



# Clean Tech Equity & Opportunity Series

*Virginia Forum  
Wednesday,  
November 3, 2021*





Report from the

**Clean Tech Equity and Opportunity Series:  
Virginia Forum**

Wednesday, November 3, 2021 | 9AM-1PM

Hosted by:  
CHESSA

Sponsored by:  
Dominion Energy

Recording available on:  
<https://www.youtube.com/watch?v=qghoT25x9os>

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## Executive Summary and Key Takeaways

On Wednesday, November 3, 2021, from 9AM to 1PM, a dedicated group of energy professionals organized an inaugural forum to promote economic equity and opportunity in the field of clean energy technology. The event was created and produced by Eco Capitol LLC, a Virginia-based clean energy firm. Eco Capitol is a member of the Chesapeake Solar and Storage Association (CHESSA), a renewable energy trade association and a multi-state, mid-Atlantic affiliate of the Solar Energy Industries Association (SEIA). CHESSA, a host of the event, represents the collective state legislative and regulatory interests of multiple solar and storage energy storage companies throughout Maryland, Washington, DC, and Virginia. The Forum was generously sponsored and supported by Dominion Energy Virginia and featured several executives, employees, and student interns from the company.

The stated objective of the Forum was, ***"to educate and expose underserved students and key stakeholders to economic opportunities in the clean technology field, with a focus on solar energy. This effort seeks to leverage the influence of HBCUs [Historically Black Colleges and Universities] to ensure equity in this growing sector of our economy."***

The purpose of the Forum is to ensure that everyone, particularly underrepresented people of color, have an equitable opportunity to share in the economic investment in the future of the clean energy economy. In particular, the organizers wanted HBCU students and BIPOC (Black, Indigenous and People of Color) communities to understand that they have a stake in the clean energy economy, and to encourage them to claim their stake by participating in the tremendous opportunities that are available. Participants in the Forum included corporate leaders, scholars, entrepreneurs, public servants, and students who shared their stories and experiences, to both inspire the next generation and to help them chart a path forward.

The key takeaways from the Forum are captured as follows:

### ***Session 1: HBCU Presidents (Equity)***

- The key takeaway from the HBCU presidents panel is that the investment has to happen now for the clean technology revolution to be in place for the future, and HBCUs and the BIPOC community are in a perfect position to take advantage of these opportunities.

### ***Session 2: Entrepreneurs (Opportunity)***

- Take a chance, earn what you can from the best in show corporate giants, then test your limits and get out there into the marketplace.
- Value your intellectual property: don't work for free. Enforce boundaries and don't let things drag on when you are doing business with friends or acquaintances.

- Understand the value of a mentor; seek them out and embrace them.
- Develop close bonds with faculty and help increase your experiential learning.

### ***Session 3: Students + Industry (Path Forward)***

- Students want to hear more from our leaders, about how they did it. Recommends podcasts and other means and platforms for communicating with students and sharing their stories.
- In clean tech, there are opportunities, not just in STEM but also in STEAM; there is a role for artists, and arborists; scientists and social media experts. All disciplines are needed and have a place.
- More education is needed to inform students of the shifts in the energy sector; we must help students to understand how big corporate giants like Dominion Energy are reaching out; embracing our students; and embracing the community to get help on environmental justice and other opportunities in clean tech.
- Dominion Energy is committed to nurturing future leaders, as demonstrated by their investments in HBCU's and underrepresented communities, and their sponsorship of this Forum.

View the full video recording of the Forum: <https://www.youtube.com/watch?v=qghoT25x9os>







## INTRODUCTION

The Welcome and Keynote speakers set the stage for a successful Forum. In this section, we capture the essence of their opening remarks to the audience.

### **The Welcome (Walter McLeod - Founder, Eco Capitol)**

Walter McLeod, founder of the clean technology firm Eco Capitol, and creator of the Clean Tech Equity and Opportunity Series (Virginia Forum) laid out the occasion and purpose of the Forum. The Forum was made open to everyone who embraces the concept of equity and opportunity in clean technology. The specific goal of the Forum is to help HBCU students and BIPOC (Black, Indigenous and People of Color) communities understand that they have a stake in the clean energy economy, and to encourage them to claim their stake by participating in the tremendous opportunities that are available.

In essence, the organizers of this event want to ensure that everyone, particularly underrepresented people of color, have an equitable opportunity to share in that economic investment.

