



General Order 156 Annual Report and Plan

March 1, 2022

2021 Annual Report on Women,
Minority, Disabled Veteran, and
LGBT Business Entities
Procurement Activities and
2022 Annual Plan

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Overview

In compliance with Senate Bill (SB) 255 and General Order (GO) 156, Sections 9 and 10, Peninsula Clean Energy Authority submits its second Annual Report and Annual Plan for the California Public Utilities Commission's Supplier Diversity Program. This 2021 Annual Report details Peninsula Clean Energy's spend with GO 156 certified women, minority, disabled veteran, and lesbian, gay, bisexual, transgender business enterprises (WMDVLGBTBE) and other supplier diversity initiatives during the period January 1, 2021 to December 31, 2021. The 2022 Annual Plan describes our ongoing and future efforts as we continue to build our program during the period January 1, 2022 to December 31, 2022.

Introduction

Peninsula Clean Energy is a Community Choice Aggregation agency. It is the official electricity provider for San Mateo County and, beginning in spring 2022, for the City of Los Banos. Founded in 2016 with a mission to reduce greenhouse gas emissions, Peninsula Clean Energy is a joint powers authority that serves roughly 300,000 customers by providing more than 3,500 gigawatt hours annually of electricity that is 50 percent renewable, 100 percent clean and at lower cost than PG&E. As a community-led, not-for-profit agency, Peninsula Clean Energy makes significant investments in our communities to expand access to sustainable and affordable energy solutions.

Calendar year 2021 was a year of learning, foundation-setting, and growth for Peninsula Clean Energy regarding both Supplier Diversity and Diversity, Equity, Accessibility, and Inclusion (DEAI) more broadly. Peninsula Clean Energy's total spend with GO 156 certified diverse suppliers increased from \$260,468 in calendar year 2020 to \$390,569 in calendar year 2021. In addition, Peninsula Clean Energy staff engaged a consultant, GCAP Services, Inc. to assist in the development of a DEAI policy and action plan for our agency, with Supplier Diversity being an important facet of that overall plan. Our broader DEAI initiative and how it relates to our Supplier Diversity Program is further described in Section 9.1.1 of our Annual Report and Section 10.1.2 of our Annual Plan. As an important initial step of the DEAI process, we have asked our consultant to conduct a legislative and regulatory review of Senate Bill 255, General Order 156, and Proposition 209, so we can ensure that our hiring and procurement practices are properly informed by these pieces of legislation and regulation.

As a local government entity in California, Peninsula Clean Energy must comply with Proposition 209 and cannot give preferential treatment based on race, sex, color, ethnicity, or national origin in our hiring or contracting. The Supplier Clearinghouse database of GO 156 certified suppliers places an emphasis on race and gender. As a public agency and consistent with state law, Peninsula Clean Energy does not use information, if it is provided, from bidders and contractors regarding their GO 156 certification status when making procurement decisions. Consistent with the legal advice we have received regarding Proposition 209, Peninsula Clean Energy also does not set Supplier Diversity targets for procurement from diverse business entities (WMDVLGBTBEs). As we continue to build our Supplier Diversity Program, we look forward to our consultant's recommendations about how our hiring and procurement processes can be improved to better encourage a more diverse pool of potential applicants and suppliers, while still complying with Proposition 209.

2021 Annual Report

9.1.1 Description of WMDVLGBTBE Program Activities During the Previous Calendar Year

Internal Program Activities

Procurement Language

In calendar year 2021, the following language was added to Peninsula Clean Energy's solicitation webpage, with the intent of encouraging small, local, and diverse business entities to respond to our solicitations. Within the below paragraph, we also link out to the CPUC's Supplier Clearinghouse and the Department of General Services Small Business and Disabled Veteran Business Enterprise certification pages to potentially encourage those businesses visiting our solicitation page to register and certify with these entities.

"Pursuant to Proposition 209, Peninsula Clean Energy does not give preferential treatment based on race, sex, color, ethnicity, or national origin. However, Peninsula Clean Energy encourages minority-owned, women-owned, veteran-owned, small, and local businesses to respond to solicitations. Peninsula Clean Energy supports the CPUC's efforts to create supplier diversity and encourages contractors who may qualify register with the CPUC Supplier Clearinghouse and the Department of General Services Small Business and Disabled Veteran Business Enterprises."

