



MASSACHUSETTS
**DEPARTMENT OF
ENERGY RESOURCES**

Clean Energy Transition For All

Creating seats at the table
for everyone

Leading By Example Council Meeting
November 13, 2025

Presented by
Department of Energy Resources, Leading By Example Division

11/13/2025

Agenda

Introduction

OEJE Overview

Speaker: Caroline Lemoine, Deputy Director of Environmental Justice (EEA OEJE)

DOER: Empowering Clean Energy For All

Speaker: Elischia Fludd, Environmental Justice Senior Lead (DOER)

Group Discussion

LBE Updates & Reminders

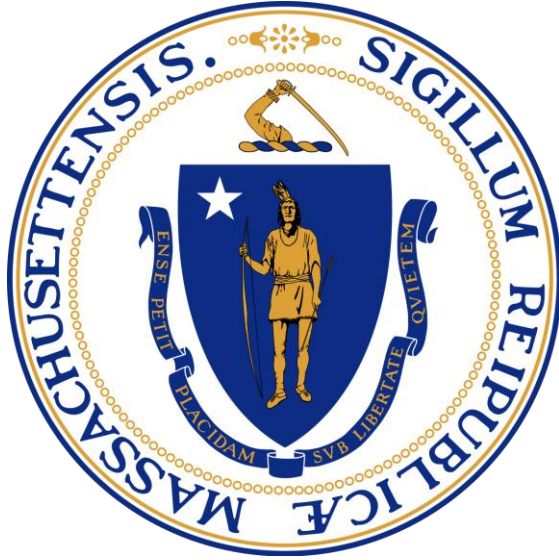
- FY25 Tracking Form
- Updates on grant opportunities
- Policy updates

Closing



OEJE Overview

**Speaker: Caroline Lemoine, Deputy Director of Environmental Justice,
EEA Office of Environmental Justice & Equity (OEJE)**



Office of Environmental Justice and Equity (OEJE)

Massachusetts Executive Office of Energy and Environmental Affairs

November 13, 2025

Disclaimer: This presentation has been prepared by the Office of Environmental Justice and Equity for educational purposes only.

Introduction



The **Office of Environmental Justice and Equity (OEJE)** is tasked with implementing environmental justice principles and imbedding them into the fabric of our work.



Disclaimer: This presentation has been prepared by the Office of Environmental Justice and Equity for educational purposes only.

OEJE Team



Undersecretary María Belén Power



Asst. Secretary Crystal Johnson



Director Jonathan Guzmán



Deputy Director Caroline Lemoine



EA Adele Andrews



Liaison Syenna Mashmasarmi

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OEJE Objectives



The **Office of Environmental Justice and Equity (OEJE)** integrates equity and justice into policies, engages with communities, and addresses the disproportionate impacts on overburdened communities.

- Ensuring all voices are heard and at the table, shaping policy-making
- Cultivating relationships with environmental justice populations
- Integrating equity and justice into all EEA's policies and programs



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EJ Principles



- **Meaningful involvement** of all people with respect to the development, implementation, and enforcement of environmental laws, regulations, and policies, including climate change policies.
- **Equitable distribution** of energy and environmental benefits and burdens.

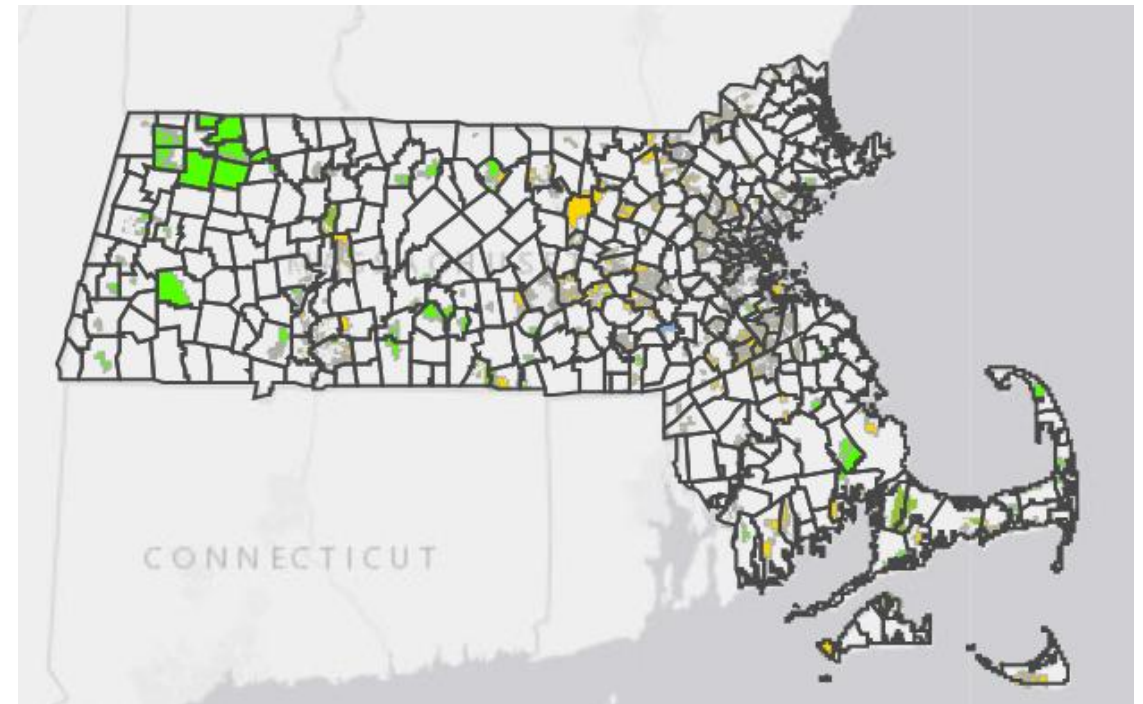
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EJ Population



