

Doubling Down with our Community

ANNUAL LETTER FROM OUR EXECUTIVE DIRECTOR

For more than 10 years, Climate XChange has strived to strengthen the state climate movement, and 2024 was a year of significant progress and achievement. However, as we continue our mission toward a zero-emissions economy, it is clear that for the next four years, state actors will face a federal government pursuing an anti-climate agenda. In this new national landscape, Climate XChange is uniquely positioned to help states defend their existing climate policies and advance new, more ambitious ones.

States have tremendous power to take swift, impactful action on climate change, and our role is to provide state actors with the technical capacity and policy tools needed to make effective, science-based policy decisions. Decarbonizing the economy is a monumental task, and while some states have long been leaders on climate policy, it's especially important that no state is left behind and we keep the momentum to face the climate crisis.

In October 2024, we launched our new State Climate Policy Dashboard, a unique tool powering state-level climate action that has been widely-adopted as the go-to resource for state climate policy by advocates, policymakers, and researchers. The Dashboard addresses the growing need for comprehensive information on the gaps in state climate policy

and best practices to fill them, and builds narrative power by equalizing and expanding access to policy data and analysis across sectors. The Dashboard is used extensively by our State Climate Policy Network and covers over 60 climate mitigation policies across seven policy areas and all 50 states. We are excited by the Dashboard's initial success and we are working on additional policy content and analysis to further empower state actors.

During 2024, our State Climate Policy Network (SCPN) continued to strengthen as we saw increasing interest in our diverse programming including deep-dive climate policy webinars, meetings with state actors sharing updates from their work, and round-table legislator calls. With more than 7,700 state actors and 200 legislators participating in our events in 2024, we were able to connect attendees with policy experts and facilitate cross-state collaboration. In November, we also launched a series of transmission-focused webinars, allowing us to more thoroughly highlight opportunities for states to transform their energy grids and achieve climate goals.

We are also very proud to have conducted our first-ever network-wide feedback survey to ensure that we are aligning our work with the needs of the SCPN, as we remain committed to a culture of frequent and timely feedback. We also surveyed our members' needs after

the 2024 elections in order to quickly respond to the changing federal landscape. We are utilizing this valuable feedback to identify new program offerings and series to serve our audience better.

During the past couple of years, we welcomed tremendous climate progress driven by state policy and the implementation of the Inflation Reduction Act (IRA), however it's clear that during the next four years, states will face an antagonistic federal government. Despite this, we are optimistic that climate action will prevail and states will be the driving force for this progress. At Climate XChange, we remain steadfast in our support to state actors and our mission to achieve a rapid and equitable transition to a zero emissions economy.

This report summarizes our contribution to state climate action, and I am incredibly proud of what our team has accomplished in the last year. I also would like to thank Climate XChange's Board of Directors for their continuous commitment and wise guidance, as well as our supporters and funders who have made all of this progress possible.

With your support, we will move forward!



Paola Ferreira Miani
Executive Director

What We Do

Climate XChange is a nonpartisan organization with a mission to achieve a rapid and equitable transition towards a zero-emissions economy by advancing state climate policy. Our work harnesses the power of policymakers and advocates from across the country, facilitating cross-state collaboration while cultivating research, resources, and tools that drive policy decisions.

THEORY OF CHANGE

We are strengthening the climate movement by building actionable research tools, facilitating cross-state collaboration, and designing tailored policy solutions

Which empowers state policymakers and advocates to implement solutions that meet the urgency of the climate crisis

Which will drive states to rapidly and equitably reduce greenhouse gas emissions

OUR VALUES

At Climate XChange, we're:



Science-based



Impact-driven



Committed to justice, equity, and diversity



Led by empathy



Collaborative

PROGRAMS

State Climate Policy Network

Building collective knowledge and forging new connections to boost state campaigns nationwide. Our network helps changemakers learn from experts and each other to increase the ambition, equity, and durability of state and local climate policy.

