

Engineering The Road FROM CRISIS TO OPPORTUNITY



NATIONAL SOCIETY OF BLACK ENGINEERS
2019-2020 ANNUAL REPORT

TABLE OF CONTENTS

- | | | | |
|---|--|----|--|
| 1 | MESSAGE FROM THE NATIONAL CHAIR AND EXECUTIVE DIRECTOR | 12 | NSBE PROFESSIONALS |
| 2 | MEMBERSHIP AND REGISTRATION | 14 | PARTNERSHIPS |
| 3 | PROGRAMS AND INITIATIVES | 17 | FINANCIAL STATEMENTS |
| 8 | FUNDRAISING AND FINANCE | 19 | NSBE HISTORY |
| 9 | EVENT HIGHLIGHTS | 20 | NSBE 2019-2020 NATIONAL OFFICERS AND ADVISORS AND WORLD HEADQUARTERS STAFF |

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.

This annual report covers Aug. 1, 2019 through July 31, 2020. Please note that the majority of photos included were taken pre-COVID-19.



MESSAGE FROM...

THE NATIONAL CHAIR AND EXECUTIVE DIRECTOR

From social unrest and systemic racism to financial instability and the global COVID-19 pandemic, NSBE grappled with one of the toughest years it has faced in a very long time. But from crisis comes opportunity, and in our 45th year as an organization, we had the steadfast resources and the innovative engineering mindset not just to weather the storm but to sail confidently into the new reality that is emerging. Very few organizations and, certainly, very few nonprofit associations have the staying power and lasting impact that NSBE has, and this is even more true today.

At NSBE World Headquarters (WHQ), a strategic reorganization increased capacity and improved operations, positioning our Society for the pivot needed to navigate this challenging period. Our members rallied to support one another at the chapter, regional and national levels, as the effects of COVID-19 amplified racial disparities in health-care and the economy. More than 140 members applied to NSBE for emergency aid, and we distributed more than \$50,000 to enable NSBE students to transition from campus to home, purchase critical equipment for their education and continue their learning online.

NSBE's work — producing diverse technical talent, serving as an incubator for thousands of Black STEM students and cultivating the career development of Black technical professionals around the world — quickly transitioned to a digital format. Our first-ever Virtual Career Fair and virtual National Leadership Conference, among other events, enabled us to continue serving our members and fulfilling our mission. Our 46th Annual Convention, postponed from March until August 2020, after the end of the fiscal year, was also made virtual. And our first-ever virtual Summer Engineering Experience for Kids (SEEK) hosted more than 1,300 3rd through 5th graders from three countries, in July and August.

NSBE has been a trusted partner for many years with many universities and businesses, but now, with the onset of racial reckoning in the U.S., NSBE is serving as a broker of best practices and resources for diversity, equity and inclusion. Although many of our partners have long viewed engagement with NSBE as vital to their inclusion strategy, the Society's role in sharing strategies for

equity, social justice and innovation is growing exponentially. The change has NSBE doing business in a completely new way.

Through the tumult of 2020, NSBE's leadership has kept its eyes on our ultimate goal, which is to lead the U.S. to produce 10,000 (10K) new Black Engineers annually by 2025. Toward this end, we have reconvened our Strategic Planning Task Force to reflect the new realities and develop "Game Change 2025" as a framework of targeted initiatives for the next five years. Since we announced our main strategic goal five years ago, more than 2,000 additional Black Engineers are earning bachelor's degrees in the U.S. each year, bringing the annual total to just over 5,600 now: a 61 percent increase since 2015 and more than halfway to our goal of 10,000.

The world is changing in ways never imagined. The resulting disruption requires a systems approach, and who better to solve systemic problems than Black Engineers, who will be called upon to use our creativity and analytical skills to confront, tackle and solve a whole range of novel technical and adaptive challenges. In this process, will we see only crisis, or will we look deeper, to opportunity? We say the latter.



A handwritten signature in black ink that reads "Jocelyn Jackson".

Jocelyn Jackson
NSBE 2019–20 National Chair

A handwritten signature in black ink that reads "Karl W. Reid".

Karl W. Reid, Ed.D.
NSBE Executive Director



MEMBERSHIP & REGISTRATION



The Society got off to a fast start in membership growth in 2019–20, with a 35% year-to-year increase in the number of NSBE Jr. members and 7% increases in both the collegiate and NSBE Professionals demographics at the end of the first quarter. However, NSBE’s usual growth spurt during the winter months leading up to the Annual Convention was precluded by the postponement of the event and its change to a virtual format because of the COVID-19 pandemic. The result, after extraordinary marketing and membership recruitment efforts, was a 12% decline to 21,822 members at fiscal year-end 2020.

Nevertheless, NSBE made significant progress toward a number of its membership and registration goals. Among the highlights: collaboration between the officers of the Society’s Membership Zone and NSBE’s Membership and Registration staff put more than 90 community college students on the road to an engineering degree, through NSBE’s newly established Community College Hub/Pipeline initiative; implementation of a new event registration system, ConferenceDirect, was completed, providing greatly enhanced service capabilities for five conferences and the Annual Convention; and new digital and hard-copy brochures were created to assist NSBE chapters with recruitment of new members.



NSBE continues to develop its recruitment strategy, amplify its value proposition and strengthen its technical and organizational infrastructure, work that is positioning the Society for a strong membership comeback in the near future.

90

Aspiring
Engineers
in NSBE’s
Community
College/Hub
Pipeline



PROGRAMS & INITIATIVES

INTEGRATED PIPELINE PROGRAMS

NSBE is creating a lasting pipeline to STEM careers for bright, Black students, students who are often overlooked in efforts to develop much-needed engineering talent. NSBE's Integrated Pipeline Programs (IPPs) seek to significantly increase the number of these students who are qualified and available to fill technical positions. IPPs increase STEM awareness, access, engagement and inclusion through internships, scholarships, mentoring and professional development seminars. They also provide grants to universities, especially Minority Serving Institutions and Historically Black Colleges and Universities, to scale-up successful academic support programs based on proven strategies. Finally, there are opportunities to engage and support pre-collegiate students to encourage their interest in future engineering careers and support technical professional programming for the NSBE Professionals.