EJ Populations are segments of the population that EEA has determined are especially vulnerable and most at risk of experiencing barriers to participation in environmental decision-making processes and accessing state environmental resources. EJ Populations are defined as neighborhoods that meet one or more of the following criteria:

- The annual median household income is 65% or less of the statewide annual median household income.
- Minorities make up 40% or more of the population.
- 25% or more of households identify as speaking English less than "very well."
- Minorities make up 25% or more of the population, and the annual median household income of the municipality does not exceed 150% of the statewide annual median household income.



Statutory Framework



- **2002:** The Massachusetts Environmental Justice (EJ) Policy was first issued, guided by input from the Massachusetts Environmental Justice Advisory Committee.
- **2014:** Governor Deval L. Patrick signed Executive Order No. 552, creating the Governor's Environmental Justice Advisory Council and mandating updates to the EJ Policy.
- **2021:** Governor Charles (Charlie) D. Baker signed “An Act Creating a Next Generation Roadmap for Massachusetts Climate Policy,” which refined the definition of EJ populations, energy burdens and benefits.
- **2023:** Governor Maura Healey established the Office of Climate Innovation and Resilience, led by a cabinet-level Climate Chief, to coordinate with the newly-created Office of Environmental Justice and Equity (OEJE) on statewide climate and environmental justice efforts.

Internal Engagement & Coordination



Environmental Justice Taskforce & Language Access Working Group

Internal to EEA & Convened by EJ Office

- Department of Energy Resources
- Department of Public Utilities
- Energy Facility Siting Board
- Department of Environmental Protection
- Department of Conservation and Recreation
- Department of Fish and Game
- Department of Agricultural Resources
- Coastal Zone Management
- Massachusetts Water Resource Authority
- Mass Clean Energy Center
- Mass Environmental Policy Act
- Mass Environmental Police
- Office of Technical Assistance
- Office of Energy Transformation

Environmental Justice Interagency Working Group

Includes all Secretariats under the Healey Driscoll Administration

Convened by EJ Office & in Collaboration with Climate Office and Chief Hoffer

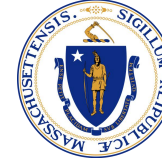
Community Engagement (I)



- Involving community members in decision-making, ensuring their voices shape policies and initiatives.
- Develop plans that detail how the public can participate in environmental decisions, including public meetings and consultations.
- Providing translation and interpretation services to ensure residents who lack English proficiency residents can fully participate.
- Hosting educational workshops and trainings to build community capacity and awareness of environmental and energy issues.
- Collaborating with local organizations, advocacy groups, and community leaders to address environmental justice concerns.
- Conducting outreach through various channels, including social media, newsletters, and community events, to keep residents informed and engaged.



Community Engagement (II)



Environmental Justice Council

- 15 members appointed by the Governor
- Meets every 2 months (sometimes more often)

Justice 40 Working Group

- Convened fall of 2023 by OEJE
- Organizations from across the State
- Meets monthly

Additional Engagement

- Project/Policy-Specific Engagement
- Trainings/Workshops in Communities
- Listening Sessions in Communities
- Tribal and Indigenous Engagement



Key policies and initiatives (I)



Investing in Environmental Justice

- Healey-Driscoll Administration FY 2024: 1% of the overall state budget to the Executive Office of Energy and Environmental Affairs – more than \$105 million or 24%
- Creation of an Undersecretary of Environmental Justice and Equity and the OEJE team – tripled EJ staff
- \$2 million in Language Access: Interpretation and Translation
- Environmental justice liaisons in all EEA Agencies and Offices

Key policies and initiatives (II)



- **Environmental Justice Strategy:** Released in February 2024, this strategy outlines the OEJE's approach to promoting environmental justice and equity across the Commonwealth. It includes agency-specific and cross-cutting strategies to ensure that environmental justice principles are integrated into all EEA policies and programs.
- **Language Access Plan (LAP):** OEJE has developed a LAP to provide translation and interpretation services, ensuring that non-English speaking residents can fully participate in environmental decision-making processes.
- **Public Involvement Plan (PIP):** OEJE has developed a PIP to ensure meaningful public participation in environmental decision-making processes. The PIP outlines how the EEA will engage with the public, including strategies for effective communication, transparency, and inclusivity.

Key policies and initiatives (III)



Meaningful Engagement

- Language Access
- Tribal and Indigenous Communities
- Outcome Reflects Process

Metrics

- Workforce Development
- Benefits vs Burdens / Cumulative Impact Analysis
- Community Benefit Agreements
- Community Engagement and Outreach Working Group



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THANK YOU

For any questions or concerns, please feel free to reach out to
ej.inquiries@mass.gov



DOER: Empowering Clean Energy For All

Speaker: Elischia Fludd, Environmental Justice Senior Lead, DOER

Keeping Mission and Vision Top of Mind

Who are the influencers?

Who are the decision-makers?

Who do we serve?

How do we serve them?

Our Mission

The Department of Energy Resources (DOER) mission is to create a clean, affordable, resilient, and equitable energy future for all in the Commonwealth.