State Climate Policy Dashboard

Compiling information and resources on all 50 states' climate progress across 62 policies to make the most comprehensive publicly available climate policy database. The platform covers all policy areas and identifies opportunities for new legislation.

policymakers, advocates

research, information

2024 By The Numbers



43,662

views and 16,222 users on the new State Climate Policy Dashboard (Launched October 2024)

1,800

new members joined the State Climate Policy Network



87

informative newsletters and event emails sent with 245,300 unique opens



4

Dashboard Digest articles authored with 3,136 views

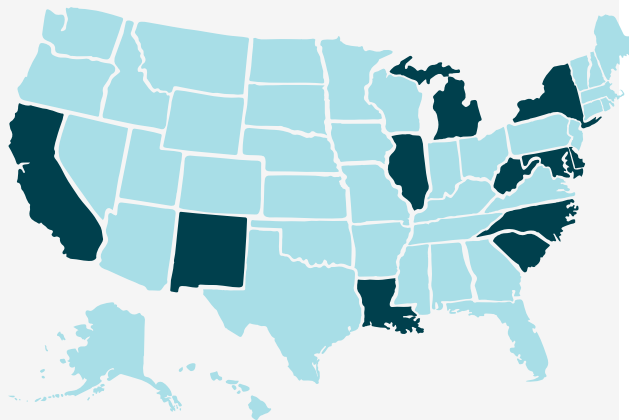


1

Network-Wide Feedback Plan

28

assistance requests completed across 14 states



23

events with a total audience of 7,743



160

policy updates sent to our Network covering 28 states and the federal government with 78,000 views

Amplifying the Strength of Our Community

States play a key role in addressing climate change, and our State Climate Policy Network (SCPN) continues providing critical support for actors on the ground pushing to reduce emissions and transform our economy. Our network of 15,000 members demonstrates how community and collaboration can help advance effective and equitable solutions to the climate crisis.

In 2024, we continued providing timely and actionable programming through a variety of events and resources:

We launched a new webinar series aiming to educate and activate advocates on the importance of transmission reform in achieving climate goals.

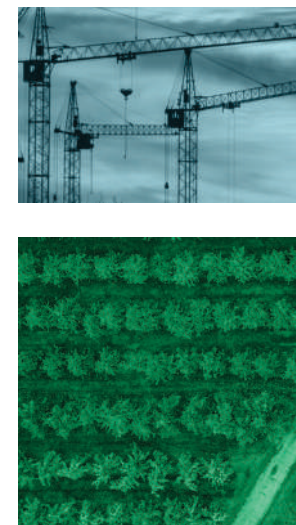
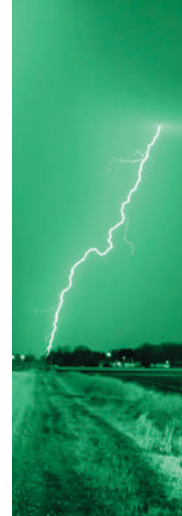
We hosted 8 Deep Dive webinars, connecting the SCPN with experts on a wide range of topics including overcoming barriers to the clean energy transition, equitable state transportation investments, effective climate communications, and the future of the IRA.

Our 11 National Policy Calls featured monthly updates from policymakers and advocates working on climate policy, presented in a meeting format to foster interstate collaboration.

We convened 3 Legislator Calls, gathering state legislators from across the country to share ideas and connect on challenges that they're facing in their own states.

A central goal of the SCPN is to adapt to the needs of its members, and in 2024 we executed a network-wide feedback plan to ensure that our programming effectively drives climate action. Through a series of focus groups and surveys, we're now better-positioned to provide the best support possible to state actors. We also added a new staff member to our SCPN team in 2024, increasing our ability to deliver targeted and actionable services to the Network.

After the 2024 elections, we once again reached out to the SCPN to better understand how the new political context may change the needs of our members. Using the feedback we gathered, in 2025, we'll provide resources and programming focused on how states can fill the gaps created from federal rollbacks of climate policy and defend their climate policies against federal intervention. We'll also increase our focus on targeted support for states that lack access to resources, but have ample opportunity to make progress on decarbonizing their economies.