The need to create a pipeline for more representation is clear from the data. According to the 2021 U.S. Energy & Employment Report from the U. S. Department of Energy, Black workers are underrepresented by nearly 40% in the clean energy workforce; they represent 13% of the nation's total workforce but comprise only 8% of clean energy workers.

The clean energy transformation represents perhaps the largest infrastructure investment in the history of mankind. Clean technologies like solar, wind, electric vehicles, batteries, smart thermostats and microgrids are changing the way we power our lives and will create trillions of dollars in new wealth, careers, and business opportunities. But clean tech equity requires ACCESS: access to the decision making and institutional structures that shape our lives, and access to the economic benefits, resources, and opportunities that result from those structures.

Those who want to participate must act now if we don't want to be left out, because the clean energy future is already well underway. For example, while the Forum was taking place, world leaders gathered in Glasgow at the United Nations Climate Summit, and the U.S. Congress was in the process of negotiating a \$555 billion climate framework.

Marginalized students and communities must take action to claim their stake in the clean energy economy. The Forum showcases corporate leaders, scholars, entrepreneurs, public servants, and students sharing their stories and experiences, to both inspire participants and help participants chart a path to the clean tech future.

### **The Keynote (Ed Bain – President, Dominion Energy Virginia)**

Ed Bain expressed excitement to be present to talk about the clean energy transition, grid modernization efforts taking place in the energy industry, and all the opportunities that are being created as a result.

Mr. Bain noted the enormous change that has taken place in the energy industry since he interned with Dominion Energy – or Virginia Power as it was known then – while completing his electrical engineering degree at Virginia Tech. After graduation, he remained in the energy industry because he was drawn to the purpose of the energy business, the impact on our communities, and the endless opportunities available in this industry. He and his sister were the first people in his family to go to college; so he is personally aware of what a difference a college education can make, not just for the individual but for the family and our broader community. But many families still face obstacles, and that is particularly true for minority students who attend college at lower rates than white students. These obstacles perpetuate inequalities or inequities in so many other areas.

This past year, Dominion Energy decided to help tackle the problem. Dominion launched a six-year, \$25 million dollar program called the “HBCU Promise,” to support historically Black colleges and universities. They also launched a six-year \$10 million-dollar educational equity scholarship program to help students from African American, Hispanic, and other underrepresented communities to meet the cost of college. These initiatives were in addition to Dominion's previous commitments over the years to support HBCUs and their diversity scholarship program.

Dominion cannot of course fix the problem all alone, and money is just part of the concern. But as a public service company that is part of the broader social fabric, Dominion feels a strong sense of duty and community responsibility. Dominion's goal is to become the most sustainable energy company in America, so it is embracing new technologies and investments at a significant pace, which creates some tremendous opportunities. For example, according to the Bureau of Labor Statistics, the second fastest growing career opportunity in America of the next decade will be Wind Turbine Service Technicians.

Dominion's focus on reliability and resiliency will help to create demand for engineers, technicians, line workers, and so on; and they are not waiting for someone else to build the workforce

pipeline. Internally, they have assembled organizational teams to develop a comprehensive workforce strategy that focuses not only on re-skilling their existing workforce, but also on creating jobs for people in the communities they serve. Careers will be available in energy, storage offshore, wind grid transformation, rural broadband, electrification, demand side management, etc. Dominion's core transmission and distribution functions and many more of these exciting opportunities will be located in Virginia and North Carolina, and students in these locations should be prepared to take advantage of them.

In addition to Dominion's work with HBCUs, they also work with the Virginia Community College System, the Solar Hands-On Instructional Network of Excellence or "SHINE," the Center for Energy Workforce Development (CEWD), Virginia technical colleges, local public schools, and other community partners to identify the skills and training needed for these clean jobs of the future. Dominion also has great partners in the Mid-Atlantic Wind Training Alliance and is in the process of developing programs that will serve as pathways to these jobs and help build the energy workforce pipeline.

Dominion Energy does not plan to develop these programs alone; it is engaged in partnerships and is recruiting interns from specific localities and fields of studies who could be transitioned to full-time employees. Mr. Bain encouraged students to apply for Dominion's annual "Careers in Energy Diversity Student Conference." Dominion is the first and only company in the industry to host a conference for diverse students of this scale. They have hosted 125 students representing 24 states, 64 schools, and 56 majors. Each participant is invited to interview for a full-time summer internship, which ultimately has a high probability of turning into a full-time job offer upon the student's graduation. They invited students to apply for their 2022 internships. For more information go to [careers.dominionenergy.com](https://careers.dominionenergy.com) and click on "Student Employment at Dominion Energy."