Anti-Racism and Diversity, Equity, Accessibility, and Inclusion at Peninsula Clean Energy

After the death of George Floyd in May 2020, Peninsula Clean Energy's Citizens Advisory Committee formed an equity working group with the primary task of ensuring equity as a priority across all Citizens Advisory Committee working groups and built into Peninsula Clean Energy's strategic priorities. Formed in 2017, the Peninsula Clean Energy Citizens Advisory Committee consists of 15 community members from Peninsula Clean Energy's service territory and acts as a liaison to the community, engages in outreach to encourage participation in Peninsula Clean Energy offerings and programs, and provides feedback on Peninsula Clean Energy policy and operational objectives. The Citizens Advisory Committee worked for several months to draft an equity statement to bring to Peninsula Clean Energy's Board of Director's for their consideration and adoption. The Citizens

Advisory Committee brought the following statement to the Board of Directors at their meeting in January 2021:

“In light of the community’s focus on anti-racism and the Black Lives Matter Movement following the death of George Floyd in May of 2020 and other continuing instances of systemic racism and institutional violence against black people, the Peninsula Clean Energy CAC Equity Working Group has worked over the past few months on a statement that would embody the commitment of the organization to ensure equity and inclusion in their work. The working group recognizes that there are many forms of discrimination that impact people from different backgrounds but the growing awareness of significant violence and discrimination against people of color (BIPOC) is our current focus, and we are committed to developing a framework that will eventually address discrimination in all its forms. We recommend adoption of the following statement.

Peninsula Clean Energy CAC Draft Statement on Equity and Inclusion

1. Peninsula Clean Energy commits to making anti-racism top of mind during decision making
 - Will follow best practices in hiring, vendor selection, and project selection
 - Will use a racial equity lens when developing the community impact report
2. Develop a means of tracking revenue and formulating a mechanism (qualitative and quantitative) that ensures accountability.
 - Current Board goals – 20% of programs funding going to low-income communities (working on definition)
3. Pursue equity in energy generation and programs
 - Low-income households, as well as Black, Hispanic, and Native American households, pay a much larger share of their income on energy bills, straining budgets and putting them at heightened risk of utility shutoffs during the COVID-19 pandemic and recession (<https://www.aceee.org/press-release/2020/09/report-low-income-households-communities-color-face-high-energy-burden>)”



Peninsula Clean Energy Citizens Advisory Committee Members, select Staff, and Board Members

At their January 2021 Board meeting, the Peninsula Clean Energy Board of Directors accepted the above draft equity statement and formed a Board subcommittee to work with the Citizens Advisory Committee and community members to build on the draft equity statement and create a DEAI (Diversity, Equity, Accessibility, and Inclusion) Policy and an action plan for Peninsula Clean Energy in 2021. This Board subcommittee directed Peninsula Clean Energy staff to draft a Request for Proposals (RFP) for a consultant that could assist in the creation of a DEAI Policy. The below Scope of Work (SOW) for a consultant was drafted with two key objectives: to 1) create a DEAI policy and action plan for Peninsula Clean Energy that was inspired by the Citizens Advisory Committee equity statement and 2) to receive recommendations on how to grow and improve Peninsula Clean Energy’s supplier diversity program, in compliance with Proposition 209, Senate Bill 255, and General Order 156.

Scope of Work:

This scope of work calls for designing and facilitating a process for the Board of Directors and staff of Peninsula Clean Energy to A) gain an understanding of the priority DEAI issues to be addressed by the organization, B) create and update policies to address these issues, and C) support staff in operationalizing these policies. We envision a process that lasts from 4-6 months, with the process beginning in July or August 2021. The end product of this process will be the adoption of a Diversity, Equity, Accessibility, and Inclusion Policy and Action Plan by the Board of Directors, and accountability metrics to evaluate staff's work on an annual basis.