THE NETWORK AT A GLANCE



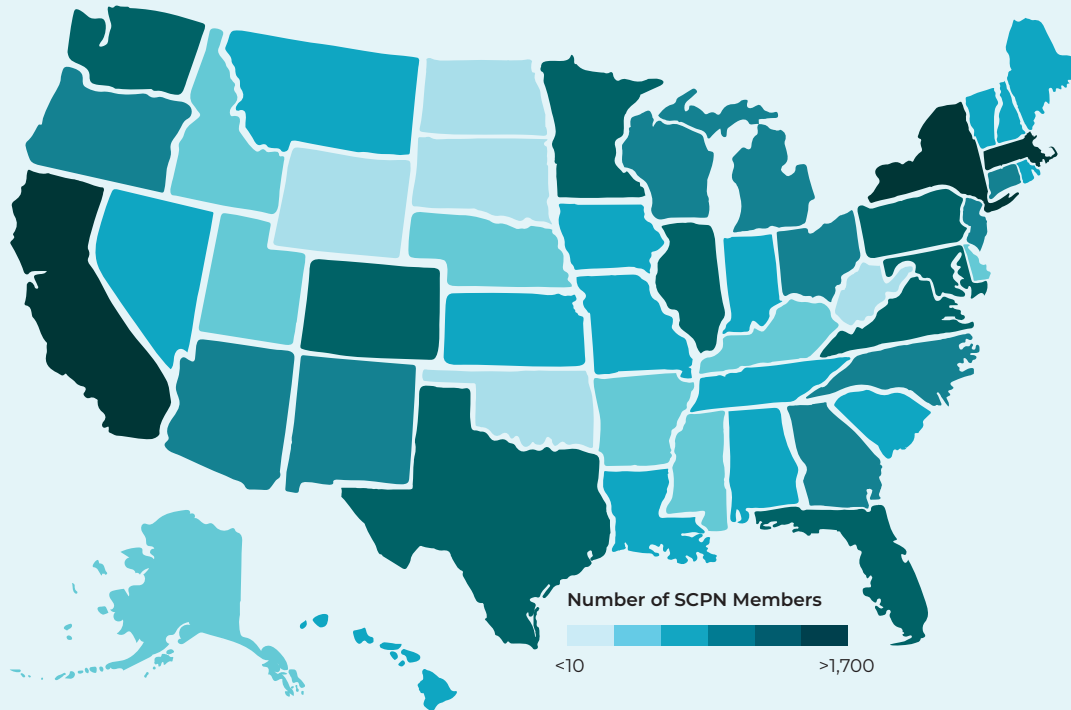
15,000+
members



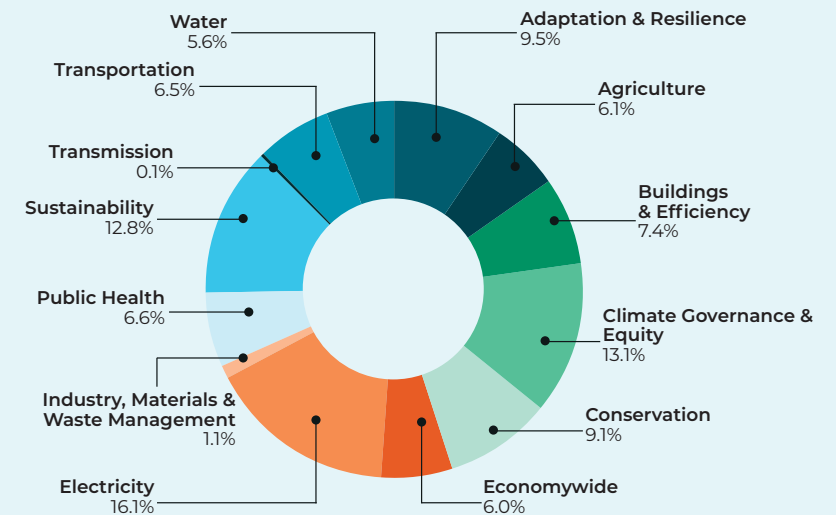
Members
in all
50 states



Members
working in
all climate
sectors



Percentage of SCPN Members in Climate Sectors



Who's in the SCPN



State
legislators
and staff



State agency
and other
executive
branch
staffers



Local, Tribal,
and Federal
government
officials



Researchers
and
academics



Philanthropic
funders

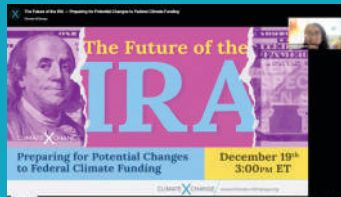


Utility
commissioners
and other
regulators



Communications
and legal experts

OUR 2024 PROGRAMMING



DEEP DIVE WEBINARS

8

webinars

1,248
attendees

21

experts featured

4,400
recap article views



NATIONAL POLICY CALLS

11

calls

778
attendees

26

states represented

498
recording views



LEGISLATOR CALLS

3

calls

Topics: 2024 state
climate policy trends,
state transportation
investment, and an
introduction to the new
State Climate Policy
Dashboard

199
attendees



TRANSMISSION SERIES

120

attendees for our
first webinar

500

recap article views

91%
of attendees said the
information provided
would help them with
their work

WHAT OUR NETWORK IS SAYING

**“It’s so great to see
the larger picture,
hear everyone’s ideas
and struggles and
celebrate progress.”**

— Local government official
in MA

**“Thanks for the amazing
information sharing all!
Wonderful to have
a forum like this to
explore emerging/
creative policy!”**

— Legislative staffer in Oregon

**“I have been attending
the monthly climate
calls for a while so
wanted to begin by saying
how useful those have
been, and thank you for
creating this space to
learn about updates.”**

— Nonprofit policy manager



The State Climate Policy Dashboard, Reimagined

