



WOMEN IN CLEANTECH 2018 REPORT



01 MESSAGE FROM LACI LEADERS

Estelle Reyes, SVP of Enhancing Community



Women's leadership styles (including a people-based approach, systems level thinking, participative decision-making, and emotional intelligence) are critical to tackling global sustainability challenges. It has been such a privilege to be part of the Women in Cleantech Steering Committee and to see how our programming is inspiring women to build confidence in their voices, use failure as a launching pad, and embrace their authentic selves.

We are excited to continue to provide an open space for dialogue and collaboration as we work together to elevate women's voices and empower organizations to build more inclusive organizational cultures.

Warm Regards,

Estelle Reyes

Matt Petersen, CEO



All of our work at the Los Angeles Cleantech Incubator is guided by our one key mission - to build an inclusive green economy. At this crucial tipping point for our world, it's never been more important to ensure that women are leaders at every level and that their voices guide the changes we need to make to combat the climate crisis. We need to lead the way with cleantech solutions.

I want to say thank you to our partners and members of our Women in Cleantech Steering Committee for making all of our 2018 programming possible. I look forward to seeing what 2019 will bring.

Sincerely,

Matt Petersen

02 ABOUT WOMEN IN CLEANTECH



As a program of LACI's Diversity & Inclusion initiative, the mission of Women in Cleantech (WICT) is to empower women and influence lasting institutional change by creating meaningful connections and providing an open platform for discussing gender barriers and advantages.

Our vision is to drive an equitable workplace in the cleantech and greater technology industries that deliberately includes the needs and perspectives of women and gender-nonconforming people of all classes, ethnicities, and orientations.

To accomplish this, WICT hosts quarterly workshops and monthly meetups that address meaningful topics which affect women and gender-nonconforming people in their professional and personal lives.

ABOUT LACI

The Los Angeles Cleantech Incubator (LACI) is a nonprofit organization dedicated to building an inclusive green economy in Los Angeles. LACI is unlocking innovation through startups, transforming markets with partnerships, and enhancing community inside our campus and out in our neighborhoods. Learn more at laci.org.

03 WORKSHOPS OVERVIEW

1. BUILDING ORGANIZATIONAL DIVERSITY



PANEL SPEAKERS

Cristina Poindexter, Cofounder at Maslo, Inc.
Jarek King, Talent Operations Specialist at Hyperloop One
Jay Epelman, Human Resources Manager at LACI
Lauren Gropper, Founder and CEO at Repurpose
Melissa Minecci, Manager Manufacturing Engineering at Northrop Grumman
Nastassia C.S., Corporate and Executive Coach at The Mind Designer

We focused on hiring, developing, and retaining women in STEM fields, hearing from a panel of CEOs, specialists, and recruiters working in fields ranging from AI to sustainability. They discussed their unique perspectives on integrating diversity development programs into their respective companies. Breakout sessions facilitated intimate conversations about unconscious bias in the workplace, cultural aspects of organizational diversity, and ways to elevate female voices in the office.

"Not many events I've gone to have had such a diverse panel & speakers."

2. HOW MEN CAN ADVOCATE FOR WOMEN

KEYNOTE SPEAKER

Dale Vaughn, Chief Product & Program Development, Marketing, Founding Partner at Gender Leadership Group



We focused on men's roles in the female empowerment movement. Keynote speaker Dale Thomas Vaughn highlighted the fact that people should steer conversations regarding male allies from shame towards accountability in not only elevating women, but also uprooting the systemic problem of female oppression. During the breakout sessions, attendees discussed ways to navigate male/female professional relationships and champion equitable work spaces through validation, safe spaces, and open communication.

03 WORKSHOPS OVERVIEW

3. REDEFINING FAILURE



KEYNOTE SPEAKERS

Tiana Sanchez, CEO, Corporate Trainer, and Amazon #1 Best-Selling Author of "F'd Up: The Upside of Failure" and "Undefeatable: Conquering Self-Defeat"
Mike Huntley, President, Mexamerica Sales

We focused on deconstructing and redefining what failure can mean to personal growth. The event featured the keynote speaker Tiana Sanchez. During her talk, Tiana described the different ways in which men and women interpret failure, varying factors that contribute to failure, and constructive, positive ways to grow from it.