- **NSBE-Cummins Integrated Pipeline Program**
The NSBE-Cummins Incorporated Integrated Pipeline Program, launched in February 2019, is funded by a \$1.48-million, five-year grant from Cummins. A total of 50 undergraduates have benefited from the IPP, which includes scholarship grants as well as academic and professional development support for select NSBE collegiate members beginning in their sophomore year. The program's overarching goal is to increase the pool of diverse engineering talent entering the U.S. industrial workforce. Scholarship recipients are awarded a total of \$15,000 during their junior and senior years and have opportunities to apply for summer internships with Cummins. Each NSBE-Cummins scholar is also assigned a Cummins mentor.

The NSBE-Cummins IPP also provides grants to Howard University, Purdue University and North Carolina A&T State University. These College Capacity-building Grants support the development of blended programs that engage institutional and student leaders — including NSBE chapter leaders — to improve student retention and success.

The IPP is part of Cummins' U.S. Diversity Initiative and aligns with NSBE's push toward the Society's 10K Goal.

- **Honeywell-NSBE Integrated Pipeline Program (HNIPP)**
The Honeywell-NSBE Integrated Pipeline Program (HNIPP) is a three-year, \$1.2-million effort to increase the number of underrepresented minority candidates prepared to enter the Honeywell workforce. The IPP also establishes partnerships with key engineering programs in designated geographic markets and engages NSBE chapters to improve recruitment and retention of underrepresented minority students. The financial resources provided by the HNIPP, along with mentorship and mean-



ingful work experiences, are aimed at boosting the retention and graduation rates of minority cohorts and, ultimately, providing a candidate pool of highly qualified engineers. The program offers scholarship awards totaling \$18,000 per student and provides year-round career readiness support, internship opportunities and financial assistance for NSBE Annual Convention

PROGRAMS & INITIATIVES



accommodations. It also provides support to NSBE's SEEK, NSBE Jr. and NSBE Professionals programs. The HNIPP program's goal is to eliminate the talent and representation gap between African-American technical employment candidates and others, by cultivating interest in STEM and enhancing the preparation for these career fields for a cohort of rising sophomore engineering students.

Honeywell is globally recognized for its culture that balances accountability and results with a high value on its people. The company's recognition of the intrinsic value of diversity in the workplace has made Honeywell a valued NSBE partner.

SUMMER ENGINEERING EXPERIENCE FOR KIDS

NSBE's Summer Engineering Experience for Kids (SEEK), traditionally an in-person program serving 1,300 3rd through 5th graders in communities across the country, quickly shifted to a digital summer learning opportunity this year. SEEK is the nation's largest summer engineering program geared toward African-American and other elementary school students from groups

underrepresented in STEM. For the first time, SEEK's three weeks of high-quality learning activities in STEM were virtual rather than in-person, because of safety concerns related to the COVID-19 pandemic. NSBE not only provided hundreds of tablets to the grade-schoolers and their families, thanks to Amazon, Honeywell and other sponsors, but also offered a free, downloadable curriculum for thousands of others who wanted to participate in the virtual learning experience. KiwiCo, Inc., an organization committed to helping young innovators build their creative confidence and problem-solving skills, made a generous donation to SEEK this year, giving each program participant a STEM-based Kiwi Crate containing materials and hands-on engineering design activities to enhance the students' learning.

The first-ever virtual SEEK hosted 1,300 elementary school students from three countries who accessed the free program's hands-on, team-based engineering design challenges, delivered remotely using digital media and information technology. SEEK, now in its 14th year, is designed to: expose children to basic STEM concepts; establish a foundation of STEM knowledge and experience the students can build upon in middle school, high school and college; and, ultimately, increase the number of Black professionals in engineering.



MAKE MUSIC COUNT PROGRAM

NSBE's Summer Engineering Experience for Kids (SEEK) partnered with Make Music Count to present workshops to teach students math through popular music. The Make Music Count curriculum teaches kids to play popular songs on a virtual piano by solving math problems that correspond to notes on the keyboard. Participating SEEK students reported that mathematics can be fun, while they also strengthened their ability to solve algebraic equations. The mission of Make Music Count

is to eliminate math phobia in 3rd through 9th grade students, an effort that aligns with NSBE's goal of increasing the STEM proficiency of students in the pipeline to engineering careers.

NSBE CAREER ACADEMY

NSBE Career Academy helps the Society's college students hone their professional career skills to be job-ready. NCA takes collegiate members through a learning journey in their pursuit of engineering careers by deploying a sophisticated and multi-layered webinar curriculum, sequential programming and intensive career advising. In addition to its webinar series, NCA comprises one-on-one career coaching and a robust tracking, assessment and evaluation process. More than 12 modules cover essential career readiness competencies such as understanding personal brand; the employment application process; interviewing; mentorship; and dressing appropriately for the workforce.

Face-to-face activities planned for the Academy were moved to a virtual platform because of COVID-19 safety concerns. The pilot phase of the NSBE Career Academy was conducted with 75 students from three institutions: Bowie State University, Howard University and the University of Maryland, Baltimore County. Participants valued the opportunity to enhance and get feedback on their skills through intensive practice, peer-based learning and increased self-awareness.