In 2024, we rebuilt the State Climate Policy Dashboard from the ground up, now on its own website with an even more comprehensive policy database and advanced tools to better inform policy decisions. Three years ago, we set out to build a resource that would meet the need for an accurate, comprehensive, and publicly accessible state climate policy database. Since then, the Dashboard has served as a critical resource for policymakers and advocates, reaching over 100,000 views and receiving over 50 citations from government agencies, news outlets, and leading research institutions. But we never stopped dreaming about how we could make it an even greater resource, and in 2024, we brought that dream to life.

Launched in October, the brand-new State Climate Policy Dashboard provides information on 62 state-level climate policies across all 50 states, featuring in-depth state examples, model legislation, analysis, and enacted policy text. Users are now able to compare policies across states and sectors, identify policy opportunities, visualize greenhouse gas emissions, and request policy assistance from Climate XChange, making it the only resource of its kind. In only a few months, the new website has been viewed over 40,000 times by more than 16,000 users.

Impact Since Launch (OCT-DEC 2024)

251

resources compiled for
62 climate policies

25

citations by external
publications

43,662
pageviews

16,222
users

WHAT DASHBOARD USERS ARE SAYING

“The dashboard you all have put together is extremely impressive. We are actively working on putting together a long duration energy storage bill and your page on storage policies seems to be the most comprehensive, straight forward gathering of policies from across the country I have seen.”

— Virginia legislative staff

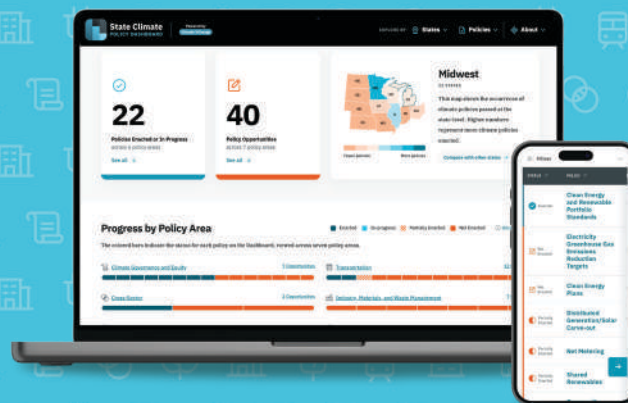
“Amazing resource for researchers and advocates”