Who We Are: As the State Energy Office, DOER is the primary energy policy agency for the Commonwealth. DOER supports the Commonwealth's clean energy goals as part of a comprehensive Administration-wide response to the threat of climate change. DOER focuses on transitioning our energy supply to lower emissions and costs, reducing and shaping energy demand, and improving our energy system infrastructure.

What We Do: To meet our objectives, DOER connects and collaborates with energy stakeholders to develop effective policy. DOER implements this policy through planning, regulation, and providing funding. DOER provides tools to individuals, organizations, and communities to support their clean energy goals. DOER is committed to transparency and education, supporting the accessible access to energy information and knowledge.



DOER EJ Contact Information

Elischia Fludd (*she/her*)

Environmental Justice Senior Lead

Massachusetts Department of Energy Resources

100 Cambridge Street, 9th Floor, Boston, MA 02114

Phone: 857-393-5538





Equity = Everyone

Intention + Knowledge Building + Planning = Impact

What jargon is unique to the agency?

Which terms are industry specific?

How can you add valuable equity language?

When is the right time to introduce concepts?

ZOOM OUT

Clean Energy



Targets

APPLY WITHIN

Global Trends

What is Relevant?

Targeted Impact

State Plans

Nation Trends

Supporting Infrastructure

Region Trends

Collaboration Possibilities

Community Context

Sustainable Development



Equity is a driving force



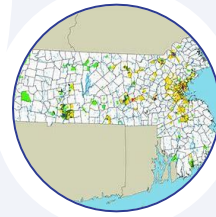
Environmental Justice (EJ)

Fairness and justice in environmental policy and practice



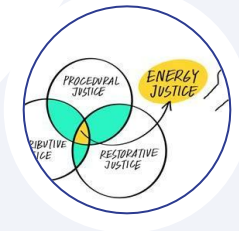
EJ Principles

17 principles that guide the fair treatment of communities, meaningful involvement and protection from environmental harm



Vulnerable Populations

State EJ populations = those historically exploited in MA which created continuous toxic environments. Other vulnerable populations must be considered in future energy systems



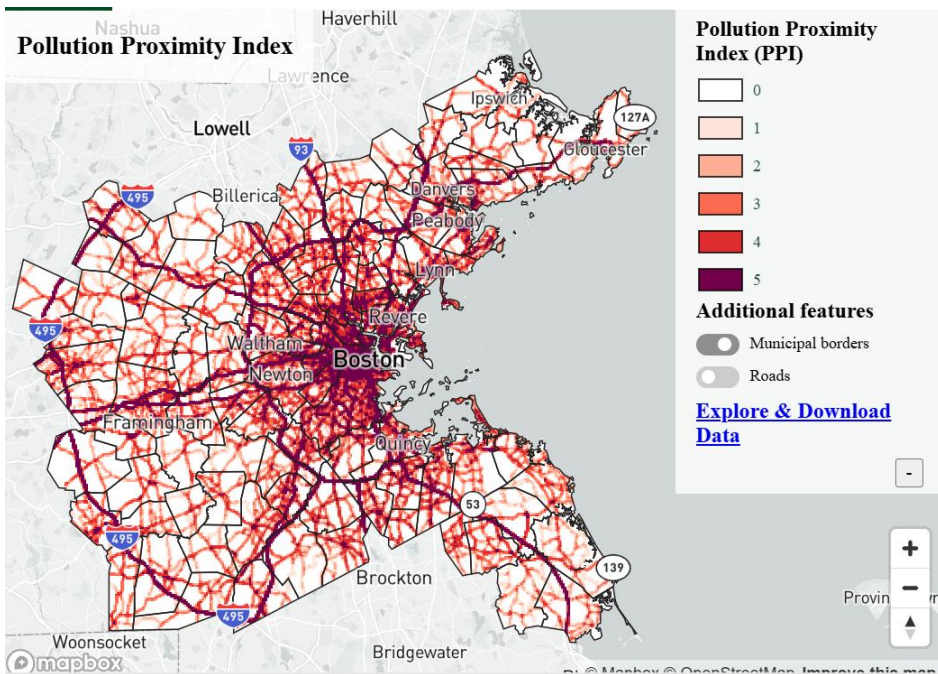
Energy Justice

Everyone-especially marginalized communities- has access to clean, affordable, and reliable energy, as well as reduced social, economic and health harms caused by current and future energy systems

Equitable Impact is an Intentional Process

WE, THE PEOPLE OF COLOR, gathered together at this multinational People of Color Environmental Leadership Summit, to begin to build a national and international movement of all peoples of color to fight the destruction and taking of our lands and communities, do hereby re-establish our spiritual interdependence to the sacredness of our Mother Earth; to respect and celebrate each of our cultures, languages and beliefs about the natural world and our roles in healing ourselves; to ensure environmental justice; to promote economic alternatives which would contribute to the development of environmentally safe livelihoods; and, to secure our political, economic and cultural liberation that has been denied for over 500 years of colonization and oppression, resulting in the poisoning of our communities and land and the genocide of our peoples, do affirm and adopt these Principles of Environmental Justice:

The Principles of Environmental Justice (EJ)



What are social determinants of health?

Social determinants of health (SDOH) are the conditions in the environments where people are born, live, learn, work, play, worship, and age that affect a wide range of health, functioning, and quality-of-life outcomes and risks.

