



Organization Overview

May 2022

BGS

Browning the Green Space

INFO@BROWNINGTHEGREENSPACE.ORG

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Our Story

Founder Kerry Bowie grew up in a fenceline community in Alabama and brings **25 years of experience** connecting communities, companies, and government.

Together, we are bridging the divide between **grassroots community groups** and **white-led organizations/corporations**.



Photo Source: NESEA 2022



The Challenge

The racial wealth gap and climate change present an urgent and systemic challenge that requires our concentrated attention and investment.

CAREERS



Over 84% of employers in the energy sector experienced difficulty hiring workers with technical training and certifications

COMPANIES



Representation of women, Black, and Latinx individuals are **below national workforce averages** in the energy sector

CAPITAL



Less than 3% of VC funding goes to Black and Latinx founders

CONTRACTS



Less than **5% of contract dollars** from Fortune 100 companies are awarded to businesses owned by people of color

COMMUNITIES



Black households spend **43% more of their income** on energy costs than White households

VISION

APPROACH



Our Vision

We seek to facilitate **a just energy transition** by putting Black and Brown communities first, and enabling systems change at the intersection of social, environmental, and economic justice.

Our Mission

We are powering a just energy transition in the Northeast by **creating jobs, building wealth, and reducing energy burden** in Black and Brown communities. By removing barriers and expanding access, we seek to close the racial wealth gap while combating climate change.

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Photo Source: Valley Home Insulation



Our Values

COMMUNITY FIRST

We aim to serve and center Black and Brown communities in all elements of our work. Black and Brown voices and needs come first as we consider program design, resource distribution, and the impact of our work.

CLIMATE JUSTICE

We believe strong and intentional partnerships support deeper diversity, equity, and inclusion and enable a just energy transition. While our programs focus on lifting up Black and Brown people, this is not at the exclusion of other underrepresented identities.

TRUST

We acknowledge the existing asymmetry in access to information for the Black and Brown communities we seek to support. We are committed to being a truth-sayer in service of our partners and members.

TRANSPARENCY

We strive to operate authentically and develop relationships founded in mutual respect. Building trust takes time and investment. We do this by listening first, then acting, and creating a feedback loop throughout our work.

