



NATIONAL SOCIETY
OF BLACK ENGINEERS

2020-2021 Annual Report

Growth Through
ADVERSITY



NSBE
NATIONAL SOCIETY OF BLACK ENGINEERS

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NSBE's Mission

To increase the number of culturally responsible Black Engineers who excel academically, succeed professionally and positively impact the community

NSBE's Vision

We envision a world in which engineering is a mainstream word in homes and communities of color, and all Black students can envision themselves as engineers. In this world, Blacks exceed parity in entering engineering fields, earning degrees and succeeding professionally.

Message From the National Chair and the Chief Executive

NSBE Family,

We made it! With the leadership of our 2020–2021 and 2021–2022 Executive Boards; the expertise of our professional staff; the guidance of our chapter, regional and national advisors; the support of our partners; and the commitment of our 17,000 members in the United States and abroad, the National Society of Black Engineers (NSBE) emerged from the rocky waters of what was undoubtedly one of the most challenging periods our organization – and countless other organizations around the globe – have ever seen.

As we have since our founding more than 46 years ago, NSBE sought to be a vital support and sanctuary for Black strivers who were bearing a disproportionate share of society's ills during the contagion, social unrest and economic disruption of the 2020–21 fiscal year. We provided nearly \$100,000 in emergency funds to assist 172 NSBE collegiate members who had been negatively impacted by the coronavirus pandemic. We acted swiftly to offer our programs and events on virtual platforms. And we did whatever else was necessary for NSBE to be there for our members and stakeholders and carry out our mission in a time of great need.

NSBE is and always has been a supportive family in which amazing, lifelong individual relationships nurture, blossom and grow. But we are also a family with a critical common mission, a mission designed to uplift Black people and Black communities by increasing our knowledge and proficiency in engineering and other STEM fields. COVID-19 kept us apart physically, but it is no accident that our bond remains strong and that our mission continues.

Taking the baton in full stride from the outgoing NSBE leaders on May 1, 2021, the current student leadership, boosted by the entrance of NSBE's first-ever chief executive officer on July 8, focused on developing an actionable agenda to achieve the goals set forth in [Game Change 2025](#), NSBE's expansive new strategic plan. We established a framework of priorities to move the number of Black engineering bachelor's degree recipients in the U.S. to 10,000 per year ("10K") over the next four years.

Just as important, NSBE's new leaders began tilling the soil for that strategic success this past summer by doing the vital work of relationship-building within our Society: seeking to exemplify the all-of-NSBE unity and collaboration that is an absolute necessity if our Society is to reach 10K.

Like much of the world, NSBE faces daunting challenges in the near term – regaining the impressive membership we had attained before the pandemic, among others. But, nonetheless, the future is truly bright for the National Society of Black Engineers, as we celebrate the attainment of our highest-ever annual revenue and utilize this time of disruption to refocus our organization on the prize of Black community empowerment and STEM equity, diversity and inclusion. NSBE is primed to thrive in the new normal as an even more powerful and influential force for positive social change.

Toward 10K,

Favour Nerrise

Favour Nerrise
2021–22 National Executive Board Chair
National Society of Black Engineers



Janeen Uzzell
Chief Executive Officer
National Society of Black Engineers

The numbers on the balance sheet speak for themselves: in the areas of fundraising and finance, the National Society of Black Engineers had its most successful year ever. Bolstered by strong stewardship of its financial resources and boosted by a surge of philanthropy and partnership, as organizations and individuals stepped up to meet the multiple crises of pandemic and racial conflict, NSBE saw its revenue increase to \$19.57 million, 142% of the goal set for the year by the Society's leadership. Recognition of the deferred revenue from two events delayed by the pandemic also contributed to the fund development win: NSBE's 2020 Annual Convention and 2020 Summer Engineering Experience for Kids (SEEK) program. Expenses for the year totaled \$11.63 million, only 88% of the budgeted amount, an outcome that came mainly from the migration of programs from in-person to digital delivery. NSBE's annual audit, submitted on time, achieved the best possible result: an unmodified ("clean") opinion from the auditors.

A closer look reveals the great extent of the Society's success in raising monetary support, in many categories.

Unprecedented Success

Changes by NSBE's Fund Development team led to unprecedented success, as the move of the department's functions and initiatives to virtual platforms helped the unit bring in \$11.7 million in unrestricted revenue via national partnerships, Annual Convention sponsorships and recruitment of Annual Convention Career Fair exhibitors. NSBE secured an all-time high 89 organizations as members of the Society's top-level supporters, the Board of Corporate Affiliates (BCA). That number included 24 new BCA partners on the board. The fiscal year also saw the onboarding of 40 NSBE Affiliate partners, another record high number – including 26 organizations.

Fundraising by NSBE's Direct Appeals team more than doubled the \$500,000 goal set for unrestricted philanthropic revenue, acquiring \$1,072,154 with creative outreach campaigns. Revenue in this category was more than four times the amount raised in fiscal year 2020.

Fund development via the NSBE Career Center was likewise stellar, with revenue attainment of \$1,164,708,

ALL-TIME HIGH

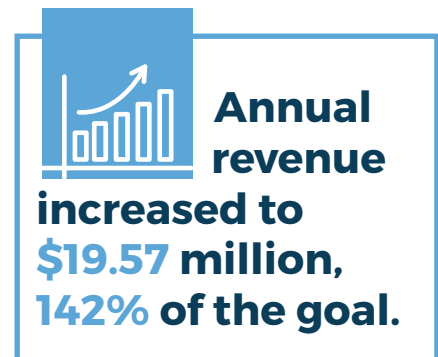
89 Board of Corporate Affiliates members

40 NSBE Affiliate Partners

more than 300% of the goal for the year. More than 14,000 employers connected with NSBE members through resume search functionality, job postings and advertising and made the Career Center the fastest-growing source of revenue for NSBE Fund Development.

Fundraising for SEEK highlighted the success of NSBE Fund Development in obtaining restricted revenue. The signature STEM program for youth, held virtually for only the second time in its 15-year history, had a record number of strategic partners in 2021

and benefited from \$2,425,150 raised against a budgeted goal of \$1,562,000.



Innovative Engagement

Not resting on its laurels, NSBE continued to explore unique ways to engage partners and reimagine the Society's relationship with individuals as well as community, corporate and government organizations. Highlights included:

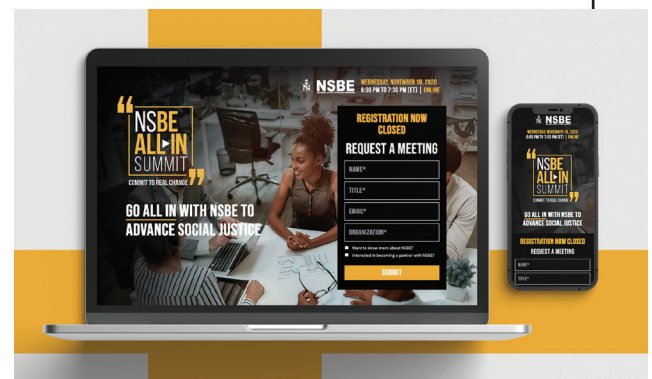
- Creation of onboarding videos and documents for partners
- A series of seminars on rocket science and aerospace for NSBE members, produced in partnership with Lockheed Martin, Northrop Grumman and Raytheon
- Contributions of more than \$300,000 from Apple in support of NSBE Jr. LEGO robotics initiatives
- \$250,000 in HBCU scholarships from Intel
- \$160,000 in travel scholarships to launch a comprehensive primer and training curriculum hosted by Intel



NSBE'S 'ALL IN SUMMIT'

The NSBE All In Summit encouraged senior executives to join NSBE in solving big industry problems by scaling up the Society's current programs and initiatives. The virtual event featured longstanding NSBE supporters who were turning social justice pledges into practice in their position: Kevin Edwards, chief diversity and inclusion officer for Bechtel; Gary Johansen, vice president of the Engineering – Power Systems Business at Cummins Inc.; Sandra Evers-Manley, vice president, Global Corporate Responsibility at Northrop Grumman Corporation; and Leslye Frazier, member of the MIT Corporation and retired environmental appeals judge for the U.S. Environmental Protection Agency.