Dominion's goal is to align its workforce needs with the Virginia Clean Economy Act's (VCEA) focus on hiring veterans, local residents, and people from underrepresented groups. They believe their workforce should reflect the communities they serve. They believe a diverse workforce makes them stronger as a company, and gives them a competitive advantage, because diverse teams are more creative, thoughtful, and resilient. They also create better business outcomes. That's why, beginning in 2020, Dominion committed to increasing its diverse workforce representation by one percentage point each year with a goal of reaching at least 40 percent by the year in 2026. And since 2016, Dominion has increased diverse external hiring by over 13 percentage points, to nearly 50 percent, in the aggregate, and for almost every demographic group. And students should be aware that the clean jobs of the future will provide career opportunities, give customers access to more renewable energy, and help drive Virginia's economy.

Mr. Bain's parting advice was: "Don't be afraid to chase your dreams and to follow your passion. No matter where you come from, or your social economic or family situation, you can compete and accomplish anything you want as long as you're willing to put in the work."





## SESSION SUMMARIES

The Forum was organized into three sessions which were facilitated by Kevin Bryan, Founder of Equival Partners.

Session 1 focused on **EQUITY** by identifying and overcoming barriers to equity in higher education, professional networks, and underserved communities. Session 2 dove into **OPPORTUNITY**, which explored economic challenges and opportunities in clean tech facing entrepreneurs. Finally, Session 3 explored the **PATH FORWARD** to a sustainable future, by examining the needs of students and energy companies.

The Forum also presented a special panel of resource organizations that have a mandate to support HBCU, BIPOC, and underserved students, and foster a commitment for opportunity in the clean tech economy.

### SESSION 1: EQUITY

**Session 1: Defining Equity in the Clean Energy Economy**, featured the presidents of two HBCUs: Dr. Javaune Adams-Gaston, President of Norfolk State University, and Dr. Makola M. Abdullah, President of Virginia State University. The key takeaways from the session with HBCU presidents were:

- 1. Financial Aid--The #1 Equity issue for HBCU students:** 70-80% of HBCU students come from low- and middle- income families, making financial aid the top equity issue impacting their ability to take advantage of opportunities. Dr. Adams-Gaston noted that HBCU students are brilliant and capable, but they need resources and economic support to succeed. Some are working 2-3 jobs to make it through school. Internship opportunities must be paid if HBCU students are to be able to take advantage of their opportunities.
- 2. Climate Change is Real and Impacts All Communities:** Climate change is real, and

EVERYONE has a responsibility to make sure students know that it affects all of us. To do this we must start with the K-12 system so that students can see themselves as clean tech leaders and can connect technology with their communities.

**3. HBCU's Must be Recognized as Leaders in the Struggle to Achieve Equity:** For 140 years, HBCUs have been leaders in the fight for equity for EVERYONE, often without attribution or remuneration; this must change, and HBCUs must be properly acknowledged and remunerated for their leadership role.

**4. Partnerships Between Community and Industry Are Essential to the Success of Clean Energy:** We must find ways for industry to partner with our communities to ensure access to clean tech career paths.

a. Industry partnerships must create excitement and be accessible (within reach) to the communities we are trying to reach.

b. Industry partnerships must be deep, not just broad, to give the best return on investment.

**5. Invest in Clean Tech Education Today to Attract the Skilled Talent of Tomorrow:** To be where we want to be in 10-20 years, government and industry must invest TODAY. Previously, the U.S. government invested in the agricultural and mechanical STEM movement through land grant college systems, the GI Bill, and NASA, all of which fueled the Industrial Revolution. We must be responsible for making sure that everyone has a place in the clean tech economy; we must do away with the notion that it is okay to leave some people behind. We must invest in our students today so that they can become the employees, innovators, and entrepreneurs of tomorrow.

