BETTER TOGETHER
A JOURNEY to diversity, equity & inclusion

2021
Above: Vischer Ferry project

Top: APPA and NYPA Award Group shot in front of 123 Main Street, White Plains, NY.

Middle: Marketing Manager Liz McAndrew speaks with the public at the Tugboat Roundup.

Bottom: NYPA mail services employee, Donovan Edmond, at a diversity celebration.
Diversity

Diversity is defined as the presence of both visible and non-visible attributes and differences within our workforce that could include race, gender, religion, sexual orientation, ethnicity, nationality, socioeconomic status, language, ability, age, or political perspective. It includes populations that have been and continue to be underrepresented and/or marginalized within the industry, field, or broader society.

Equity

Equity is the practice of providing fair and impartial treatment and access by our organization for our employees. It affects our procedures, processes, and distribution of resources and helps remove barriers that would impact growth opportunities and fair treatment within NYPA.

Inclusion

Inclusion ensures our employees, no matter their background or differences, feel a sense of belonging and an ability to participate fully in our organization’s decision-making processes and development opportunities.
In 2020, at the height of one of the most racially charged and tumultuous moments in our nation and State, the New York Power Authority (NYPA) and Canal Corporation listened closely to what was happening around us as well as inside our own business. The outcome was a series of actions and initiatives to ensure we are a better organization and that we lead by example for our industry and fellow State entities.

After weeks of extensive engagement and interaction across the Authority, we developed a series of external and internal commitments to ensure our workforce more-fully reflects the communities where we work and live. As part of this effort, we comprehensively examined our internal business practices to improve equity in management, recruitment, retention, and supplier diversity. We critically evaluated what we have already achieved, considered what changes needed to be made, and then used that information to chart an even-more aggressive path forward.

The result is a new vision for the future and our Ten-Point Diversity, Equity, and Inclusion (DEI) Plan. We are very proud and excited as we look ahead to a more inclusive workplace and culture. The success of our efforts will directly impact our ability to address the extraordinary technological and economic challenges ahead.

On behalf of the Board of Trustees, I thank our employees and our New York communities for embracing these critically important initiatives and continuing to provide responsive and effective leadership.

— John R. Koelmel
Chairman, Board of Trustees
New York has always been at the forefront of progress.

New York has always been a pioneer. From Gov. Thomas E. Dewey’s 1945 bill making New York the first state to prohibit discrimination in employment to the adoption of the first-ever state clean energy mandate to fight climate change in 2016, the Empire State has led the way.

Systemic change takes time, and it requires a steadfast commitment from our many contributors. Our ambitious, innovative plans, outlined in our VISION2030 strategy, calls for the best from every member of the NYPA community. They will be achieved by fostering and leveraging all of our diverse perspectives. I am proud that we have created the groundwork to accelerate our efforts to build a more equitable workforce, enabling us to help build a more just and inclusive society.

In 2020, NYPA, recognizing the need for immediate action, became the first energy organization in the nation to establish a comprehensive action plan to increase diversity, equity, and inclusion across all phases of our operations. The initial successes of this effort are discussed in this report, along with our benchmarks for further contribution to the remarkable diverse workforce of our state and industry.

Planning for a better future requires courageous leadership in the present. The unprecedented challenges we are facing – socially, environmentally and economically – compels us all to act NOW. As NYPA celebrates its 90th anniversary in 2021, we remain steadfast in our commitment to the success of this essential and necessary initiative.

— Gil C. Quinones
President and Chief Executive Officer

"Every individual plays a critical role in moving the needle on DEI. Our unique personal perspectives and shared life experiences have the collective power to usher in a new era at NYPA. The Office of Civil Rights and Inclusion has been given the resources to create an ecosystem in which every voice is valued, every opinion is heard, and everyone belongs. As our DEI initiatives continue to evolve, we are confident the structures and strategies in place provide a solid foundation for dynamic growth. DEI is not a destination; it’s a journey – and we are in it for the long haul."

— Nancy Harvey
Chief Diversity Officer, Office of Civil Rights and Inclusion
For more than 40 years, NYPA has been on a journey to create a more inclusive culture and positive change in the communities we serve, and our efforts have accelerated significantly in recent years.