Benefits to NSBE from the All In Summit included \$120,000 in direct funding secured, 111 new corporate contacts and expanded partnerships with 37 existing donors. In addition, ASAE presented NSBE with a Gold Circle Merit Award, among other positive developments.



Membership and Registration

NSBE's membership statistics followed the nearly universal trend for associations forced to forego their much-anticipated in-person gatherings during the COVID-19 pandemic. The last fiscal year saw a 23% decrease in the Society's members roll, as its most popular events – the Fall Regional Conferences and the Annual Convention – moved to online platforms. However, an 8% growth in the membership of NSBE Professionals proved that movement against the tide was possible with a comprehensive member engagement strategy. Moreover, NSBE activities on the local level remained strong and were reflected in the number of active chapters: 716 in the U.S. and abroad, up from 707 in the last fiscal year.

The global pandemic bred multiple crises, but it also created space for productive reflection and planning. NSBE seized that opportunity to develop its virtual events and plan and implement operational changes to place its membership recruitment and retention, customer service and marketing efforts on a stronger footing.

NSBE Active Membership, 2020-21

Member Type	Totals
Collegiate	8,873
Lifetime	544
NSBE Jr.	3,668
Professional	3,915
Grand Total	17,000

NSBE Active Chapters, 2020-21

Chapter Type	Total
Collegiate	335
NSBE Jr.	299
Professional	82
Grand Total	716



Like many organizations during the global pandemic, NSBE faced major challenges to our mission in the public health, political and social turmoil of 2020–21. But as the obstacles mounted, so did the apparent critical need for our success: STEM solutions to societal problems have rarely been in the spotlight as frequently as they were during this reporting period, and diversity, equity and inclusion rose in the nation’s consciousness more than they have in many decades. NSBE Programs rose to the occasion with creativity and innovation to develop effective means of boosting the science, technology, engineering and math (STEM) knowledge, STEM proficiency and career development skills of our Society’s members and the broader community, during a time when those qualities were sorely needed.

Integrated Pipeline Programs

Alia Kabba, an automation and systems integration engineering technology major at Purdue University, is thankful for the NSBE program that has helped her expand her network. Mechanical engineering junior Oluwatisefunmi Ayo-Idowu of Howard University is utilizing the program to move toward his goal of making outstanding contributions to the STEM fields. The two students are among the dozens who participated this year in NSBE Integrated Pipeline Programs (IPPs), initiatives developed with NSBE organizational

partners to significantly increase the number of Black students who are qualified and available to fill technical positions in the workplace. NSBE IPPs are designed to: increase awareness of and access to STEM careers through internships, scholarships, mentoring and professional development seminars; provide grants to universities to scale-up successful academic support programs; engage with and support pre-collegiate students to encourage their interest in engineering careers; and support technical professional programming for technical professionals within NSBE. For NSBE corporate partners, the Integrated Pipeline Programs offer enhanced opportunities to recruit, hire and retain a diverse engineering workforce and identify and connect with engineering scholars of the future. For students – young, aspiring engineers – the NSBE IPPs provide career readiness skills, access to corporate mentors, financial resources for education and a cohort experience.

“The (Cummins-NSBE) IPP program has helped me become a well-rounded professional and has allowed me to figure out what my purpose is as an engineer and a person.”

*— Myracle Jarmon-Moore,
Computer Engineering Major at
Howard University*



The NSBE/Honeywell Integrated Pipeline Program Scholarship deadline is September 20.



See criteria at apply.NSBE.org



CUMMINS-NSBE INTEGRATED PIPELINE PROGRAM

In the third year of the Cummins Incorporated - NSBE Integrated Pipeline Program (Cummins-NSBE IPP), the program was tailored to the needs of each NSBE scholar while fostering connections with Cummins' counterparts for marked success. Each scholar received resources needed to be successful, while experiencing immersion in an enriched environment as a member of a cohort, to ensure their growth. The experience included webinars on topics to aid in the transition into Cummins' culture.

The Cummins-NSBE IPP was funded by a \$1.48-million, five-year grant from Cummins and includes scholarship grants and academic and professional development support for NSBE collegiate members from Howard University, Purdue University, and most recently, North Carolina A&T State University, which joined the program last year. Scholarship recipients accepted into the program are awarded a total of \$15,000 during their junior and senior years and are required to apply for a summer internship with Cummins. Each Cummins-NSBE IPP scholar is assigned a Cummins mentor who provides support. Last year, the program included 33 scholars, 14 of whom were added in Fall 2020 as a third cohort.

The three Cummins-NSBE IPP institutional partners also receive capacity-building grants to support the development of blended programs that engage institutional and student leaders – including NSBE chapter leaders – to improve student retention and success. The program's overarching goal is to increase the pool of diverse engineering talent entering the U.S. industrial workforce. The IPP is part of Cummins' U.S. Diversity Initiative and aligns with NSBE's push toward the Society's main strategic goal: to lead the U.S. to produce 10,000 ("10K") new Black Engineers annually by 2025.

HONEYWELL-NSBE INTEGRATED PIPELINE PROGRAM

The third year of the Honeywell-NSBE Integrated Pipeline Program saw continued progress toward the goal of increasing the number of students with underrepresented identities in STEM who are prepared to enter the Honeywell workforce. The program also met its objectives of establishing partnerships with key engineering degree programs in designated geographic areas and engaging with NSBE chapters to improve recruitment and retention of minority students.

The Honeywell-NSBE IPP aims to reduce the representation gap between African-American technical employment candidates and others by cultivating the interest and enhancing the preparation of a cohort of rising sophomore engineering students in six designated geographic regions. The Honeywell-NSBE IPP offers scholarship awards totaling \$18,000 to each of its student participants and provides year-round career readiness support, internship opportunities and support for accommodations at NSBE's Annual Convention.

Honeywell and NSBE have successfully on-boarded three cohorts of IPP scholars, developed a specialized webinar curriculum and successfully sponsored and engaged with the NSBE students. In 2020-21, 31 scholars – nine seniors, 18 juniors and four sophomores – participated in the Honeywell-NSBE IPP, and three of the scholars interned with Honeywell. The program has a 100% participation rate and a 100% retention rate.





New Pre-College Partnerships

NSBE's Pre-College Initiative (PCI) Program is designed to stimulate interest in STEM among students in kindergarten through grade 12, toward the goal of encouraging them to attend college and pursue technical degrees.

At the heart of the PCI Program is membership in **NSBE Jr.**, a program that gives students the opportunity to join one of more than 220 chapters in the United States and abroad. NSBE Jr. provides programming to help students discover firsthand how engineering and technology relate to the world around them and discover the excitement of STEM. Encouraging NSBE Summer Engineering Experience for Kids (SEEK) students to take advantage of NSBE's year-round STEM education offerings by joining NSBE Jr. is an ongoing effort of the Society.

Programs new to the PCI Program and NSBE Jr. students in 2020-21 follow.

CLUB FOR THE FUTURE

Founded by Blue Origin, Club for the Future is a nonprofit organization whose mission is to inspire future generations to pursue careers in STEM and help invent the future of life in space. A group of Blue Origin engineers led a workshop in which NSBE Jr. members designed and built their own rockets at home then learned what an actual space launch is like.

ENGINEERING TOMORROW

Guided by a diverse team of successful engineers, Engineering Tomorrow introduces high school students nationwide to various fields of engineering and provides them with hands-on instruction, virtual labs and mentorship. Students have the opportunity to receive equipment and supplies in the mail and complete labs via videoconferencing, or to participate in person at events at Engineering Tomorrow's New York City or Washington, D.C., locations. All offerings are available at no cost to students, teachers or schools. In addition to engaging with professional engineers, participants are also mentored by engineering students from the nation's top colleges and universities.

