



# BGS Partnership Deck

2024

# BGS

Browning the Green Space

[INFO@BROWNINGTHEGREENSPACE.ORG](mailto:INFO@BROWNINGTHEGREENSPACE.ORG)

Photo Credit: Wicked Local / David Sokol

**BGS**

**OUR STORY**

# TEMPERATURE WARNING

**1.5 degrees Celsius**

*“For the first time on record, global warming has exceeded temperatures of 1.5 degrees Celsius (2.7 degrees Fahrenheit) over a 12-month period, European climate monitors have said, in what scientists called a “warning to humanity”.*

*The European Union’s Copernicus Climate Change Service (C3S) reported the run of exceptional heat on Thursday, measuring temperatures between February 2023 to January 2024 to record the highest 12-month global temperature average on record.”*

**2.7 degrees Fahrenheit**

## IN BOSTON...

# \$247,500

Average net worth of a white household <sup>1</sup>

# \$8

Average net worth of a Black household <sup>2</sup>

Photo by [Osman Rana](#) on [Unsplash](#)

## IN MASSACHUSETTS...

# 38,000

Additional clean energy workers are needed to meet our decarbonization goals <sup>3</sup>

# 3 million

Housing units will need some level of heating system retrofit over the next 30 years <sup>4</sup>

Photo by [Ryan Mercier](#) on [Unsplash](#)

# OUR CURRENT SOLUTIONS ARE FALLING SHORT

The timetable for preventing catastrophic climate change is short. We must accelerate and scale solutions at the same time to multiply our impact. Black and Brown communities are disproportionately affected by the negative effects of climate change, but they are underrepresented in the clean energy sector.

**The only way to implement lasting solutions is to first address the environmental, economic, and social injustices facing Black and Brown communities.**

The logo for BGS (Black Green Solutions) is displayed in a bold, white, sans-serif font in the top right corner of the image. The background of the entire image is a photograph of an industrial facility with several tall smokestacks emitting thick plumes of smoke, overlaid with a semi-transparent green filter.

# AND RACIAL INJUSTICES ARE DEEPENING



Over **88% of employers** in the energy sector in MA experienced difficulty hiring workers with technical training and certifications <sup>5</sup>



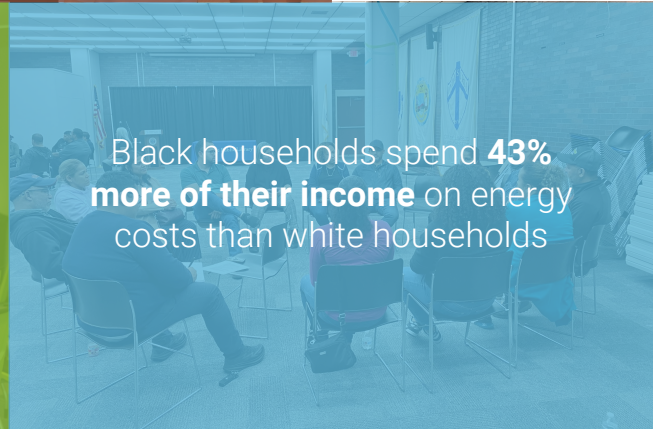
Representation of women, Black, and Latinx individuals are **below national workforce averages** in the energy sector <sup>6</sup>



Less than **3%** of VC funding goes to Black and Latinx founders <sup>7</sup>



Less than **5% of contract dollars** from Fortune 100 companies are awarded to businesses owned by people of color <sup>8</sup>



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

# HOW WE CAN TURN THE TABLES ON CLIMATE CHANGE

At BGS, we amplify the most affected, those who are disproportionately impacted by the climate crisis, by confronting the critical gaps holding the world back. We understand the crucial role of diversity, equity, and inclusion – recognizing that by providing everyone a seat at the table, we can turn the tables on climate change. That's why we courageously convene a diverse set of players to commit to direct efforts.

