



2023 Evaluation Report

provided by 21st Century Leaders



"I was hoping to become a better leader, become more comfortable and confident speaking in front of crowds who are my peers/equals, and to learn more about how to be sustainable for the environment. I would definitely recommend this program to others, if they want to make a difference in themselves, others, and the world. This program changes lives and makes the world a better place." - Brendan Fagan, Etowah HS, Class of 2025

About EarthCare: The Leadership Challenge for the 21st Century

Founded in 1989, 21st Century Leaders (21CL) 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 21CL's week-long summer leadership institutes. In its 16th year, EarthCare was held from June 11th to June 16th, 2023 for 94 high school students from across the state of Georgia. Students and staff spent the week on campus at Georgia College and State University in Milledgeville, GA.

Students at EarthCare explored various energy, sustainability and STEM topics as well as leadership challenges through speakers and panels, roundtable networking, workshops on diversity and inclusion and GiANT's 5 Voices, and communication exercises with Toastmasters, all with Georgia Power professionals and community leaders. They even got to visit a nuclear power plant! The support of the Georgia Power Foundation provided this life-changing experience at no cost to the students.



Statewide Student Diversity

94 Students

65 High Schools

30 Counties

57% Female identifying

40% Male identifying

3% Non-binary

39% African American

23% Caucasian

18% Asian

10% Indian/South Asian

4% Hispanic/Latin American

6% Other/Mixed

"I would recommend this program to others because of the incredible friendships, experiences, and leadership skills you will gain." - Gambler Dollar, Bainbridge HS, Class of 2026

41% of students reported that attending EarthCare was their first time interacting with peers outside of their geographic area

25% reported it was their first time visiting a college campus

Student Impressions & Impact

"I learned that I am not as shy as I may have thought. I met new friends, and even tried new things. Who knew all of this could happen in such a short week?" - Savannah Colbert, Westover HS, Class of 2026

IMPACT RESULTS

97% of students reported that EarthCare met or exceeded their expectations

94% of students reported that their Networking Skills increased since attending EarthCare and **84%** agree that their Communication Skills improved

91% of the students reported that because of their experience they are more likely to seek out or continue seeking out leadership roles

88% of students agree that their confidence as a leader grew this week

82% of students reported that their Teamwork Skills improved and **81%** of students shared that their Interpersonal Skills improved

70% of students reported that EarthCare helped improve their Business Knowledge and **65%** shared that their Critical Thinking Skills improved

75% of students reported that attending EarthCare was their first time participating in a program focused on developing leadership skills

33% of students reported that they were surprised at being selected to attend because they never really thought of themselves as a leader before attending



"Throughout this week, I learned that I should strive to put myself out there and reach for every opportunity. I always try my best to, however, this program really showed me that it's important to actively try to expand and network at every chance I can get." - Alexandra Greenfield, Northside HS, Class of 2025

Student Impact

21st Century Leaders' programs are focused on developing skills in seven core leadership competencies. Students reported understanding the following competencies and knowing how to use them or expand them, after attending EarthCare:

85% Problem Solving

78% Communicating Effectively

72% Integrity/Trust

68% Building Effective Teams

80% Self-Development

74% Career Ambition

69% Action Oriented

EarthCare Challenge: *presented by ScienceATL*

In addition to workshops, networking and site visits, students had the chance to work in small groups to tackle the EarthCare Challenge, presented by ScienceATL. Students were introduced to the topic of environmental justice and had the opportunity to incorporate what they learned throughout the week to help solve the problem and present their solution to a panel of Georgia Power employees and community leaders.

SCIENCE ATL



Students who attended EarthCare received free enrollment for the 2023-24 school year to **Leadership Connect**, our online leadership development platform, where they can further develop these competencies as well as participate in activities and experiences that help them grow as leaders.

Student Impressions & Impact

"Leadership isn't about being in charge but inspiring others to become leaders themselves." - Alonzo Williams, Jonesboro HS, Class of 2024

"[I learned] to look at the solution and help your team get to their goal, to set aside conflicts for the betterment of the group, and to stay calm under pressure and think clearly." - Sukanya Venkatraman, Alliance Academy for Innovation, Class of 2024

"Leadership means to guide people and unlock some kind of potential in someone else." - Blaine Sellers, Centennial HS, Class of 2026



"I would describe [EarthCare] as a camp in which you are able to grow your personal developments and form an interest in a career. This camp also allows you to talk to professionals in this career you are interested in." - Simran Kamra, North Cobb HS, Class of 2024

CAREER AMBITION

78% of students reported that after attending the institute, they are clear in knowing their career path after high school

61% of students reported that their career interest was reaffirmed by an experience at the institute

28% of students reported that they discovered a new career field that they are now interested in that they didn't realize prior to attending EarthCare

46% of students reported that an experience at EarthCare was their first time seeing someone successful who looks like them in a career or position they are interested in



