



# 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.

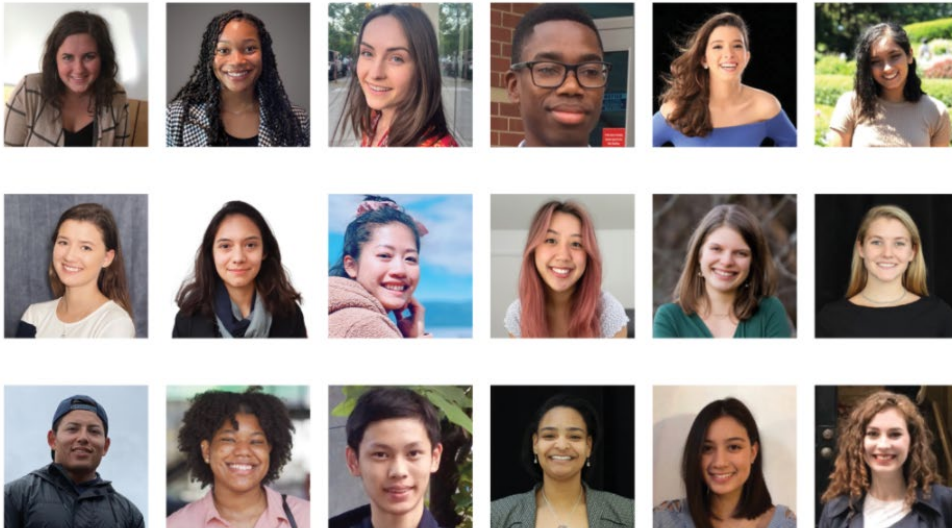
By providing students leading-edge knowledge, mentorship, professional development, and more, we can prepare them to enter the workforce with the resources and relationships they need to be successful.

# Next Gen Program Pilot

Twenty students were recruited in 2021 to participate in the inaugural Next Gen cohort. Each student was paired with an industry professional for one-on-one mentorship and the full group met monthly for themed discussion groups. All twenty students attended the 2021 Getting to Zero Forum in New York City and benefitted from advanced learning opportunities, networking, and impactful cohort building.

## About the 2021 Cohort

- 80% of students identified as women
- 80% of students identified as people of color
- Areas of study included architecture, engineering, building science, environmental science, 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 featuring industry experts.
- Students will attend the 2023 Getting to Zero Forum and have access to a multitude of breakout sessions, in-depth workshops, and impactful keynotes and plenaries.

## Mentorship

- Students will connect with a mentor aligned with their professional aspirations to discuss professional development and new developments in their sector of the industry.

## 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 2023 Forum.

## Networking

- Students will participate in a facilitated networking breakfast at the 2023 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.

# 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

- Sponsor one student for \$5,000 in 2022/2023 to provide all program activities and financial support to attend the Getting to Zero Forum in Minneapolis in May 2023, 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

- Attend Next Gen Student Breakfast at Getting to Zero Forum to connect in-person with students seeking professional development opportunities

## Boost Your Firm's Getting to Zero Forum Sponsor Benefits

- Firms sponsoring both the Getting to Zero Forum and Next Gen in 2022 can access Forum sponsorship benefits one level higher, as a bonus

# Mentor Testimonials

“Thanks for putting together the Next Gen program. I’ve really enjoyed connecting with my mentee. We speak almost every week and were able to meet in person at the conference. It’s fun and rejuvenating to witness her sense of curiosity as a learner and I really appreciate the connection.”

“I loved this program! Leada did a great job running it and recruiting students, and I really liked the mentor trainings. Thank you!”

“The most significant thing I will carry with me from my experience as a mentor is my relationship with my mentee! I feel lucky to have met another Black woman engineer and I hope we can support each other in the long term.”

## 2021 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 Sponsors

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

## Questions?

### Contact

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