FACILITATE 2 MOTIVATE

Facilitate 2 Motivate (F2M), LLC, is a consulting group that provides professional and personal development services to millennials and women striving for success on their own terms. F2M facilitators harmonize their expertise in science and technology with social and emotional learning to help individuals or organizations attain the ideal mental attitude for sustainable success. F2M has led multiple workshops focused on hands-on STEM activities, academic excellence and leadership development for NSBE Jr. students.

Programs and Initiatives (cont'd)

NSBE
NATIONAL SOCIETY OF BLACK ENGINEERS

BECOME A FACILITATOR TODAY

The National Society of Black Engineers invites you to sign up for **Beats Unlocked** — a free music and coding workshop! Guide your students to create unique beats while building computer science skills. Afterward, they gain access to free computer science courses through **CodeHS** to continue their learning journey.

Questions? Contact NSBE

EDUCATOR BACKGROUND

First Name: John
Last Name: Smith
Email Address: jsmith@nsbe.com

When do you intend to run BUI? Please select...
How did you hear about BUI? Please select...

How experienced are your students with computer science? No, Intermediate, Yes
How experienced are you in facilitating computer science to students? No, Intermediate, Yes

Beats Unlocked is a free Facebook initiative that brings beat-making and coding to life. Our virtual workshop unlocks STEAM opportunities for middle and high school students in underrepresented communities.

NSBE BEATS UNLOCKED

BEATS UNLOCKED BY FACEBOOK

Beats Unlocked is a Facebook initiative that blends music and coding to unlock science, technology, engineering, arts and math (STEAM) opportunities for middle school and high school students from communities underrepresented in those fields. Students create musical beats using block-based coding in javascript and ultimately participate in a beats cypher, where they showcase their work. Through this experience, Beats Unlocked provides an outlet for creative expression while building confidence and computer science skills.

SEEK
STUDENT
PARTICIPATION:

2020: 1,400
FROM
3 Countries

2021: 4,423
FROM
7 Countries

SEEK 2021

NSBE Summer Engineering Experience for Kids

Hash tag #virtalseek2021, from Twitter, August 2021: "Hi there I am Elsie and am 10 years old. I live in Nairobi, Kenya. I love everything about STEM and computers make me go sheeeesh. I have been participating in the SEEK NSBE virtual camp for middle school girls for the past 3 weeks and learnt so much."

Elsie from Kenya was only one of the thousands of students who signed onto NSBE's Summer Engineering Experience for Kids (SEEK) as it extended its reach across the nation and globe through virtual programming. SEEK, traditionally an in-person program serving 3rd through 5th graders in communities across the country, completed its second year as a digital learning opportunity. The free program's engineering design challenges offered three weeks of curricula delivered remotely because of safety concerns related to the COVID-19 pandemic. Last summer, two cohorts of students participated in SEEK's three weeks of high-quality learning activities. The virtual format created the opportunity for students all over the world to benefit from the program, and students from 42 U.S. states and six other countries — including Mexico, Canada, Germany, Nigeria, Kenya and Bermuda — did so. A total of 4,423 students participated, up from 1,400 in 2020.

Thousands of tablet computers were provided to the grade-schoolers and their families, who were offered a free, downloadable curriculum for the hybrid learning experience. A hands-on design process and

curriculum packet encompassing core engineering concepts provided guidance. Each program week culminated with Showcase Friday, when students showed off their creations, such as catapults, gliders and bridges, and highlighted them on social media.

SEEK students last year engaged in the program's interactive, team-based engineering projects through online instruction with SEEK mentors on Zoom. These educators, many of whom are engineering majors and collegiate members of NSBE, are dedicated to pursuing professional excellence and giving back to the community through their work with the children.



In addition to offering its traditional program for elementary school students, SEEK was able to serve middle school girls through a new partnership with Techbridge Girls. Almost 300 girls from Houston, New Orleans, Oakland, San Francisco and Washington, D.C., participated in a collaboratively created curriculum specifically focused on gender equity and presenting women as role models in STEM.



SEEK, now in its 15th year, is the United States' largest summer engineering program geared toward African-American and other children from groups underrepresented in STEM. Since its launch in Washington, D.C., in 2007, SEEK has served nearly 24,000 3rd-5th graders in 45 states across the country and beyond. SEEK

has been supported by corporate, government, nonprofit and academic partnerships since the program was established with a \$1-million grant from Battelle in 2007. Major SEEK sponsors have included Bechtel, Chevron Corporation, The Dow Chemical Company, Ford Motor Company, GM, Nissan, Northrop Grumman Corporation and Shell, among many others. The National Science Foundation has funded research of SEEK.

NSBE Career Academy

NSBE Career Academy provides critical interpersonal skills for new entrants into the workforce and beyond. The Career Academy builds capacity for jobseekers and enforces the foundation for getting and keeping employment. Students receive good direction through accountability exercises, skills and assessments, and learn to become more marketable by learning how to write a resume, apply for jobs, interview well and meet workplace expectations, with practical on-the-job activities, time management, goal setting and communication. NSBE increased the reach and scale of the NSBE Career Academy in 2020-21 with new investment to build content for professional members, including certifications, and offer new online content to supplement SEEK and NSBE Jr. to enrich those experiences further.

Programs and Initiatives (cont'd)

NSBE Learning Lab

The NSBE Learning Lab, sponsored by Intel, is designed to ensure technical women and others with under-represented identities in STEM receive up-close exposure to growing industry trends in emerging technology areas. The program is open to college students, university faculty and professionals. NSBE Learning Lab builds upon NSBE's Career Academy, which delivers college-level offerings to ensure workforce readiness. NSBE Learning Lab also increases exposure and access to emerging technology areas through hands-on training. Universities and their faculty can use NSBE Learning Lab as a resource to retain more STEM students. The lab also drives technical career development to retain STEM professionals and help them progress.

Scholarships

Supported by a record amount of investment in its scholarship programs, NSBE awarded more than \$1 million in financial support of higher education to its pre-collegiate, undergraduate and graduate student members this reporting year. The NSBE Scholarship Program provides grants ranging from \$500 to \$7,500 per year to students in pursuit of engineering and applied science degrees.

Meaningful scholarships increase the likelihood that students complete their engineering degrees. Scholarships help fulfill NSBE's mission, as the NSBE Scholarship Program continues to grow and make a positive impact on members of the Society around the world.

NSBE SCHOLARSHIP DOLLARS AWARDED

2019-20
\$735,474
2020-21
\$1,062,994

NSBE 2021-22 Scholarships

SCHOLARSHIP NAME	# OF AWARDS	AMOUNT OF EACH AWARD
Analog Devices Scholarship	2	\$10,000
AVANGRID Scholarship	6	\$5,000
Bechtel Scholarship 2020	8	\$5,000
Chevron Scholarship 2020	18	\$5,000
Cummins Inc. IPP Scholarship	15	\$15,000
DMC Inc Scholarship	2	\$5,000
Exxon Mobil Corporate Scholarship	8	\$4,500
Grad Student Conference Travel Grant	2	\$750
Graduate Student Scholarship	3	\$3,000
Hardesty & Hanover Scholarship	1	\$5,000
Honeywell IPP Scholarship	18	\$6,000
Leroy Callendar NSBE Jr. Scholarship	2	\$500