INSPIRING YOUTH TO LEAD

90+ Volunteers

over 190 volunteer hours

"**Mr. Austin** really hit with his values on pursuing what you love doing because if you do what you love, you'll never work a day in your life." - Endi Xiao, Northview HS, Class of 2025

"**Deon Tucker** stood out to me because she opened my eyes to a potential career field and I could really relate to her." - Christabelle Adakosa, Westlake HS, Class of 2024

"I've learned that when people get into [Georgia Power], they like it so much that they really never leave. I talked to so many people who said they'd been in the business for 16 some odd years and it was very encouraging to see that." - Robert Holbrook, Statesboro HS, Class of 2024



"I had the pleasure of speaking to **Wes Cummings**. I learned to never underestimate an opportunity from hearing his story and how he started his professional career from a mere summer job." - Emerson Shi, Creekview HS, Class of 2024



"**Dr. [Tatrabian] Jackson** made a big impact on me. Her story was very inspiring and she even gave me major advice and tips on what to do in college to better my experience and make things easier. I have her business card and will be contacting her about a connection she could make between one of her colleagues who happen to be into robotics and me." - Jamari Arnold, North Clayton HS, Class of 2025

"**Toni Hannah** made a lasting impact on me when she was talking during the meet and greet. The way she carried herself and gave us all advice was awe-inspiring." - Anoushka Chakraborty, Northview HS, Class of 2025

"The one professional that made an impact on me was **Ed Walker** mainly because I talked to him the longest but I was able to relate to him really well. I enjoyed my conversation with him at the dinner." - Evan Cornish, Clarke Central HS, Class of 2026

"I feel that **Mr. Greg Tyson** made a special connection with me as he was asking questions that were unique to me and he remembered and spoke to me on multiple occasions." - Gambler Dollar, Bainbridge HS, Class of 2026

"**Pam Gattie**, she spoke to me about my career and gave me advice that I should focus on the developing myself in the moment." - Jack Rumpf, North Oconee HS, Class of 2024



Student Feedback

5 VOICES

"I learned that **we all have different leading characteristics that allow us to shine** in different ways." - Kirthana Golla, Innovation Academy, Class of 2025

"I feel like I've always known my personal voice and stuff about me, but **the 5 Voices session taught me how to interact with other voices** and people based on my tendencies. It was like the do's/don't's of interacting with others in a team and that was really helpful." - Alexandra Greenfield, Northside HS, Class of 2025

"I learned a lot about why I am the way I am. I was surprised when I was described accurately in certain stand points. **It made me feel more okay about the way I am because my friends at home don't understand me sometimes but people here did.**" - Cindy Hernandez, North Clayton HS, Class of 2025

PLANT VOGTLE

"**Plant Vogtle is a life changing experience, and I got to see history in the making.** I also learned so much about clean nuclear energy production." - Brendan Fagan, Etowah HS, Class of 2025

"Plant Vogtle was amazing, I thought it was really cool and I learned so much about nuclear energy that I don't know." - Gracelyn Carmon-Griffith, Global Impact Academy, Class of 2024

"I was amazed by the environment. **I learned so much about the process of creating nuclear energy.**" - Cyrus Ebrahimi, Decatur HS, Class of 2025



SOCIAL JUSTICE



"My biggest takeaway from the Social Justice Workshop was the **difference between being a leader and a supervisor.** Being a leader is more than telling people what to do. It's inspiring them to do better and helping them to achieve greater goals." - Brooklyn Fields, Jefferson County HS, Class of 2026

"One key takeaway from our discussion on social justice is the importance of empathy and understanding. You emphasized the significance of recognizing and addressing systemic inequalities, as well as the need to amplify marginalized voices. **This has made me realize the power we hold in creating positive change and advocating for a more just and equitable society.**" - Sean Lin, Parkview HS, Class of 2024

Student Feedback

GEORGIA POWER MEET AND GREET

"Although nervous at first, I had an amazing time! All the professionals just wanted to have a casual conversation and get to hear about us and tell us about their lives. **They were so passionate and I loved hearing from them.**" - Shadi Karimifard, Northview HS, Class of 2024

"I really enjoyed the meet and greet because it allowed me to meet more people and learn about the process they went through to end up in their profession." - Symone Sapp, Woodward Academy, Class of 2026



LEADERSHIP DINNER & PANEL

"[I learned] that **I will eventually find my way in the world and I must take all the opportunities** I have available to me." - Breanna Epps, Eastside HS, Class of 2024

"I learned that sometimes it's not just about the money, **it's mainly about your happiness** and money is just an add on." - Alyssa Shumaker, Langston Hughes HS, Class of 2026

"My biggest take was that life fluctuates. All of the leaders had different stories, different means of reaching where they ended up, and different ways they grew. No experience was the same." - Vanessa Ching, Brookwood HS, Class of 2024