## SESSION 2: OPPORTUNITY

**Session 2: Identifying Opportunities in the Clean Energy Economy,** featured three entrepreneurs: Ms. Delicia Gunn, Founder, Hemsulation; Mr. Devon Henry, Founder, Team Henry Enterprises; Mr. Robert Kabera, Founder, Sync Energy. They detailed their careers in industry and government prior to deciding to pursue their own business enterprises. They provided a wealth of advice for students who are considering the entrepreneurial path. Key takeaways:

**1. Start Your Career at a Company or Government Agency Where You Can Learn Before Venturing Out on Your Own:** Start your career in a corporation or government where you can learn while you earn and develop relationships, establish credentials, make a reputation for yourself, and make mistakes at an organization that is equipped to absorb your mistakes.

**2. Get a Mentor:** Having a mentor can guide you through unforeseen waters. Consult with your mentor network regularly so you can avoid mistakes they made and take advantage of opportunities they wish they had known about.

**3. Discover Your Unique Gifts:** Everyone has a gift; figure out what your unique gift is because it will give you meaning and purpose for your life. Then live your life in alignment with your gifts, and you will often excel beyond your wildest dreams.

**4. Do Your Part to Resolve Inequities in Your Communities:** Both energy and climate risk affect people of color disproportionately, resulting in stark inequities. But if young people of

color take ownership of these problems, they can find solutions for the inequities in their own communities.

**5. Don't Give Your Product Away for Free:** When developing novel software, don't give your product away for free in hopes of getting paid later: ask for at least some nominal payment. This is especially relevant for young people providing digital solutions.

**6. Stick to Business When Dealing with Friends:** When doing business with friends or acquaintances, get down to business so they don't waste your valuable time.

**7. Artificial Intelligence (AI) and Climate Opportunities are Plentiful:** While people of color are often at a disadvantage in AI and machine learning, in the climate industry, everyone is on equal footing because no one can really predict climate, so people of color are equally as capable. Therefore, opportunities in AI and climate are plentiful, and there are opportunities around AI and climate careers in the arts, engineering, politics, and equity and social justice.

**8. The Entrepreneurship Path Requires Great Perseverance:** To be a successful entrepreneur, #1: you must master your craft, which generally will require working for someone else first. Entrepreneurship is not for everyone; it is generally much harder than working for someone else, and you may not make Steve Jobs or Elon Musk kind of wealth. But if you have a burning desire, a drive to persevere, a passion for what you are doing, a strong sense of purpose, and patience, it can be more fulfilling than working for someone else. Along the way to becoming an entrepreneur, you must read, read, read, do your research, sit down with your mentors, and find your unique space in the marketplace.

**9. Access to Capital:** Understand what it takes, from a funding standpoint, to become an entrepreneur; look at Small Business Administration (SBA) and non-traditional funding sources as well as traditional banking institutions.

**10. Alumni Networks Matter:** Take advantage of your alumni networks; alumni often are predisposed to helping the people who come behind them, at no cost.

**11. Take Advantage of Internships.** To get the right internship, do the research so you can understand what industry you want to be in. Talk to career services advisors. Be intentional.

## SESSION 3: PATH FORWARD

**Session 3: The Path Forward to the Clean Energy Future,** featured a panel of two HBCU students, a former intern, and a utility industry talent recruiter to discuss career opportunities for marginalized HBCU and BIPOC students in the clean tech sector. Key takeaways included:

**1. Partnerships--Public, Private, Academic, and Community Partnerships:** What needs to happen to ensure equity in the clean energy revolution is that everyone must lean in together to help show current and future students what is possible for them in the clean energy tech sector.

— Industry must lean in and be more present in K-12 classrooms, in colleges, and in the community.

— Collaborations and Partnerships are Essential: Avoid "them" vs "us" thinking; instead, think: how can I make my company as sustainable as it can be, and how can we make the WORLD embrace a clean energy future for EVERYONE, not just for a particular company or for you individually.



i. An example is a partnership between Dominion Energy and Virginia State University, an HBCU, piloting an energy concentration course to train students on what they need to know to be successful; then graduating students come back to their schools to talk about their experiences and engage in mentoring.

— Partnerships/collaborations with business accelerators and startup incubators on pilot projects will help to support long term innovation.

**2. Creating a More Equitable and Inclusive Economy in Clean Energy Can Uplift Communities:** A clean energy and clean tech economy is an opportunity for creating a more equitable economy and economic uplift in a community, and there is a role for everyone.

— There is a Role for Everyone in the Clean Energy Space: Students must be made aware that they do not have to be an engineer to be successful in the clean energy tech space. There is a role for artists, businesspeople, history majors, criminal justice majors, minorities and underrepresented people; everyone has a role in resolving/reforming these societal issues, if we all work together.

