“Georgia Power is so generous to be able to provide these opportunities. I have had the most amazing time and have learned so many things this week, without having to pay a penny. Without Georgia Power, I wouldn’t have been able to have this wonderful experience. It’s amazing that a company would do that for so many kids. They really care about our community and want this upcoming generation to be able to take care of ourselves and change the world.” - Tatum Calloway, Class of 2020, Vidalia High School
About EarthCare: The Leadership Challenge for the 21st Century

Founded in 1989, 21st Century Leaders is a non-profit organization that connects, transforms, and inspires high school students in Georgia to leverage diversity, explore career opportunities, and become leaders in their school, community and ultimately the workforce. **EarthCare: The Leadership Challenge for the 21st Century, supported by the Georgia Power Foundation**, is one of 21st Century Leaders’ one-week residential summer leadership institutes for Georgia high school students. In its 12th year, EarthCare took place on the campus of Georgia College and State University in Milledgeville, Georgia from June 9th - June 14th, 2019.

EarthCare exposes students to various environmental, energy and leadership challenges through interactive workshops, tours, and round-table sessions with Georgia Power business leaders and community leaders; team-building exercises, including a high-ropes course; and other professional development experiences.

“I would most definitely recommend this program to my fellow peers I come across. It improves our skills and reveals plenty of truths we didn’t even know about ourselves. It sets us on a track for a better future!!" - Freddie Haythorne, Jr., Class of 2020, Clinch County High School

"It's an amazing way to meet new people and to be pushed out of your comfort zone. The camp really teaches you how to lead and you get to do all of these incredibly immersive workshops - it's truly a very unique experience." - Oliva Cai, Class of 2022, Gwinnett School of Science, Mathematics & Technology

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**Student Statewide Diversity**

<table>
<thead>
<tr>
<th>Students</th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>94</td>
<td>55.3%</td>
<td>44.7%</td>
</tr>
<tr>
<td>73 High Schools</td>
<td></td>
<td></td>
</tr>
<tr>
<td>36 Counties</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Ethnicity</th>
</tr>
</thead>
<tbody>
<tr>
<td>41.5% African American</td>
</tr>
<tr>
<td>24.5% Asian-Pacific Islander</td>
</tr>
<tr>
<td>25.5% Caucasian</td>
</tr>
<tr>
<td>7.4% Hispanic</td>
</tr>
<tr>
<td>1.1% Other</td>
</tr>
</tbody>
</table>

82% of students reported facing barriers to success, including being on a free or reduced lunch plan, first generation college bound, first generation American, raised in a single parent home, or having a learning disability.
Student Impact

"EarthCare is a week long program that promotes cultivation of individual self through leadership training, diversity and inclusion sessions, and team activities. This camp is for anyone and everyone even if you’re not interested in environmental engineering." - Jeffrey Lowe, Class of 2021, Alcovy High School

"I am capable of creating effective teams and being a leader." - Khushi Kaur, Class of 2022, Alliance Academy for Innovation

96.6% of students reported at the end of the week that they see themselves as a leader

91% of students reported that this program helped improve their Networking, Communication and Interpersonal Skills

83% of students reported that this program helped improve their Teamwork Skills

81% of students reported that their Business Knowledge has increased because of this program

74% of students reported that this program helped them improve their Critical Thinking Skills

"This program allows young people to explore the meaning of leadership and what it means to be a productive leader." - Josephine Joyil, Class of 2020, Northview High School

"I would recommend this program because it teaches you to connect with people and build social skills. It also helps you develop the ability of public speaking which is an important ability to have as a person. This week has been an amazing week and I wouldn’t trade it for anything." - Adia Barrera, Class of 2022, Brooks County High School
64.7% of students reported their career interest was reaffirmed by an experience at EarthCare

33% of students discovered a new career field they're interested in that they didn't realize before attending EarthCare

21st Century Leaders' programs are focused on developing skills in seven core leadership competencies. Students reported a better understanding of the following leadership competencies and now put them into practice as a result of the program:

- **83%** Problem-Solving
- **76%** Communicating Effectively
- **74%** Integrity/Trust
- **73%** Career Ambition
- **71%** Self-Development
- **66%** Building Effective Teams
- **64%** Action-Oriented
“I learned that the people that work there are all really kind with big hearts and every single person that I met spoke greatly about the good things that Georgia Power does. It was really impressive to me that they all were proud but also contributed to the incredible reputation around Georgia Power. I also learned that they care a lot about helping to sustain the environment when we visited the power plant because I originally would have thought they were creating a lot of pollution.” - Olivia Li, Class of 2022, Chamblee Charter High School

"Georgia Power really wants the future generation to succeed and they are helping in any way they can." - Kyle Palsson, Class of 2022, Atlanta International School

Besides the ropes course, the two workshops I learned the most from were...