Student Feedback

TOASTMASTERS WORKSHOP

"I enjoyed it because it **helped me understand how body language and tone** could help with their public speaking." - Daryl Ostebo, Whitewater HS, Class of 2024

"I enjoyed the Toastmasters workshop. It was very interesting to learn about something as simple as talking to someone. **I learned a lot about effective communication** and tips on how to improve my public speaking." - Arjun Mongia, Alliance Academy for Innovation, Class of 2024

"**I really liked the professionals' energy.** It helped me to stay focused and I learned a lot." - Roland Brune, Davidson Fine Arts Magnet School, Class of 2026



"I learned how to effectively work in a group setting so that everyone feels seen, heard, and comfortable."

- Symone Sapp, Woodward Academy, Class of 2026

DIVERSITY, EQUITY & INCLUSION

"In the Diversity and Inclusion Workshop, **I learned the difference between equity and equality.** Equity isn't just making sure everybody is treated the same. It's knowing that others sometimes need things suited for them, that regular people don't need." - Brooklyn Fields, Jefferson County HS, Class of 2026

"**I felt like my personal diversity was respected at 21st Century Leaders,** because everyone no matter the difference in backgrounds were respectful and welcoming." - Avery Austin, North Atlanta HS, Class of 2026

"[I learned] **how to make people feel safe and comfortable** in a work environment." - Elie Carrier, Innovation Academy, Class of 2025

"I enjoyed that everyone was comfortable enough to share their personal experiences and I liked that **the host understood everyone's thoughts.**" - Vidhi Raiyani, Putnam County High School, Class of 2026

"I learned so much from the Workshop. I really enjoyed how it was interactive and how we were all able to be vulnerable with each other. I learned how important it is to control our mindsets to be an effective leader." - Camille Scott, Douglas County HS, Class of 2026





AGENDA SNAPSHOT

Sun. June 11 - Fri. June 16, 2023
Georgia College & State University

SUNDAY: welcome to EarthCare

Program welcome and leadership workshops led by 21CL staff and alumni

MONDAY: Leadership is Accepting the Challenge

EarthCare: The Leadership Challenge for the 21st Century - Cathy Cox, President, Georgia College & State University President; Mickey Daniell, Community Development Manager, Georgia Power

The EarthCare Challenge Presented by Science ATL - AJ Chestnut Raines, School and Youth Programs Manager, Science ATL; Lea Clanton, Community Engagement Director, Georgia Power

GiANT Voices Workshop - Amy Hutchins, Founder & Principal, GRIT Leadership; GiANT Consultant (Georgia Power, retired)

Meet & Greet - Toni Hannah, Regional Director, Georgia Power; Georgia Power employees

TUESDAY: Powering the Future

Plant Vogtle Tour + Presentation - Mike McCracken, Southern Nuclear Communications Coordinator, Plant Vogtle, Southern Nuclear; Joel Leopard, Southern Nuclear Communications Coordinator; Georgia Power employees

College 101 Panel - 21CL Alumni

WEDNESDAY: The Personal Side of Leadership

Speak Up! Toastmasters Group - Craig Portwood, Associate Vice President of Alumni & Main Campus Operations, Georgia Military College

Social Justice: Unstoppable Leaders - Joseph Lillyblad, Director of Education Workforce Development (WFD), Georgia Power; Dr. Melissa Middlebrooks, Energy Efficiency Education Coordinator, Georgia Power

Sustainability Session - Jennifer Winn, VP of Corporate Sustainability, Georgia Power

Leadership Dinner + Panel - Cathy Cox, President, Georgia College & State University; Dr. Tatrabian Jackson, Director for Satellite Operations, Milledgeville Campus and Monroe Center, Central Georgia Technical College; Doug Jenkins, Vice President, Region External Affairs, Georgia Power; Dr. Noris Price, Baldwin County Superintendent, 2022 Superintendent of the Year

THURSDAY: Leadership is About Those Around You

Teambuilding Challenge - The Outdoor Center at Georgia College

Working with Others for Others - Hoss Brown, Diversity, Equity & Inclusion Consultant, Georgia Power

FRIDAY: Presentation Day

EarthCare Challenge Presentations - Jerald Appling, Manager, Program and Charitable Giving, The Georgia Power Foundation; Erica Bell, Assistant Manager, Plant Scherer Maintenance; AJ Chestnut Raines, School and Youth Programs Manager, Science ATL; Tysheonia Edwards, Youth Programs Coordinator; Mike Lassiter, Supervisor, Metrology Lab, Georgia Power; Caleb Olson, Macon TMC Supervisor, Georgia Power; Mark Paulish, Sr. Engineer Distribution Automation, Georgia Power

Leadership Celebration - Chris Caldwell, Vice President of Power Delivery Field Operations, Georgia Power, 21CL Board of Directors