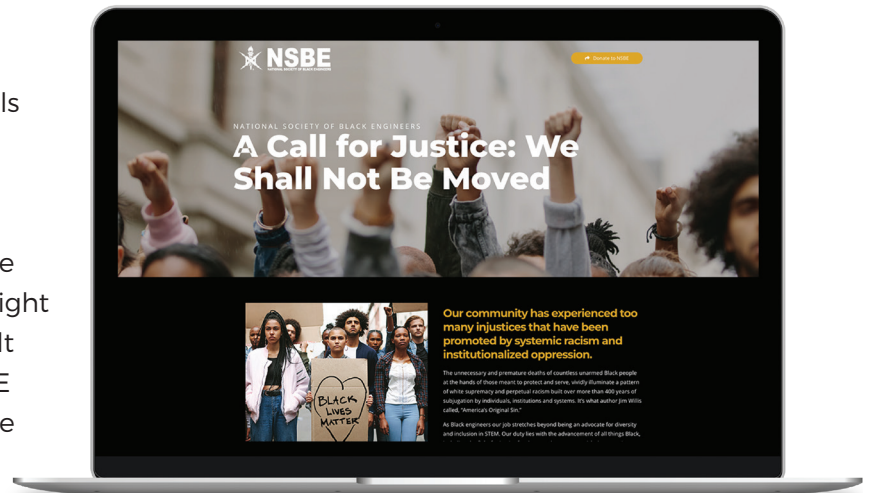
SCHOLARSHIP NAME	# OF AWARDS	AMOUNT OF EACH AWARD
Lockheed Martin Scholarship	4	\$5,000
Mike Shinn Member of the Year	2	\$7,500
Motorola Solutions Foundation Scholarship	10	\$9,000
Northrop Grumman Scholarship	5	\$5,000
NSBE Academic Improvement Scholarship	10	\$500
NSBE BCA/Affiliate/Fellows Scholarship	50	\$2,500
NSBE Fulfilling the Legacy Scholarship	8	\$1,500
NSBE Jr. Bridge Scholarship	10	\$1,000
NSBE Jr. Golden Torch Scholarship	5	\$1,000
NSBE Jr. Graduating Senior Scholarship	3	\$2,000
NSBE Study Abroad Scholarship	1	\$500
NV5 Global Inc. Scholarship	10	\$5,000
PCI Female Student of the Year	1	\$1,000
PCI Male Student of the Year	1	\$1,000
Raytheon Technologies Scholarship	2	\$5,000
Raytheon Technologies Travel Scholarship	18	\$1,000
Schweitzer Engineering Laboratories Scholarship	4	\$5,000
Textron Systems Scholarship	1	\$5,000
Toyota Motor North America, Inc. Scholarship	2	\$8,000
Valero Energy Scholarship	3	\$5,000

Total # of Awards - 294* | Total Scholarships Amount Awarded - \$1,062,994*

**Includes 57 awards totaling \$27,554 distributed to students for COVID-19 relief.*

Social Justice Initiative

NSBE's Race and Social Justice Initiative is an effort to shift racial equality work from individuals to institutional and structural forms of racism. It emphasizes that the job of Black Engineers stretches beyond being an advocate for STEM diversity and inclusion to a duty that lies with the advancement of all things Black, including the fight for justice for those who have perished as a result of racism. During this reporting period, the NSBE Social Justice online portal continued to increase its resources for information on police reform, mental health support, voting resources, social and criminal justice organizations and petitions and fundraisers for recent victims. As injustices that have promoted systematic racism and institutionalized oppression of Black communities continued to come to light, NSBE's call for justice included several events:



NSBE All In Summit, November 2020: This virtual event introduced and connected potential organizational supporters of NSBE with programs to help deliver on commitments to drive real change for the Black community. During the height of the reactions to the killings of Ahmaud Arbery, Breonna Taylor and George Floyd, many corporations issued statements and pledges to support social justice but struggled with how to translate this to actionable, measurable corporate initiatives. NSBE All In Summit participants learned about the mission and scalable programs that NSBE has already implemented that deliver measurable results. The panel included executives of sponsoring organizations of NSBE and leaders of the Society.

NSBE Corporate Town Hall: This conversation hosted a cross-section of NSBE's partners to discuss corporate culture, responsibility and brand alignment during the country's civil unrest. NSBE's Corporate Town Hall was hosted by Amazon's Black Employee Network.

National Academies of Sciences, Engineering, and Medicine Report

NSBE Chief Programs Officer Rochelle L. Williams, Ph.D., coauthored a report published in April 2021 by the National Academies of Sciences, Engineering, and Medicine (NASEM) on "The Impact of COVID-19 on Collaboration, Mentorship and Sponsorship, and the Role of Networks and Professional Organizations." The paper was part of an intensive, eight-month study built upon the information and data provided in the recent NASEM report, "Promising Practices for Addressing the Underrepresentation of Women in STEM," to examine new disruptions and burgeoning inequities within higher education, in light of the pandemic. NSBE supported this report, which was one of five research papers of the consensus study, "Investigating the Potential Impact of COVID-19 on the Careers of Women in Academic Science, Engineering, and Medicine."

Renewed Partnerships

NSBE renewed its Memorandums of Understanding (MOUs) with numerous partnering organizations, pledging to collaborate to advance mutual goals. The MOUs establish formal relationships with the strategic partners and outline the collaborative actions each organization will undertake. Through these MOUs, NSBE and its partners will provide the leadership needed to inspire, attract, develop and retain our current and next generation of Black engineering leaders. NSBE renewed its reciprocity agreements with the following:

Aerospace Industries Association of America (AIA)
American Institute of Aeronautics and Astronautics (AIAA)
American Institute of Chemical Engineers (AIChE)
American Society of Civil Engineers (ASCE)
Biomedical Engineering Society (BMES)
Coalition of Hispanic, African and Native Americans for the Next Generation of Engineers and Scientists (CHANGES)
Engineers Without Borders USA (EWB)
Environment and Education
Information Technology Senior Management Forum (ITSMF)

INROADS
Kappa Alpha Psi (KAPSI)
MindEdge
MIT Beaver Works Summer Institute (BWSI)
National Society of Professional Engineers (NSPE)
Society of Hispanic Professional Engineers (SHPE)
Society of Women Engineers (SWE)
StellarXplorers (“STLX”) (An Unincorporated Program of the Air Force Association)
The Links, Incorporated
The National GEM Consortium (GEM)