“Diversity and Inclusion and LinkedIn. Diversity and Inclusion showed me great ways to accept others and some of the cognitive biases we naturally had that may hurt others. LinkedIn showed me the importance of social media in business, which I had never really considered before.” -Brandon Fu, Class of 2021, Edmund Burke Academy

“I learned the most from the True Colors workshop and the Toastmasters workshop. Even though I did not enjoy the Toastmasters workshop as much because we were forced out of our comfort zones, I am glad that I participated because and grateful for the challenge because it has opened up connections for me to better my public speaking skills in my community by finding an Athens chapter. I really enjoyed the True Colors workshop because I not only learned more about myself as a leader, but also about all the other types of leader and what it means for them to lead. I was able to make a good connection with both of the women who ran the workshops and am grateful for those role models in the business world." - Lucy Gibson, Class of 2020, Clarke County High School

“I was nervous initially because it was my first time interacting with professionals, but I found that they were very kind and all had different stories to tell about how they attained their current position. They were very inspiring, and made me believe I can do anything I set my mind to." - Vickie Lepine, Class of 2020, Lakeside High School (Atlanta)
LINKEDIN SESSION
"I loved learning about how to communicate with business online even at our age. The only thing I wanted to know is if I could sign up right then and there." - Chad Helton, Class of 2021, Social Circle High School

"My biggest takeaway was my knowledge of Linkedin. I didn’t know what it was before and now it can help me in the future with my career. I don’t think the session needs to be improved it was very informing for me." - Zachary Scott, Class of 2021, Woodward Academy

MEET & GREET
"Monday’s meet and greet helped to further teach me that no matter what background you have you can rise and grow to be someone greater than you could have previously dreamed to be." - Zion Acosta, Class of 2021, Liberty County High School

"Monday’s meet & greet was a very awesome experience and it was my first time ever doing such a thing. I am grateful for the experience and opportunity, I met several business professionals and I loved how they also wanted to talk to us just as much as we wanted to talk to them." - Freddie Haythorne, Jr., Class of 2020, Clinch County High School

TRUE COLORS, DIVERSITY & INCLUSION, TOASTMASTERS
"[I enjoyed] how many hands on activities that they had, it really allowed us to feel connected to each other and connect better." - Ken’Asia Johnson, Class of 2022, Hart County High School

"The diversity and inclusion workshop was one of the most impactful and I learned so much not just about leadership but about being inclusive in my daily life. The other workshop that I really enjoyed was the True Colors workshop because I learned how to use my strengths and weaknesses in a team." - Olivia Li, Class of 2022, Chamblee Charter High School

ROUNDTABLE NETWORKING
"The round table was one of my favorite experiences within the camp because I loved learning about the diversity of jobs within Georgia Power. Plus, all the professionals were very approachable and nice." - Ellia Kelso, Class of 2021, Glynn Academy

"I had a great experience. I met a lot of female minority business leaders, and it was very eye-opening." - Savannah Hernandez, Class of 2021, Marietta High School

PLANT SCHERER TOUR
"I thought that it was really interesting and I realized that that is now the work environment I want in my future." - Erica Pareizs, Class of 2022, Davidson Fine Arts Magnet School

"Plant Scherer was an amazing place, just based on the size and appearance. But, the people working there were even better!" - Justin Whitening, Class of 2021, Redan High School

"It was amazing, it gave me a new perspective on what Georgia Power does. It definitely helped shape my options for my future career." - Bryson Cofield, Class of 2021, Creekside High School
Was there a professional that made an impact on you? Please explain.