1. **Review Relevant DEAI Legislation and Regulatory Requirements.** Work with staff to review relevant legislation and regulatory reporting requirements for Peninsula Clean Energy regarding DEAI and identify best practices to improve performance on these metrics to be integrated into the policies and practices below. At a minimum this should include Senate Bill 255 (Bradford), General Order 156 of the California Public Utilities Commission, and Proposition 209. Peninsula Clean Energy filed its first GO 156 procurement report in March 2021. More information on the California Public Utilities Commission's Supplier Diversity Program can be found here: <https://www.cpuc.ca.gov/supplierdiversity/>

Deliverable: Brief report identifying organization-specific areas for improvement and recommendations.

2. **Conduct DEAI organizational needs assessment.** Create and facilitate a process to assess specific organizational needs and room for improvement on DEAI issues by surveying Peninsula Clean Energy staff, Board Members, Citizens Advisory Committee members, and key community stakeholders. Report on findings and identify priority DEAI topics and issues to address in steps 3, 4, and 5 below. This assessment should at a minimum cover:
 - a) Identifying opportunities for enhancing equity fluent leadership within the organization
 - b) Identifying norms and processes that may contribute to implicit bias in contracting, employment, HR practices, and internal organizational culture
 - c) Identifying issues of environmental and social justice related to Peninsula Clean Energy's operations, emphasizing equitable access to clean and lower priced energy in the organization's customer offerings, programs, and benefits

Deliverable: Detailed presentation to Board of Directors and/or its DEAI subcommittee of results of survey, priority issues identified, and recommendations for the process moving forward based on these findings.

3. **Create organizational DEAI statement or policy.** Based on findings from the external and internal evaluations described above, facilitate the DEAI Subcommittee of the Board of Directors in developing a Diversity, Equity, Accessibility and Inclusion statement or policy to be adopted by the Peninsula Clean Energy Board of Directors. This process should take into account and build on the Draft Equity Statement approved by the Peninsula Clean Energy Citizens Advisory Committee and accepted by the Board of Directors.

Deliverable: Peninsula Clean Energy Board of Directors approves an organizational DEAI statement or policy, an action plan to implement this policy.

4. **Update relevant organizational policies.** Facilitate a process with staff and the DEAI Subcommittee of the Board of Directors to review Peninsula Clean Energy's existing policies and update them as needed to align with the new DEAI statement/policy. At a minimum this should include:
 - a) Peninsula Clean Energy's Strategic Plan
 - b) Peninsula Clean Energy's Employee Handbook
 - c) Peninsula Clean Energy's Policy #9 Ethical Vendor Standards
 - d) Peninsula Clean Energy's Policy #10 Inclusive and Sustainable Workforce Policy

Deliverable: Updated versions of policies listed above are approved by Peninsula Clean Energy's Board of Directors.

5. **Create organizational departmental goals, practices, and metrics to operationalize DEAI policies.** Develop organization-specific diagnostic analyses to establish baseline metrics to grade how the organization is performing against DEAI policies, a description of actions to implement these policies, and specific processes, tools, and templates to evaluate and report on this work on an annual basis. Support senior staff in integrating these metrics into departmental goals and workplans. Support individual staff in integrating DEAI departmental goals and metrics into individual workplans and tasks as needed.

Deliverables:

- a) Updated contracting and grant processes, including language for requests for proposals and contract templates, approved and adopted by staff
- b) Updated processes for designing customer programs and communications approved and adopted by staff
- c) Improved organizational performance in regulatory reporting, including General Order 156, approved and adopted by staff
- d) Updated hiring and other HR processes approved and adopted by staff
- e) Training plan for PCE Board Members, staff, and CAC members completed
- f) Updated specific Key Performance Indicators in staff workplans approved and adopted by staff

An RFP with the above SOW was released in late May 2021. After several rounds of interviews with Peninsula Clean Energy's DEAI Board Subcommittee, the consultant, GCAP Services, Inc. was selected and confirmed by the full Board of Directors in October 2021. GCAP Services, Inc. started work on the DEAI Project in November 2021, with plans to carry out most of the project in the first half of calendar year 2022.