"I'll definitely think more critically about what is going on when I'm not getting what I want out of my career."

4. IMPOSTOR SYNDROME: WHAT'S BEHIND YOUR MASK?

PANEL SPEAKERS

Angelica S. Gutierrez, Professor at College of Business Administration at Loyola Marymount University
Corey Scholibo, Co-Founder & Chief Marketing Officer at Repurpose, Inc.
Janine Davis, Hudson-certified Executive Coach and Partner at Evolution
Liz A. Garcia, Founder & CEO at Stay Limitless



Our last workshop of the year focused on understanding and dealing with imposter syndrome. We heard from a panel of top executives and CEOs from various industries. The panelists discussed the varying manifestations of imposter syndrome in different people, how imposter syndrome is related to institutional and systemic injustices, how to counter imposter syndrome both in the workplace and within oneself, as well as ways to support others through it.

04 MONTHLY COFFEE MEETUPS

PURPOSE

The WICT Committee hosts coffee meetups every month to continue the conversation started in workshops in a more personalized and in-depth way. It's a venue for open, honest, and supportive dialogue.

THE STATS

- Hosted by **13 members** of the Cleantech community
- At **9 local coffee shops**

POPULAR TOPICS

- "How are you bulletproof?," a discussion around how you personally navigate through challenges.
- A white man's perspective and becoming more self-aware
- Dealing with emotions in the workplace
- Causes of the gender patent gap
- How to be bold in the face of any challenge



"This was an amazing opportunity to network and bond with others for clear fresh perspectives."

"The most enjoyable part was hearing other people's experiences."

05 FROM OPPORTUNITY TO ACTION

BY THE NUMBERS



184

Unique attendees to
our program events

15%

Of attendees participated
in **more than one event**



28

Total program
hours delivered

13

Expert speakers with
diverse experiences and
backgrounds



37%

Increase in program
participation from 2017

92%

Reported **satisfaction** with
overall programming



71%

Reported **change in
attitude/perspective**
following the event

96%

Reported **increased
knowledge on topic
presented** following the
event

06 IMPACT STORIES

PANELIST: DR. ANGELICA GUTIERREZ

Assistant Professor of Management,
College of Business Administration,
Loyola Marymount University)

"One of the biggest takeaways for me is that impostor feelings are quite prevalent. Audience members expressed that impostor syndrome is something that they continue to experience and that it often doesn't fully vanish. The upside is that the strategies shared can effectively counter some of these effects. The audience discussion gave me new insight into employees experiencing adverse effects when working with supervisors who exhibit impostor symptoms. This has motivated me to design a study that more closely examines the interpersonal dynamics of supervisors and subordinates who experience impostor syndrome."



"All of the speakers brought great ideas and I was glad solutions to face this syndrome were given so I can work on it myself."

-- Workshop Participant

"It left me with many things to research and think about regarding my own experience."

-- Workshop Participant

06 IMPACT STORIES



STEERING COMMITTEE: CORY COMBS

Co-Founder & Chief Technology Officer of
Ampaire, an LACI Portfolio Company

"We gained insight into the challenges of women in the workplace, and the event discussions provided a framework to discuss these topics with our employees, which are topics we otherwise would have trouble leading a discussion on with our employees. The workshops have been a foundation for reassessing our recruiting practices and have provided us with some great resources to source new employees."

ATTENDEE: EMILY ALONSO

Manager, LA Tech Talent Pipeline (Bixel Exchange)

"I learned impostor syndrome is a real phenomenon, that many people deal with it, and that there are actual ways to combat it."

I realized that men often don't think about the obstacles women face in the workplace because they are not affected directly. It inspired me have the confidence to have the conversation of how men can advocate for women with more people of privilege to bring the issue to the forefront."



