EQUITY WORKING GROUP (EWG)
MEETING MINUTES

Monday, March 30, 2026
Virtual Meeting: Zoom

Equity Working Group Members Present: Jo Ann Bodemer for Commissioner Elizabeth Mahony, Brooks Winner, Andrea Nyamekye, Kim Dragoo, Sonakshi Saxena, William Rose, Doug Quattrochi, Jhenny Saint-Surin, Margaret Song (for Maggie Downey), Kyle Murray, Margie Lynch, Emily Audet (for Alexis Washburn), Adrian Caesar, Cindy Luppi, Charles Harak, James Collins

Equity Working Group Members Absent: Mary Wambui

Other Attendees: Ina Dasso, Bernetta Morton, Bob Eckel, Brian Greenfield, Briana Kane, Chris McClellan, Emily Lamb, Gabe Shapiro, Griff Keating, Joe Nunley, Kate Peters, Katelyn Tessier, Leah Cohen, Liz Reichart, Lucy Fox, Paulina Dieffenbach, Quiana Lee-Gaines, Sean Davenport, Stephanie Terach

1. Call to Order

Bodemer, acting on behalf of the Chair, called the meeting to order at 11:01 AM.

Virtual Meeting Procedure
Bodemer reviewed the virtual EEAC meeting procedure:

1. The Council meeting would be recorded, for administrative purposes only.
2. All attendees except for Councilors and presenters would remain muted for the duration of the meeting.
3. Councilors should hold comments until the end of presentations, but Councilors and other participants should speak instead of using any chat function.
4. Councilors who disconnect from meetings need to announce when they rejoin.
5. All Council votes would be taken by roll call.

2. Public Comment

No participants provided public comment.

3. EWG Business and Updates

DOER Updates

Bodemer congratulated Alexis Washburn for winning the New England Women in Energy and the Environment Rising Star Award for her voice in equity and distributive justice in the clean energy space. Bodemer stated that 2028-2030 Plan development will begin soon and reviewed the timeline for the EEAC Planning workshops, highlighting the May 5 pre-workshop meeting where the EWG and the Council will meet to effectuate the guiding principles for the 2028-2030 Plan. Bodemer continued that these guiding principles would serve as a framework for the EWG and EEAC recommendations on the Plan. Bodemer said there is a lot of activity within the legislature that may impact Mass Save, in addition to concerns about energy affordability, and these will impact the plan development process.

4. 2025-2027 Equity Targets and Metrics

EEAC Consultant Presentation

Lynch and Caesar, on behalf of the EEAC Consultants, presented an overview of the Program Administrators' (PAs) progress toward the quantitative Equity Targets for the 2025-2027 Term as of the end of 2025. Lynch indicated that the Department of Public Utilities Order on the 2025-2027 Plan necessitated revisions to some Targets to reflect the $500 million reduction in the Residential sector budget.

EWG Discussion

Tessier said that the PAs are working on the aspirational workforce target and cross-referencing the list of suppliers against other sources to ensure they are capturing all diverse suppliers. Tessier said that there are other language-related efforts taking place within the state, and the PAs want to make sure that they are adequately captured in language access reporting.

Quattrochi said that the percentage of homes served with weatherization services that were in Designated Equity Communities (DECs) implies that the outcome of the Low- to Moderate-Income lead generation in DECs was highly successful.

Winner said that Minority & Women Owned Businesses are by far the largest spend category, and increasing overall diverse spend is important. Winner asked if baselines or benchmarks could be integrated into the planning workshops, such as the percentage of customer populations that the Council should aim to serve. Lynch said that the equity targets ask the PAs to compile data for the prior 2022-2024 term, particularly for the DEC target.

Audet asked about slide 11 and the table containing the diverse suppliers that responded to statewide RFPs. Greenfield said that the PAs invite suppliers to participate in procurements, but not all of them submit proposals due to lack of interest or other reasons.

Terach said that the PAs are closer to 1,200 weatherization jobs completed through 2025, noting that there was an intensive push for weatherization at the end of the year.

Murray asked how the EEAC Consultants recalculated the Equity Targets. Lynch said that the EEAC Consultants adjusted the planned numbers from the Compliance Filings according to the approved Plan. Murray said that there has been good progress in hitting the targets largely due to the budgets, so rolling back the budget will reduce productivity in these areas.

Quattrochi said that it is disingenuous for people to say that cutting Mass Save will reduce utility costs given what can be observed with fuel costs, noting that DOER's fuel dashboard shows that fuel oil costs have increased 31 percent year-over-year. Quattrochi said that risk-adjusted cost savings may help the EWG understand the effect of energy savings relative to anticipated fuel cost increases, stating that there may be price shocks in either direction.

5. Mass Save Programmatic Updates

PA Presentation

McClellan, Kane, and Saxena, on behalf of the PAs, provided updates on moderate-income turnkey delivery and efforts in DECs. These updates included feedback from PA vendors and participating customers.