1,300 Student Participants in
NSBE's first-ever virtual SEEK



PROGRAMS & INITIATIVES



SCHOLARSHIPS AND AWARDS

Students receive more than \$800,000 in corporate- and individual-funded college scholarships from NSBE every year. The NSBE Scholarship Program provides crucial financial support, ranging from \$500 to \$7,500 per year, to students in pursuit of engineering and applied science degrees. During the 2019–20 scholarship cycle, NSBE’s national and regional leadership distributed \$735,474 in scholarship awards to

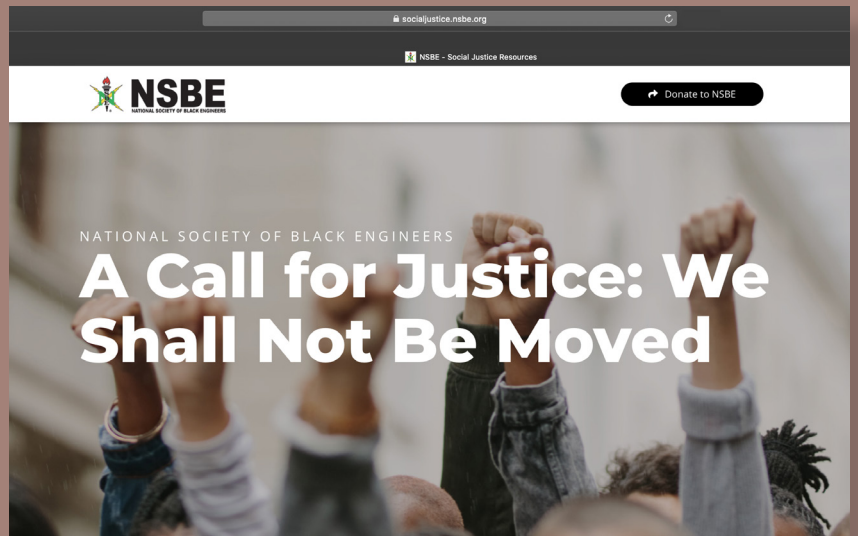
pre-collegiate, undergraduate and graduate students. That amount included \$50,974 in COVID-19 Relief Aid to NSBE members in need of financial assistance because of the pandemic.

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 have a positive impact on members of the Society around the world.

SCHOLARSHIP NAME	# OF AWARDS	TOTAL AMOUNT AWARDED
Bechtel Scholarship 2020	8	\$40,000.00
Chevron Corporate Scholarship 2020	18	\$90,000.00
COVID-19 Relief Aid 2020	75	\$50,974.00
Cummins Scholarship 2019–20	18	\$135,000.00
Discover Corporate Scholarship 2019–20	6	\$31,000.00
Eaton Corporate Scholarship 2019–20	5	\$12,500.00
GE African American Forum (AAF) – Lloyd Trotter Scholarship 2019–20	8	\$24,000.00
Grad Student Conference Travel Grant 2019–20	2	\$1,500.00
Graduate Student Scholarship 2019–20	3	\$6,000.00
John Deere Corporate Scholarship 2019–20	6	\$6,000.00
Journey Hill Family Fund Scholarship 2019–20	3	\$3,000.00
Leroy Callendar NSBE Jr. Scholarship 2019–20	2	\$1,000.00
Northrop Grumman Scholarship 2019–20	5	\$25,000.00
NSBE Academic Improvement Scholarship 2019–20	15	\$22,500.00
NSBE BCA/Major/Fellows Scholarship 2019–20	101	\$205,000.00
NSBE Fulfilling the Legacy Scholarship 2019–20	10	\$15,000.00
NSBE Jr. Bridge Scholarship 2020	10	\$10,000.00
NSBE Jr. Golden Torch Scholarship 2019–20	5	\$5,000.00
NSBE Jr. Graduating Senior Scholarship 2019–20	3	\$6,000.00
NSBE Study Abroad Scholarship 2019–20	2	\$1,000.00
PCI Female Student of the Year 2019–20	1	\$1,000.00
PCI Male Student of the Year 2019–20	1	\$1,000.00
Raytheon Technologies Scholarship 2020	2	\$10,000.00
Raytheon Technologies Travel Scholarship 2020	18	\$18,000.00
Mike Shinn Member of the Year 2019–20	2	\$15,000.00
TOTALS	329	\$735,474.00

SOCIAL JUSTICE

In the spring of 2020, as a spate of unjustified killings of African Americans by white Americans spawned an international protest movement for human and civil rights, and as the coronavirus pandemic made a disproportionate impact on Black and Brown people in the United States, NSBE began its own initiative for social justice in the U.S. The effort began with a series of regional virtual forums followed by a virtual National Town Hall meeting on the topic, "What It Means to Be Culturally Responsible in This Moment." A new microsite, socialjustice@nsbe.org, was launched concurrently with the national event, during which participants began developing an action plan that included things such as increasing NSBE's civic engagement through public policy advocacy and by heightening the commitment of NSBE members to exercise their right to vote. The initiative is seeking to move NSBE's membership "from pledge to practice," to achieve equity for Blacks, women and other STEM minorities, in the workplace as well as in K-12 education and in colleges and universities.



\$735,474

Awarded through 329 Scholarships



MOU RENEWALS

NSBE renewed its memoranda of understanding (MOUs) with partner organizations, pledging to work with them to advance our mutual goals. The MOUs establish formal relationships with strategic partners and outline the actions each organization will undertake. Through these agreements, NSBE and its partners collaborate to provide the leadership needed to inspire, attract, develop and retain our current and next generation of Black engineering leaders. This year, NSBE renewed its reciprocity agreements with:

- American Institute of Chemical Engineers (AIChE)
- American Society of Civil Engineers (ASCE)
- Biomedical Engineering Society (BMES)
- Information Technology Senior Management Forum (ITSMF)
- INROADS
- Kappa Alpha Psi
- The Links, Incorporated
- National Society of Professional Engineers (NSPE)

FUNDRAISING & FINANCE

Disruption of budgets was nearly universal during the public health and economic crises of 2020, but despite the challenges brought by pandemic-related changes to the Society's programs and events, NSBE achieved \$13.86 million in total revenue for the fiscal year, 102% of the goal.* Astute financial management was an essential element of this achievement and was confirmed by the successful completion of NSBE's annual audit with an unmodified ("clean") opinion.