— Make it Accessible: Everyone can't buy a Tesla, but there are other ways to contribute to making the world cleaner and to make clean energy accessible and available to everyone.

**3. Mentorship is Essential:** To encourage students to see themselves entering the clean energy tech space and possibly being in a major position of leadership, students need mentors. Mentors help to show people what there is to look forward to in a clean energy career path. Mentorships help to teach young people the pathways and how to build a clean tech career.

**4. Internships, Apprenticeships and Other Integrated, Work-Based Learning Experiences:** Internships and apprenticeships are excellent ways to expose students to careers in energy and enable them to earn money while they learn.

**5. Improve Communication About Energy, Climate Change, and the Environment To Change Public Perspectives:** If more were done to educate the public and tell the story of the clean energy industry as an innovator for change, working to benefit people and move the community forward, it would help remove the perception that the energy industry just takes away money.

**6. Policies Need to Be Enacted to Enable Clean Energy Future.** Policies need to envision a multi-faceted energy future, using technical, policy, and business solutions that incorporate culture and society.

**7. Greater Transparency, Accountability and Communication:** Companies must be willing to own up to environmental mishaps, and government must be willing to hold them accountable for their mishaps that impact our communities.

**8. Engaging Today's Students to Pursue Clean Tech Careers:** Educating students about the financial merits of clean tech careers will help spur interest. But students today are not just seeking high paying jobs, they also want to improve and protect the environment.



## RESOURCES

Moderator Kevin Bryan led a discussion of several representatives of the leading academic, NGO, business, and professional organizations engaged with the clean energy sector:

**AABE Virginia (Jesse Myrick):** Mr. Myrick is the president of the Virginia chapter of AABE. AABE is an organization designed to promote and support the investment of minorities in the energy space, through a variety of initiatives. AABE's goal is to provide greater exposure to not only the opportunities but also to the emerging topics and trends that are going on within energy as it relates to policy, and the innovative and creative things that are happening in the field. Building relationships with members, networking, etc., AABE offers a unique mix of career guidance as well as mentorship opportunities. The Virginia chapter is on LinkedIn, and their website [www.aabevirginia.org](http://www.aabevirginia.org).

**NAACP Virginia (Karen Campblin):** Ms. Campblin is Chair of the Environmental and Climate Justice Committee (ECJ) of the NAACP-Virginia Conference, which is part of the national NAACP, the oldest and largest civic or civil rights organization in the U.S. NAACP has branches across the country. The ECJ program has over 100 units throughout Virginia, from northern Virginia all the way down to Hampton Roads, all the way to the west to their Montgomery-Radford-Floyd branches. NAACP-VA has committees that focus on middle and high school students; they have youth councils and a youth-in-college division. They have 10 colleges and a youth-in-college committee, two of which are HBCUs Hampton University and Norfolk State. The Environmental and Climate Justice Program started approximately 10 years ago with a focus on Black and BIPOC communities, primarily due to the environmental issues in the coal

industry. During the 2020 NAACP Convention, the ECJ Program was identified as one of the six NAACP game-changers; and environmental and climate justice has been acknowledged as having a significant influence on the socioeconomic advancement of BIPOC and vulnerable communities.

**CHESSA (Jason Sorter):** Mr. Sorter is the Executive Director of the Chesapeake Solar and Storage Association (CHESSA) which served as co-host of the event. CHESSA is a renewable energy trade association and a multi-state, mid-Atlantic affiliate of the Solar Energy Industries Association (SEIA). CHESSA represents the collective state legislative and regulatory interests of multiple solar and energy storage companies throughout Maryland, Washington, DC and Virginia. CHESSA has formed a diversity, equity, and inclusion (DE&I) committee and issued a DE&I policy statement for its members. During the Forum, CHESSA invited HBCU and BIPOC students to attend their Solar Focus 2021 conference this year on November 15th and 16th at no cost to them.

**HBCU-CDAC (Natasha Campbell, Esq.)** Ms. Campbell is the Director of Clean Energy Programs, Policies, and Initiatives with HBCU-CDAC (Community Development Action Coalition). The HBCU Clean Energy Initiative is a sustained, innovative program committed to employing community-centric clean energy solutions for its HBCU partners. Their goal is to integrate HBCUs and a host of partners and stakeholders to transform neighborhoods and businesses. HBCU-CDAC aims to increase awareness of clean energy resources and opportunities in underserved communities around the country, whether residential or commercial.