--- 2013
Established NYPA’s first Employee Resource Group (ERG).

--- 2016
Recommitted and expanded community-driven Environmental Justice Program.

--- 2017
Expanded the Office of Civil Rights and Inclusion to include DEI efforts; launched additional ERGs.

--- 2019
Began organizing supplier outreach activities.

--- 2020
Developed Ten-Point DEI plan; partnered with PEAK Coalition to explore clean energy options; dedicated more than 140,000 hours in management and staff time for DEI initiatives.

--- 2021
Launched the Future Energy Leaders Scholarship Program and the P-TECH Internship Program; created oversight committees and implemented training; completed Supplier Diversity Program roadmap; conducted DEI audit.
HIGHLIGHTS

+21%
Women have the greatest percentage of representation in leadership at the VP level ahead of industry benchmarks.

1% - 7%
Women of color exceed three out of five benchmarks for representation across various levels of management.

1% - 8%
Men of color meet the majority of industry benchmarks at the manager, director and SVP levels.

+7%
The past five years saw the greatest hiring increase in the representation of people of color from ~29% to ~36%.

*The term “people of color” is defined as individuals who identify as Asian, Black/African American, Hispanic/Latino, American Indian/Alaska Native, and two or more races.

Above:
Breaker reinstall taking place at the Clark Energy Center switchyard.
The energy industry has lagged in overall representation. NYPA is poised to lead by taking action to raise the bar and set a new standard. NYPA has 150 staff members working to implement DEI programs and will dedicate more than 140,000 hours in management and staff time toward DEI initiatives over the next five years.
ALIGNING DEI WITH OUR VALUES

Our commitment to DEI is demonstrated through our values, and supports our vision, shapes our culture, and reflects our beliefs. They define who we aspire to be as an organization and how we will lead:

- We work for the greater good and a stronger, sustainable New York State.
- We hold ourselves to the highest standards of integrity, safety, and excellence.
- We are resilient and use our ingenuity to make big things happen.
- We draw strength from our diversity – everyone contributes, everyone belongs.
- We work as one team, putting our trust and confidence in each other.

OUR TEN-POINT DEI PLAN

To ensure our progress on DEI, we created a Ten-Point DEI plan, approved by our Board of Trustees, that will help us advance and embed DEI in everything we do. The plan includes internal and external commitments that will push us to build and maintain a diverse and equitable workforce, increase our engagement with diverse suppliers, and expand our environmental justice efforts in the communities we serve.

“"The NYPA community and its leadership have voiced that we should be looking out for and lifting up our fellow colleagues; the establishment of the Office of Civil Rights and Inclusion and the recent launch of our Ten-Point Plan solidifies that. We have chosen to work in public service to advance the clean energy goals of our communities and state overall, and similar to our contributions in energy, year after year, we commit to enhancing support of our workforce.

DEI goals are so much more than equality across race, gender and age. It is the reassurance that all public servants, anyone who brings their talents and skills to NYPA, is able to contribute and have that work be appreciated.”

– Maribel Cruz
Director, Projects (Commercial Operations) and Co-Chair, Women in Power ERG
FOSTERING AN INCLUSIVE CULTURE

NYPA strives to develop and maintain a workforce that represents the communities where we live and work by building an organization whose culture, behaviors, and actions demonstrate our dedication to prioritizing DEI as an imperative.

Above: Victoria Daniels reads at the first Poetry Slam in the Innovation Zone at NYPA’s headquarters.
LISTENING TO OUR EMPLOYEES TO HELP DRIVE PROGRESS

We believe DEI begins and ends with listening to our team members. By continuously soliciting feedback from staff through listening sessions and employee engagement surveys, we are able to leverage their voices and feedback to design new programs and strengthen existing ones.

Last year, more than 120 employees participated in 21 Employee Resource Group listening sessions hosted throughout the year, with approximately half of all participants being women and nearly 60 percent being people of color. In addition, more than 1,200 NYPA employees participated in the 2019 Employee Engagement Survey, representing an 18 percent increase over the 2015 response rate.

Employee Engagement Survey Snapshot

We conduct employee engagement surveys every two years to gauge how our workforce is doing and understand where we can provide more support to employees. Each time the data is collected, NYPA has increased engagement scores across every question and category, and we continue to see tremendous improvement in our work geared toward creating a more inclusive culture and providing our management team with training and tools to create clearer communication and employee support. We will conduct our 2021 Employee Engagement Survey this fall.