NSBE, SWE and SHPE Diversity Effort



NSBE
NATIONAL SOCIETY OF BLACK ENGINEERS

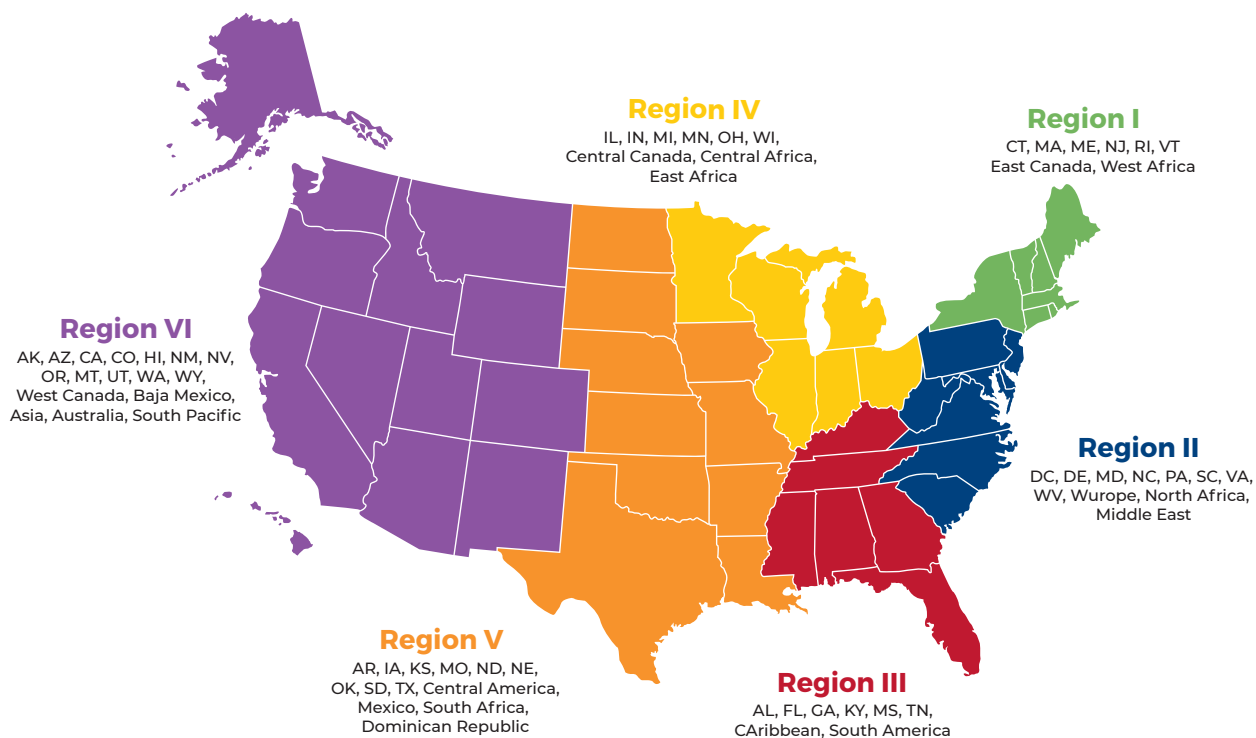


NSBE, in collaboration with the Society of Women Engineers (SWE) and the Society of Hispanic Professional Engineers (SHPE) received a grant from the National Science Foundation (NSF) in January 2021 to support the creation of the Women of Color in Engineering Collaborative (WCEC). The group has a shared vision centered on dismantling of systemic barriers that impede the retention and advancement of women engineers of color. The funding of the group, a planning grant, came from the NSF Inclusion across the Nation of Communities of Learners of Underrepresented Discoverers in Engineering and Science program (NSF INCLUDES), a comprehensive national initiative to enhance U.S. leadership in discoveries and innovations by focusing on diversity, inclusion and broadening participation in STEM.

With this grant, SWE, NSBE and SHPE began to build the WCEC by recruiting professional associations whose memberships include women engineers of color. WCEC will expand to include the higher education community's alumni networks, industry partners, government entities and other organizations that share a commitment to increasing the representation and equity of women engineers of color in the workforce. The WCEC will focus on the often cited, yet understudied, challenge of retaining women in the engineering workforce. One of the first projects supported by the grant was the Women of Color in Engineering Collaborative (WCEC) Convening, held virtually on a Zoom platform.

2020 Fall Regional Conferences

NSBE's Fall Regional Conferences (FRCs) are one-to-three-day events held annually in late October or early November in each of NSBE's six geographic regions, with the goal of motivating, inspiring and equipping the Society's members to achieve excellence in their scholastic or professional careers. The FRCs were held virtually for only the first time in NSBE's history during this reporting year, enabling members to strengthen their relationships with other members across the region despite the obstacles presented by the global pandemic. The conferences included keynote speakers, academic competitions, a graduate and undergraduate college fair, a career fair and unique workshops aimed at helping the collegiate, pre-collegiate and technical professional participants develop into well-rounded engineers.



HIGHLIGHTS OF THE 2020 FALL REGIONAL CONFERENCES

Region I (Northeast): The conference featured sessions on personal growth, organization and time management; Code Switching: Knowing Your Workplace Style; and balancing technical excellence and emotional wellness. A Resume Bootcamp offered resume reviews and mock interviews.

Region II (Mid-Atlantic): The Region II FRC gave constituents opportunities to connect with STEM professionals and with NSBE leaders at both the chapter and regional level. Workshops helped members promote their growth and development as engineers and offered career and internship opportunities.

Region III (Southeast): The Region III family enjoyed impactful events at the conference, which was packed with technical competitions, workshops and a career fair. Attendees had opportunities to network with more than 31 employers and compete for scholarships.

Region IV (Great Lakes): NSBE members at the event were empowered with personal and professional development seminars. There was also a Graduating Seniors Reception, elevator pitch competition and Technical Bowl.

Region V (Mid-Southwest): Workshops at this conference included an Academic Tech Bowl and NSBE Debaters Competition, among many others. NSBE Jr. events such as a FIRST LEGO League competition and an Engineering Career Pathways activity were held.

Region VI (West): This year's conference was centered on the theme "Engineering with Resilience" and featured programming that highlighted and celebrated resilience in the face of adversity.

46th Annual Convention

Held on Aug. 19-22, 2020, the 46th Annual Convention was NSBE's first-ever virtual rendition of its largest event. Originally scheduled to be held in-person in San Antonio, Texas, in March, the event, nicknamed #NSBE46, was reimag-

ined as an online event because of health and safety concerns related to the COVID-19 pandemic. The theme of #NSBE46, "Engineering the Revolution," spotlighted the need for positive change through societal revolution, personal revolution, cultural revolution and industrial revolution, with an agenda featuring transformative programming. More than 8,500 STEM students, technical professionals and corporate, government and community leaders participated in the convention, which was presented with robust



interactive features enabled by state-of-the-art technology that created a powerful, educational, career-enhancing, entertaining experience for attendees.

#NSBE46 featured high-profile speakers, panel discussions, technical and career development workshops, networking

sessions, training sessions for technical and scientific competitions, and the premier career fair geared toward African Americans in STEM. The culminating event, the 23rd Annual NSBE Golden Torch Awards ceremony, honored outstanding achievers in STEM and the community. Comedian, television host, actress, author and former electrical engineer Loni Love hosted the awards ceremony. Comedian/actress/producer Amanda Seales joined the convention as host of a Black history- and Black culture-themed show titled "Smart Funny & Black." The convention included events and activities geared toward undergraduates in STEM fields, as well as three "mini-conferences" designed for the Society's other membership demographics: the Pre-College Initiative (PCI) Conference, for elementary school, middle school and high school students; the Graduate School Conference (GSC) for current and prospective graduate students; and the Technical Professionals Conference (TPC) for STEM practitioners. PCI Conference competitions, such as MATHCOUNTS, Ten80 and FIRST LEGO League did not take place during #NSBE46. Instead, NSBE provided information sessions to help students prepare for the next competition year.

Event Highlights (cont'd)



47th ANNUAL CONVENTION
THE HOLISTIC ENGINEER
NATIONAL SOCIETY OF BLACK ENGINEERS

47th Annual Convention

As COVID-19 stretched into early 2021, NSBE's leadership opted for participant safety once again, with a virtual format for the 47th Annual Convention, "The Holistic Engineer." The convention, dubbed #NSBE47, took place on April 5-9, 2021 and included dozens of technical and career development workshops; technical and scientific competitions; networking events; panel discussions; inspiring speakers; and more. Featured events of #NSBE47 also included a career fair with nearly 300 exhibitors, including employers recruiting new hires, and institutions of higher education seeking new students.

#NSBE47 was NSBE's first convention after the release of the Society's new strategic plan, Game Change 2025, and accelerated the progress toward NSBE's "10K Goal": to partner with educational institutions to graduate 10,000 (10K) new Black Engineers annually in the U.S. by 2025. Workshops included technical innovation competitions as well as calls to social justice; a seminar on algorithmic justice and racial bias in sensors and a session titled "Young, Black, Engineer & Gay." The culminating event of the convention, the gala 24th Annual NSBE Golden Torch Awards ceremony, honored outstanding achievers in STEM and the community.





2021 National Leadership Conference

NSBE held its second virtual National Leadership Conference, titled “TIME to Engage,” on June 24–27, 2021. The National Leadership Conference (NLC), an annual event, is the longest and most comprehensive of the leadership training meetings of NSBE’s yearlong National Leadership Institute. At these conferences, leaders from the National Executive Board, National Professionals Executive Board and Regional Executive Boards prepare and present detailed plans for their time in office. The gathering also covers archetypes of leadership and effective communications strategies. Upon conclusion of the NLC, NSBE’s national leaders train the regional officers to prepare for them, in turn, to train the chapter officers at the Regional Leadership Conferences (RLC).

