/FF co-chairs: Katy Ward and Sarah Adams

## **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: Kelly Smith and Christina Cho**

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

## **Chapters:**

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

- Boston Chapter, led by Jennifer Crawford and Weezie Nuara
- Maine Chapter, led by Carrie Gilbert and Celina Cunningham
- New Hampshire Chapter, led by Laurel Boivin and Margaux Levesque
- Rhode Island Chapter, led by Shauna Beland and Nicole Verdi
- Western N.E. Chapter, led by Sarah Adams

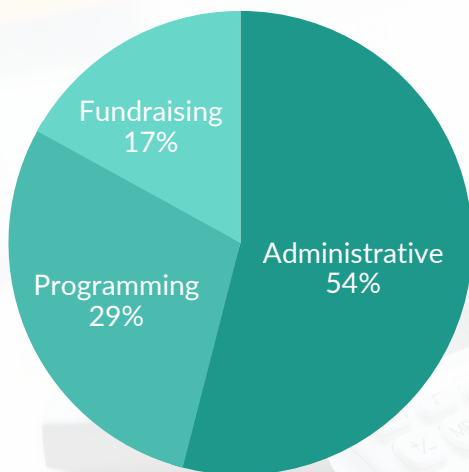


# NEWIEE FINANCIALS

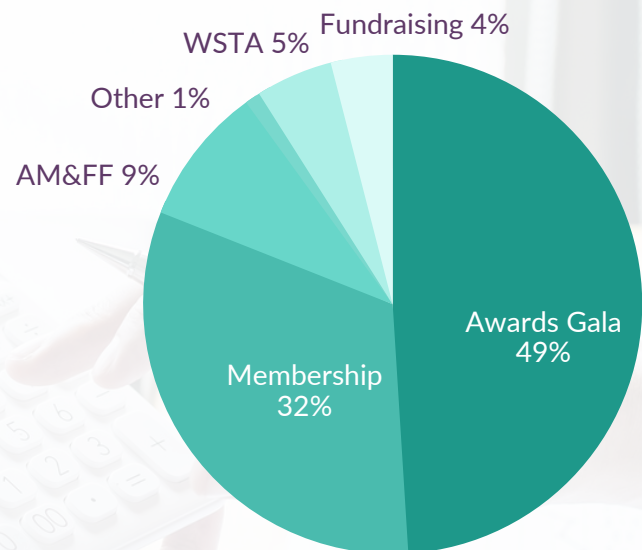
## STATEMENT OF ACTIVITIES FOR THE YEAR ENDING DECEMBER 31, 2022

|                 |                               |           |
|-----------------|-------------------------------|-----------|
| Net Revenue:    |                               | \$211     |
| Expenses:       | Administrative:               | \$99,328  |
|                 | Programming:                  | \$53,440  |
|                 | Fundraising:                  | \$31,454  |
| Total Expenses: |                               | \$184,222 |
| Assets:         | Net Assets Beginning of Year: | \$164,220 |
|                 | Net Assets End of Year:       | \$164,432 |
|                 | Change in Net Assets:         | \$211     |

### 2022 Expense Breakdown



### 2022 Net Operating Revenue Breakdown



#### Administrative Cost Breakdown

- 41% Marketing and Advertising
- 32% Executive Administration
- 10% Accounting Fees
- 5% Software and Website Costs
- 5% Bank Charges and Merchant Fees
- 3% Business Registration and Fees
- 2% Insurance
- 1% Postage, Supplies, Printing, Copying
- 1% Other

# NEWIEE 2008-2023



## 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

- 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



## 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



## 2020-2023 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
- 1,000th opportunity posted on NEWIEE Jobs Board
- First Women Shaping the Agenda events in Connecticut and New Hampshire



# 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:

## Ambassador Members

**Ameresco**  
**BlueWave Solar**  
**Connecticut Municipal Electric Energy Cooperative**  
**Eversource Energy**

**Form Energy**  
**Greentown Labs**  
**GZA GeoEnvironmental, Inc.**  
**ISO New England**  
**LineVision**

**Massachusetts Clean Energy Center**  
**National Grid**  
**Orsted**  
**Robinson + Cole**  
**RWE**

## Premier Members

**Avangrid**  
**Commonwealth Fusion Systems**  
**Day Pitney LLP**  
**Daymark Energy Advisors**  
**Energy New England**  
**Greenberg Traurig**  
**MA Dept of Energy Resources**

**New Leaf Energy**  
**Nexamp**  
**Northeastern University School of Public Policy & Urban Affairs**  
**Ocean Winds**  
**Office of Consumer Counsel**  
**Power Engineers**

**Rhode Island Energy**  
**Southcoast Wind**  
**Swift Current Energy**  
**Synapse Energy Economics**  
**VHB**  
**Vineyard Offshore**