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<tr>
<th>Question</th>
<th>2015 Survey Results</th>
<th>2019 Survey Results</th>
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<td>Senior staff members are genuinely interested in the opinions of all employees (+39)</td>
<td>17%</td>
<td>56%</td>
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<tr>
<td>People with different ideas are valued at NYPA (+34)</td>
<td>13%</td>
<td>47%</td>
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<tr>
<td>NYPA respects its employees (+31)</td>
<td>34%</td>
<td>65%</td>
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<tr>
<td>Information and knowledge are shared openly within NYPA (+21)</td>
<td>24%</td>
<td>45%</td>
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<tr>
<td>People who turn ideas into action are rewarded at NYPA (+14)</td>
<td>49%</td>
<td>63%</td>
</tr>
<tr>
<td>My manager follows through on commitments (+10)</td>
<td>69%</td>
<td>79%</td>
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Top: The White Plains Youth Bureau Girls STEM Conference, held at NYPA, included a tour of the iSOC, STEM activities and a press conference.

Bottom: President and CEO Gil Quiniones attends a wrap-up luncheon of the New York State Fair.
Raising Voices With Employee Resource Groups

Our Employee Resource Groups (ERGs) are voluntary, employee-led groups that empower individuals to bring their authentic selves to the workplace. NYPA leaders work closely with our ERGs to find new paths and opportunities for creating a more inclusive culture and increasing upward feedback.

Our ERGs help inform and drive important implementations, such as the Ten-Point Plan that forms the basis of our DEI strategy, proposed policies for flexible work structures, our updated Equal Employment Opportunity policy, new FAQ to improve understanding of the EEO investigative process, and NYPA’s approach to anti-bias training.

Our ERGs have executive sponsors, as well as co-chairs, chief operating officers, and workstream leaders who develop and execute dedicated action plans each year to bring the value of employee-based contributions to NYPA’s overall strategy. Additionally, over the past two years, our ERGs have brought impactful programming and events to NYPA – such as panel discussions, lunch-and-learns, webinars, film viewings and candid conversations led by external leaders – to help build cultural competence and have courageous conversations around key DEI issues.

“What I like best about working here is the people. We have an incredibly talented team who share a passion for NYPA’s mission and have created a welcoming culture.

[As a member of the Pride in Power ERG], I know the importance these groups play to ensure members of the LGBTQI+ community feel that they are not alone, have a support network, and enable them to bring their whole selves to work.

Our ERGs also play an important role in drawing talent to NYPA. In my case, I researched our ERGs before I decided to apply for this job – the last thing I wanted to do is work for an organization where I was not welcomed for who I am.”

– Eric Meyers
Vice President and Chief Information Security Officer

| WOMEN IN POWER | Provides a forum for women and allies to connect, learn, and grow personally and professionally to advance women in the workplace. |
| VETERANS | Supports and encourages military personnel and veterans in their pursuit of employment and professional growth. |
| ECO TEAM | Fosters deeper awareness of the benefits of sustainability for members through events and educational opportunities. |
| GENERATIONS | Builds employee relationships across different generations, creating a more inclusive and collaborative work environment. |
| PRIDE IN POWER | Serves as a resource and support system for LGBTQIA+ employees and allies and promotes a safe, supportive work culture. |
| MULTICULTURAL | Welcomes, respects, and engages individuals from diverse cultural backgrounds, encouraging them to bring their authentic selves to work. |
TRAINING & DEVELOPING OUR PEOPLE

NYPA invests in the training and development of our people to ensure team members at all levels are equipped with the skills and resources needed to be engaged, empathetic, and supportive in a diverse workforce. While our training and development programs have always incorporated elements of DEI, we recently expanded its focus across several aspects of our curriculum and programming.