SDOH can be grouped into 5 domains:



[Economic Stability](#)



[Education Access and Quality](#)



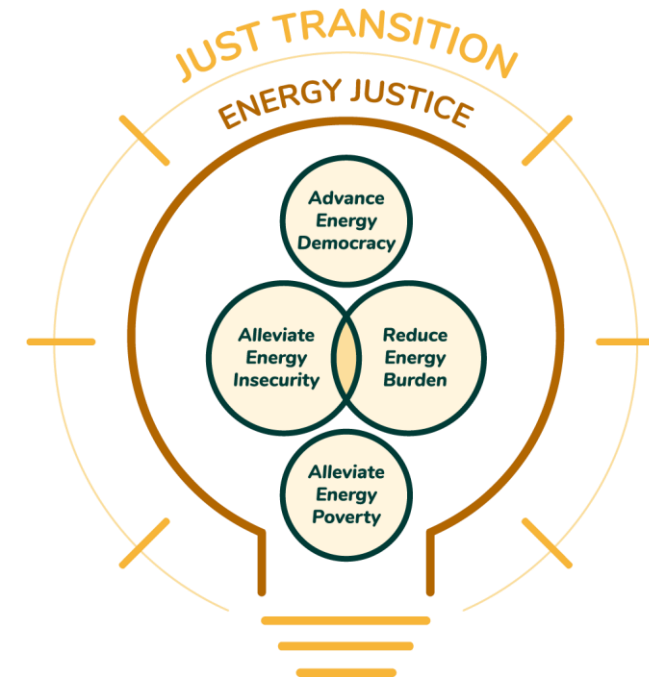
[Health Care Access and Quality](#)



[Neighborhood and Built Environment](#)



[Social and Community Context](#)



Sources from Top Left to Right: Preamble to EJ Principles, ejnet.org; Initiative for Energy Justice: Diagram on the goals of energy justice
Sources from Bottom Left to Right: MAPC Pollution Proximity Index (2020); U.S. Dept of Health and Human Services, OASH Social Determinants of Health



An Ecosystem of Support

Communication, Accountability and Learning is Key

How often will you share information and with whom?

Are staff familiar with who to check-in with?

What are you using to track your progress?

How will you incorporate feedback from external and internal parties?

Language Access Plan

Energy Circuit

Equity Toolbox

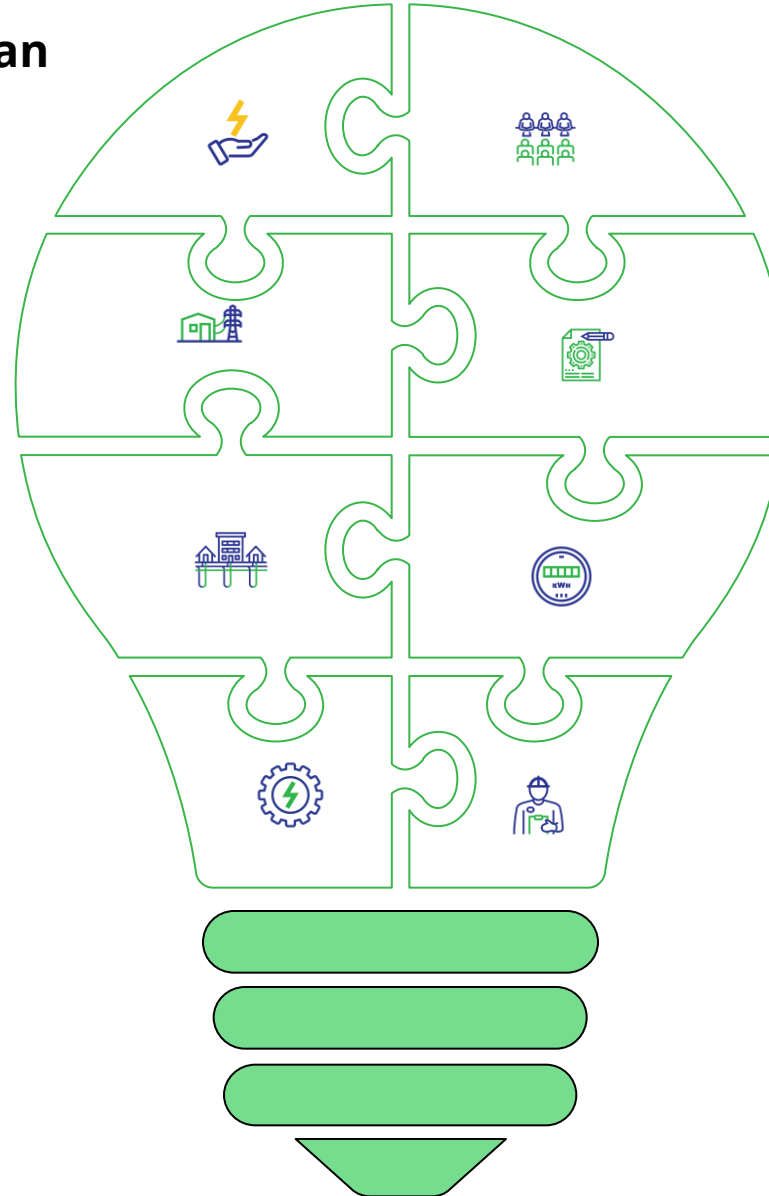
Core Utilities

EJ/Equity Workflow

Distributed
Network

EJ Strategy

Foundational
Infrastructure



Public Involvement Plan

Energy
Aggregation

Capacity Building Sessions

System Planning

SEEDS Committee

Equity Monitor

Reporting

System Check



Measuring Success

Deeply Reflect, Actively Listen and Acknowledge Progress

What worked well?