External Program Activities

Peninsula Clean Energy 2021 Community Outreach Grant Program

Since 2018 Peninsula Clean Energy has awarded grants to strengthen partnerships with community-based organizations (CBOs) and to expand our overall outreach. Through diverse approaches to in-person and digital outreach, grant recipients increase awareness of Peninsula Clean Energy programs and bill discounts as well as provide education to customers on clean energy, building electrification, and electric vehicles.

Outreach grants have enhanced Peninsula Clean Energy's ability to reach low-income and underserved communities. Many grant recipients operate in multiple languages and leverage their organizational platform, relationships, and expertise to deploy targeted outreach to difficult-to-reach audiences. During the COVID-19 pandemic, these grants have helped bridge critical gaps in our own outreach. As trusted messengers embedded in the local community, grantees have also provided us with observations and insights about our customers.

In calendar year 2021, Peninsula Clean Energy awarded 11 outreach grants totaling \$316,440 to the following 10 organizations:

Acterra - Two grants, one for \$36,730 for online electric induction cooking demonstrations and other public outreach about building electrification; and another grant totaling \$23,000 for online workshops and other efforts to educate first-time electric vehicle buyers.

Casa Circulo Cultural – One grant for \$28,000 for webinars and other outreach in Spanish on energy bill discounts and Peninsula Clean Energy’s income-qualified programs.

City of South San Francisco – One grant for \$15,070 for creating customized videos, direct mailers, flyers, emails, and other communication about a range of Peninsula Clean Energy discounts and programs.

Climate Resilient Communities – One grant for \$25,000 for workshops, one-on-one enrollment support and promotion of a range of Peninsula Clean Energy initiatives, particularly targeting East Palo Alto residents.

El Concilio – One grant for \$30,000 for one-on-one bilingual enrollment assistance for energy bill discounts and efforts to avoid utility disconnection, as well as education on Peninsula Clean Energy programs.

Nuestra Casa – One grant for \$26,440 for bilingual virtual community events and other outreach on environmental justice and Peninsula Clean Energy programs.

Senior Coastsiders – One grant for \$30,000 for home-delivered notices, newspaper and radio ads and other outreach to senior residents in Half Moon Bay and Pacifica about energy bill discounts, EV rebates, home energy assistance and other programs.

Sound of Hope – One grant for \$40,000 for radio and web ads in Mandarin and Cantonese, and discussion of Peninsula Clean Energy programs on radio programs.

Sustainable San Mateo County – One grant for \$32,200 for hosting and promoting building electrification awards, virtual events, newspaper ads and newsletter outreach.

Thrive Alliance – One grant for \$30,000 for outreach at environmental and sustainability meetings, and newsletters and social media and with non-profit leaders throughout the County of San Mateo.

Peninsula Clean Energy Programs for Students and Schools

Peninsula Clean Energy believes that today’s students are tomorrow’s energy and environmental leaders. To play our part in creating a diverse workforce in the energy sector, we provide financial support for environmental and energy-related programs in our public schools and community colleges. The following programs were funded by Peninsula Clean Energy in calendar year 2021:

Youth Climate Ambassadors Program – Peninsula Clean Energy provided funding in the amount of \$34,650 in 2021 for this youth leadership program targeted at 9th-11th grade students in San Mateo County. The year-long program provides students with the opportunity to dive into social and environmental issues contributing to the global climate crisis. Students attend monthly online workshops to strengthen their knowledge about climate change and build individual skills while working toward developing and implementing an impact project that addresses local sustainability issues. For 2021, 59 high school students gained background knowledge on environmental issues and received support to develop and implement projects to drive change within San Mateo County.

Energize Colleges Internship Program – For calendar year 2021, Peninsula Clean Energy provided funding in the amount of \$95,337 to the San Mateo County Community College District for this internship program. The Energize Colleges program has a mission to advance energy and sustainability education and workforce development through experiential learning. Our funding supports a Fellow for the district who recruits and manages up to 10 paid interns over a ten-month period. Interns are matched with local businesses, non-profits, and government agencies in the County to work on a range of sustainability and energy-related projects. For 2021, 10 community college students completed paid energy and sustainability internships with 7 community partners in San Mateo County.