**When we engage Black and Brown perspectives, our solutions become more effective. And real progress becomes possible.**

**BGS**



# OUR ORIGIN 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**.

"We need to understand that while the climate crisis is the threat of our lifetime, it is also an incredible economic opportunity to address the systemic environmental, economic and social inequities that exist for Black and Brown communities"

- KERRY BOWIE  
*Executive Director & President*



**BGS**



Photo Credit: EmVision Productions



**BGS**

**OUR APPROACH**

# THERE'S NO LASTING SOLUTION TO CLIMATE CHANGE WITHOUT CLIMATE JUSTICE

Creating opportunities for everyone to build wealth and achieve financial freedom, eliminating practices and policies that keep many Black and Brown communities in cycles of debt and financial insecurity.



Working to end the climate crisis, hand in hand with those most impacted by it, so that no community or population bears a disproportionate share of negative environmental consequences.

Redistributing power for the equitable treatment of individuals and their ability to participate in social and political institutions, regardless of race, gender, sexuality, religion, or income.

# 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.

IMPACT

Photo Source: Valley Home Insulation

# WE ENGAGE WITH EACH PARTNER AND COMMUNITY WITH A CORE SET OF INTENTIONS

## 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.

# WE BELIEVE THOSE CLOSEST TO THE CHALLENGE CAN HELP US SEE THE BIGGER PICTURE

WE PUT PEOPLE AT  
THE HEART OF  
DECISION-MAKING  
AND ACTION

WE ADD  
COLLECTIVE  
STRENGTHS TO  
MULTIPLY IMPACT

WE CATALYZE  
ACTION TO CREATE  
OPPORTUNITY

WE CREATE  
SOLUTIONS THAT  
SOLVE COMPLEX  
CHALLENGES

“

*Because [BGS] was a different combination of people in the room, we had different – and deeper – discussions about how we frame [climate] challenges, understanding that the burdens fall more heavily on people who are in environmental justice communities.*

- BGS PARTNER

”



**BGS**

**OUR IMPACT**

# WE MULTIPLY THE IMPACT OF INVESTMENTS IN THE CLEAN ENERGY TRANSITION

BGS acts as your partner to drive positive change by multiplying your support to create a holistic and equitable clean energy transition.

Your investments help to fill critical gaps we've identified in the industry's ecosystem.

**We seek to align with funders around shared goals, missions, and values.**



**BGS**

# WE TAKE A COMPREHENSIVE APPROACH TO ADDRESSING SYSTEMIC CHALLENGES

## YES

### UNDERSTAND GAPS

Our cross-sector coalition identifies critical gaps at the intersection of climate change and racial equity.

### CONNECTOR

Linking individual players based on emerging opportunities.

### PEOPLE IMPACT

Prioritizing organizational time and investment in programs with people-centered outcomes.

## AND

### BUILD BRIDGES



We bring together diverse partners to design and implement effective solutions that fill gaps in the ecosystem.

### CONVENER



Leading by bringing multiple players together strategically to set goals, launch partnerships, and define roles.

### ECOSYSTEM IMPACT



Tracking our impact as an ecosystem convener and strategic multiplier for climate solutions.



# OUR FIVE COMPLEMENTARY AREAS OF FOCUS



## CAREERS

Paving pathways to employment through career exploration and awareness building and targeted support to Black and Brown job seekers.



## COMPANIES

Removing barriers to employment by helping clean energy employers embrace, incorporate, and achieve DEIJ goals in their recruitment, hiring, and retention activities.



## CAPITAL

Enabling entrepreneurs from underserved communities to gain access to resources through accelerators, incubators, and angel/VC investing.



## CONTRACTS

Enhancing opportunities for Black and Brown contractors through access to capital, technical training, certifications, bonding, and insurance.