How have people identified their learning needs?

When did you last check-in on the pressure points?

In what ways can you accurately frame progress without exaggerating impact?

Measuring Impact is Two-Pronged

Environmental Justice Components

- **Distributive Equity:** Ensuring that the benefits and burdens of energy systems are fairly distributed among **all communities**.
- **Procedural Equity:** Ensuring that the decision-making processes regarding energy policies and investments are fair and transparent.
- **Recognition of Inequities:** Acknowledging and addressing the historical and ongoing inequities that affect disadvantaged communities.
- **Restorative Action:** Taking measures to rectify past inequities and prevent future harm to marginalized groups.

Energy Justice Components

- **Reduce Energy Burden:** Minimizing the percentage of household income spent on utility bills
- **Access to Renewable Energy:** Making access to renewable energy sources and technology affordable, and widely available by reducing geographic, financial and regulatory barriers to entry and participation.
- **Reduced Exposure to Pollution:** Minimizing the harmful exposure of pollution that result from energy production and consumption.
- **Community Participation:** Providing opportunities for community-informed energy system knowledge exchange and decision-making, including input on communications, training, program or policy design to identify disparities, track progress and evaluate impact.



EJ, Equity, and LBE

How is Leading By Example incorporating EJ and equity into our work?

- **LBE grant programs:** Many of our grants have an EJ adder which gives more money to projects located within an EJ Population, as defined by the state
 - *In some grants, projects are awarded additional funding*
 - *In others, the grant cap is increased*
- **MOR-EV:** The MOR-EV program has greater incentives for income-qualifying applications including a MOR-EV Used¹ rebate of \$3,500 for used vehicles as well as a MOR-EV+ Adder² of \$1,500, which can be combined with the Standard or Used rebate. See the MOR-EV website for more information.

¹ Must demonstrate eligibility by meeting modified adjusted gross income thresholds or by participating in an income-qualifying program (eligible program is list available on MOR-EV website)

² Must demonstrate eligibility by participating in income-qualifying program (eligible program is list available on MOR-EV website)



Group Discussion

Time for Breakout Groups!

Break-Out Groups

Designate one person in the group to report back to the larger group, and then discuss:

- Are you explicitly targeting or prioritizing Environmental Justice Populations or other vulnerable populations in your energy/decarbonization projects? If so, how?
- Are you including/communicating with these populations during different project phases (development, completion, etc.)? If so, how are you communicating with these populations?
- Are there any actions you aren't doing now that you could/want to do? What would you need to accomplish these actions?



LBE Updates & Reminders

Before the end of the year...

- Reminder: FY25 Tracking Form
- Updates on grant opportunities
- Policy updates

FY25 Tracking Form is due **Friday, November 21, 2025**

Download the Tracking Form from our [Tools and Resources](#) page

**EO 594 requires LBE to compile report on progress to
FY25 targets**

- ❖ FY25 Tracking Form data is integral to this report
- ❖ Tracks data related to: energy usage, renewables, vehicle fleets, charging station deployment, and other sustainability efforts, **NEW!** embodied carbon section (if applicable)

Contact Sophia.Vitello@mass.gov with any questions on what data your entity needs to report or to submit your final form.

Thank you to
**Bridgewater State,
Dept. of Fire
Services, and DCR**
for submitting the
FY25 form!

LBE Grant Programs



See our [grants website](#) for more information.



Solar-Decarbonization Grant

Incentives for solar PV, decarbonization projects, and associated EVSE & storage at state-owned facilities

LBE Contact: Sophia Vitello (Sophia.Vitello@mass.gov)



Equipment Decarbonization Grant

Partial cost coverage for electrifying state-owned equipment

LBE Contact: Morgan Bowler (Morgan.Bowler@mass.gov)



Fleet EV Charging Equipment Grant

Up to 100% cost coverage for deployment of fleet EVSE at state-owned facilities

LBE Contact: Sophia Vitello (Sophia.Vitello@mass.gov)



Clean Energy Feasibility Studies Grant

Funding for studies examining the feasibility of technologies and strategies

LBE Contact: Arianna Zrzavy (Arianna.Zrzavy@mass.gov)



Restoration Grant for Solar & Decarbonized Systems

Cost coverage for repair or replacement of critical components for existing systems at state facilities

LBE Contact: Arianna Zrzavy (Arianna.Zrzavy@mass.gov)