Acquisition of funds to support NSBE's mission was the other essential element, of course, and the Society's Fund Development team, working within the framework of good stewardship, had notable successes in a number of areas, particularly in generating restricted revenue.

Continuing recruitment of a dynamic cadre of partners enabled a reset of NSBE's Summer Engineering Experience for Kids (SEEK), which was held in a virtual environment for the first time. More than \$1.1 million was raised for the virtual camp and

Scholarship fundraising was stellar in 2019–20, as civil unrest throughout the country raised consciousness of racial and economic inequity and brought to the fore organizations committed to diversity and inclusion in STEM. Scholarship revenue for the year was \$432,764, 321% of the budgeted goal. A gift of \$250,000 from the technical engineering and consulting firm NV5 — initiated by a NSBE member and advocate — was included in that amount, as was \$180,000 of scholarship

\$13.86*
million total revenue
102% of Goal

\$275,337
raised through Direct Appeals
102% increase since
FY2019

its associated programs, along with \$700,000 in deferred revenue to launch the in-person SEEK program for fiscal year 2021. Amazon Web Services, Ann Theodore Foundation, The Boeing Company, Cummins, Honeywell, KiwiCo, Nissan, Northrop Grumman Foundation and Trane Technologies served as Presenting Sponsors of SEEK.

support for students in the Honeywell-NSBE Integrated Pipeline Program. (See page 3.)

NSBE worked diligently toward its ambitious goals for unrestricted revenue as well, against the economic headwinds in a changing philanthropic climate. Among the successes in this area: the Fund Development team raised or retained \$2.29 million in revenue for the first-ever virtual Annual Convention, which was postponed until August of fiscal year 2021. Support of 137 existing and 20 new partners was secured for the event during the year covered by this report. In addition, a focus on direct appeals to diversify the Society's revenue streams was fruitful, as unrestricted giving in this category reached \$275,337, a 102% increase since the previous year. Partnerships with Motorola and USAA, and a number of other initiatives, contributed to the success of direct appeals.

*Prior to accounting for deferred revenue due to the postponement of NSBE's 46th Annual Convention



Thousands of NSBE members and hundreds of NSBE partners made connections this year, as we shifted from hosting traditional in-person events to virtual experiences because of COVID-19, opening the door to new participants and partners who were previously limited by travel.

- **Fall Regional Conferences**

NSBE's annual Fall Regional Conferences (FRCs) combine STEM education, competitions, workshops, networking and internship opportunities in one location. The FRCs give students the chance to meet Black Engineers and STEM professionals from the regional community. Middle school students receive a chance to practice their leadership skills, and high school and college students receive access to local internship and job opportunities at these events, which are ideal for local employers looking to recruit top talent. The FRCs are especially vital for pre-college students, many of whom are further motivated to pursue a major in

engineering and are inspired by the gathering of Black Engineers. Each FRC includes a Career Fair where organizations can recruit some of the nation's best and brightest STEM talent. Fall Regional Conferences are located in easily accessible cities around the country, in NSBE's six geographic regions.

2019 FRC SCHEDULE

Region I (Northeast): Nov. 21–24, 2019, Sheraton at the Falls, Niagara Falls, New York

Region II (Mid-Atlantic): Nov 8–10, 2019, Sheraton Pittsburgh Hotel, Pittsburgh, Pennsylvania

Region III (Southeast): Nov. 15–17, 2019, Grand Hyatt Tampa Bay Hotel, Tampa, Florida

Region IV (Great Lakes): Nov. 15–17, 2019, Amway Grand Plaza, Grand Rapids, Michigan



EVENT HIGHLIGHTS



Region V (Mid-Southwest): Oct. 24 –27, 2019, Renaissance St. Louis Airport, St. Louis, Missouri

Region VI (West): Nov. 8–10, 2019, Hyatt Regency San Francisco Airport, Burlingame, California

- **Postponed 46th Annual Convention**
Safety concerns, restrictions on travel by NSBE corporate partners and cancellation of several speakers, all related to COVID-19, forced the postponement of the Society's Annual Convention for the first time in the event's history. Originally scheduled to be held in San Antonio, Texas, in March 2020, NSBE's 46th Annual Convention (#NSBE46) was rescheduled to Aug. 19–23, 2020, after the end of the fiscal year covered by this report. Although the postponement was a setback, it also gave the Society the opportunity to be innovative and begin developing virtual solutions to bring the greatest possible value to our members and partners.

Countless Black professionals in engineering and other technical fields have credited their attendance at NSBE's Annual Convention with giving them the motivation, academic support and career development tools they needed to earn their academic degrees and move on to successful engineering careers.

- **Virtual Career Fair**
The postponement of the 46th Annual Convention was a major disruption of the career plans of many NSBE members. Our graduating college seniors, especially, look forward to the convention's Career Fair for opportunities to meet with recruiters from inclusive employers and graduate degree programs of higher education institutions. To meet that continuing demand during the pandemic, NSBE hosted its first-ever Virtual Career Fair, on April 30 and May 1, 2020. More than 3,200 students and professionals registered for the event and engaged remotely with more than 660 recruiters.

Employers set up “virtual booths” with a wealth of information about everything from job openings to advancement opportunities, compensation and organizational culture.

- **National Leadership Conference**

The National Leadership Conference (NLC) was another virtual first for the Society. The event, sponsored by the University of Colorado, Boulder, saw more than 250 national and regional officers participate in five days of learning. The 2020 NLC, one of the largest ever, provided participants with the opportunity to receive vital training in one virtual location and share ideas as well as receive a preview of programmatic offerings from the National Leadership Institute (NLI), NSBE’s yearlong curriculum of leadership and professional development programming. NLC attendees received training in project management areas such as budgeting, expense management, public relations, funds solicitation, governance, nonprofit management best practices, and balancing work and demands of school. They also received the opportunity to further cultivate interpersonal skills such as effective communication, coalition building, asset mapping and conflict resolution.

