Dear Chairs,
As a Massachusetts resident and 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 come from a lineage where all we ever needed was the opportunity. That's why I believe so strongly in the power of fair chance policies, especially in this industry.
Having worked in construction for the past four years, and now serving as an adjunct instructor for the GEPs, I've seen firsthand how access can change lives. When individuals from underserved communities are given a fair chance, they not only gain financial stability to support themselves and their families—they also gain something deeper: confidence.

It's that sense of self-worth and belief in their own potential that truly transforms lives. Fair chance policies aren't just about employment, they're about empowerment. And I believe our industry has a responsibility to open those doors.

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. 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 for your consideration

Rashida Boyd