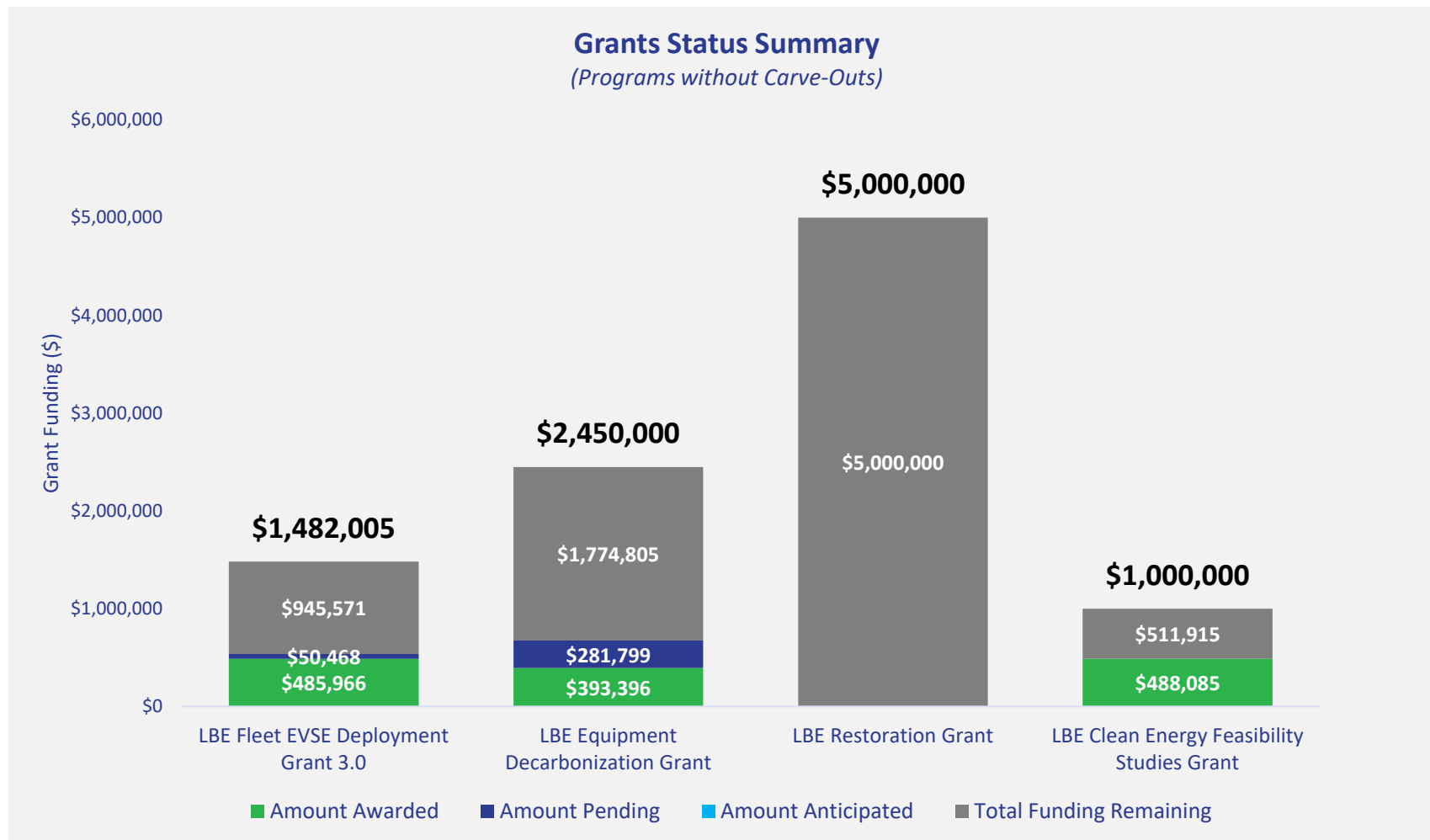


Decarbonization Implementation Grant

Financial support for large scale decarbonization efforts at state-owned facilities

LBE Contact: Morgan Bowler (Morgan.Bowler@mass.gov)