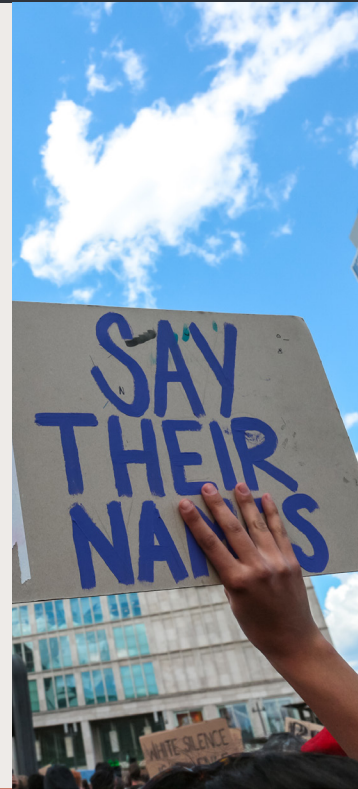
- **Social Justice Forums**

As the COVID-19 pandemic afflicted a disproportionate number of residents of Black communities across the United States, and as a series of instances of racial violence against Blacks traumatized the nation and brought millions to the streets in protest in the U.S. and around the world, NSBE launched a series of virtual town hall events created to move its membership from pain to protest and from protest to practice. A signature national event, NSBE’s National Town Hall on Cultural Responsibility, held in June in conjunction with the launch of the NSBE Social Justice website, began a conversation to develop an organization-wide plan to achieve social justice in the United States. The goal was to have NSBE’s students and practicing engineers and technologists, trained problem solvers all, discuss ways to apply their skills to bring about lasting, positive change,

not only in law enforcement and public health but also in educational institutions and in workplaces in every field.

- **NSBE Twitter Chats**

Social media are an increasingly important aspect of NSBE’s strategy to fulfill its mission. Twitter chats hosted by the Society’s Marketing and Communications Department brought expert panelists together with a wide audience to address the topic “What Would It Take to Get — and Keep — Black Students in STEM?” on Nov. 5, 2019 and “Staying Successful and Connected in a Virtual World” on April 27, 2020. The hashtags for the events enabled continued, broad discussion of the issues after the scheduled times.



8,000+
 Registrants and 150+ Recruiters
 for NSBE’s first-ever Virtual Career Fair



NSBE PROFESSIONALS



NSBE Professionals' 2019–2020 fiscal year was one of endurance and steadied pace for the experienced STEM practitioners of the National Society of Black Engineers. NSBE Professionals seeks to “inspire the next generation of technical professionals and serve as a catalyst for transforming the culture of engineering.” This value proposition is the essence of the “succeed professionally” mandate of NSBE’s mission. In its 31st year as NSBE’s premiere organization for technical professionals, the Professionals focused on membership continuity, collaborative partnerships and process-focused operations.

MEMBERSHIP AND PROFESSIONAL CHAPTER GROWTH

The pace of membership growth and retention for NSBE Professionals in 2019–2020 was notable, in light of the pandemic that plateaued in the middle

of the operating year. Although the total number of members dipped by about 3.3% below the 2018–2019 figure, there was a 32.9% year-to-year increase in the membership of the U.S. and Canada markets. The percentage of NSBE collegiate members who continued their membership in the Society as Professionals rose to 30% in 2019–2020, up from 25% retention the previous year. Retention of international Professionals members reached 14%.

Annual additions to the NSBE Lifetime Membership program have grown nearly threefold since 2017–2018. At the end of the operating year, the Lifetime Members Reception at NSBE’s 46th Annual Convention was set to celebrate more than 60 new inductees, the largest class to date. Also, participants in the graduating dues waiver program, through which membership dues for eligible college seniors are waived for their first year

NSBE PROFESSIONALS

in NSBE Professionals, have increased by 420% since 2018–2019. The waiver program made changes this year to improve the membership conversion process and also made a targeted marketing push to educate and attract graduating seniors for participation.

NSBE Professionals chapters also saw growth. At July 31, 2020, there were 79 chapters with 10-plus members and seven chapters with 100-plus members, including the Houston (Texas) Professionals Chapter, which had 200 members. In addition, three new chapters were chartered: Exelon Professionals (in Region IV), Los Angeles Department of Water and Power (Region VI) and Mojave Antelope Valley – Santa Clarita (MAVS) (also in Region VI). All in all, the aforementioned facets of membership and chapter growth were encouraging, as they indicated impressive national and global progress.

FINANCE

The 2019–2020 operating year saw an increase in collaborative partnerships with NSBE Professionals. At the annual Professional Development Conference (PDC) held in San Diego in August 2019, close to 20 diverse partners connected with 500 technical professionals in attendance. Those partners included:

- **Platinum & Kickoff Partner** – Amazon
- **Gold Partners** – Booz Allen Hamilton, Facebook
- **Silver Partners** – Dropbox, UTC
- **Bronze Partners** – Accenture, General Atomics, Ingersoll Rand, Ingredion, Rockwell Automation, San Diego Gas & Electric, Verizon

U.S./Canada
Membership
Increased by **32.9%**



- **Special Interest Group Summit Supporter** – Baxter, Dialpad, ThermoFisher, Qualcomm
- **University Expo Partner** – University of Washington, Bothell School of STEM Graduate Programs
- **Special Services Partner** – RTI, TY-Lin International

The first joint, national Professional Development Conference, held in Dallas, Texas, in 2012, stemmed from the report of a task force that stated the need for an event featuring a collaboration that strategically pooled corporate and community partners. The increase in collaborative partnerships for the 2019 PDC marked a return to the model established in 2012.

The partners who supported the Special Interest Group (SIG) Summit, held during the 2019 PDC, provided programmatic substance from the SIGs' Society-wide portfolio of industry knowledge and expertise used to leverage the NSBE ecosystem. The SIGs' keen focus on technical excellence, and their service as an educational, professional development and innovation platform for NSBE members, again added tremendous value to the PDC. The steady growth of the conference attendance, partnerships and industry content continues to lay the foundation for PDC to be the conference of choice for Black technical professionals.