— Policy researcher and professor



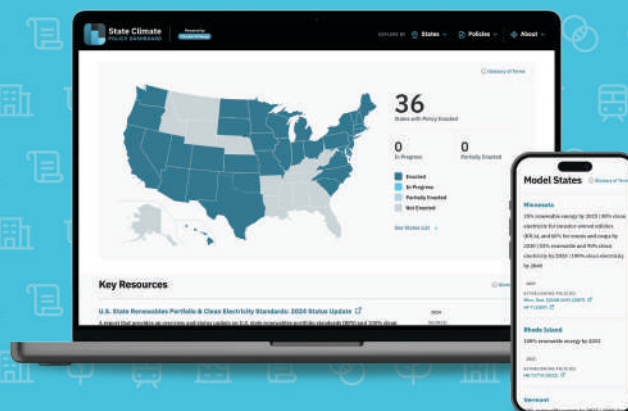
THE STATE CLIMATE POLICY DASHBOARD

Here's What's New



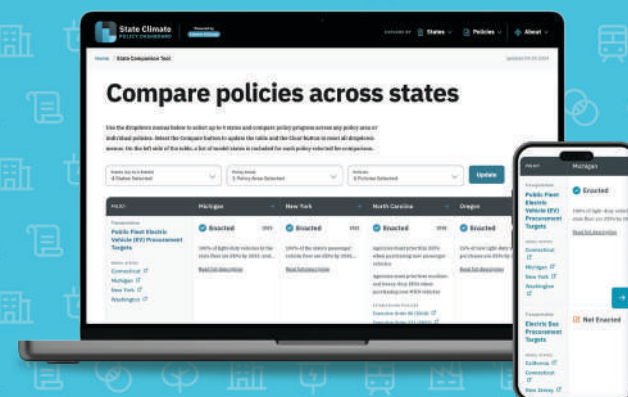
Dive deeper into each state's policy landscape

Each state page displays an overview of a state's climate policy landscape, including its political makeup, greenhouse gas emissions projections and targets, policy opportunities, and the status for 62 different climate policies. Users can easily filter and sort through a state's policies by the enacted year, policy status, and policy area.



Explore resources that inform policy decisions

Each policy page displays a map showing the status of the policy in every state. It also contains model states, model rules, and links to key resources including reports, maps, and other databases to help inform policy decisions using the most comprehensive and up-to-date information available.



Compare policies across states

The State Comparison Tool allows users to analyze policies across multiple states at the same time, including the year it was enacted, state-specific details, and links to the establishing documents.



Delivering Timely and Actionable Research to our Network

It's crucial for climate policy actors to stay informed on the latest developments, however it can be challenging to keep track of hundreds of bills, ballot initiatives, and regulations across all 50 states. In 2024, we continued to track and compile updates and analysis on climate policies, from state and regional developments to federal regulations and funding opportunities. Overall, we provided over 160 state and federal updates to the SCPN in the Policy Progress section of our bi-weekly newsletter, garnering 78,000 views over the course of the year.

We also focused on increasing the capacity and productivity of Climate XChange's research team, welcoming two new staff members and utilizing policy tracking software to ensure that our State Climate Policy Dashboard is kept up-to-date with the latest policy developments.

We published four explainer articles in our Dashboard Digest series, which serve as a high-level resource for state actors to learn more about how each policy works and the status of each policy across the country.

In the spring of 2024, Climate XChange partnered with RMI and Evergreen Collaborative to analyze all 47 state-level Priority Climate Action Plans (PCAPs) submitted to the Environmental Protection Agency as part of the Climate Pollution Reduction Grants program. Our analysis unveiled trends in proposed climate action measures, tallied potential emissions reductions, and explored the benefits to disadvantaged communities. We published a database containing all of the research on the PCAPs so others could conduct their own analyses.

Thank You to our Supporters

Our work is made possible by the generous support of our community. Thank you to all the foundations and individuals who supported our work in 2024!