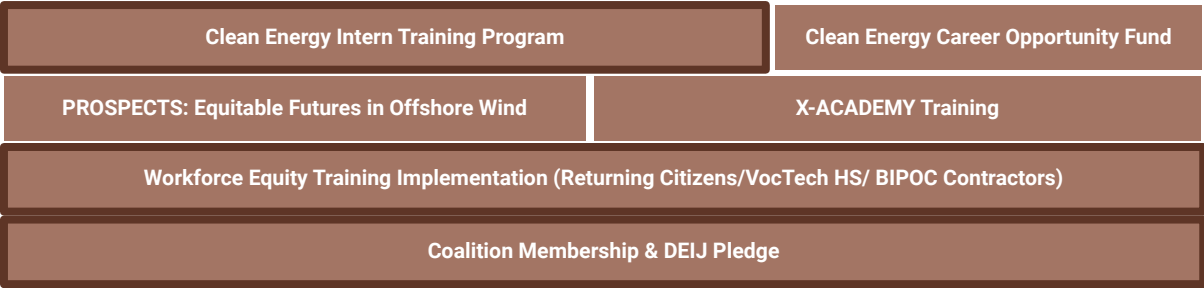


## COMMUNITIES

Bringing low-cost clean energy solutions to Environmental Justice communities and removing barriers to clean energy adoption.

# OUR PROGRAMMATIC APPROACH

## CAREERS



## COMPANIES

## CAPITAL



## CONTRACTS

## COMMUNITIES



# CASE STUDY

## INTERNSHIP PATHWAY DEVELOPMENT

BGS is the lead training provider for the MassCEC Student Internship Program Success (SIPS) Initiative. BGS recruits and places college students and clean energy certificate program students of color into clean energy internships while also providing educational and professional skill building workshops, community building, network connections and retention support and DEIJ training for supervisors at host clean energy companies.



## ACTIONS

- Recruited, screened, and matched over 90 students who identify as BIPOC, First Generation college student, Pell Grant recipient or resident of EJ neighborhoods with internship opportunities at clean energy companies.
- Facilitated program-wide employer/supervisor training on diversity, equity, and inclusion best practices for summer internships.
- Provided educational and career development workshops.
- Matched students with volunteer mentors for additional career development support.
- Coordinated student retention support through virtual meetups and office hours.

## OUTCOMES (4 YEARS)

- Placed over 90 students (98% BIPOC) in summer internships with clean energy companies
- Trained over 200 employers on DEIJ practices around building an inclusive internship experience.

# CASE STUDY

## GREEN CONSTRUCTION TRAINING FOR HIGH SCHOOL SENIORS

Achieve Green is a new training program that creates avenues for young people to gain the skills and perspective needed to pursue a career within various green construction fields. Achieve Green positions young people to succeed by opening doors to steady, well-paying work, and advances diversity, equity, inclusion, and justice in the green construction sector by offering real-life pathways to employment to students from underrepresented communities.