PARTNERSHIPS



General Dynamics
 Goldman Sachs
 Google
 Honeywell
 HP Inc.
 IBM
 Intel Corporation
 Jacobs
 John Deere
 Johnson & Johnson Family of Companies
 JP Morgan & Chase Co.
 L3Harris Technologies
 Lockheed Martin
 Merck & Co.
 Microsoft
 Morgan Stanley
 NCC/NAVSEA
 Northrop Grumman Corporation
 Oracle
 P&G
 PPG
 Qualcomm
 Raytheon
 Rockwell Automation
 Southern Company
 Texas Instruments
 Toyota Motor North America
 Trane Technologies (formerly Ingersoll Rand)
 United Airlines
 United Technologies
 USAA
 U.S. Department Of State
 Verizon

NSBE BOARD OF CORPORATE AFFILIATES

The Board of Corporate Affiliates (BCA) is a distinguished group of NSBE’s top corporate and government partners, who work strategically with the Society’s leadership to fulfill NSBE’s mission. BCA partners help strengthen the pipeline to engineering careers by supporting vital NSBE programs and initiatives. In return, they gain access to some of the best and brightest Black engineering students and technical professional talent. The BCA provides long term support to the Society by strategic consultation with NSBE leaders; funding of the NSBE Fellows Program, student scholarships, Pre-College Initiative Program and overall operations; and support of regional events and the Annual Convention.

2019–20 BCA Partners

Accenture	Chevron Corporation
Air Force STEM	Cisco
Air Products and Chemicals, Inc.	Cummins, Inc.
Amazon	Dell Technologies
American Express	Deloitte
Arrow	Delta Air Lines, Inc.
BAE Systems, Inc.	Discover
BASF	Dow
Bechtel Corporation	DuPont
The Boeing Company	Eaton
BP	ExxonMobil
Caterpillar Inc.	FCA US LLC
Central Intelligence Agency	Ford Motor Company
	GE

AFFILIATE PARTNERS

Affiliate Partners, our second-highest-level supporters, are an esteemed group of organizations that work to help the Society achieve its mission and objectives. Funding from the Affiliate Partners supports the NSBE Fellows Program, student scholarships and the Annual Convention.

2019–20 Affiliate Partners

ABB, Inc.	internX
Airbus America	Leidos
Alcoa Corporation	LinkedIn
Allstate Insurance Company	Mott MacDonald
Amgen	National Security Agency
Amtrak	OKTA, Inc.
ASML	Rocket Mortgage by Quicken Loans
Barnes Group Inc.	Schneider Electric
Bloomberg LP	Shell Oil Company
Boston Scientific Corporation	Siemens
Danaher Corporation	Sirius Computer Solutions, Inc.
DENSO International America, Inc.	Skyworks Solutions
Exelon Corporation	Snap Inc.
FedEx	TE Connectivity
Flex	Twitter, Inc.
FM Global	Unilever
General Motors	Visa, Inc.
H-E-B	Wells Fargo Bank
Hubbell, Inc.	Zillow Group
Indeed	

ACADEMIC AND RESEARCH LEADERSHIP NETWORK (ARLN)

The Academic and Research Leadership Symposium (ARLS), an event co-hosted by NSBE and the Academic Research Leadership Network (ARLN) at NSBE's Annual Convention, was canceled this year as a result of the postponement of #NSBE46 but is scheduled to take place virtually during the 47th Annual Convention, in 2021. ARLS was developed for underrepresented engineering graduate students, postdocs and faculty whose careers involve a strong focus on research. The symposium aims to prepare them for leadership and success in their fields. More than 100 aspiring and practicing engineers, educators and representatives of academic institutions, government agencies, corporations and nonprofit organizations typically attend ARLS.

The ARL Symposium comprises two "threads," in faculty development and research networking. The faculty development thread includes workshops that highlight and demystify fundamental aspects of academia. The research networking thread supports opportunities for novice and seasoned researchers to nurture connections with their peers and be excited and inspired by recent discoveries across many disciplines of engineering and science.

To further support attendance at ARLS, NSBE is able to provide travel grants, through the National Science Foundation's (NSF's) ASSIST program, to early-career engineering faculty and those who aspire to academic positions (postdoctoral professionals and graduate students). In addition to providing travel grants for ARLS attendees, the NSF ASSIST program creates a collaborative infrastructure between the seven leading diversity professional organizations in engineering, including NSBE, the American Indian Science and Engineering Society (AISES), Great Minds in STEM (GMiS), Latinos in Science and Engineering (MAES), Advancing Chicanos/Hispanics & Native Americans in Science (SACNAS), the Society of Hispanic Professional Engineers (SHPE) and the Society of Women Engineers (SWE).

THE LINKS, INCORPORATED

In support of NSBE's mission and the commitment of The Links, Incorporated to enrich and enhance the lives of Black youth, the two organizations are working in partnership through 2021 to close the academic achievement gap between African-American and other students in pre-kindergarten through college, with the intent of preparing them for success in the global STEM workforce.

The partnership calls for delivery of high-quality STEM educational programs for underrepresented minority students across the

country, through the establishment of LINKS-NSBE Jr. chapters. A total of 90 of the chapters are now active across 24 states, and more are planned. Partnering with NSBE enables chapters of The Links, Incorporated to tap into the technical and career development resources of NSBE and create positive peer interactions for students via NSBE Jr. conferences.

The Links, Incorporated, with its membership of more than 15,000 professional women in the U.S. and abroad, is one of the nation's oldest and largest volunteer service organizations committed to enriching, sustaining and ensuring the culture and economic survival of African Americans and other persons of African ancestry.

