Dear Chairs,

As a Massachusetts resident and a member of Action for Equity, 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 I've seen first hand how a good job can help people and how a background check process can destroy people's confidence when they don't get the job. I've also been working hard getting signatures from community members around CORI reform because I know how important reform is on this issue.

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 broad exclusions prevent qualified individuals and capable business owners from participating in the clean energy workforce or as a contractor within the Mass Save program. 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,

Korey Hamilton