EWG Discussion

Winner said that refrigerant leak avoidance is important and asked how the PAs are developing best practices for home performance contractors (HPCs). McClellan said that he can share more about what these technical standards entail.

Murray asked if pricing guidance has helped control costs to where they are lower than the average cost of similar projects across the state. McClellan said that the PAs have more technical standards for Moderate-Income turnkey than in the open market, so it is hard to directly compare. McClellan said that the pricing guidelines are allowing more projects to be completed by the original contractor and helping customers avoid going back out to bid for lower pricing, as well as enabling the PAs to adhere closely to planned costs.

Lynch asked if Moderate-Income turnkey customers are coming in through the HPC and lead vendor paths, and if the lack of income verification is a more prominent feature in another pathway. McClellan said that these customers are coming in through both pathways, but there is no clear trend regarding whether one pathway results in more income verification.

Quattrochi said that there could likely be a landlord-vendor agreement where the landlord must legally notify a new tenant of upgrades prior to their occupancy. Winner agreed that the goal is to avoid creating a barrier to upgrading vacant units. McClellan said that Quattrochi helped establish the rental electrification agreements, so his input will help refine this.

Murray said that it was interesting to hear about rural communities and generators, noting that it demonstrated how difficult it is to develop these offerings given the nuance experienced in practice.

Lynch said that she was struck by the comments about delaying rebate payments and contractors floating the costs, stating that it would be helpful to discuss this in the upcoming planning

process. McClellan said that this is partially due to time between the system installation, PA inspection, reporting to the PA, payment to the vendor, and then vendor payment to the contractor. McClellan said that some of these steps may create a lag, and there may be opportunities to expedite cash flow between vendors and contractors.

6. Low-Income Program Updates

C-Team and PA Presentation

Keating, on behalf of the EEAC Consultants, and McClellan and Saxena, on behalf of the PAs, presented updates on the Low-Income program including recent developments, differences in program production by location, budget management, and Term forecasts.

EWG Discussion

Harak asked if the PAs have a lot of customers in the pipeline at a given cost with limited budgets. Saxena said that the future participants estimate on slide 24 includes the pipeline. Nyamekye said that an extra column breaking out pipeline estimates would be helpful. Harak asked why Eversource Gas has a large number of future customers when it has reached its budget. McClellan said that the pipeline includes the gross value of all identified opportunities, noting that the estimate is a maximum because they will not all occur due to things like measure eligibility or scope changes. McClellan said that there will still be opportunities to serve new customers, but the PAs need to prioritize the customers in the pipeline. Harak said that potential budget reductions are a threat to Mass Save, so Nyamekye's request is important to understand whether customers may need to be served later in the future in the event that budget cuts cause delays.

Winner said that he understands the rationale behind budget controls but has concerns about time to serve, noting that this will be an important consideration approaching the next plan term. Winner said that it seems like time to serve has increased to pre-intervention levels or worse, and he requested that the PAs continue to share this data. Saxena said that this metric is included in the PAs' quarterly reporting for Low-Income and Moderate-Income turnkey.

Lynch said that slide 20 showed varied performance in terms of percentage incentive to goal for 2025, and she asked the PAs to expand on why they feel it is important to maintain statewide policies given the wide range in spending. Lynch said that it is possible that at a time where it is important to serve as many customers as possible, there are customers who are not being served fully or at all as a result of these statewide policies. Lynch said that she understands that the PAs have established specific Community Action Partnership and HPC budgets as well. McClellan said that the programs are statewide, so statewide policies are appropriate. McClellan said that the formal policies from last year were designed to support new participants and limit program spending on measures that were recently replaced, and they prioritized a combination of weatherization and electrification depending on fuel type. McClellan said that the policies are tailored to yield the greatest level of benefits for customers and avoid replicating work for returning participants, noting that disparities between PAs are the result of differences in demand. Saxena said that the deck included a section on geographic impacts that explains how differences in demand may have impacted production for each PA. Lynch asked why demand is so different between different PA territories and asked if the PAs have examples of drivers of

demand or lack thereof. McClellan said that there was a lot of HPC activity in the Eversource Gas territory, so they will likely complete work in other PA territories with remaining budget. Saxena suggested that differences in eligibility between territories may be a factor. Greenfield said that the PAs developed the Plan at an inflection point where they saw exponential growth in the Low-Income programs, so the Plan itself is not a great baseline to assess whether there is more or less demand than anticipated in the different territories. Dragoo said that Liberty's outcomes are reflective of lower closeout activity at the end of 2025. Bodemer said that the statewide policies are a mechanism to manage budgets, and budget controls should apply statewide. Bodemer continued that demand also impacts budget, and the PAs have other levers to shift demand in order to manage their budgets.

7. Adjournment

Bodemer, acting on behalf of the Chair, adjourned the meeting at 12:54 PM.

Meeting Materials:

- Official Meeting Notice
- Meeting Link
- Agenda
- Low Income Update
- PA Updates on Designated Equity Communities and Moderate Income
- Updated Equity Targets
- C-Team EWG Deck