

CAMILLE MINNS

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CAREER ACCOMPLISHMENTS

- ✓ Strategically co-led the development of the "[Environmental Justice in Tech \(EJIT\) Project](#)"
- ✓ Co-authored the guidance report on distributive equity analysis (DEA) for the [National Standard Practice Manual \(NSPM\) for Distributed Energy Resources \(DERs\)](#).
- ✓ Pioneered an organizational educational initiative—engaging [5 external experts](#)—to incorporate environmental justice metrics into projects and partnerships, enhancing alignment with ESG standards.

RELEVANT WORK EXPERIENCE

Community Manager - [Earth Hacks](#) (Cambridge, MA) Dec 2020 – Present

- Built a dynamic digital community of 160+ members through community engagement, partnership development, and growth strategies.
- Supervised a 15-member working group, co-authoring the inaugural [EJIT Blueprint \(2021\)](#), applying equity- and justice-based frameworks to technology subsectors, including energy and conservation tech.

Graduate Research Assistant, DEIJ - [Tufts University, UEP](#) (Medford, MA) Sep 2021 – May 2023

- Directed the assessment, development and implementation of DEIJ initiatives for 120+ graduate students, faculty and staff across the Department of Urban and Environmental Policy & Planning (UEP).
- Collaborated in coordinating the [Racial Equity in Policy and Planning \(REPP\) Fellowship](#), involving 5 external fellows in justice-centered programming.

Energy Justice Graduate Consultant - [Synapse Energy Economics](#) (Cambridge, MA) Jan – May 2023

- Analyzed 30+ state and federal energy policies and utility-related data protection regulations, developing Excel-based tools to capture DEA metrics to improve energy equity investments.
- Researched and synthesized literature on defining disadvantaged/environmental justice communities.

Business Development Summer Associate - [ReVision Energy](#) (North Andover, MA) Jun 2021 - May 2021

- Successfully executed a targeted cold outreach campaign, engaging 300+ local schools and nonprofits, yielding a 10% response rate, and generating leads for potential Power Purchase Agreement (PPA) projects.
- Prepared research briefs on market trends and legislative changes, specifically related to the impact of the Inflation Reduction Act (IRA) on solar industry stakeholders, leveraging energy policy research.

Program Assistant, Climate and Energy - [Ceres](#) (Boston, MA) Jun 2020 - May 2021

- Provided comprehensive administrative and programmatic support to 7 senior program leaders, facilitating team meetings and managing event logistics to ensure smooth operations and project coordination.
- Co-led member onboarding and programming for the Corporate Electric Vehicle Alliance (CEVA).

PROJECTS

Climate Resilience & Community Engagement Researcher Jan 2022 - May 2022

[Massachusetts' Municipal Vulnerability Preparedness \(MVP\) Program](#) [Learn More](#)

- Conducted extensive qualitative research involving 30+ stakeholders—including municipal staff and CBO leadership—to develop enhanced toolkits and guidance for 335 municipalities to improve engagement with community-based organizations' for inclusive climate resilience planning.

EDUCATION

M.S. Environmental Policy and Planning

Tufts University (Medford, MA)

Degree Date: Feb 2024

Award: Ann Urosevich Outstanding Student Award in Policy & Planning

B.A. Globalization Studies

Gettysburg College (Gettysburg, PA)