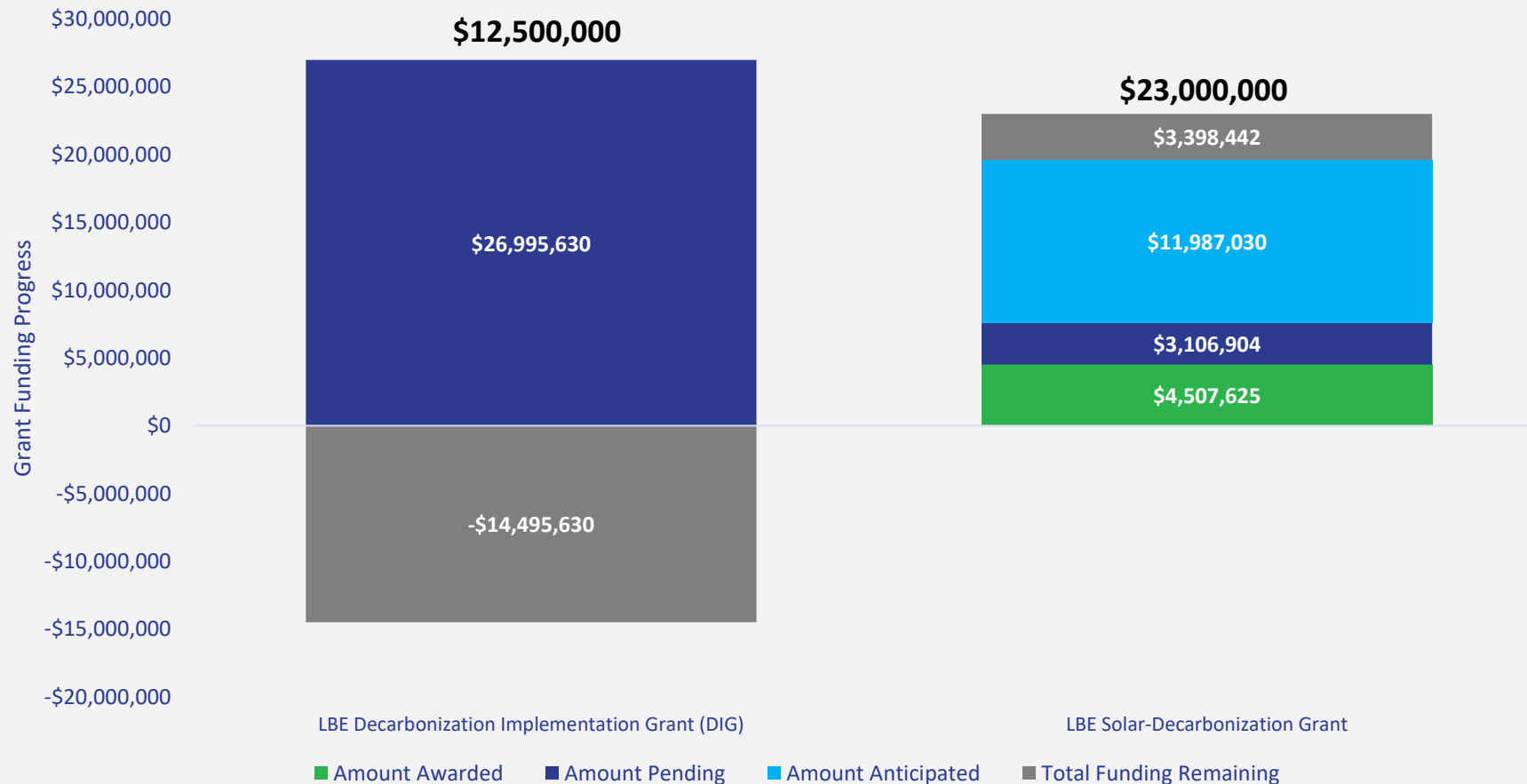
Grant Funding Availability



- Project development and grant approval processes can take time, so LBE encourages entities to **start process as early as possible**
- Many of these grants have a deadline of **June 30, 2027**
 - Projects awarded **Fleet EVSE Grant** must be complete by **June 30, 2026**

Grant Funding Availability (cont.)

Grants Status Summary
(Programs with Carve-Outs)



- DIG program currently oversubscribed (see next slide for more details)
- Many entities have submitted applications or statements of interest for Solar-Decarbonization Grant

Updates: Decarbonization Implementation Grant (DIG)

- ❑ DIG Round 1 received 14 applications from 6 entities with funding requests totaling more than \$27 million for a grant with \$12.5 million.
- ❑ The DIG Program review team completed the internal review process and the recommendations will now need to be approved by the EEA Secretary and Governors office.
- ❑ DIG Round 2 will accept applications, but review of these applications will not occur until Round 1 applications have been approved and awarded and we know if there is still funding remaining.
- ❑ Round 2 Statements of Interest are due **12/1/25** and Round 2 applications are due **1/15/2025**.
- ❑ Any entity who applied in Round 1 and would like to resubmit for Round 2 can let the DOER team know and their application will be rolled over. If they would like to make changes, they can change their application with the new form posted to [COMMBUYS](#) and resubmit.
- ❑ DOER has a separate agreement with DCAMM to provide funding to similar projects associated with DCAMM decarbonization roadmaps.

2025 Leading By Example Recognition Awards

The LBE Awards Ceremony will take place on December 9 at the State House!

The Ceremony will be in the Great Hall of Flags from 1:00PM to 2:00PM. Doors open at 12:30PM.

DOER will be giving two (2) LBE Recognition Awards each in the following categories:

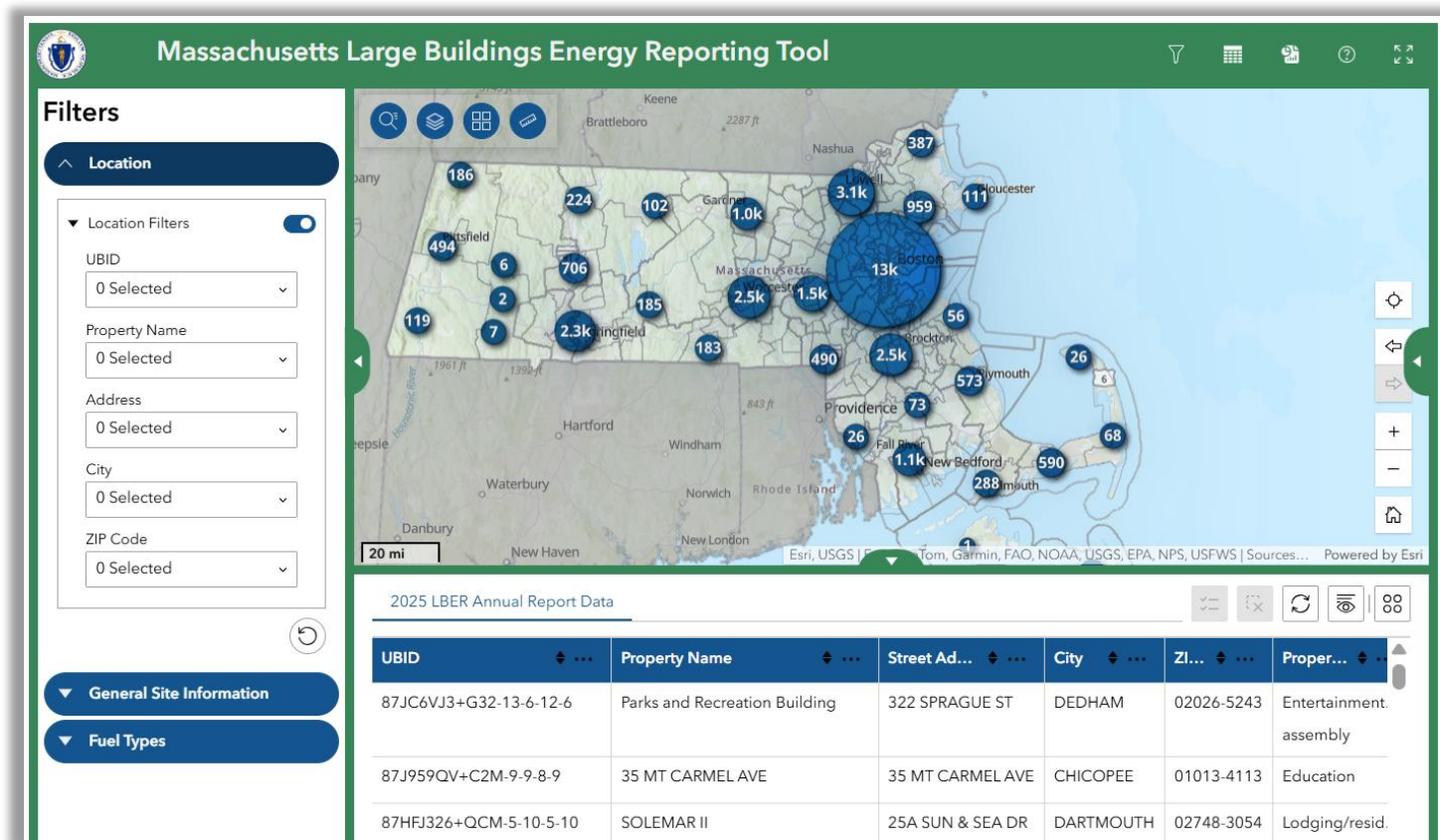
- State entity
- Municipality
- Individual