This year, the National Leadership Conference was on Zoom and utilized Canvas, an electronic learning management system, as a hub for all necessary information for participants. A total of 186 registrants participated, including 158 leaders who were trained. “TIME to Engage was derived from the Society’s National Directives for the year (TIME – Transform, Innovate, Mobilize and Evolve) and the Professionals Vision (Engage – A desire to further engage our professional members and enhance their NSBE experience). As NSBE moved into the first year of its new strategic plan, the NLC helped Society leaders with successful implementation. NLC attendees learned about principles such as program management and execution, public relations and funds solicitation. They were able to collaborate and brainstorm with other leaders from different regions and boards and shared ideas on best practices for engagement in both physical and virtual spaces to maximize engagement. NLC also offered training in leadership competencies such as leading others, setting visions and balancing NSBE and schoolwork. NSBE national leaders and advisors and members of the NSBE World Headquarters team were presenters. Industry leaders made masterclass presentations, including: Leading through Change: Helping Leaders Shift Their Own Mindsets and Steer Organizations through Substantial Change; Transitioning from Strategy to Implementation; and Driving Strategic Implementation throughout an Organization.

NSBE Professionals'
**MEMBERSHIP
INCREASED**
5.5% in
FY2021

35 Lifetime
Members
added



For close to 33 years, NSBE Professionals has been the premier vehicle for Black STEM-trained pros seeking to network, thrive and develop their careers. NSBE Professionals' 2020–21 fiscal year was one of endurance and sustained commitment to mission, through a totally virtual experience. While balancing the challenges of global pandemic and overt social injustice, this talented organization continued to discover, unlock and nurture the potential of NSBE's workforce veteran and entrepreneur class. Despite the challenging balance, the Professionals focused on membership excellence through retention-building activity, programmatic diversification, work-life integration forums, innovative philanthropy tied to scholarship and more! Through it all, the NSBE Professionals thrived through the organization's vision of *Pathways to Excellence in Membership*. Here's how:

Membership and Professional Chapter Growth

With a strategic focus on Membership at the Core, the 2020–21 NSBE Professionals membership campaign established a theme of **Inspire.Develop.Achieve**. The first-ever *Let's Get Virtual* professional membership campaign activity featured virtual/video testimonials from current leaders who shared their "why" for being a NSBE member. Fiscal year 2019–20 showed a 3.3% dip in membership numbers from the previous year, and we braced ourselves for what was to come for 2020–21. The well received and highly praised virtual campaign fueled a year-to-year increase of 5.5% in the Professionals' total membership enrollment. While our organization's U.S. domestic membership tally dipped by 0.3% (a mere nine members), the total number of active Professional chapters topped out at 77, only two less than the total for the previous year. As we closed the fiscal year, 35 members had been added to the Lifetime Membership category, having pledged a lifelong commitment to NSBE.

Testimonials

"As a nutrition consultant, I was honored to be selected to provide a safe space to the Women in Science and Engineering (WISE) SIG membership, during the NSBE Professionals 'Excellence in Membership' year. Our interaction was a warm and intimate reminder that as much as our members make strides and are resilient in their careers, it is just as if not more important to prioritize their health and wellness. What a privilege."

— Danielle Smiley,
Principal Nutrition Consultant, NuTriDS, LLC

NSBE Professionals
**PARTNERSHIP
FUNDS RAISED**
\$250,000

Partnerships and Relationship-Building

Financial Wellness led the NSBE Professionals on a pathway to diversification of partnership connections. With fiduciary performance and growth as our guideposts, NSBE Professionals engaged with 50-plus existing and potential partners. A mutually beneficial partnership with Amazon Web Services yielded the *first-ever* AWS Certification Challenge pilot for professionals within NSBE. The partnership provided a unique opportunity for members to receive targeted training skills sessions in preparation for the certification exam. More than 15% of the NSBE Professionals members who attended the AWS info session received the AWS certification, which made them that much more marketable and primed for career growth! Also for the first time ever, December's *Giving Tuesday* funding appeal benefited the Edward E. Barnette Jr. Endowment, yielding close to \$5,000 in direct giving. This positioned the Edward E. Barnette Jr. Community Impact Scholarship for launch in the forthcoming fiscal year. By the end of 2020-21, NSBE Professionals had amassed \$250,000 in partnership funds and services.

Programming

Excellence in Programs Execution enabled a monumental year of member-focused programming in many areas. The NSBE Special Interest Groups (SIGs) produced a wealth of activities designed to build specific skills in a wide range of industries through work-life integration. Following their strategy of *Research, Outreach, Advocacy, Development*, the SIGs amassed 500-plus hours of combined planning and execution of content, through more than 50 sessions that delivered industry exposure, technical development and career advancement. More than 60 professional and collegiate NSBE leaders received professional development hour credit for A-3 Tool Training, courtesy of the Process Improvement SIG.

NSBE Professionals gave end-of-fiscal-year recognition to the SIGs for their successful efforts to drive Excellence in Membership:

- **Process Improvement SIG** - Best Social Media Presence; Excellence in Programming Execution
- **Environmental SIG** - Most Improved SIG
- **Entrepreneurship SIG** - Excellence in Collegiate Programmatic Engagement
- **Energy SIG** - Excellence in Collegiate Programmatic Engagement
- **Healthcare Innovation SIG** - Excellence in Financial Wellness
- **Aerospace SIG** - Excellence in Membership Mobilization
- **Public Policy SIG** - RISE Award
- **Women in Science & Engineering (WISE) SIG** - Membership at the Core
- **Intellectual Property** - Up Next Award

This fiscal year launched the first-ever Professional Webinar Series, aptly named "Excellence in Membership." The series included 53 sessions and more than 1,400-plus participants engaged in more than 75 hours of the webinar series programming. Participants gave the series a satisfaction rating of higher than 85%, describing the sessions as impactful, applicable and relevant to their careers and personal lives. The webinar series featured the first-ever *Chair's Chats*, which covered topics from "Engineering in the Beauty Industry" to "Black STEM LGBTQ+" to "The Black Vote" to "Women in Leadership." The webinars were accelerants, driving up membership totals for the fiscal year.

Communications

Innovation Communication 360^o yielded cohesive internal and external communications flow for NSBE Professionals. Each of our organization's social media handles realized at least 300% growth in user enrollment and engagement. Social media statistics steadily increased across the official NSBE Professionals' Facebook, Twitter, Instagram and LinkedIn platforms. Other communication pathways included Mail Chimp and the monthly *Professionals eNews*. The *eNews* features included the *first-ever* "Word of the Month & Chapter Shout Outs," designed to make deeper connection/engagement with members. Our communications team's collaborative partnership with our programs team helped yield more than 20,000 cumulative membership touchpoints through the Let's Get Virtual year.

Testimonials

"The COVID-19 pandemic left many organizations at a loss for direction. NSBE Professionals were able to provide support by focusing on 'Excellence in Membership' as it was gathering together and supporting those in need. Our increase in membership also was an act of vigilance and survival through the world's challenges. NSBE Professionals were able to prove that binding and bonding together, even virtually, is needed to progress forward through our careers with a sound mind. The 2020–2021 Executive Board demonstrated that membership remains at the heart of our organization."

— Fatima Majied,
Detroit NSBE Professionals President

"The Professionals' vision, 'Excellence in Membership,' meant that as a NSBE Professionals (chapter leader), I should strive to not only gain membership but to exceed that and convert members into 'family' and holistic engineers for our community. NSBE has made me a better leader, and it has shown me that in order to lead, I must understand the plights of my members and adjust where necessary."

Kyrah L. Williams,
Southern Florida NSBE Professionals Chapter President

Administrative

Structure & Standardization. The *first-ever* National Professionals Executive Board (PEB) Continuous Improvement initiative was launched to increase operational effectiveness of our leadership. The PEB 365 priorities tool was activated to chart the PEB leaders' goals, actions and results. Starting with 191 goals, PEB leaders leveraged the PEB 365 model, which then yielded 71% tool utilization rate. PEB Continuous improvement also saw the *first-ever* use of the GEMBA Kaizen approach, which was implemented to arrive at productivity improvement within NSBE Professionals. Outcomes included the establishment of PEB standard work, uniform meeting agenda/notes templates, and structured meeting format, all implemented at 100%. Also, the *first-ever* data strategy initiative was instituted to address gaps in professional membership data, including membership talent capabilities. As a result of this yearlong effort, the NSBE Research Council was established and ratified by NSBE's National Executive Board. The PEB Continuous

improvement initiative *accelerated the fiscal year progress* and was a key to realizing true accountability and traceability to enhance NSBE's business continuity.