We want to give a special thank you to the DES Foundation for its unwavering support that enabled the development of the New State Climate Policy Dashboard.

THANK YOU TO OUR BOARD AND INDIVIDUAL DONORS

\$95,000

Over \$95,000 received from over 150 individual donors

THANK YOU TO OUR FOUNDATIONS

DES Foundation

The Morton K. and Jane Blaustein Foundation

Mosaic

Sally Mead Hands Foundation

THANK YOU TO OUR RAFFLE PARTICIPANTS

14,000

Over 14,000 individuals have supported our work by participating in one of our raffles

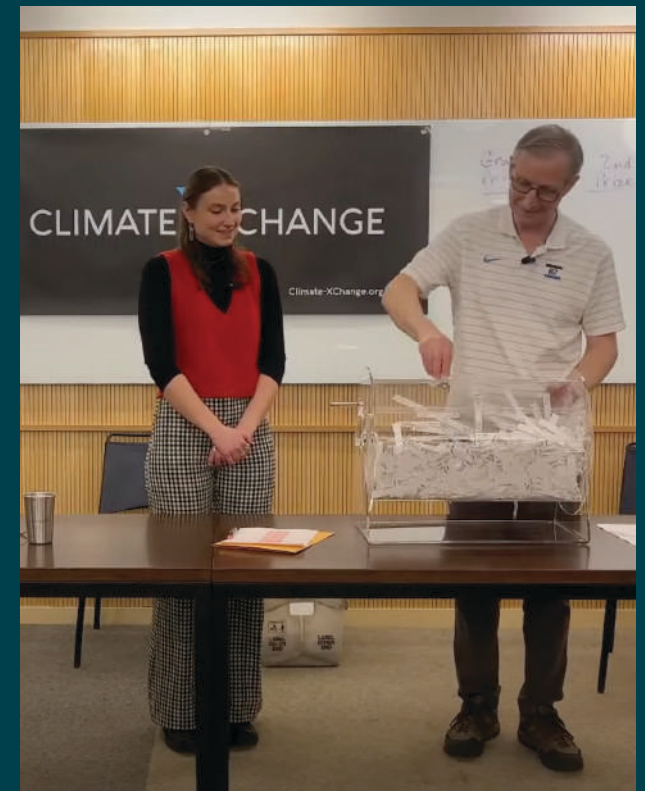
3,596

ticket purchasers

53%

Over half of sales from previous participants

*Thank you to the six foundations that supported us this year.



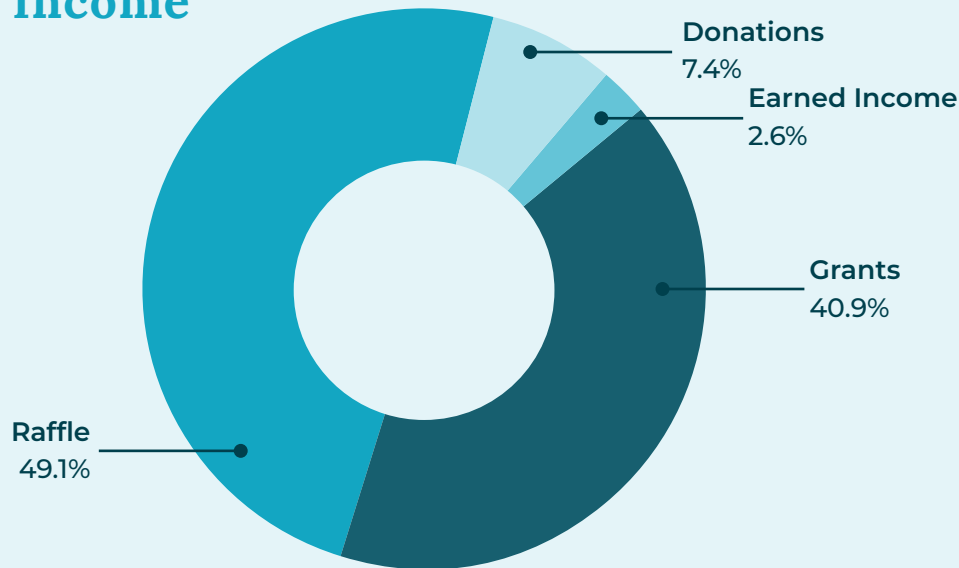
Policy and Research Manager Ruby Wincele and Board Member Peter Kirby draw the winners of our 9th Annual EV Raffle.