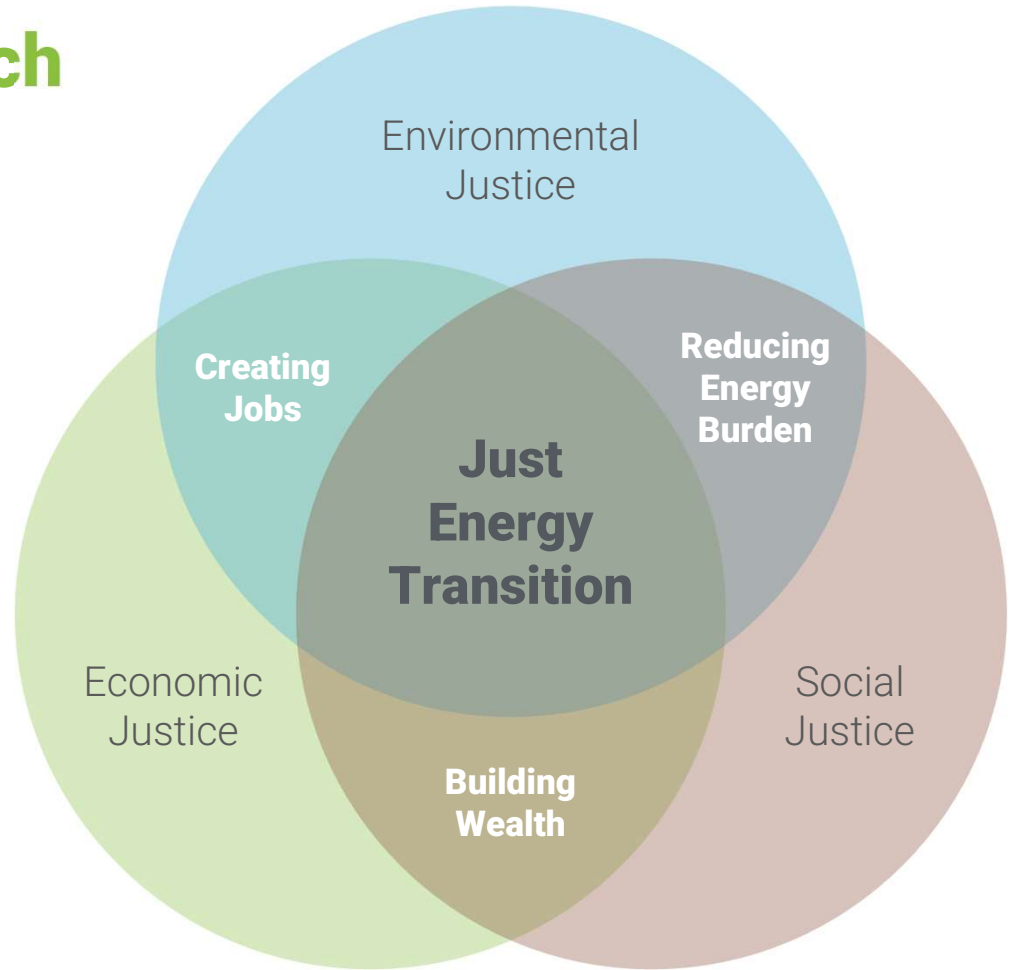
COLLABORATION

We believe in getting the work done together, not in competition with one another. We work to combat a resource scarcity mentality through systemic solutions and capacity building with our partners.



Our Systems Approach

We are taking an **integrated approach** to tackling the systemic challenge presented by the deep racial wealth gap in our communities and the existential threat of climate change.



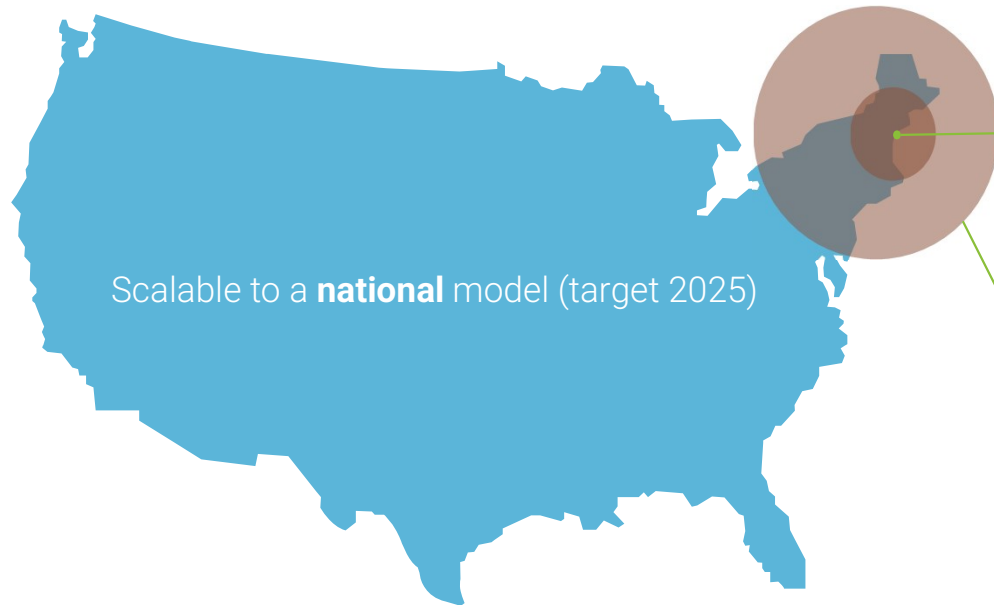
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Our Model

BGS is the only organization focused on a comprehensive approach to address DEI across key areas of clean energy and climate tech for our most vulnerable communities.



Scalable to a **national** model (target 2025)

Boston origins

An exceptional, **diverse team of 75+ leaders** from clean energy organizations, economic and workforce development initiatives, and policy-making groups

Growing **Northeastern** regional network

Expanding Boston proper and the **Massachusetts Gateway Cities** with a focus on NY



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APPROACH

NETWORK

What We Provide

BGS is a coalition of cross-sector leaders striving to advance diversity, equity, and inclusion in clean energy, climate tech, and beyond.