50K COALITION

The 50K Coalition comprises 60 organizations focused on a bold national goal: to produce 50,000 diverse engineering graduates in the U.S. annually by 2025. The coalition was formed in 2016 by the nation's preeminent diversity engineering organizations — NSBE, the American Indian Science and Engineering Society (AISES), the Society of Hispanic Professional Engineers (SHPE) and the Society of Women Engineers (SWE) — which collectively serve more than 85,000 pre-collegiate, collegiate and professional members. The Coalition follows a comprehensive plan to change the public perception of engineering and encourage a diversified field of study, one that includes more women and members of other underrepresented groups.

During this turbulent year, the 50K Coalition stood shoulder to shoulder with those advocating for racial justice and equality. Each of the founding organizations released a statement affirming support of the Black Lives Matter movement. The 50K Coalition shares a commitment to education, particularly in STEM, but also to understanding implicit bias and increasing knowledge of diversity, equity and inclusion.



90
LINKS-NSBE Jr.
Chapters

PARTNERSHIPS

The 50K Coalition has received endorsements from the National Academic of Engineering, the U.S. Patent and Trademark Office and others. Only four years into its mission, the 50K Coalition is already changing the face of engineering in the U.S. Since the group was founded, the number of Black, Latinx, Native American and women engineering graduates has increased from 27,889 (2014 figures) to 41,390 in 2018, a gain of 48%.



Diverse
Engineering Graduates
Up **48%** since 2016

MORE STRATEGIC PARTNERS

NSBE aligns with other professional and diversity organizations in vital partnerships to promote the engineering profession and broaden proficiency in mathematics and science.



- Academic and Research Leadership Network (ARLN)
- 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)
 - American Association of Blacks in Energy – AABE
 - Black Data Processing Associates – BDPA
 - Latinos in Science & Engineering – MAES
 - National Organization for the Professional Advancement of Black Chemists and Chemical Engineers – NOBCCHE
 - National Organization of Minority Architects – NOMA
 - National Society of Black Physicists – NSBP
 - National Technical Association – NTA
 - Society for Advancement of Chicanos and Native Americans in Science – SACNAS
 - Society of Hispanic Professional Engineers – SHPE
- DOE Office of Renewable Energy
- Engineers Without Borders/CECorps
- Information Technology Senior Management Forum (ITSMF)
- INROADS
- Kappa Alpha Psi Fraternity, Inc.
- MindEdge
- NAMEPA, Inc.
- The National GEM Consortium
- National Society of Professional Engineers (NSPE)
- Organization of Black Aerospace Professionals
- Robotics Education & Competition Foundation (RECF)
- Sacramento Municipal Utility District (SMUD)
- Society of Women Engineers (SWE)
- USA Science and Engineering Festival

New strategic partners this year include MindEdge, Inc., and the Community Engineering Corps (CECorps), an alliance of the American Society of Civil Engineers, between the American Water Works Association and Engineers Without Borders USA.

FINANCIAL STATEMENTS

NATIONAL SOCIETY OF BLACK ENGINEERS
Statement of Financial Position
As of July 31, 2020 and 2019

	2020	2019
ASSETS		
CURRENT ASSETS:		
Cash and Cash Equivalents	\$ 2,576,096	\$ 798,679
Accounts Receivable, Net	5,849,142	5,549,443
Prepaid Expenses and other assets	144,309	334,206
Total Current Assets	8,569,546	6,682,328
NON-CURRENT ASSETS:		
Investments	9,534,160	9,306,905
Buildings, furniture, fixtures and equipment, net	3,254,254	3,250,883
Total Non-Current Assets	12,788,414	12,557,789
TOTAL ASSETS	\$ 21,357,960	\$ 19,240,117
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES:		
Accounts Payable and accrued expenses	10,038,340	1,766,004
Deferred Revenue	9,578,231	3,768,441
LMA Payable - Merrill Lynch	4,167,779	3,711,734
Total Current Liabilities	\$ 23,784,350	\$ 9,246,179
NET ASSETS		
RESTRICTED	480,910	2,870,149
UNRESTRICTED	6,120,238	7,123,789
Total Net Assets	(2,426,390)	9,993,938
Total Liabilities and Net Assets	\$ 21,357,960	\$ 19,240,117

FINANCIAL STATEMENTS

NATIONAL SOCIETY OF BLACK ENGINEERS Statement of Activities For the Years Ended July 31, 2020 and 2019

	2020			2019
	Unrestricted	Restricted	Total	Total
REVENUE				
Solicitations/Sponsorships/Donations	\$ 2,335,988	\$ 247,735	\$ 2,583,723	\$ 4,746,127
BCA Partnerships	1,931,205	-	1,931,205	2,446,000
Registration	477,127	-	477,127	2,659,140
Grants and Foundations	-	589,232	589,232	1,898,077
Affiliate Partnerships	346,186	-	346,186	-
Career Fair	-	-	-	2,416,250
Publications and Advertisements	34,031	-	34,031	61,724
Dues	390,715	-	390,715	382,216
Scholarships	295,957	270,900	566,857	316,437
Interest Income	202,674	-	202,674	199,397
Royalty Income	31,337	-	31,337	137,535
Net Unrealized Gain/(Loss) on Investments	1,468,056	-	1,468,056	764,913
Net Realized Gain/(Loss) on Investments	(477,682)	-	(477,682)	(391,232)
Total Revenue	\$ 7,035,595	\$ 1,107,867	\$ 8,143,462	\$ 15,636,584
EXPENSES				
Program Expenses				
National Convention	\$ 1,253,245	\$ 750	\$ 1,253,995	\$ 3,358,573
Publications	343,214	5,025	348,239	364,042
Regional Activities	1,134,626	200	1,134,826	1,403,311
Scholarships	616,765	261,000	877,765	691,195
Pre-Collegiate Initiative	161,702	-	161,702	174,733
SEEK	164,411	458,242	622,653	1,651,345
National Executive Board	442,365	-	442,365	386,978
Professionals	467,118	-	467,118	635,707
Grant Funded Programs	-	490,134	490,134	1,459,779
Other Programs	74,595	-	74,595	309,997
Total Program Expenses	4,658,041	1,215,350	5,873,391	10,435,661
Administrative Expenses				
Fundraising	1,188,434	0	1,188,434	945,533
World Headquarters	4,197,620	-	4,197,620	3,631,358
Total Administrative Expenses	5,386,054	-	5,386,054	4,576,890
Total Expenses	\$ 10,044,095	\$ 1,215,350	\$ 11,259,445	\$ 15,012,551
Change in Net Assets	(3,008,500)	(107,483)	(3,115,983)	624,032
Net Assets - Beginning of year	9,405,546	588,392	9,993,939	9,740,906
Prior year adjustment	(276,809)	-	(276,809)	(371,000)
Net Assets - Ending of year	\$ 6,120,238	\$ 480,910	\$ 6,601,147	\$ 9,993,938