Financials

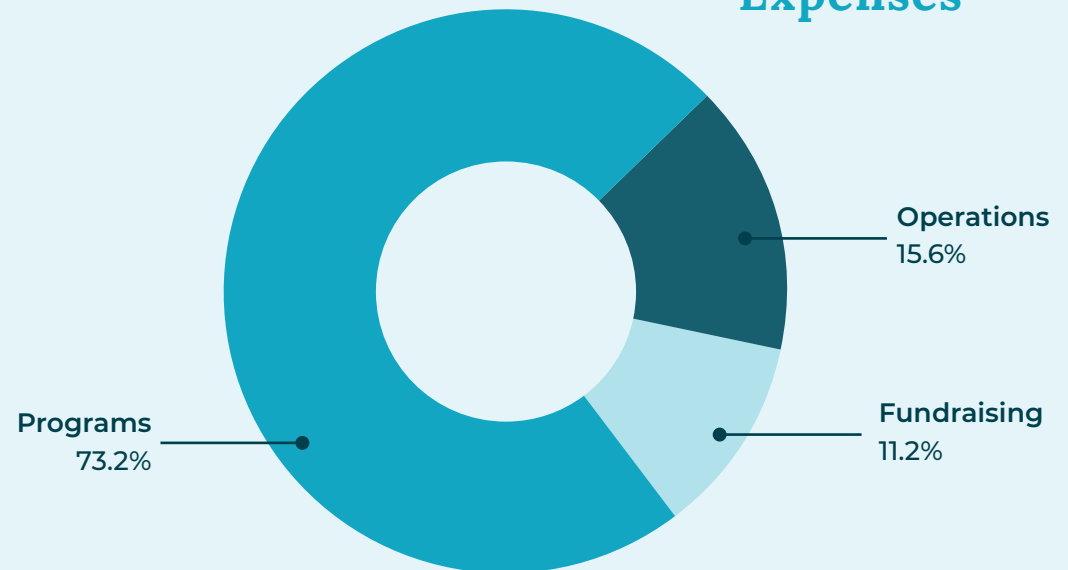
We are in our second year of implementing the financial goals set in our 5-Year Strategic Plan: diversifying our income sources and securing additional grant funding. Since then, our income from grants has grown by nearly five times with support coming from six foundations. For the first time ever, funding sources outside of our annual raffle comprise over half of our income, showing great progress towards our financial goals.

YEARLY BUDGET: \$1.28 MILLION

Income



Expenses



[View Financial Records](#)

Source: Climate XChange Education and Research Inc. Audited Financial Statement 2024

The background of the entire page is a photograph of the U.S. Capitol dome in Washington, D.C. The dome is on the left side, partially cut off by the edge. The sky is a vibrant mix of orange, red, and purple, suggesting a sunset or sunrise. The Capitol dome is white with a dark statue on top. Scaffolding is visible around the base of the dome.

What's Next in 2025

It's clear that there has been a drastic shift in the federal government's approach to climate policy in 2025. Despite the present threat of increased fossil fuel production, rollbacks of environmental protections, and the repeal of climate legislation, we are confident that states will be the driving force behind climate action in this country. Even without any degree of federal climate support, states still have the power to enact climate policy that meets the moment of the climate crisis.

We're doubling down on our commitment to help policymakers and advocates enact effective climate policies. There is simply no time to lose, and much to be gained when we're able to achieve our goal of a clean economy. It's crucial that we continue moving forward.

In 2025, we're responding to the changing federal landscape by aligning our programming with the needs of our Network members. We're targeting our programming and resources towards accessing climate funding, defending against rollbacks of existing policies, and filling gaps in policy left by the federal government. We're also updating our network on federal policy changes that may affect state-level work and expanding our Dashboard to include new policies that states can enact to make up for federal rollbacks.