For the NSBE Professionals, this fiscal year was indeed a year of *FIRSTS!* The cohesion and unity among the organization's operating zones fueled the overall success. No one zone could be successful without the other. The internal system to ensure national board operational excellence had a positive impact. Transparency and openness helped NSBE Professionals stay on course during a year of immense challenges worldwide. With the postponement of the annual NSBE Professional Development Conference (PDC) (another first), we were confident that quality virtual programming would work to retain and obtain Professionals members. Increased collaboration, engagement and relevance of programming to professionals' careers enabled us to improve the depth and rigor of the Professionals membership experience. Our work, as a whole, helped strengthen the interconnections and better manage our interdependencies with NSBE collegiate leaders, NSBE World Headquarters leadership and external stakeholders, all to better serve the experienced talent within NSBE. The NSBE Professionals' 2020-21 fiscal year has earned its place in history as the year that turned leadership and membership experiences into stories that will continue to positively disrupt and impact STEM.

Testimonials

"As a chapter president, the new vision of 'Excellence in Membership' meant a renewed strategic focus on putting members at the forefront of what we do as NSBE leaders. Previously, it felt as though Programs was the heart and soul of our organization and the family/community aspect came second. This new focus felt as though we put our members first, which is exactly how it should be!"

*Raymond Smith-Byrd,
Twin Cities NSBE Professionals President*

"Excellence in Membership meant thoughtfully connecting with our membership in a year that was incredibly life-changing and innovative for our organization and members. It meant inviting NSBE Jr. and collegiate students to join our Professionals meetings to further strengthen the existing relationships within our NSBE family. Finally, it gave an opportunity to reflect and refocus on our members and our mission, which is our NSBE foundation. I'm grateful for that vision and how it prepared us to continue building our NSBE family and collective impact."

*Natasha Renee Herring,
Denver 'Mile High' NSBE Professionals President*

"It was impressive to participate in a year where past Professionals chairs were invited back to offer insight to current board members based upon our past leadership experiences."

*Brian L. Jackson,
2009-10 NSBE National Professionals Chair;
Executive Advisor for NSBE Process Improvement Special Interest Group*

National Partnerships

Moving against unprecedented socioeconomic headwinds in 2020-21, NSBE achieved record numbers of participants in both of its national partnership categories.

Board of Corporate Affiliates

The Board of Corporate Affiliates (BCA) is NSBE's top national support level, where leading corporate and government strategic partners work with the Society's leadership to make a significant impact on NSBE members, Black communities and the nation.

The BCA partners for 2020-21 are listed below. NSBE extends a sincere "Thank you!" to these organizations for their generous financial support and their nonmonetary assistance in moving our mission forward.

3M	Dell	L3Harris	Robert Half
ABB	Deloitte	Lam Research	Rockwell Automation
Accenture	Delta	Leidos	Schneider Electric
Aerospace	Discover	Lockheed Martin	ServiceNow
Air Products	Dow	Lutron	Siemens
Amazon	Dupont	Major League Baseball	Sony
American Express	Eaton	Merck	Southern California Gas Company
Ansys	Ericsson	Microsoft	Southern Company
BAE Systems	ExxonMobil	Morgan Stanley	Stanley Black & Decker
Bechtel	Fiserv	Motional	Stellantis
Bloomberg	Ford	NASA	Teradyne
Boeing	General Dynamics	Nasdaq	Texas Instruments
BP	General Electric	Nextera Energy	Thermo Fisher Scientific
BRP	Goldman Sachs	Northrop Grumman	Toyota
Carrier	Google	NVS Global Inc.	Trane Technologies
Caterpillar	Honeywell	Oracle	Trimble
Central Intelligence Agency	HP	P&G	U.S. Department of State
Chevron	IBM	Phillips 66	Visa
Cisco	Intel	PPG	Wells Fargo
Clover	Jacobs	Protiviti	Whiting-Turner
Cummins	John Deere	Qualcomm	Workday
Danaher	Johnson & Johnson	Raytheon Technologies	
	JP Morgan Chase & Co.	Resideo	

Affiliate Partners

NSBE's esteemed Affiliate Partners are essential to the progress of the Society's mission and objectives. They provide vital funding for the Fellows Program, student scholarships and the Annual Convention.

Airbus
Amtrak
Apple
Barnes Group
Bloomberg
Citi GCT
Citizens Bank
ConocoPhillips
CoStar Group
D. E. Shaw
Diaego

Dominion Energy
Dovel Technologies
Fairfax Economic
Development
Corporation
FM Global
General Motors
IPS
Jane Street
Micron
Moog

Motorola Solutions
Mott MacDonald
Nordstrom
NSA
Nucor
OnPrem
PA Consulting
Pfizer
Ramble
realtor.com/Move.com
SADA

Skyworks Solutions
Tetra Tech
TTI N. America/
Milwaukee Tool
USAA
Verisk
Virgin Orbit
VMWare
Xylem
Zebra

Financial Statements

Statement of Activities

For the Years Ended July 31, 2021 and 2020

	2021			2020
	Unrestricted	Restricted	Total	Total
REVENUE				
Solicitations/Sponsorships and Donations	\$ 3,299,021	\$ 1,897,081	\$ 5,196,102	\$ 2,024,284
Grants and Foundations	-	1,091,454	1,091,454	589,232
BCA Partnerships	3,190,795	-	3,190,795	1,931,205
Affiliate Partnerships	1,570,502	-	1,570,502	346,186
In-Kind Donations	155,989	-	155,989	-
Registration	1,858,170	-	1,858,170	477,127
Career Fair	1,070,900	-	1,070,900	-
Scholarships	506,951	556,000	1,062,951	566,857
Dues	382,332	-	382,332	390,715
Publications and Advertisements	127,938	-	127,938	34,031
Royalty Income	6,820	-	6,820	31,337
Job Postings	1,251,057	-	1,251,057	559,439
Interest Income	\$147,121	-	147,121	202,674
Other Income	-	738,900	738,900	-
Net Unrealized Gain (Loss) on Investments	2,538,240	-	2,538,240	1,468,056
Net Realized Gain (Loss) on Investments	(814,624)	-	(814,624)	(477,682)
Total Revenue	\$ 15,291,211	\$ 4,283,435	\$ 19,574,646	\$ 8,143,462
PROGRAM EXPENSES				
National Convention	1,422,424	-	1,422,424	1,253,995
Publications	335,476	-	335,476	348,239
Regional Activities	263,053	-	263,053	1,134,826
Scholarships	653,832	556,000	1,209,832	877,765
Pre-Collegiate Initiative	40,101	-	40,101	161,702
SEEK	512,360	1,481,045	1,993,405	622,653
National Executive Board	385,428	-	385,428	442,365
Professionals	176,018	-	176,018	467,118
Grant-Funded Programs	67,828	935,751	1,003,579	490,134
Other Programs	35,845	-	35,845	74,595
Total Program Expenses	3,892,365	2,972,795	6,865,160	5,873,391
ADMINISTRATIVE EXPENSES				
Fundraising	1,110,543	-	1,110,543	1,188,434
World Headquarters	3,655,138	-	3,655,138	4,197,620
Total Administrative Expenses	4,765,681	-	4,765,681	5,386,054
Total Expenses	\$ 8,658,045	\$ 2,972,795	\$ 11,630,840	\$ 11,259,445

	2021			2020
	Unrestricted	Restricted	Total	Total
Change in Net Assets	6,633,165	1,310,640	7,943,805	(3,115,983)
Net Assets - Beginning of Year	6,120,238	480,909	6,601,147	9,993,938
Prior Year Adjustment	(14,460)	-	(14,460)	(276,809)
Net Assets - End of Year	\$ 12,738,943	\$ 1,791,549	\$ 14,530,492	\$ 6,601,147