Organization-Wide DEI Training

One of our goals is to build and nurture a culture of empathy. To do this, we implemented “bystander” and “upstander” trainings that empower employees and managers to learn how to identify and address microaggressions and other harassing behaviors so that they do not morph into toxic work environments and discriminatory conduct. Through these training courses, employees learn how to recognize remarks or behaviors that can be considered racist or insensitive and to practice using proactive strategies to intervene. The courses use current, real-world scenarios to provide participants with the tools needed to become an ally through positive actions. By taking our employees through engaging and interactive sessions, we are encouraging them to be upstanders who are empathetic and help foster a safer, happier, more inclusive workplace.

“NYPA is like a family. We all know each other and there is a great feeling of camaraderie. I have been able to advance my career here and work with leaders who were willing to support my aspirations. I always found opportunities to move and grow within NYPA and not out of NYPA.”

– Lorna Johnson
Senior Associate Corporate Secretary

NYPA has delivered more than 4,000 organization-wide DEI trainings over the last two years and increased staff trainings on HR programs, such as compensation and performance.

Above: During a Black History Month celebration hosted by the Multicultural ERG, Spectrum NY1 anchor Cheryl Wills tells the story of her ancestor, Sandy Wills – an enslaved man who served in the Civil War with President Lincoln’s United States Colored Troops.
Additionally, more than 450 managers have participated in weekly sessions for DIFFERENTIATE, a training course developed by the Neuroleadership Institute to educate leaders about unconscious bias and its effects on performance evaluations. This fall, we will roll out our next management training, DECIDE, a program focused on mitigating unconscious bias in decisions regarding team assignments, growth opportunities and promotions.

We are also on track to introduce a “bias challenger” in the recruiting process to challenge assumptions and ensure a lens toward DEI in hiring decisions, and we will be revising the performance evaluation process to ensure that managers capture a broader range of stakeholder feedback.

NYPA’s management training programs strive to help leaders influence change, create alignment on our vision and values, cultivate relationships, and build individual talent. Over the past year, we’ve specifically infused DEI deeper into our Blue Standard development programs.

We rebranded our longstanding program for new managers as MANAGE BLUE, placing a greater emphasis on valuing and managing individual differences. In addition, we created a new curriculum for managers – DRIVE BLUE – that involved trainings to help them recognize and mitigate unconscious bias in the workplace. Finally, we launched LEAD BLUE, NYPA’s new signature leadership development program dedicated to helping leaders build their cultural competence and change management skills.

**Embedding DEI in Management Training**

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**MANAGE BLUE**

- Gives new managers the foundation to support successful diverse and inclusive teams

**DRIVE BLUE**

- Helps managers build nimble and diverse teams that thrive in a transforming industry

**LEAD BLUE**

- Develops adaptable leaders who unlock potential of all employees and build organizational resilience

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Investing in Workforce Development

NYPA takes a comprehensive approach to workforce development. Last year, we delivered more than 5,000 learning and development experiences. Our portfolio of talent programs includes mentoring, leadership development and MBA programs, manager development training, and team-building events.

We invest in workforce development because our people are NYPA's most important asset. We have strengthened accountability for managers to coach and develop staff by requiring every employee to have a development plan that outlines clear goals and expectations around their professional growth; 92 percent of management employees have completed a development plan following Mid-Year Performance Check-In Conversations.

NYPA is also developing a career pathing program that will empower employees to own their professional development, provide a common language for job descriptions and careers across the organization, and give managers the tools they need to coach and mentor their direct reports.

We are also expanding our mentoring program to include a specialized focus on meeting the professional development needs of underrepresented employees through a tailored curriculum and pairing employees of color with leaders from across the organization for ongoing mentoring.

“I believe we are at an urgent point that requires a shift in the way we consume products and services. We don’t have a plan B for living on Earth, and we need to take care of it. I [joined NYPA's MBA program in Sustainability] to learn more about the issues to become a part of the solution. The cohort of employees in this program have become a second family to me.”

– Jose Campos
Financial Controls Manager and 2021 MBA in Sustainability Graduate

Above: All Hands meeting at the White Plains office.
Powered by the desire to be a true reflection of the communities where we work and live, NYPA is committed to bringing the best and brightest talent into our organization and ensuring that people from all identities and backgrounds are given a fair chance to establish a career at NYPA.

Our Commitment to Recruiting

We have increased our outreach to and hiring of diverse talent by:

- **CREATING ...**
  - an applicant demographics survey tool to identify gaps in our talent pipeline and hiring processes.