One Planet Schools Challenge – For calendar year 2021, Peninsula Clean Energy contributed \$2,500 for these awards that recognize students, teachers, administrators, and community members for their impact towards creating a sustainable future.

Clean Energy Teacher Fellowship Program – Peninsula Clean Energy provided \$152,000 in funding in calendar year 2021 for this San Mateo Environmental Learning Collaborative paid teacher fellowship program. The fellowship program builds teacher capacity for designing and delivering learning experiences that are student centered, problem-project-based, solutions-oriented, and integrate real-world environmental justice issues. For 2021, 74 teachers designed curriculum that advanced environmental literacy and empowered students to identify and implement solutions. Over 1,800 students were engaged in clean energy curriculum as a result of this fellowship program.

Administrator Fellowship Program – Peninsula Clean Energy provided \$40,000 in funding in calendar year 2021 for the San Mateo Environmental Learning Collaborative administrator fellowship program. This paid fellowship program supports educational leaders to successfully drive environmental transformation across their school community and to meet the increasing curricular and facilities mandates related to environmental literacy and climate resiliency. Fellows focus on managing change through the development and implementation of a project that “greens” an aspect of operations, plans for environmental literacy integration into curricula, or prepares for climate resiliency. In 2021, 11 administrators across 9 school districts in San Mateo County received support to drive environmental transformation across their school community and become climate-ready.

Energy Dashboard Pilot – For calendar year 2021, Peninsula Clean Energy contributed \$35,000 to this partnership to develop energy dashboards with school districts in San Mateo County and implement dashboards in school curriculum and facilities management.

Other Peninsula Clean Energy Community Sponsorships

Please see the below table for other Peninsula Clean Energy community sponsorships, including local and ethnic chambers of commerce sponsorships, for calendar year 2021.

Sponsorship	Amount
Belmont Chamber of Commerce	\$430
Brisbane Chamber of Commerce	\$650
Burlingame Chamber of Commerce	\$170
Daly City Chamber of Commerce	\$350
Foster City Chamber of Commerce	\$540
Half Moon Bay Chamber of Commerce	\$300
Hispanic Chamber Committee	\$1,000
Los Banos Chamber of Commerce	\$265
Menlo Park Chamber of Commerce	\$400
Pacifica Chamber of Commerce	\$205
Redwood City Chamber of Commerce	\$350
San Bruno Chamber of Commerce	\$280
San Mateo Chamber of Commerce	\$715
South San Francisco Chamber of Commerce	\$280
Grid Alternatives Sponsorship	\$1,000
Canopy Sponsorship	\$3,000

YMCA Backpack Distribution	\$1,000
Canada College President Luncheon	\$500
Millbrae Lunar New Year Festival	\$1,388
Millbrae Japanese Culture Festival	\$500
Dia de los Muertos	\$175
Puente de la Costa Sur Backpack/ School Supplies	\$1,000

CPUC Meetings and Events Attended by Peninsula Clean Energy Staff

Peninsula Clean Energy participated in the following meetings and events related to supplier diversity held by the CPUC staff in calendar year 2021:

- Peninsula Clean Energy 2020 GO 156 Report Debrief Session with CPUC Staff on July 30, 2021 from 2-3pm
- GO 156 Workshop for CCAs on September 22, 2021 from 9-10:15am
- CPUC Annual Supplier Diversity En Banc, October 14, 2021 from 9am-3:15pm
- CPUC Joint Utilities Small Business Expo, October 27, 2021 from 8am-12pm
- Panel: Conversation with Community Choice Aggregators on Opportunities for Local, Small, and Diverse Businesses, October 27, 2021 from 9-10am
- CCA Supplier Diversity Meeting, November 9, 2021 from 9-11am

Peninsula Clean Energy staff member Shayna Barnes participated as a panelist on the above panel: *Conversation with Community Choice Aggregators on Opportunities for Local, Small, and Diverse Businesses*. Shayna answered the following discussion questions as part of the panel:

1. Could you say a few words about the CCA you represent and the geographical area it serves?
2. Please walk us through your CCA's procuring/contracting process, from developing a solicitation, to marketing, and contract selection.
3. How does your CCA support local, small, and diverse businesses?
 - a. With Senate Bill (SB) 255, what initiatives are you taking, or have you taken to increase the inclusion of local, small, and diverse businesses in your procurement/contracting activities?
4. What opportunities does your CCA have for local, small, and diverse businesses and how can such businesses access those opportunities?