### ACTIONS

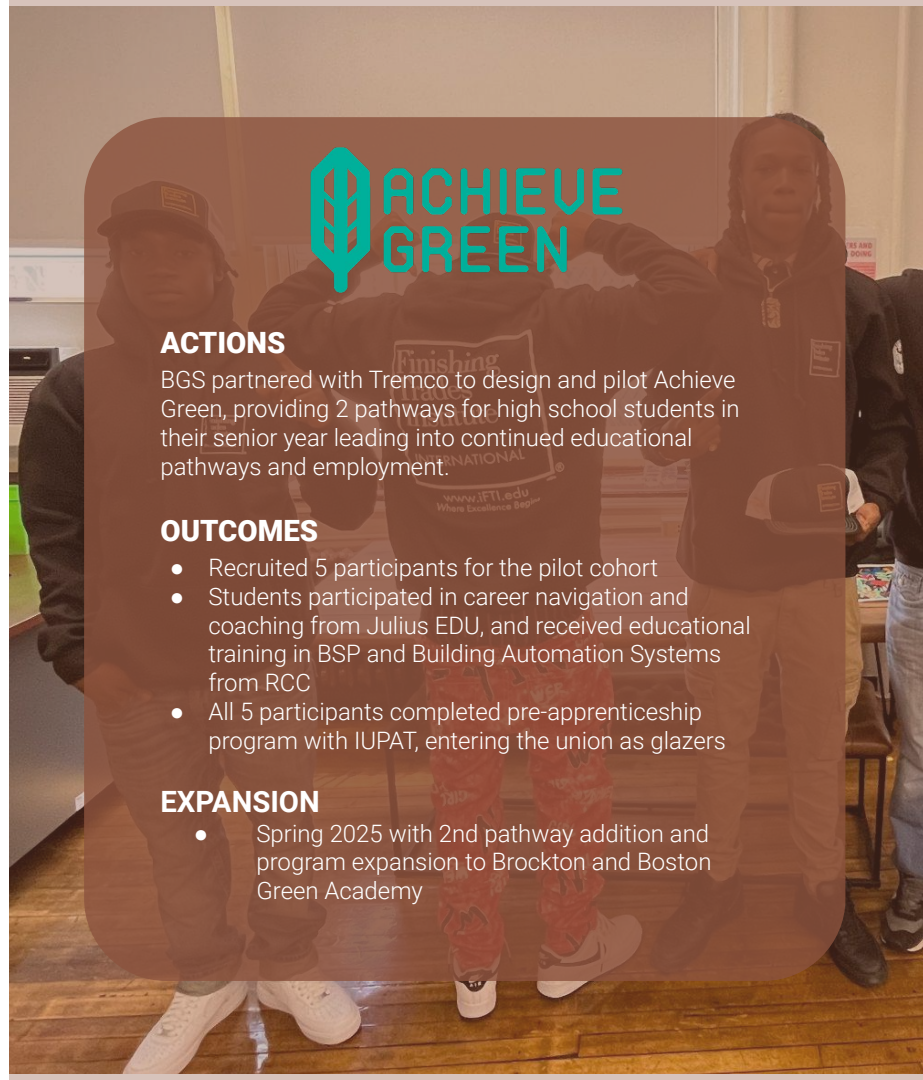
BGS partnered with Tremco to design and pilot Achieve Green, providing 2 pathways for high school students in their senior year leading into continued educational pathways and employment.

### OUTCOMES

- Recruited 5 participants for the pilot cohort
- Students participated in career navigation and coaching from Julius EDU, and received educational training in BSP and Building Automation Systems from RCC
- All 5 participants completed pre-apprenticeship program with IUPAT, entering the union as glazers

### EXPANSION

- Spring 2025 with 2nd pathway addition and program expansion to Brockton and Boston Green Academy



# CASE STUDY

**PROSPECTS** is an offshore wind workforce development program, in partnership with Xodus Group, to identify pathways, reduce barriers, and expand access to career opportunities in offshore wind.



**PROSPECTS**  
EQUITABLE FUTURES  
IN OFFSHORE WIND  
POWERED BY XODUS + BGS

## Offshore Wind Career Exploration

### PHASE ONE IMPACT:

- **Designed** an OSW educational presentation to bring to schools to teach about the industry and career opportunities
- **Reached** over 400 students from 25 educational institutions including high schools and 2 and 4 year degree programs to educate about the OSW industry and share career opportunities
- **Created** an in class floating OSW challenge for hands on learning
- **Curated** a list of professionals in the industry interested in filming a "Day in the Life" video or speaking with students
- **Engaged** in research and partnership exploration with OSW developers, CBOs, WFD entities and educational institutions to help inform details of phase two of program

### PHASE TWO APPROACH:

- Cohort model internship program
- Development of internship pathways with OSW developers, Tier 1s and other OSW companies
- A broad introduction to the specialized nature of the OSW industry and its development
- Intentional partnership with other MassCEC funded groups and 2 and 4 year degree programs

# PILOT INITIATIVE

The **US OSW Career Development Program** will be based on the successful UK X-Academy program and will center DEIJ as a core element of its design and implementation. Launched in partnership with Xodus, this two-year development program will provide underrepresented groups from EJ communities with the **training, skills and experience required to thrive in a career in the offshore wind sector.**