- **WORKING ...**
  - with schools, professional organizations, and our community partners to reach and secure a more diverse slate of applicants.

- **POSTING ...**
  - jobs to more than 50 diverse outlets to ensure every job is marketed to a broad audience.

- **UTILIZING ...**
  - the Recruiting Effectiveness Survey, which tracks and measures the recruiting and onboarding experience of employees.

- **REFINING ...**
  - our talent sourcing tracking mechanisms to improve our hiring effectiveness and identify the sourcing solutions that are most effective.

- **TRAINING ...**
  - our Employee Resource Groups (ERGs) on employment outreach and creating a tool for ERG employee referrals.

To amplify these efforts, we are also developing partnerships with notable organizations, such as the American Association of Blacks in Energy, Women in Communications & Energy, and several historically Black colleges and universities to recruit diverse talent. Last year, NYPA became the first energy organization in the nation to partner with AABE’s Energy Equity campaign, which aimed to increase African American representation in the energy industry in terms of employment, leadership, business contracting, and workforce development.

Collaborating With Unions to Enhance Our Talent Pipeline

NYPA partners with union leadership to expand opportunities for our workforce, collaborate on ongoing programs and initiatives, and encourage union volunteers to participate in DEI activities.

As part of our Ten-Point Plan, we committed to engaging union leadership on ways to increase access, opportunity and inclusion for our workforce. Throughout the year, the Labor Relations and Operations leadership have had conversations on ways to attract and develop talent and assess the pre-employment testing process to identify barriers and expand access to entry level positions.

The unions that comprise our workforce:

- International Brotherhood of Electrical Workers (IBEW)
- Utility Workers Union of America (UWUA)
- Civil Service Employees Association (CSEA)
- Public Employees Federation (PEF)
Our DEI policies and programs are more than just about checking a box; they’re embedded in our culture and our values. The entire NYPA organization is committed to making progress in these areas, and we’ve implemented accountability measures to keep us on track.

Establishing the Office of Civil Rights & Inclusion

When we established the Office of Civil Rights & Inclusion (OCRI) in 2017, NYPA committed to developing and maintaining an inclusive workforce, with a key focus on employee engagement and education. OCRI engages in community outreach, encourages diversity in our recruitment efforts, and ensures every employee feels valued and respected.

Since its establishment, OCRI has become a valuable thought partner for the rest of the NYPA organization by delivering engaging content and trainings to leaders and developing strategic partnerships with external stakeholders who are just as dedicated and passionate about advancing DEI. OCRI also maintains oversight for NYPA’s anti-discrimination safeguards, holding all stakeholders accountable and ensuring mutual respect within our workforce.

Delivering on Accountability and Transparency

Part of NYPA’s pledge to advance DEI is being more accountable and transparent about our efforts and progress. While we are in the beginning stages of assessing how we’re doing against our DEI commitments, we continue to collect feedback on current initiatives, programs, and the employee experience to help evolve our programs and identify and dismantle barriers to a truly equitable workplace.

We also created a DEI investigative trend analysis workgroup consisting of representatives from OCRI, Ethics, Labor, Human Resources & Administration, and the Law Department. This workgroup meets quarterly to monitor and review DEI-related trends that can inform our programming in real-time, and provides an annual update to the governance committee of the Board of Trustees.

In 2020, NYPA created the Senior EEO/AAO Investigator role, reporting to the Chief Diversity, Equity, and Inclusion Officer; this individual promotes accountability for DEI through the resolution of formal and informal complaints. We also provide information, education, and resources to help our employees better understand how their complaints are being processed and what to expect if they are involved in an investigation.

While we still have a way to go to see equitable representation in our industry, we will continue to reinforce programs that maintain a workplace free of bias, ensure employees are developed and engaged, and create mechanisms for leadership oversight. To hold ourselves accountable, the DEI leadership team reports to the governance committee of the Board of Trustees at least twice per year, and will be reporting more robust DEI data and metrics to note our progress moving forward.