- a. Where might an interested business go or to whom might they speak with to get more information about working with your CCA? How can a local, small, or diverse business looking to do business with your CCA get in front of the “right” people in your organization?
5. Does your CCA have programs, or does it partner with other resource centers to provide training and development opportunities for local, small, and diverse businesses? If yes, where can businesses go to find those opportunities or what should they do to be a part of those training and development programs?
 - a. Do these training and development programs have requirements for participation?
6. What advice would you give to local, small, or diverse businesses to succeed with your CCA?

Technical Assistance and Capacity Building

In October 2021, Peninsula Clean Energy Staff reached out to the Northern California Procurement Technical Assistance Center (Norcal PTAC) to find more ways to support small, local, and diverse business enterprises as they look to bid and submit proposals for our contracting opportunities. The Norcal PTAC has resources to help our small, local, and diverse businesses with registrations, small business certifications, solicitation reviews, bid submittals, contract compliance, and other needs related to contracting. When asked, Norcal PTAC was happy to let us provide a direct link to their resources on our solicitation page. We are excited to provide their resources on our solicitation page to better support small, local, and diverse businesses who may be interested in contracting with us but may need additional assistance during the solicitation process. The following language was added to our solicitation page to demonstrate this collaboration and commitment to helping diverse business enterprises:

“Are you a minority-owned, women-owned, veteran-owned, small, or local business interested in contracting with us? Additional resources are available to help you throughout the solicitation process at the Northern California Procurement Technical Assistance Center (Norcal PTAC). The Norcal PTAC can help with registrations, small business certifications, solicitation reviews, bid submittals, contract compliance, and anything else related to contracting. Their resources are 100% free and can be found at www.norcalptac.org. Interested businesses can sign up for free hands-on one-on-one counseling and can receive assistance on a wide range of topics from business certifications, interpreting solicitations, writing proposals, cybersecurity, and more. The Norcal PTAC also hosts training and networking opportunities like online workshops and webinars, you can see these events and learn more at www.norcalptac.org/calendar.”

9.1.2 WMDVLGBTBE Annual Results by Ethnicity

In compliance with Proposition 209, Peninsula Clean Energy does not require our bidders or contractors to report their GO 156 certification status. In order to identify spend to GO 156 certified suppliers to complete the table below, Peninsula Clean Energy cross referenced all vendors that we made payments to in 2021 with the Supplier Clearinghouse database. Certified suppliers were then further classified by type of certification (i.e., WBE, MBE, LGBTBE, DVBE, or other 8(a)) and ethnicity.

		2021 Report			
		Direct	Sub	Total \$	%
Minority Male	Asian Pacific American	\$4,344	\$0	\$4,344	0.02%
	African American	\$75,000	\$0	\$75,000	0.41%
	Hispanic American	\$119,806	\$0	\$119,806	0.65%
	Native American	\$0	\$0	\$0	0.00%
	Total Minority Male	\$199,150	\$0	\$199,150	1.09%
Minority Female	Asian Pacific American	\$0	\$0	\$0	0.00%
	African American	\$0	\$0	\$0	0.00%
	Hispanic American	\$0	\$0	\$0	0.00%
	Native American	\$0	\$0	\$0	0.00%
	Total Minority Female	\$0	\$0	\$0	0.00%
Total Minority Business Enterprise (MBE)		\$199,150	\$0	\$199,150	1.09%
Women Business Enterprise (WBE)		\$191,419	\$0	\$191,419	1.04%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$0	\$0	\$0	0.00%
Disabled Veteran Business Enterprise (DVBE)		\$0	\$0	\$0	0.00%
Other 8(a)*		\$0	\$0	\$0	0.00%
TOTAL WMDVLGBTBE		\$0	\$0	\$390,569	2.13%
Net Procurement**		\$18,340,911			