## Offshore Wind Career Development



### PROGRAM MODEL

- 2 year professional program for graduates of 2 and 4 year degree programs
- Engaging in real world energy projects with developers

### PARTICIPANT BENEFITS

- Full time positions with benefits
- Increased access to offshore wind job opportunities
- On-the-job technical and behavioral training including offshore wind experience and enabling tech experience
- Mentorship, coaching and early career networking

### EMPLOYER BENEFITS

- Strategic workforce planning and added capacity for training
- Developing pipeline of diverse talent

### INDUSTRY BENEFITS

- Development of an OSW DEI Working Group to support companies and participants

# CASE STUDY

## EMPLOYER DEI TRAINING: COALITION MEMBERSHIP

We connect, support, and educate organization leaders in their work to advance Diversity, Equity, Inclusion and Justice (DEIJ) principles within their own organizations and collectively throughout the clean energy and climatetech sectors.

“

*Being a member of the BGS Coalition has provided us with a collaborative space for learning and allowed for better understanding not only of our own company's DEIJ journey but that of the wider clean energy industry. BGS facilitates crucial conversations and encourages genuine relationship building that drives us all towards a more equitable and sustainable clean energy industry.*

- HANNAH WEBB,  
XODUS GROUP

”

### ACTIONS

- Built an online community and resource board to facilitate partnerships and peer learning
- Provided self-assessment support and accountability check-ins on DEIJ commitments to each member organization
- Organized DEI expert led workshops, peer-to-peer learning sessions, sector-specific DEI working groups, and networking events

### OUTCOMES & GOALS

- 60 organizations and companies signed our pledge committing to take action around DEIJ
- Connected our coalition member companies to our internship program with 14 hires over Summer 2024.
- Goal of deeper collaboration with other workforce development programs along with our business and community development initiatives..

# OUR COALITION MEMBERS





# CASE STUDY

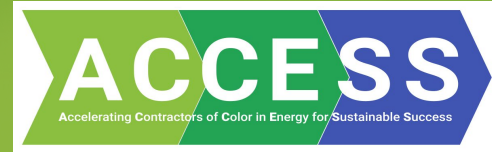


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*The ACCESS program has been an invaluable resource on my entrepreneurial journey, providing the structure and guidance I've been seeking. It has challenged me to thoroughly examine the problem I am to solve and to consider how I can build a sustainable business around it.*

- SHII-ANNA MUDIE,  
ACCESS '23 GRADUATE

”



## THE OPPORTUNITY

The clean energy transition requires more new clean energy businesses to provide these services. This is a vital opportunity for wealth creation for Black and Brown communities to participate in our clean energy economy.

## OUR ACTION

Our 10-week paid contractor boot camp for new and aspiring clean energy business owners provides entrepreneurs of color with curated consulting, coaching, access to capital, and connections to customers, clients, and potential partners. The program includes follow up workshops and resources for graduates as they continue to build their businesses.

## OUR IMPACT

We have had 27 graduates to date and distributed \$250,000 in microgrants. Program graduates have had a combined increase in their small business revenue of over \$500k (as of fall 2023), been awarded 13 new contracts, and created 5 new jobs in clean energy construction. Our 3rd cohort launched fall 2024 with 24 aspiring entrepreneurs.

# CASE STUDY

## EQUITY IN ENERGY SUMMIT

National Grid engaged BGS as an event advisor to design an effective agenda, recruit engaged community stakeholders, and facilitate active discussion at a half-day summit in March 2023.



### THE OPPORTUNITY

National Grid sought to replicate and improve upon its approach to engaging community stakeholders and leaders in a two-way dialogue with their corporate leadership and strategy teams.