Over the next five years, NYPA will provide an incremental budget investment of $7 million for OCRI to host trainings, implement leadership and mentorship programs, and conduct regular audits in partnership with leaders, peers, and experts to further our position as a leader in DEI.
Since 1983, through our Supplier Diversity Program, we have awarded more than $1 billion to New York State certified minority- and women-owned business enterprises (MWBEs). In support of VISION2030, NYPA now seeks to build the pipeline of MWBEs by enabling existing diverse firms to achieve more while attracting new qualified suppliers to provide innovative solutions.

“We are very, very appreciative of agencies like the New York Power Authority, which give us an opportunity to work with them as a minority firm.

We make sure that we meet all the goals of the project for minority participation, bringing on other minority-owned business enterprises and women-owned business enterprises as well as veteran-owned business enterprises because we have been there and we want to make sure we bring along other smaller firms that are similar to us and make sure they are successful as well, helping participate in the overall prosperity of the state.”

– Nagappa Ravindrar
Founder of Ravi Engineering & Land Surveying, a NYPA supplier

Left: Shaun Wiggins, middle, President and CEO of Soteryx, and his brother Samuel Wiggins, right, COO, talk with Doreen Taveras of AECOM USA, left, during the New York Power Authority’s 2018 Purchasing Exchange, held in the Jaguar Room at the White Plains office.
BUILDING ON OUR LEGACY

Through our longstanding Supplier Diversity program, we build MWBE capacity through training, mentoring, networking, reducing barriers for supplier entry in policies, procedures, and programs, as well as creating accountability through corporate and departmental goals.

This year, we developed a “DEI in the Supply Chain” roadmap, which identified 11 initiatives that will help expand DEI in our supply chain and enable change, both within our organization and across New York State.

We are creating awareness campaigns to educate our staff on ways to access diverse suppliers, including direct procurements of goods and services from MWBE suppliers up to a value of $500,000. While some of our initiatives focus on mentoring MWBE suppliers to enhance their day-to-day operations, others ensure we invite qualified suppliers to procurement opportunities and provide timely feedback following successful and unsuccessful bid awards.

Our Work So Far

Below are a few highlights that showcase our strong, ongoing commitment to increasing supplier diversity within our organization:

12 Supplier Diversity outreach events in 2020 and 2021 with 1,700+ attendees.

31 new contracts to diverse firms totaling more than $6.8 million.

Added 25 new diverse suppliers since July 2020, including:

- 3 service-disabled veteran-owned businesses
- 12 certified minority-owned businesses
- 5 certified women-owned businesses
- 5 certified minority- and women-owned businesses

THE FUTURE OF SUPPLIER DIVERSITY AT NYPA

Looking ahead, NYPA is eager to engage and continue supporting the Supplier Diversity community by:

- Creating a marketing plan to reach a broader pool of prospective suppliers.
- Developing several programs, including a Mentor-Protégé Program, a Surety Bonding Training Program, a Small Business Program, and a Mentoring Training Program that connects recent high school and college graduates with mentors.
- Doubling our MWBE spend over the next five years.
- Offering 12 educational Supplier Diversity events each year.
- Providing annual Supplier Diversity training for our employees.
- Expanding NYPA’s participation at regional Supplier Diversity events.
- Reviewing and revising our procurement policies and procedure to align with VISION2030 and new state requirements.

Over the next five years, NYPA will invest an incremental budget of $12 million to achieve these objectives.
As a utility leader in New York, it’s our responsibility to leverage our expertise and resources to be a good neighbor in the communities where we live and work, and provide programs and services for vulnerable and underserved populations through our Environmental Justice (EJ) program.
LEADING THE WAY

In 2020, NYPA’s legal team facilitated discussions with several external environmental justice groups, culminating in a landmark, first-of-its-kind agreement between NYPA and the PEAK Coalition known as the Memorandum of Understanding. The agreement set in motion two notable commitments from NYPA:

• Collaborate with environmental justice groups to explore cleaner energy options for its entire fleet of city-wide, peaker power plants.

• Support consultants who will work alongside NYPA leaders and independently support the PEAK Coalition partners to develop alternative clean energy replacement options.

Over the next five years, NYPA will invest an incremental budget of $3.26 million into its EJ programs and commit to a $500 million increase in incremental spending for customer energy solutions in EJ communities.

Top: Employees of NYPA’s Clark Energy Center (CEC) deliver about 2,200 pounds of food to replenish the Feed Our Vets food pantry.

