Dear Chairs,

As a Massachusetts resident and am fully aware that a portion of my household the generation of electricity funds Mass Save. I urge you to support the request from the Coalition for CORI Climate Inclusion (C3I) that MassSave update its CORI policy to a Fair Chance policy. We are asking for your support on this because there are three main principles that all humans require to thrive - food stability, housing and access to a good paying job.

The current background check policies under the Mass Save program, however, present a major barrier to achieving this vision. One in four Massachusetts residents is CORI-impacted, and due to the racialized nature of our criminal justice system, Black and Brown residents are disproportionately affected. We continue to hear how these blanket exclusions prevent qualified individuals and capable business owners from participating in the clean energy workforce or as a contractor within the Mass Save program. Even our current governing United States president, Donald Trump, is subject under these principles and would ineligible for hire - he was still allowed to keep his job with an active criminal case. This has to change.

We are not calling for the elimination of background checks—but for fairness, relevance, and risk-based review. A fair chance hiring system ensures safety while also aligning with the Commonwealth's climate and equity goals. True equity-focused programming requires that equity is not just in the name but also embedded in the opportunities themselves.

The continued exclusion of CORI-impacted individuals not only undermines our collective ability to meet Massachusetts' clean energy and climate goals—it also perpetuates deep economic inequities. Expanding access to these good-paying jobs is both a climate justice and an economic justice imperative. When we open pathways for all residents to contribute their skills and talents to the clean energy transition, we strengthen our workforce, our communities, and our collective capacity to build a sustainable and equitable future.

I urge the EEAC board to support a Fair Chance MassSave Policy to build thriving communities in and for the future!

Thank you,

Keena Banda - Dorchester Resident