Winners will be announced on the day. Please let us know in advance if you are interested in attending!



Large Building Energy Reporting (LBER)

First annual LBER report for CY2024 reporting and new reporting tool released!



The LBER report provides a breakdown of reported fuel usage and GHG emissions by fuel and by building type

Final stats for CY2024 reporting:

- 32,991 covered buildings
- 13,174 (39.9%) claimed
- 14,014 (42.5%) with full or partial energy data

New reporting results map & database searchable by address, UBID, property type, and more ([click here](#))

Large Building Energy Reporting (LBER) 2026

First annual LBER report for CY2024 reporting and new reporting tool released!

Massachusetts Large Buildings Energy Reporting Tool

Filters

Location

Location Filters

UBID

0 Selected

Property Name

0 Selected

Address

0 Selected

City

0 Selected

ZIP Code

0 Selected

General Site Information

Fuel Types

2025 LBER Annual Report Data

UBID	Property Name	Street Ad...	City	ZI...	Proper...
87JC6VJ3+G32-13-6-12-6	Parks and Recreation Building	322 SPRAGUE ST	DEDHAM	02026-5243	Entertainment, assembly
87J959QV+C2M-9-9-8-9	35 MT CARMEL AVE	35 MT CARMEL AVE	CHICOPEE	01013-4113	Education
87HFJ326+QCM-5-10-5-10	SOLEMAR II	25A SUN & SEA DR	DARTMOUTH	02748-3054	Lodging/resid.

Reporting on CY2025 will be due **June 30, 2026**.
Contact Arianna Zrzavy (Arianna.Zrzavy@mass.gov)
if you have any state site-specific questions.

The LBER report provides a breakdown
of energy usage and GHG
and by building type

2024 reporting:

- 32,991 covered buildings
- 13,174 (39.9%) claimed
- 14,014 (42.5%) with full or partial energy data

New reporting results map & database searchable by address, UBID, property type, and more ([click here](#))

Residential electric seasonal heat pump (HP) rates

These rates run from November 1, 2025, to April 30, 2026

Eversource, National Grid, and Unitil are offering seasonal HP rates for residential and low-income customers who heat their homes with HPs.

These electric companies will **automatically enroll** customers that:

- received or currently live at a location that received a qualifying HP rebate, or
- had a HP installed through Mass Save programs since January 1, 2019.

Self-enrollment is also available; please [check online](#) as to that process for your specific electric company.



Company	Base distribution seasonal HP rate (per kWh)	Non-HP Rate (R-1) (per kWh)
Eversource	\$0.01946	\$0.06264
National Grid	\$0.02440	\$0.06677
Unitil	\$0.03633	\$0.10176

Discover Healthier Flooring Options

Attend the OSD webinar on Statewide Contract MRO001

When: Wednesday, December 3, from 1:00PM to 2:00PM

The webinar will provide an overview of what is available through the MRO001 flooring contract and outline the contract's mandatory environmental specifications. In addition, OSD is delighted to welcome Jose Aguayo from the Center for Environmental Health (CEH), who will share expert guidance about how to choose healthier flooring and why these selections are important.

Register for that webinar [here](#).

Send any questions to OSD-Events@mass.gov.



Electric Distribution Companies (EDCs) – Mid-Term Modification (MTM) Order for EV Charging Programs

October 17, 2025 Order made the following key changes:

- Third-party stacking restrictions removed for publicly-accessible chargers (still in place for private access chargers)
 - Applicants used to be required to deduct third-party funding (state or federal) from EDC incentives
 - Applicants used to be required to apply for MassEVIP funding to receive EDC funding
- National Grid and Eversource: DCFC public and workplace incentives reduced to 25% of previous cost cap and only available for chargers in Environmental Justice neighborhoods
- All three EDCs planning to file for new 2027 – 2030 EV programs
 - Eversource and National Grid filings expected in December 2025
 - Unitil filing expected in 2026



MASSACHUSETTS
**DEPARTMENT OF
ENERGY RESOURCES**

Thank You!