NOTE: * FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE
 ** NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS
 Direct - DIRECT PROCUREMENT
 Sub - SUBCONTRACTOR PROCUREMENT
 % - PERCENTAGE OF NET PROCUREMENT

Addendum Table Small and Local Procurement Spending

Peninsula Clean Energy's small and local procurement spending is represented in the table below. Small business procurement represents direct spend to small and micro businesses certified by the CA Department of General Services. Local business procurement represents direct spend to businesses and organizations within Peninsula Clean Energy's service territory of San Mateo County and the City of Los Banos.

Small Business Procurement (\$)	%	# of Suppliers
\$237,652.49	1.30%	5
Local Business Procurement (\$)	%	# of Suppliers
\$1,226,989.10	6.69%	46
Small & Local Combined Spend (\$)	Small & Local Combined %	
\$1,464,641.59	7.99%	
Net Procurement		\$18,340,911

9.1.2 WMDVLGBTBE Direct Procurement by Product and Service Categories

Direct spend to GO 156 certified suppliers identified in table 9.1.2 *WMDVLGBTBE Annual Results by Ethnicity* were further categorized by “Product or Service” in the below table. Peninsula Clean Energy does not track total procurement spend by “Product or Service.” Percentages in the “Products” and “Services” columns in the below table are GO 156 certified spend in that category as a percentage of Net Procurement.

			Products		Services		Total	
			\$	%	\$	%	\$	%
Minority Male	Asian Pacific American	Direct	\$3,361	0.02%	\$983	0.01%	\$4,344	0.02%
	African American	Direct	\$0	0.00%	\$75,000	0.41%	\$75,000	0.41%
	Hispanic American	Direct	\$0	0.00%	\$119,806	0.65%	\$119,806	0.65%
	Native American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
	Total Minority Male	Direct	\$3,361	0.02%	\$195,789	1.07%	\$199,150	1.09%
Minority Female	Asian Pacific American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
	African American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
	Hispanic American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
	Native American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
	Total Minority Female	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
Total Minority Business Enterprise (MBE)		Direct	\$3,361	0.02%	\$195,789	1.07%	\$199,150	1.09%
Women Business Enterprise (WBE)		Direct	\$0	0.00%	\$191,419	1.04%	\$191,419	1.04%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
Disabled Veteran Business Enterprise (DVBE)		Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
Other 8(a)*		Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
TOTAL WMDVLGBTBE		Direct	\$3,361	0.02%	\$387,208	2.11%	\$390,569	2.13%
Total Product Procurement			\$0					
Total Service Procurement			\$0					
Net Procurement**			\$18,340,911					
Total Number of WMDVLGBTBEs that Received Direct Spend			7					

9.1.2 WMDVLGBTBE Subcontractor Procurement by Product and Service Categories

Peninsula Clean Energy does not track total procurement spend by “Product or Service.” Peninsula Clean Energy did not track subcontractor spend to WMDVLGBTBE suppliers in calendar year 2021. In building our supplier diversity program, we seek to create a tracking system for spend to WMDVLGBTBE subcontractors as described in our Annual Plan included with this report.

			Products		Services		Total	
			\$	%	\$	%	\$	%
Minority Male	Asian Pacific American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
	African American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
	Hispanic American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
	Native American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
	Total Minority Male	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
Minority Female	Asian Pacific American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
	African American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
	Hispanic American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
	Native American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
	Total Minority Female	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
Total Minority Business Enterprise (MBE)		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
Women Business Enterprise (WBE)		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
Disabled Veteran Business Enterprise (DVBE)		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
Other 8(a)*		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
TOTAL WMDVLGBTBE		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
Total Product Procurement			\$0					
Total Service Procurement			\$0					
Net Procurement**			\$18,340,911					

NOTE: * FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE
 ** NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS
 Direct - DIRECT PROCUREMENT
 Sub - SUBCONTRACTOR PROCUREMENT
 % - PERCENTAGE OF NET PROCUREMENT

9.1.2 WMDVLGBTBE Procurement by Standard Industrial Categories

Peninsula Clean Energy does not track total procurement spend by “Product or Service” or by “Standard Industrial Categories” (SIC). WMDVLGBTBE Procurement dollars were categorized according to the SIC associated with the suppliers in the Supplier Clearinghouse database. Percentages in the below table are spend to WMDVLGBTBE in identified SIC as a percentage of Net Procurement.