Bottom left: Kristine Pizzo, left, and Simone Quartey, right, volunteer their time at Green Chimneys, a non profit farm and wildlife center, as part of the second annual offsite meeting for Human Resources and Administration employees.

Bottom right: Employees from across the NYPA system partnered with area food banks and pantries in packaging healthy food items, purchased by the Power Authority, for people in need.
Our commitment to Environmental Justice involves more than good stewardship. It’s a commitment to support and develop next-generation STEM talent. We’re doing this by providing scholarships, internships, and volunteer programs designed to encourage underrepresented students across New York (and even beyond our state borders) to pursue careers in energy and engage our workforce in ways that actively contribute to NYPA’s underserved communities.

Future Energy Leaders Scholarship Program

Earlier this year, NYPA established the Future Energy Leaders Scholarship Program to help increase diversity in the industry, awarding 10 scholarships annually over the next five years to high school seniors interested in pursuing energy-related STEM majors in college. To ensure our program was accessible and equitable to students across the state, we partnered with five professional, academic, and community organizations to administer the program:

- American Association of Blacks in Energy
- Eagle Academy Foundation
- National Action Council of Minorities in Engineering
- National Society of Black Engineers
- United Neighborhood Houses
P-TECH Program

Our EJ team has long brought STEM and energy education to our local communities through workshops and career prep programs. In 2021 we went a step further and partnered with the nationally recognized Pathways in Technology (P-TECH) Early College High Schools program. It offers workplace skills, training, and educational resources to high school students looking to build careers in STEM fields.

Through our partnership, we provided:

- 15 paid summer internships
- Industry career exposure and mentorship engagements
- Skills mapping and curriculum support
- Dedicated NYPA P-TECH staff

Employee Community Volunteer Corps

Our EJ team is often hard at work on community beautification and energy services projects. Our goal at NYPA is to ensure every member of our team feels empowered to engage with the communities we serve through our Employee Community Volunteer Corps.

“NYPA aims to level the playing field by providing STEM career awareness and preparation to historically disadvantaged and marginalized students who otherwise might not attend college.

In collaboration with our community stakeholders, the Future Energy Leaders Scholarship and P-TECH programs will engage, support, and challenge local students to compete academically and professionally and to have the opportunity to participate in the clean energy economy.”

– Lisa Payne Wansley
Vice President of Environmental Justice

Top: Environmental Justice outreach activities helping FeedMore staff with garden, cleaning and maintenance. Pictured in group photo: Katherine Rougeux, April Contreras, Kaela Mainsah, Carol Sampson, Matthew Caruso.

Bottom: Left, Edina Hasic, P-TECH intern – Scholarship winners and P-TECH intern touring the iSOC on the 8th floor in the Innovation Area, after their appearance at the trustee meeting.
Right, Fataoumata Dabo, Future Energy Leader Scholarship recipient.
LOOKING AHEAD

NYPA is on a journey to be the national model for public power. Since our founding in 1931, we have remained committed to being a good steward of our natural resources, innovating the energy sector, and developing the next generation of industry leaders.

We have determined leaders who continue to champion our DEI efforts, including Nancy Harvey, our Chief Diversity Officer, who was named the 2021 Diversity Equity & Inclusion Power Player of the Year by the Smart Electric Power Alliance (SEPA); Victoria Daniels, our Supplier Diversity Manager, who was presented with the MWBE Champion Award for her work on behalf of minority- and women-owned business enterprises at the 2020 New York State Annual Forum; and Lisa Payne Wansley, Vice President of Environmental Justice, who was recognized in City and State New York’s “2020 Above and Beyond” list honoring 30 New York women making a difference. NYPA was also honored with the 2020 Local Corporation of the Year Award and has been named to Forbes Best Mid-Sized Employers List in 2018, 2019, and 2021.

But let’s be clear, we have improvements to make. It will take initiative and leadership at every level for us to see the changes that not only carry us into a cleaner, more prosperous future, but into a more just and equitable one. NYPA is ready to meet the challenges ahead to ensure our organization stays committed to DEI, and we are confident we will persist in forging the path ahead.
“It will take initiative and leadership at every level for us to see the changes that not only carry us into a cleaner, more prosperous future, but into a more just and equitable one.”