**Virginia Hispanic Chamber of Commerce (Michael Zajur):** Mr. Zajur is President and CEO of the Virginia Hispanic Chamber of Commerce, which he founded over 21 years ago to build economic bridges between the Hispanic community and the community at large, to promote, create, and enhance business opportunities. They work with several universities and HBCUs; notably, with Virginia Union University to help make it the #2 HBCU in Virginia. He noted that there are 495 Hispanic Serving Institutions (HSIs) in the United States, but only one in Virginia.







## CLOSING REMARKS

**The Closing Address: (Darius Johnson, Vice President, Dominion Energy).** Darius thanked everyone for attending the Forum. He offered a special thanks to Kevin Bryan for doing a great job of moderating all the panels, and to all the esteemed panelists who gave their valuable time to make this Forum possible. He also acknowledged Walter McLeod for having the vision to coordinate with CHESSA to develop this innovative and creative pathway to connect minority students to opportunities in the clean tech field.

Darius expressed that Dominion Energy is proud to be a supporter and a sponsor of this event. As the person responsible for talent acquisition and student employment at Dominion, he is happy that students across Virginia and beyond will know that Dominion Energy is interested in them and, hopefully, they will seek career opportunities with the company.

Darius issued a challenge to the students listening; his challenge to them is to learn more about CHESSA, learn more about the solar industry, learn more about Dominion Energy, learn more about the panelists they heard from during the Forum, learn more about the topics they heard about. In general, he encouraged students to “seek opportunity, and you will find opportunity.” By way of example, he pointed to panelist Abdalla Osman, who just joined Dominion Energy after having recently served as a student intern at Dominion. He assured students that everyone who shared their stories at this Forum is excited about helping students on their journey; because the future success of the energy industry is not just based on technology, it is not based on legislation, it’s not even based on financial commitment or financial investment: the future of the industry is about TALENT; it’s about YOU.

He entreated the students to think about some of the jewels heard during the Forum. He commended Staci Hartwell for her summary of the key takeaway points. Students were implored to reflect on and think about what’s next. He noted that, ultimately, the purpose of the Forum was to provide insights, spark interest, and motivate actions. At Dominion, they believe that “actions speak louder than words.” He pledged to continue supporting Forums like these that connect Dominion to the talent of the future.

Darius asked Walter McLeod to continue to plan and execute these value-added interactions bringing industry together with higher education in support of students. Darius personally pledged to mentor students who are sincere and committed to seeking career opportunities in the clean energy space. Then he challenged students, “What actions do YOU commit to taking? The ball is now in your court. We are proud of this event and the results that will come.”

### **The Wrap: (Walter McLeod, Founder, Eco Capitol)**

Walter McLeod summarized the Forum as follows:

- The renewables industry is growing by leaps and bounds; large companies and institutions are pivoting towards renewables to address climate change, and there is tremendous opportunity to provide added-value services and to develop meaningful careers while protecting the planet, and humanity.
- There is space for EVERYONE in the renewable energy field.
- We have the capacity, talent, and knowledge to protect underserved communities and transform them into beacons of sustainability and resilience.
- Now is the time to act to help build that future. YOU embody the spirit and brilliance of our future; history has always dreamed of a future like you.

We hope you leave today’s session more knowledgeable about clean technology than you were coming in. Remember you have a stake; this is YOUR clean energy future, and you must seize it just like Darius said. The ball is in your court, so stay engaged and share your knowledge.

Please share the link to this YouTube recording - it’s evergreen – other people can benefit from what we’ve done today.

Please stay positive and thank you for your time.



## ACKNOWLEDGEMENTS

**Bio: Staci Hartwell, Founder, SRH Consulting (Operations),** was a consultant and co-organizer of the Forum. She started her career in clean tech in 2015 as an energy advisor with the renewable energy giant, Tesla. Seeing the tremendous opportunities that existed in renewable energy, she started her own solar services company in 2018, and has been providing consulting services for the installation of a 35-megawatt solar utility. Her firm's client base has grown to include big name retail brands, local and state governments, and commercial entities. Her firm's latest project is working on the largest solar installation in the Nation's Capital.