Statement of Financial Position

July 31, 2021 and 2020

	2021	2020
ASSETS		
CURRENT ASSETS		
Cash and Cash Equivalents	\$ 6,025,869	\$ 2,576,096
Accounts Receivable, Net	10,119,122	5,849,142
Prepaid Expenses and Other Assets	147,957	144,309
Total Current Assets	16,292,947	8,569,546
NON-CURRENT ASSETS		
Investments	10,904,594	9,534,160
Buildings, Furniture, Fixtures and Equipment, Net	3,328,946	3,254,254
Total Non-Current Assets	14,233,540	12,788,414
TOTAL ASSETS	\$ 30,526,487	\$ 21,357,960
CURRENT LIABILITIES		
Accounts Payable and Accrued Expenses	1,696,600	1,010,803
Deferred Revenue	10,471,786	9,578,231
LMA Payable - Merrill Lynch	3,827,609	4,167,779
Total Current Liabilities	\$ 15,995,995	\$ 14,756,813
NET ASSETS		
Unrestricted Net Assets	12,738,943	6,120,238
Restricted Net Assets	1,791,549	480,909
Total Net Assets	14,530,492	6,601,147
TOTAL LIABILITIES AND NET ASSETS	\$ 30,526,487	\$ 21,357,960

2020-21 National Officers, National Advisors and World Headquarters Staff

NSBE 2020-21 NATIONAL EXECUTIVE BOARD

Administrative Zone

National Chair: Jocelyn Jackson

National Vice Chair: Monica Monconduit

National Secretary: Nosa Eke

National Treasurer: Austin Mamou III

National Treasurer Emeritus: Alaisha Alexander

National Programs Chair: Tamia Middleton

National Parliamentarian: Racheida Lewis

National Historian and Documentarian:

Obum Egolum

National Chair Emeritus: Niasia T. Williams

National NSBE Professionals Chair:

Kameelah S. Majied, PMP

Communications Zone

National Secretary: Nosa Eke

National Technology Chair: Sheriff Agboola

Finance Zone

National Treasurer: Austin Mamou III

National Finance Chair: Kendra Allen

National Assistant Treasurer – Special Projects:

Alonzo Billips

Financial Controller: Amari Griffin

National 2021 Convention Planning Committee

Chair: Yaël Monereau-Prewitt

Programs Zone

National Programs Chair: Tamia Middleton

National Pre-College Initiative Chair:

Najma Thomas

National TORCH Chair: Jarius Hillman

National Leadership Institute Chair: Briana Wilson

National Leadership Conference Chair: Avery Layne

National Engineering Diversity Chair: Anne Okrah

National Academic Excellence Chair: Ira Moore

Membership Zone

National Vice Chair: Monica Monconduit

National Membership Chair: Ralinkae Kane-Jackson

International Committee Chair: Darren Butler

Region I Chair: Phoebe Ato

Region II Chair: Favour Nerrise

Region III Chair: Chayanne Burey

Region IV Chair: Saiyiya Jemison

Region V Chair: Danae Nash

Region VI Chair: Mar'quis Bryant-Morgan

National NSBE Professionals Chair:

Kameelah S. Majied, PMP

NSBE 2020-21 NATIONAL ADVISORY BOARD

Chair: S. Gordon Moore Jr.

Vice Chair: Donna O. Johnson Mackey, Ph.D.

Secretary: André ("Dré") Willis

Board Member: Cheryl L. Adams

Board Member: Stephanie G. Adams, Ph.D.

Board Member: Reginald K. Ewing

Board Member: Njema J. Frazier, Ph.D.

Board Member: Anthony Harris

Board Member: Steven A. Jarrett

Board Member: Shelly K. Morris

Board Member: Regenia R. Sanders

Board Member: Niasia T. Williams

Board Member: Virginia Booth Womack

Advisor Emeritus: Marion W. Blalock

Advisor Emeritus: Augustine O. Esogbue, Ph.D.

Advisor Emeritus: Gary S. May, Ph.D.

NSBE 2020-21 NATIONAL PROFESSIONALS EXECUTIVE BOARD

National Professionals Chair:

Kameelah S. Majied, PMP

National Professionals Chair-Elect:

Roneisha Worthy, Ph.D.

National Professionals Secretary: Townsend Brown

National Professionals Treasurer: Alex Isaac

National Professionals Treasurer-Elect:

Alexa Cottman

National Professionals Programs Chair:

Paula McCall

National Professionals Parliamentarian:

Kwame Baptiste

National Professionals Chair Emeritus:

Anthony Murphy

National Professionals Publicist: Teakia Sabb

National Professionals Finance Chair:

Johnnie Tangle

National 2020 Technical Professionals

Conference Chair: Shadeequa ("Dee") Miller, Ph.D.

National 2021 Technical Professionals Conference

Chair: Anderson Prewitt, Ph.D.

National 2020 Professional Development

Conference Chair: Reginald S. Archer, Ph.D.

National Professionals Pre-College

Initiative Chair: Dominick Sanders

National Professionals College

Initiative Chair: Victoria Hills

National Professionals Talent

Development Chair: Akissi C. Lewis

National Professionals Membership Chair:

Eric Bryant

Region I Professionals Chair: Angelena Edwards

Region II Professionals Chair: Richard Ezike, Ph.D.

Region III Professionals Chair: Michael C. Agbaere

Region IV Professionals Chair: Shari Briggs

Region V Professionals Chair: Gregory Reeves Jr.

Region VI Professionals Chair: Victoria Gray

NSBE 2020–21 WORLD HEADQUARTERS STAFF

Executive Director: Karl Reid, Ed.D.

Executive Assistant: Sandra Turner

Operations

Senior Director, Operations: Richard Clemmons Jr.

Director, Operations and Project Management:

Erika Howell

Director, Membership and Registration:

Me'Shell Sheffield

Senior Manager, Events and Travel: Roena Cox

Manager, Systems Implementation and

Integration: Tamra Greer

Human Resources Manager: Natasha Watson

Manager, Membership and Registration:

Cecelia Pitt

Operations and Contract Specialist: Ebony Jackson

Membership and Registration Coordinator:

Rickelle Gordon

Membership and Registration Coordinator:

Darius Simington

Office Coordinator: Eboni Bowman

Finance, Accounting and Process Management

Senior Director, Finance, Accounting and Process

Management: Stanton Hill

Director, Accounting: Teanesha Washington

Senior Accountant: Eden Assefa

Staff Accountant: Felicia Carter

Accounts Payable Specialist: Rica Muhammad

Fund Development and Marketing

Senior Director, Fund Development and Marketing:

Charles Thompson III

Director of Development, Foundations and Direct

Appeals: Teiko McCollough

Director of Development, National Partnerships:

Kaylan Somerville

Senior Manager of Development, Programs:

Phillip Jones

Senior Manager, National Partnerships:

Jessica Sussen

Senior Manager, Marketing and Communications:

Yvette Watson

Development Manager, Direct Appeals: Portia Jones

Development Administrative Assistant:

Angela Jackson

Development Coordinator: Franco Holmes

Fund Development Coordinator: Brandon Swain

Programs

Senior Director, Programs: Rochelle Williams, Ph.D.

Senior Manager, Pre-College Programs:

Brittany Boyd

Senior Manager, Collegiate and Professional

Programs: Ralanda Nelson

Manager, SEEK Outreach and Operations:

Donyel Stewart

Manager, Pre-College Initiatives: David Varnado

Coordinator, SEEK Recruitment and Training:

Shernari Council

Programs Coordinator, Scholarships:

Raynashia Goodine

Coordinator, SEEK Curriculum and Resources:

Thomas Harris

Coordinator, Sponsored Programs:

Ruth Mayo McNeil

Coordinator, Strategic Initiatives:

Ashley Uzamere



NSBE
NATIONAL SOCIETY OF BLACK ENGINEERS

National Society of Black Engineers

World Headquarters

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