Over the next four years, we are optimistic that the state climate movement will prevail and we will continue to drive impact through our work.

Our Staff

Climate XChange brings decades of experience to our work. Meet our team.



Jacqueline Adams

SENIOR POLICY & RESEARCH ASSOCIATE

Jacqueline holds a Masters degree in Public Policy from UCLA and a Bachelors in Psychology from the University of Tennessee. At Climate XChange, she supports the Policy & Research team with State Climate Policy Dashboard updates and policy tracking.



Irene Anastasiou

OPERATIONS MANAGER

Prior to joining Climate XChange, Irene held positions in accounting, back office operations, trading, and client relations within the financial industry. She manages the organization's office and coordinates the logistics for our annual fundraiser.



Greg Casto

COMMUNICATIONS MANAGER

Greg's work at Climate XChange focuses on helping people understand the nuanced topic of climate policy. He is responsible for writing online content, social media, and managing external communications for Climate XChange.



Paola Ferreira Miani

EXECUTIVE DIRECTOR

Paola Ferreira is an environmental policy and strategy expert with 26 years of international experience in biodiversity conservation, climate change, and energy. As Climate XChange's Executive Director, Paola leads our organization by spearheading our 5-Year Strategic Plan.



Jordan Gerow

POLICY & RESEARCH DIRECTOR

Jordan is an environmental lawyer with a deep background in state-level electricity law and policy, and a broader background in model approaches to decarbonization topics across many sectors. He brings over a decade of experience to leading Climate XChange's Policy and Research team.



Brynn Madore

STATE CLIMATE POLICY NETWORK ASSOCIATE

Brynn is a master's student at American University with a background in clean energy at the state, regional, and federal levels. At Climate XChange, she assists with events and outreach for the State Climate Policy Network.



Amanda (Griffiths) Pontillo

COMMUNICATIONS DIRECTOR & OPERATIONS LEAD

Amanda comes to Climate XChange from the Massachusetts State House, where she focused on energy and environmental policy. She oversees the organization's content creation and brand identity, as well as operations for the team.



Kristen Soares

STATE CLIMATE POLICY NETWORK MANAGER

Kristen is a UCLA graduate with a degree in Environmental Science and Public Affairs. At Climate XChange they manage the SCPN: conducting outreach, organizing webinars, and facilitating connections between state climate actors.



Ruby Wincele

POLICY & RESEARCH MANAGER

Ruby manages the State Climate Policy Dashboard and leads the organization's policy tracking. She uses her knowledge of state-level climate policy landscapes and emerging trends to share best practices with advocates and policymakers across the country.

Our Board

Sukia Akiba

Sukia is currently pursuing a PhD in Public Policy at UMass Boston, with experience spanning sustainable real estate development, project management, and community advocacy.

Shiladitya DasSarma

Shiladitya is a Professor at the Institute of Marine and Environmental Technology and School of Medicine at the University of Maryland.

Kalman Gacs

SECRETARY

Kalman is the Project Manager and Creative Director at Viv Web Solutions, but found his start making digital graphics for the climate movement.

Peter Kirby

RAFFLE DIRECTOR

Peter is a former strategy consultant and executive for IBM, now investing his time and assets to fight the climate crisis.

Jack Kutner

Jack is an executive with 40 years of experience, currently consulting for start-up and early-stage companies with a focus on sustainability-based businesses and organizations.

Laura Teicher

Laura is the Executive Director at FORGE, a nonprofit that helps startups navigate the journey to reach impact at scale.

Mary Wambui

Mary Wambui is an affordable housing asset manager for the Planning Office for Urban Affairs, a non-profit social justice ministry of the Roman Catholic Archdiocese of Boston.

Quinton Zondervan

CHAIR AND TREASURER

Quinton is a climate activist and former Cambridge City Councillor, and he has used his business and technology background to start and lead several companies and nonprofit organizations.



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