CONVENING



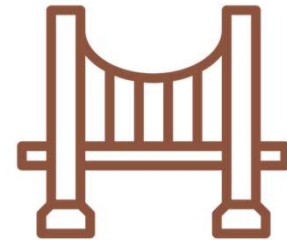
Our **general body meetings and events** provide opportunities to discuss progress, challenges, and spotlight leaders

FILLING GAPS



Our **comprehensive focus** allows us to identify challenges at the intersection of climate change and race including capacity building

BUILDING BRIDGES



Our diverse team allows us to advance **initiatives across sectors** and focus areas leveraging the group's expertise

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APPROACH

NETWORK



Our Initiatives

CAREERS



PROSPECTS: Equitable Futures in Offshore Wind

Clean Energy Career Pathways

Clean Energy DEI Intern Training Program

Job Board and Learning Community

Clean Energy Career Opportunity Fund

COMPANIES



Employer DEI Pledge Training Workshops

DEI Toolkit

CAPITAL



ACCEL Climatetech Entrepreneurial Accelerator

VC Onramp Programming

CONTRACTS



Contractor Vetting

ACCESS Clean Energy Contractor Boot Camp

Clean Energy Barrier Removal Fund

Community Pilots

COMMUNITIES



Planning and Advocacy

Equity Before Energy Participatory Action Research

R&D



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APPROACH

NETWORK

Our Members



Note: Participants in BGS represent these companies but these logos do not connote endorsement or financial support from these companies.



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Our Board of Directors



Kerry Bowie
BGS President
Managing Partner



Dan Goldman
BGS Vice President / Treasurer
Co-founder and Managing Director



Jacquie Ashmore
BGS Secretary / Clerk
VP Development Engineering



Amanda Downey
BGS Director
Vice President, Business Performance
and Planning, New England Jurisdiction



Nicole Obi
BGS Director
President and CEO



Abel Vargas
BGS Director
President



Eric Graber-Lopez
BGS Director
President



Dana Rebeiro
BGS Director
Massachusetts Liaison



Kristen Hurley
BGS Director
Chief Strategy Officer



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Creating Jobs

CAREERS

Create opportunities for underrepresented groups through enhancing clean energy networks and workforce development training.



Madeline Wang
Founder & CEO



Maggie Teliska
Innovation Analyst



Jeremy McDiarmid
Vice President, Policy and
Government Affairs



Shalaya Morissette
Lead Process Manager,
Gas Pipeline Safety Group



Building Wealth

CAPITAL

Increase financial opportunities for underrepresented groups with more funded companies and more contracts for clean energy services.



Bhargavi Chevva
Investor & Company
Builder



Spencer Irvine
Emerging Business Manager

CONTRACTS

Increase representation of underrepresented groups as contractors for energy efficiency and clean energy by facilitating access to capital, bonding, and insurance.



Daryl Wright
Chief Strategy Officer



JocCole "JC" Burton
CEO



Reducing Energy Burden

COMMUNITIES

Enable greater deployment of clean energy solutions in lower income areas with diverse customers.



Isaac Baker
Co-CEO, Founder



Mary Wambui-Ekop
Asset Manager



Organizational Development

MEMBERSHIP



BLUEWAVE

Shawn Jones

Managing Director, Storage
Development

FUNDRAISING



Prime

Sarah Kearney

Founder and Executive Director

MARKETING & COMMUNICATIONS



EVERSOURCE

Ruth Georges

Supervisor, Equity, Strategy Partnerships and
Workforce Development



Greentown Labs

Maya Nitzberg

Community Manager



necec
Your Partner in the Clean Energy Economy

Peter Rothstein

Board Member and Former
President



CLEAN ENERGY
VENTURES

Ted Dillon

Director of Marketing



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Our Team



Kerry Bowie
Executive Director



Esmé Park
Executive Assistant



Alisha Harrington
Deputy Director
Workforce Development



Hadas Webb
Deputy Director
Business Development



Megan Aki
Deputy Director
Community Development



Our 2021-2022 Goals



- 100,000** households reduce energy burden by 25%
- 10,000** homes receive deep energy retrofits
- 1,000** more clean energy jobs for entrants in Underrepresented Groups
- 100** more employers taking the BGS Pledge and trained on DEI and best practices in inclusive procurement
- 100** high school or community college students exposed to clean energy employers
- 10** more contracts of \$500K or more to minority and women-owned firms enabled
- 10** more businesses led by Underrepresented Groups join incubators or accelerators or get private funding
- 10** more people in Underrepresented Groups join clean energy angel groups or VC firms
- 1** clean energy internship program targeting 10 Underrepresented students
- 1** DEI Employer Toolkit created for companies to implement
- 1** clean energy matching and training program for contractors, startups, and entrants in Underrepresented Groups





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