



Next Gen

GETTING TO
zero

**Support the next generation of diverse
building industry leaders.**

nbi new buildings
institute



Why Next Gen?

Goal

To foster the next generation of diverse buildings industry leaders and in doing so, bolster inclusivity in the buildings industry.

Background

Low-income communities and people of color are most at risk of being left behind by the efficiency movement, which will likely result in financial hardship and negative health outcomes.

Building policies, particularly those affecting energy consumption, can have extremely harmful, yet unintentional, consequences for low-income residents and people of color.

As the industry invests more in programs and policies designed to benefit low-income communities and people of color, it is imperative that people with lived experience are at the table and helping to shape and design those programs and policies. The buildings industry must be diversified to ensure all people can access and benefit from building efficiency measures.

By providing students leading-edge knowledge, mentorship, professional development, and more, we can prepare them to enter the workforce with the resources and relationships they need to be successful.

Next Gen Program Progress

Since 2021, 56 students have completed the Next Gen program. We are recruiting two more cohorts (40 students) for 2023-2024.

Next Gen Program Participants

- 79% of students identified as women or non-binary
- 73% of students identified as people of color
- Areas of study included architecture, engineering, building science, environmental science, policy, and more





Next Gen Program Priorities

- 1 Education
- 2 Mentorship
- 3 Networking
- 4 Professional Development
- 5 Cohort Building

Next Gen Program Activities

Education

- Students will complete a course on zero energy building design and meet monthly for discussion groups.
- Students will attend the 2024 Getting to Zero Forum and have access to a multitude of breakout sessions, in-depth workshops, and impactful keynotes and plenaries.

Mentorship

- Students will meet regularly with a mentor aligned with their professional aspirations to discuss career development, networking, confidence building, and more.

Professional Development

- Students will have the opportunity to write a blog on the zero energy or zero carbon topic of their choice for the Getting to Zero blog.
- Students will have the opportunity to present a poster at the 2024 Forum.

Networking

- Students will participate in a facilitated networking breakfast at the 2024 Forum.
- Students will be encouraged to build their network through connections made by their mentors and NBI staff.

Cohort Building

- Students will build a peer-support network with their cohort members over the course of the program.

Student Testimonials

“Being a part of the Next Gen Cohort opened my eyes to a world of possibilities in the sustainable building industry that I had previously been oblivious to. Over the course of the program, I was able to learn the fundamentals of net-zero buildings, make connections with multiple working professionals, and find my place within a network of like-minded individuals. I am left feeling incredibly inspired by all of the work and research going into sustainable building practices and am more confident than ever in my ability to one day contribute to this ever-expanding field.”

“The Next Gen program has been instrumental to capping off my undergraduate career in many ways. At the Getting to Zero Forum, I made more introductions and connections with industry professionals than I otherwise could have in a year. Socially, I had the privilege of being surrounded by a cohort of like-minded young professionals, who I expect to stay in contact with for many years to come. My entire experience in the program was amplified by my relationship with my mentor. We met biweekly for several months, working together to help me develop my resume, portfolio, job applications, research boards, professional networking skills, and capstone projects for my degree. I cannot overstate how helpful the Next Gen program has been as a means of jump-starting my career.”



Engage with the Next Gen Program

Corporate and philanthropic partners are invited to engage with and support the Next Gen program with funding, volunteer time, and leadership:

Sponsor Students

- Support one student for \$5,000 in 2023/2024 to provide all program activities and financial support to attend the Getting to Zero Forum in Charlotte, NC in May 2024
- Or, work with NBI to provide support for multiple students' experiences

Nominate Mentors

- Link your company's volunteering or diversity/equity/inclusion programs with the Next Gen program to help NBI recruit a diverse pool of professionals to serve as mentors:
 - Employees with experience in the built environment, real estate, sustainability and other related fields are desired as Next Gen mentors
 - Monthly engagement hours estimated at two to three hours (includes monthly check-in with Next Gen student, occasional peer support from other mentors, and discussion group with students)
 - All mentors will receive pre-program launch equity, diversity, and inclusion trainings

Meet Students at Getting to Zero Forum

- Companies supporting Next Gen are invited to attend Student Breakfast at Getting to Zero Forum to connect in-person with students seeking professional opportunities

Boost Your Firm's Getting to Zero Forum Sponsor Benefits

- Firms supporting both the Getting to Zero Forum and Next Gen in 2024 can receive Forum sponsorship benefits one level higher, as a bonus (up to Changemaker level)

Mentor Testimonials

“I hope my mentee has gotten as much out of the program as I have! Sometimes it’s easy to get bogged down in work and process and repetition, and this program and these students bring such an energetic spirit and curiosity that is rejuvenating for me.”

“Thank you for the opportunity to mentor and for providing this incredible opportunity to rising industry stars! Really impressed with the student I supported and know she’s going to be instrumental in the building industry.”

“Thank you for providing the opportunity to provide mentorship to an emerging professional. It was very rewarding!”

2022-23 Next Gen Mentors’ Feedback:

100% of mentors rated their overall satisfaction with the program as “satisfied” or “very satisfied”

100% of mentors rated the value of the mentorship and DEI trainings as “valuable” or “very valuable”

Benefits to Next Gen Supporters

- Promote diversity in the built environment sector
- Bolster your company's diversity, equity, and inclusion programs
- Provide a structured mentorship opportunity for your mid-level / senior staff member
- Connect to a pipeline of diverse students for internships and job recruitment
- Boost student participation in the Getting to Zero Forum

Questions?

Contact

Leada Fuller-Marashi
leada@newbuildings.org

Meghan Humphreys
meghan@newbuildings.org

gettingtozeroforum.org/next-gen-program