**Bio: Kevin Bryan, Founder, Equival Partners (Facilitator),** was a consultant and co-organizer of the Forum. Kevin has been working in the field of clean energy policy, environmental, climate, and federal policy for the past 20 years with a focus on justice and equity implications of those policies for the last 10 years. He moderated all three panels of distinguished leaders, policymakers, and entrepreneurs that are paving the way for an equitable clean tech, clean energy revolution, as well as the session on Resources.

**Bio: Maurita Coley, (Rapporteur),** is a media, telecom and social impact leader and lawyer. She recently retired as president and CEO of the Multicultural Media Telcom and Internet Council (MMTC) and founded MCF Global LLC to advise clients on achieving equity, access to opportunity, and bridging the wealth gap.

**Bio: Jenny Rosenberg, (Graphic Design)** is a DC-based editorial designer and art director. She holds a BFA in Graphic Design from the Maryland Institute College of Art (MICA) where she is an adjunct faculty member.

**Bio: André R. Carley (Report Design)** is a DC-based graphic designer/illustrator. He holds a BFA in Graphic Design from the American University and has 30 years experience.

We would like to congratulate **Dr. Javaune Adams-Gaston** (President, Norfolk State University) and **Dr. Makola M. Abdullah** (President, Virginia State University) both of whom were appointed to the President's Board of Advisors on Historically Black Colleges and Universities (HBCUs), also known as the White House HBCU Initiative.

We would like to thank **David Murray** and **Rachel Smucker** (both formerly of CHESSA), for their unwavering support and cooperation in advancing the forum and for extending (hosting) Solar Focus Conference scholarships to aspiring HBCU students.



# APPENDIX

## FORUM PROGRAM

1. Welcome: Walter McLeod, Eco Capitol Founder
2. Keynote Message: Ed Bain, President, Dominion Energy Virginia
3. Review of the Program Agenda, Goals and Desired Outcomes
  - a. Staci Hartwell, Founder, SRH Consulting
  - b. Kevin Bryan, Founder, Equival Partners
4. The Sessions:
  - a. Session 1: Defining Equity in the Clean Energy Economy
    - i. Moderator: Kevin Bryan, Founder, Equival Partners
    - ii. Panelists:
      1. Dr. Javaune Adams-Gaston, President, Norfolk State University
      2. Dr. Makola M. Abdullah, President Virginia State University
    - iii. Summary of Discussion
    - iv. Panel Takeaways
  - b. Session 2: Identifying Opportunities in the Clean Energy Economy
    - i. Moderator: Kevin Bryan, Founder, Equival Partners
    - ii. Panelists:
      1. Ms. Delicia Gunn, Founder, Hemsulation
      2. Mr. Devon Henry, Founder, Team Henry Enterprises
      3. Mr. Robert Kabera, Founder, Sync Energy
    - iii. Summary of Discussion
    - iv. Panel Takeaways
  - c. Session 3: Paths Forward to the Clean Energy Future
    - i. Moderator
    - ii. Panelists
      1. Caleb Taylor, Student, Virginia State University
      2. Mykel Walton, Student, Norfolk State University
      3. Abdalla Osman, Former Intern, Dominion Energy Innovation
      4. Matt Kellam, Talent Acquisition, Dominion Energy
    - iii. Summary of Discussion
    - iv. Panel Takeaways
5. Resources
  - a. CHESSA (Jason Sorter)
  - b. NAACP Virginia (Karen Campblin)
  - c. AABE Virginia (Jesse Myrick)
  - d. HBCU-CDAC (Natasha Campbell)
  - e. Virginia HCC (Michael Zajur)
6. Summary of the Day and Key Takeaways
7. Closing Address: Darius Johnson, Vice President, Dominion Energy-Virginia
8. End of Forum/Acknowledgments; Walter McLeod, Founder, Eco Capitol

SAVE THE DATE

# Clean Tech Equity + Opportunity Series

VIRGINIA FORUM

WEDNESDAY

NOVEMBER 3, 2021

9:00AM-1:00PM

Join us for an energizing discussion on building your career in the Clean Technology industry. Hear from Executives, Entrepreneurs, Scholars and Stakeholders committed to filling the talent pipeline with critical thinkers and creative minds from the STEM+ fields.



Recording available on:  
[https://www.youtube.com/  
watch?v=qghoT25x9os](https://www.youtube.com/watch?v=qghoT25x9os)

