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Center for Economic Inclusion Welcomes New Board and Staff

(ST PAUL, August 4, 2021) — Today, the Center for Economic Inclusion (Center) announced the election of one new member, **Kimberly A. Randolph P.E., PMP**, to its Board of Directors, and the addition of two new staff, **Nancy Ballou**, Vice President of Finance and Operations, and **Mary Beth Hanson**, Director of Communications and Marketing.

NEW BOARD DIRECTOR

Kimberly A. Randolph P.E., PMP – Vice President, Energy Supply, Xcel Energy

Kimberly A. Randolph is an independent board member, accomplished senior executive, and recognized woman in technology. Kimberly is best known for translating sustainability ambition into business transformation across renewable energy and power generation businesses, and for bringing cutting-edge technological change to established corporations.

Across Kimberly's 30-year career in the petrochemical, natural gas, renewable energy and power generation industries, she has earned the reputation for strategic direction and risk mitigation on complex, multibillion dollar projects that create competitive advantage. Her broad base of expertise includes engineering, construction, supply chain, acquisitions, utility regulation, plant operations, and strategic capital budget management.

Kimberly currently serves as Vice President, Energy Supply, at Xcel Energy, an investor-owned utility which serves more than 3.7 million electric customers and 2.1 million natural gas customers in eight states. Kimberly successfully led the engineering and construction of renewable energy projects that launched Xcel's ambitious strategy to reduce carbon emissions 100% by 2050. Under her leadership, Xcel has advanced innovative technology to triple the size of its wind generation fleet and achieved half its goal to 100% carbon reduction.

Prior to her tenure at Xcel Energy, Kimberly held VP and general management positions with BP's Alternative Energy business. At BP, she executed \$2B of wind projects across North America, key investments for BP's launch into the renewable power generation business as an independent power producer.

Recognized as a 2021 Notable Woman in Technology by *Twin Cities Business Journal* and as a Top 100 Diverse Leaders in Energy by the National Diversity Council. Kimberly is a licensed Professional Engineer (P.E.) in the State of Texas, and a certified Project Management Professional (PMP). She is a native Houstonian and currently resides in Minneapolis with her husband and two children.

"I am absolutely thrilled to join the Center's board," said Kimberly. "I am deeply moved by their call to action to dismantle economic disparities and their sense of urgency to make meaningful and sustainable change. I hope to be a part of that catalyst for change, successfully transforming passion and ideas to tangible actions and growth."

NEW STAFF

Nancy Ballou – Vice President of Finance and Operations

As Vice President of Finance and Operations, Nancy leads the Center's finance and operations team to sustain healthy fiscal stewardship and management over the organization's revenue streams and financial management systems. As a member of the Center's senior leadership team, Nancy partners with the CEO and Board of Directors to guide results-oriented budgeting; transparent financial planning, monitoring, and reporting; disciplined business planning and negotiation; and uses strategy to connect financial data to action to fulfill the Center's mission to close racial wealth gaps.

In this role, Nancy brings more than 20 years of professional experience leading finance, accounting, and operations in the private, public, and nonprofit sectors for organizations from small to large. She is a seasoned, proven leader in directing operations, overseeing financial activities, developing national accounts, implementing operational efficiencies, creating corporate partnerships, and managing companies with annual revenues up to \$400 million.

Previously, Nancy was the Director of Supplier Development at the Metropolitan Economic Development Association (Meda) and led its Ascend Twin Cities initiative where she worked with over 40 clients on projects including equity fundraising, financial operations development, and mergers and acquisition guidance. Prior to Meda, Nancy served as a CEO and COO in the manufacturing industry for companies with over \$150 million in revenue. She served as a COO for a Central Texas Bank for over a decade. Nancy has extensive experience in mergers and acquisitions, equity, and start-up work as a private consultant.

"I am honored to be chosen to fulfill this role at the Center of Economic Inclusion and to be part of the outstanding team and board members." said Nancy. "The work being done by the Center has the potential to change not only Minnesota but the entire world, bringing racial and economic equity and inclusion for all. To be part of this seismic change is the most important work of my career."

Mary Beth Hanson – Director of Communications and Marketing

As the Director of Communications and Marketing, Mary Beth holds primary responsibility for guiding and implementing strategic, creative, and innovative communications and marketing strategies across the whole of the organization. As an experienced communications leader in social justice, Mary Beth applies a race-place-equity-inclusion-gender lens to all internal and external communications, projects, and opportunities to support, amplify, and drive the Center's brand, mission, and programmatic areas. She also serves as a strategic thought partner to the Vice President of External Affairs and other executive leaders and staff.

Mary Beth brings to this role the depth and breadth of over 20 years of communications and marketing leadership in the nonprofit sector. Throughout her career, she has demonstrated a commitment to making Minnesota a better place for all people through communications and marketing with equity, inclusion, and community at the center. For even the most complex and divisive issues, she has demonstrated innovative thought-leadership, leveraged research, and harnessed the power of words to open hearts, change systems, enact policy, and build community.

Previously, Mary Beth was Vice President of External Relations at the Women's Foundation of Minnesota. During her 13-year tenure, she implemented strategic communications for the \$9 million Young Women's Initiative of Minnesota; helped to increase annual fundraising and grantmaking from \$1M annually (2006) to \$2.6 million (2019); engaged and mobilized Minnesotans to end child sex trafficking through the landmark \$7.5 million MN Girls Are Not For Sale campaign; and was staff lead in the production and publication of 16 qualitative and quantitative research reports to end sex trafficking and advance gender and racial equity.

In 2019, Mary Beth launched MB 360 LLC, a communications, marketing, and fundraising consultancy headquartered in Minneapolis, where she consulted with the Center on key strategic communication initiatives. Previous positions also include director-level communications and public relations roles at Catholic Charities, Greater Minnesota Housing Fund, Minnesota Center for Environmental Advocacy, and Honeywell, Inc.

"For me, all roads have led to the Center for Economic Inclusion," said Mary Beth. "I am honored to work in partnership with this talented team and board. Ensuring racial and economic equity and inclusion for every person is one of the most critical and urgent human rights issues of our time, and I am thrilled to be part of it."

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About the Center for Economic Inclusion

The Center for Economic Inclusion is the nation's first organization created exclusively to close racial wealth gaps and accelerate shared accountability for achieving regional inclusive economic growth. Through the Center's research, thought leadership, employer inclusivity and inclusive growth consulting services, advocacy with policymakers, narrative change campaigns and experiential learning events, the Center is committed to increasing the number of Black, Indigenous, Latinx, and Asian workers earning family-sustaining wages in the Twin Cities region by 10 percent over the next five years. Learn more at CenterforEconomicInclusion.org.