07 VALUABLE LESSONS & OUTCOMES

ACHIEVEMENTS

In addition to delivering our programming, we achieved a number 2018 goals we set for ourselves at the end of 2017.

- **Expanded our reach** by having our committee members speak at three women and/or diversity focused events. A WICT Steering committee represented at the Association of Women in Water, Energy & Environment's 2018 conference, a STEM Career Panel Day at Flintridge Sacred Heart Academy, and at Studio 71's all-women speaker Sevenx7 event.
- Ensured each workshop had **close to 60 attendees**
- Grew its mailing list to **481 members**
- Collected **impact stories** from attendees
- **Hosted two all-girl student groups** from DIY Girls and Flintridge Sacred Heart Academy on LACI field trips.

LESSONS LEARNED

In 2018, we were intentional about adapting our format and methodologies to best grow our community and serve our audience.

Direct Feedback Utilized:

Most workshop topics were direct suggestions from our attendee surveys.

Added Interactive and Thoughtful Breakout Sessions:

2018 was our first full year of coffee meetups, as a direct request from participants for an informal space to continue workshop conversation. We also restructured our workshops to include interactive and thoughtful breakout sessions for our audience to further discuss workshop topics, connect, and internalize best practices.

Included Men in the Conversation:

We realized that our goal of true systemic change would be difficult to achieve without male allies. We welcomed male allies on our WICT Steering Committee and made sure to highlight that "all genders are welcome" in our outreach. We're proud to say that 30% of our workshop attendees in 2018 identify as male.

Event Recaps & Resources Created:

After each workshop, we created a Resource Sheet that summarized key lessons learned and actionable steps that can be referred to and shared with friends and colleagues.

Remaining Flexible & Creating a Safe Space:

We learned the value of remaining flexible and providing a safe space to tackle complex, potentially uncomfortable topics by being responsive to our audience. This central value has allowed us to achieve a 92% attendee satisfaction rate among our attendees.

08

WICT STEERING COMMITTEE



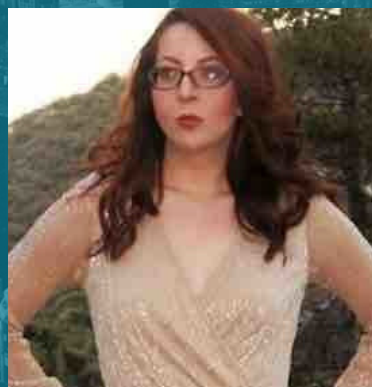
Aayushi Jain

Accelerating electric mobility
in India



Anais Engel

Sustainability Coordinator at
Integral Group



Alyssa Haerle

Public Policy Research
Volunteer at LACI



Carolyn Casavan

Principal Engineer at Casavan
Consulting



Clare Le

Senior Director, Marketing &
Events at LACI



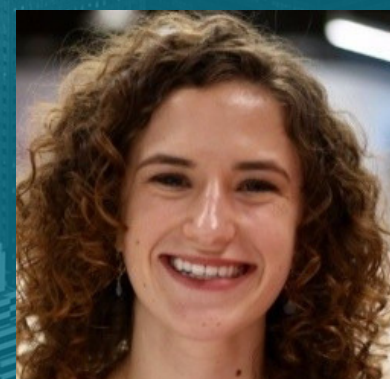
Cory Combs

Co-founder, CTO at Ampaire



Estelle Reyes

SVP, Enhancing
Communities at LACI



Grace Broyles

Manager, Market
Transformation at LACI

08 WICT STEERING COMMITTEE



Jay Epelman
Human Resources
Manager at LACI



Joe Crowley
IT Director at LACI



Lauritz David Jr.
Prototype Shop Technician
at LACI



Kiran Srivastava
Lead Associate, Energy
Practice at Booz Allen
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Mona Mirakhor
Startup Advisor at SBDC



Nathaly Moreno
Community Coordinator at LACI



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