### OUR ACTION

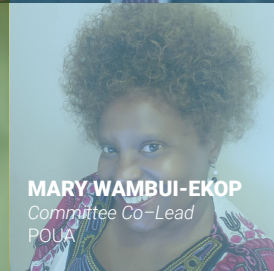
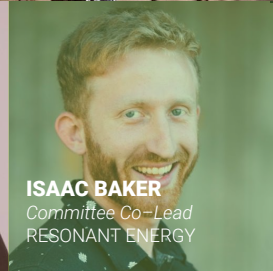
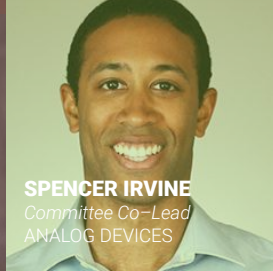
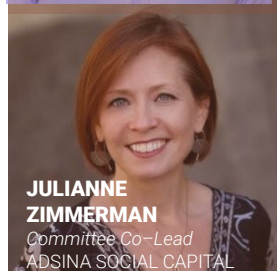
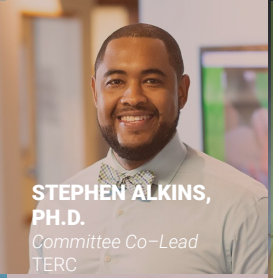
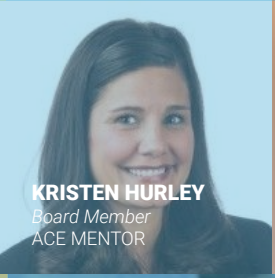
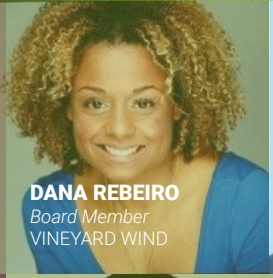
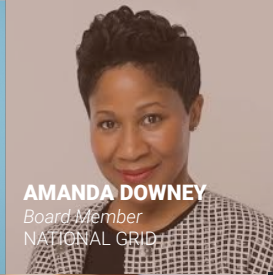
BGS served as advisor to the development of a half-day convening with remarks from local community leaders and action-oriented discussion across workforce development, business development, and community development.

### OUR IMPACT

50+ stakeholders attended representing community-based organizations, investor-owned utilities, clean energy businesses, post-secondary education, labor, and government.



# OUR DIVERSE AND CROSS-SECTOR LEADERSHIP TEAM



# OUR STAFF

Our diverse leadership team and broad network allow us to build bridges and advance initiatives across our focus areas leveraging each person's expertise and experience.



**KERRY BOWIE**

*Executive Director & President*



**ALISHA HARRINGTON**

*Interim Managing Director*



**KEITH KINCH**

*Interim Director of Operations*



**ALEXIAS EHIEMUA**

*Executive Assistant*

# OUR SUPPORTERS



\$200,000 AND ABOVE



\$50,000 - \$200,000



\$1,000 - \$50,000

# WHERE WE'VE BEEN, WHERE WE'RE HEADED



## NORTHEAST REGIONAL NETWORK

Expanding from Boston to **Massachusetts Gateway Cities** and additional states in the Northeast

2020

2021

2022

501(c)(3) non-profit designation received

2023

2024

## COALITION GROWTH

Coalition membership grew to **62 members**, committed organizations and companies across the Northeast

2025



## BOSTON ORIGIN

A **diverse coalition of 75+ volunteer leaders** from clean energy organizations, economic and workforce development initiatives, and policy-making groups

## STAFF HIRED

**3 full-time deputy directors** brought on board to launch the organization from vision to action



## COALITION LAUNCHED

**35 founding members** formally join Coalition Membership and sign our DEIJ pledge



## FUTURE FUNDRAISING GOALS

Our fundraising strategy is targeting \$650,000 secured in 2024 and \$1.5 million in 2025

# OUR PRIORITY AREAS FOR SUPPORT

## CATALYTIC CAPITAL

to support our organizational growth and critical role as a convener and connector across the strong network of partners we have established. We are targeting multi-year unrestricted grants of \$100,000 - 500,000.

## PASS THROUGH FUNDING

to provide direct funding to the entrepreneurs, students, and community members participating in our programming.

## IN-KIND SUPPORT

to build capacity in areas such as strategic planning, human resources, software and IT management, legal services and accounting, and event hosting.



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