Two Purdue University undergraduates, Edward Barnette and Fred Cooper, approached the dean of engineering at Purdue University in 1971 with the concept of starting the Black Society of Engineers (BSE), a student organization to help improve the recruitment and retention of Black engineering students. In the late 1960s, a devastating 80 percent of Black freshmen entering the university’s engineering program were dropping out. The dean agreed to the idea and assigned the only Black faculty member on staff, Arthur J. Bond, Ph.D., as advisor.

Barnett served as the first president of BSE. The fledgling group gained momentum in 1974, with the direction and encouragement of Dr. Bond and the active participation of the young African-American engineering undergraduates whose destiny was to become the founders of NSBE. Now known as “the Chicago Six,” these men were Edward A. Coleman, Anthony Harris, Brian Harris, Stanley L. Kirtley, John W. Logan Jr. and George A. Smith.

During his term as BSE president, Anthony Harris renamed the organization the Society of Black

Engineers (SBE). Encouraged by SBE’s on-campus success, he also took the first steps in the creation of a national organization. He wrote a letter to the college or university presidents and deans of each of the country’s 288 accredited engineering programs, explained the SBE concept and asked them to identify Black student leaders, organizations and faculty members who might support the Society’s efforts on a national basis. Approximately 80 schools responded. Many had similar Black student organizations with similar objectives. A date was set for the first national meeting, and 48 students representing 32 schools attended the event, which was held at Purdue, April 10–12, 1975. At that historic meeting, by majority vote, SBE became the National Society of Black Engineers (NSBE).

NSBE was incorporated in Texas as a 501(c)(3) nonprofit organization in 1976. The NSBE Torch represents NSBE members’ everlasting, burning desire to achieve success as engineers in a competitive society and positively affect the quality of life of all people.

NATIONAL SOCIETY OF BLACK ENGINEERS

2019–2020 NATIONAL OFFICERS AND ADVISORS AND WORLD HEADQUARTERS STAFF

NSBE 2019–20 NATIONAL EXECUTIVE BOARD

Administrative Zone

National Chair: **Jocelyn Jackson**
National Vice Chair: **Rukayah Balogun**
National Secretary: **Cionna Orr**
National Treasurer: **Alaisha Alexander**
National Programs Chair: **Courtney Johnson**
National Parliamentarian: **Racheida Lewis**
National Chair Emeritus: **Niasia T. Williams**
National NSBE Professionals Chair: **Julius Hudson**

Communications Zone

National Secretary: **Cionna Orr**
National Public Relations Chair: **Kayla Jordan**
National Publications Chair: **Sheyenne Harris**
National Communications Chair: **Esther Musube Onema**
National Technology Chair: **Sheriff Agboola**

Finance Zone

National Treasurer: **Alaisha Alexander**
National Finance Chair: **Kendra Allen**
National Assistant Treasurer – Special Projects: **Abdelwadood Daoud**
Financial Controller: **Rachel Judge**
National 2020 Convention Planning Committee Chair: **Austin Mamou**

Programs Zone

National Programs Chair: **Courtney Johnson**
National Pre-College Initiative Chair: **Lotanna Nweke**
National TORCH Chair: **Iman Yusuf**
National Leadership Institute Chair: **Briana Wilson**
National Engineering Diversity Chair: **Joshua Crittenden**
National Academic Excellence Chair: **Alisa White**

Membership Zone

National Vice Chair: **Rukayah Balogun**
National Membership Chair: **Zainab Agboola**
International Committee Chair: **Ugerah Abalu**
Region I Chair: **Sydney Wimberley**
Region II Chair: **Obum Egolum**
Region III Chair: **Anthony Fisher**
Region IV Chair: **Karen Hubbard**
Region V Chair: **Monica Monconduit**
Region VI Chair: **Janaye Matthews**
National NSBE Professionals Chair: **Julius Hudson**

NSBE 2019–20 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 2019–20 NATIONAL PROFESSIONALS EXECUTIVE BOARD

National Professionals Chair: **Julius Hudson**
National Professionals Chair-Elect: **Kameelah S. Majied**
National Professionals Secretary: **Maurice Patterson**
National Professionals Treasurer: **Michael Boswell**
National Professionals Treasurer-Elect: **Alex Isaac**

National Professionals Programs Chair: **Paula McCall**
National Professionals Parliamentarian: **Reginald S. Archer, Ph.D.**
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 2019 Professional Development Conference Chair: **Frenae Smith**
National Professionals Pre-College Initiative Chair: **Dominick Sanders**
National Professionals College Initiative Chair: **Christine D. Wingo**
National Professionals Talent Development Chair: **Akissi C. Lewis**
National Professionals Technical Excellence Chair: **Syreeta A. Thomas**
National Professionals Membership Chair: **Eric Bryant**
Region I Professionals Chair: **Renee Robinson**
Region II Professionals Chair: **Brittany Herring**
Region III Professionals Chair: **Roneisha Worthy, Ph.D.**
Region IV Professionals Chair: **Ashley McCray**
Region V Professionals Chair: **Townsend Brown**
Region VI Professionals Chair: **Demetri Wilright**

NSBE 2019–20 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**





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