## Classic Members

**Activate Global Inc.**  
**Abode Energy Management**  
**Advanced Energy United**  
**All in Energy**  
**Anbaric**  
**The Brattle Group**  
**Burns & McDonnell**  
**C+C**  
**Ceres**  
**CLEAResult**  
**Con Edison Transmission**  
**Connecticut Water Company**  
**Connecticut Green Bank**  
**Conservation Law Foundation**  
**DHInfrastructure**  
**E4TheFuture**  
**ECA SOLAR**  
**Enbridge**

**Energy and Environmental Economics, Inc.**  
**Environmental League of MA**  
**Epsilon Associates**  
**Equinor**  
**FirstLight Power**  
**Flatiron Energy**  
**Foley Hoag LLP**  
**Freedom Energy Logistics**  
**Great River Hydro, LLC**  
**Green Energy Consumers**  
**Greenvolt Power**  
**Heavy Weight Inc.**  
**Highland Electric Fleets**  
**Keegan Werlin LLP**  
**Liberty Utilities**  
**Lightstar Renewables**  
**MMWEC**  
**Merrimac Light Department**

**NECEC**  
**New Ecology, Inc.**  
**Perch Energy**  
**Petersen Engineering, Inc.**  
**Power Advisory, LLC**  
**PowerOptions**  
**ReVision Energy**  
**Sandborn, Head & Associates**  
**Seamans Holdings**  
**Sunwealth Power, Inc.**  
**Sustainable Energy Advantage, LLC**  
**SWCA Environmental Consultants**  
**Teylon**  
**Unitil**  
**Utilidata**  
**Vestas American Wind Technology**  
**WIN Waste Innovations**  
**Xodus Group**

## Individual Members

A. Lucey Strategies  
Accenture  
Actnano  
Advanced Energy Economy  
Aeroseal  
American Council On Renewable Energy (ACORE)  
Apex Clean Energy  
Banking on Green, LLC  
Bernstein Shur  
Boston University  
C Space  
Ceres  
Citizen Science Consulting  
City Of Hartford  
Cogentrix Energy Power Management, LLC  
Cold Regions Research and Engineering Laboratory (CRREL) U.S. Army Engineer R&D Center (ERDC)  
Compelling Communications  
Dandelion Energy  
Delphi Communications  
Development Resources Inc  
Duffy & Shanley  
EBI Consulting  
EC POWER Inc.  
Energize Framingham  
Energy Foundation  
Environmental Business Council Of New England  
Exponent Inc.  
FERC  
Flux+Flow Professional Coaching LLC  
Foss Offshore Wind  
Fraunhofer USA  
Gaughen Gaughen Lane & Hernando  
General Services Administration (GSA)  
Gradient

Green Development LLC  
Green Path Strategies  
Guidehouse  
HDR Inc.  
Hinkley Allen & Snyder, LLP  
HVC Engineering  
IBEW Local 103/NECA  
Inclusive Prosperity Capital  
International Code Council  
Jacobs  
KB Science, LLC  
Kleinschmidt Associates  
Levitan & Associates, Inc.  
Liberty Utilities  
Locke Lord LLP  
London Economics International LLC  
MA Attorney General's Office  
MA Department Of Public Utilities  
Mantis Innovation  
Massachusetts Executive Office of Energy and Environmental Affairs  
Massachusetts Institute Of Technology  
McMahon Communications  
Merchants Fleet  
Mintz, Levin, Cohn, Ferris, Glovsky and Popeo, P.C.  
MIT Energy Initiative  
Mott MacDonald  
National Wildlife Federation  
NH Brown Law  
NiSource  
Normandeau Associates, Inc.  
Northeast Energy Efficiency Partnerships  
NuSTREAM  
Pierce Atwood LLP  
Ramboll  
Rath, Young and Pignatelli PC  
Revantage

Rhode Island Department Of Environmental Management  
Rhode Island Office Of Energy Resources  
RI Infrastructure Bank  
RISE Engineering  
RMI  
Sage Energy Consulting, LLC  
Sagewell, Inc.  
Sanborn, Head & Associates  
Schneider Electric  
Sea-Dar Construction  
Sensible Sustainability  
Sprague  
Sprague Operating Resources  
State Of Maine - Governor's Energy Office  
Sunwatt Solar  
SVB  
Swift Current Energy  
Taylor Hopkinson  
The Nature Conservancy  
Tighe & Bond  
Town Of Ashland, Ma  
TRC  
TSK Associates  
Tufts University  
U.S. Department Of Energy  
UMass Lowell  
University of Connecticut  
University Of Massachusetts Dartmouth  
University of Vermont  
USPRO  
Verdantas LLC  
Ware River Power  
Willkie Farr & Gallagher LLP  
Wood Mackenzie