“Dr. Veronica Womack was such an amazing person to meet! She inspired me to keep working hard.” - Brian Fellner-Farmer, Class of 2020, The Galloway School

“Mr. Damon Woodson from Plant Scherer made an impact in me by sparking my interest in mechanical engineering.” - Apurva Sharma, Class of 2021, Chattahoochee High School

“A professional that made an impact on me would be Mr. Al Williams. He was a part of the diversity and inclusion division within Georgia Power and his session impacted me by being able to tie in a subject that I could most relate to. Knowing I come from a different background, he taught us that we should feel proud of our uniqueness and what we look like and where we come from.” - Joycelyn Lieu, Class of 2021, Discovery High School

“Mr. Ron Shipman made a positive impact because he was telling me that I need to expand my horizon so that my life will be better.” - Charlestavious Brooks, Class of 2020, Carver High School

"Luis Bonilla made an impact on me. He gave me advice on mechanical engineering that I’ve never heard before and he explained what it takes for me to become an engineer." - Marlon Oliver, Class of 2020, Brookwood High School

"Yes there was, his name is Danny Lindsey. He told me that I am going to have a bright future, and honestly that meant a lot to me." - Anaya Patterson, Class of 2021, Southwest High School

"The panelists all made a huge impact on me. They gave me really good advice that no matter where you came from, hard work and dedication could lead you to be anything in this world." - Alex Yang, Class of 2022, North Gwinnett High School

"I had an amazing time getting to know all of the professionals and I was excited to meet one of our state's representatives." - Alexandria Owens, Class of 2020, A.R. Johnson Health Science & Engineering Magnet School
SUNDAY: Welcome to EarthCare
Students arrive at Georgia College and State University and take part in a leadership welcome workshop led by the 21CL Summer Leadership Team.

MONDAY: Leadership is Accepting the Challenge!
Kickoff/The Leadership Challenge of the 21st Century: Fran Forehand, VP Northeast Region, GP; Danny Lindsey, Sr. VP, Power Delivery, GP, 21CL Board of Directors
The EarthCare Challenge: Errika Moore, Executive Director, TAG-Ed; Lisa Olens, Education Manager, GP; Joseph Lillyblad, Education & Workforce Development Manager, GP; Jim Ozier, Wildlife Biologist, GP; Patrick O’Rourke, Fisheries Biologist, GP; Steve Ewald, Environmental Principal External Issues, GP (retired)
Communication Styles: Emily Matthews & Cedric Sheffield, Energy Efficiency Education Coordinators, GP
Getting LinkedIn: Glen Brangers, Customer Care Team Lead, GP
Meet and Greet: Over 30 guests, including Dr. Steve Dorman, President, Georgia College & State University; Ron Shipman, VP Southwest Region, GP

TUESDAY: The Personal Side of Leadership
Outdoor Center at GA College: Half of students attended an outdoor leadership ropes course
Speak Up! Toastmasters: Carolyn Wilson, Marlon Oliver, Dennis Brown & Kesheanna Jackson, Southern Company Toastmasters
Working with Others: Al Williams and Rondah Thomas, Diversity & Inclusion Program Managers, GP College Panel: 21CL Alumni & GCSU Students

WEDNESDAY: The Personal Side of Leadership
Outdoor Center at GA College: Half of students attended an outdoor leadership ropes course
Speak Up! Toastmasters: Antionette Brown, Charles Davis & Marlon Oliver, Southern Company Toastmasters
Working with Others: Al Williams and Rondah Thomas, Diversity & Inclusion Program Managers, GP Leadership Dinner: Over 30 professional guests. Panelists included: Ron Shipman, VP Southwest Region, Georgia Power; Wendell Stanton, Director of Athletics, Georgia College & State University; Dr. Veronica Womack, Chief Diversity Officer, Georgia College & State University

THURSDAY: Conservation & Business: EarthCare on Tour
Roundtable Networking Breakfast: Various professionals from Georgia Power
Welcome to Plant Scherer: Michelle Kroh, Compliance & Support Manager, Plant Scherer, GP; Luis Bonilla, Maintenance Manager, Plant Scherer, GP
Tours: Tour of Plant Scherer, Juliette, Ga.

FRIDAY: EarthCare Challenge Presentations
Georgia Power Judges: Pam Gattie, Engineering Associate; Tom Davino, Engineering Supervisor; Joseph Lillyblad, Education & Workforce Development Manager; Dialo Cartwright, TMC Supervisor; Errika Moore, Executive Director, TAG-Ed
Leadership Celebration: Danny Lindsey, Sr. VP, Power Delivery, GP, 21CL Board of Directors