



What: The Women in Clean Energy project is an initiative initially made possible thanks to the generous support of Maria Kingery. The goal of the Women in Clean Energy project is to foster a network of support, camaraderie, and opportunity for self-identifying women in the North Carolina clean energy industry. The first stage of this project was a pilot year where NCSEA held a series of casual networking events across North Carolina to establish the project and a contact list of interested parties. In the future, this project is expanding to include different types of events and programmatic elements, such as a mentorship program and/or internship program.

Who: The target audience are professional women in the clean energy industry across North Carolina. While women of all ages are welcome, the target guests are non-students of post-graduate age. Examining existing NCSEA contacts will generate the initial guest list, and from there a few well-connected individuals will be asked to spread the word and invite others in their network who might be outside of NCSEA's current contacts. This enables these events to cultivate current relationships while developing new ones. Additionally, special attention will be paid to promoting, increasing, and supporting racial and ethnic diversity in the creation of the guest lists.

Where: In less than two years we have held seven WICE events all across North Carolina, and grown our network to over 300 participants! Stay tuned as more events are planned for 2020 and the brand new WICE Mentorship Program gets off the ground.

Why: Creating a space for women in North Carolina to come together and connect with other women in the industry is integral to the advancement of women in this sector, and the clean energy industry as a whole. At a basic level, women in this industry need to meet and interact with other women in the industry so that they know *who* and *where* their fellow women are in this space. Doing so provides these women with the opportunity to include one another in invitations to be on panels, attend conferences and events, share job opportunities, and collaborate on projects. In a space that is not gender equal, women are less likely to be invited to the table unless a concerted effort is made. If the main result of the WICE project is that more women are helping other women amplify their voices and their work in the North Carolina clean energy sector, this project could be considered successful.

While male allies are integral to the advancement of gender equality, the events in the WICE project will focus on women to ensure they remain the focus of the program. Increasing gender and racial diversity in an industry is a [process](#) that does not happen overnight. Success happens when individual organizations commit to making incremental steps that will, over time, lead to a more gender and racially diverse workforce. [Here](#), NCSEA is aiming to lead and make ourselves a resource for the women in North Carolina's clean energy sector.

To learn more about WICE, e-mail Jordan Jones at jordan@energync.org.