SIC Category	Asian Pacific American		African American		Hispanic American		Native American		Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Other 8(a)**	Total WMDVLGBTBE	Total Dollars
	Male	Female	Male	Female	Male	Female	Male	Female							
2542	\$									\$875				\$875	
	%									0.00%				0.00%	
8712	\$									\$54,188				\$54,188	
	%									0.30%				0.30%	
8748	\$				\$75,000					\$46,356				\$121,356	
	%				0.41%					0.25%				0.66%	
2752	\$						\$119,806							\$119,806	
	%						0.65%							0.65%	
5045	\$	\$4,344												\$4,344	
	%	0.02%												0.02%	
3639	\$									\$90,000				\$90,000	
	%									0.49%				0.49%	
	\$														
	%														
	\$														
	%														
	\$														
	%														
TOTAL	\$	\$4,344			\$75,000		\$119,806			\$191,419				\$390,569	
	%	0.02%			0.41%		0.65%			1.04%				2.13%	

Total Product Procurement	\$0
Total Service Procurement	\$0
Net Procurement***	\$18,340,911

NOTE: **FIRMS WITH MULT MINORITY OWNERSHIP STATUS
 **FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE
 ***NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS
 TOTAL DOLLARS - TOTAL PROCUREMENT DOLLAR AMOUNT IN THE SPECIFIC SIC CATEGORY
 % - PERCENTAGE OF NET PROCUREMENT

9.1.2 Number of WMDVLGBTBE Suppliers and Revenue Reported to the Clearinghouse

Data in the “Data on Number of Suppliers — Utility-Specific 2021 Summary” section of the below table were found from publicly available information on our WMDVLGBTBE suppliers. Payment data in the “Utility-Specific 2021 Summary” are Peninsula Clean Energy's spend to these suppliers. Revenue Reported to CHS was not readily available.

Data on Number of Suppliers												
# WMDVLGBTBEs	Revenue Reported to CHS					Utility-Specific 2021 Summary						
	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total
Under \$1 million							1	3				4
Under \$5 million								1				1
Under \$10 million							2					2
Above \$10 million												
TOTAL							3	4				7

Revenue and Payment Data												
WMDVLGBTBE \$M	Revenue Reported to CHS					Utility-Specific 2021 Summary						
	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total
Under \$1 million							\$119,806	\$137,231				\$257,037
Under \$5 million								\$54,188				\$54,188
Under \$10 million							\$79,344					\$79,344
Above \$10 million							\$199,150	\$191,419				\$390,569
TOTAL							\$199,150	\$191,419				\$390,569

NOTE: * FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE
CHS: SUPPLIER CLEARINGHOUSE

9.1.2 Description of Number of WMDVLGBTBE Suppliers with California Majority Workforce

Peninsula Clean Energy reports 6 out of 7 of our WMDVLGBTBE suppliers with CA Majority Workforce.

9.1.3 WMDVLGBTBE Program Expenses

During calendar year 2021, Peninsula Clean Energy incurred the following expenses as part of our Supplier Diversity Program. This includes staff time spent on compiling and writing the GO 156 2020 Annual Report and 2021 Annual Plan, attending and preparing for supplier diversity events put on by the CPUC, and building our own supplier diversity program.

Expense Category	Year (Actual)
Wages	\$13,425
Other Employee Expenses	\$0
Program Expenses	\$0
Reporting Expenses	\$0
Training	\$0
Consultants	\$0
Other	\$0
TOTAL	\$13,425

9.1.4 Description of Progress in Meeting or Exceeding Set Goals and WMDVLGBTBE Results and Goals

This section is not applicable to Community Choice Aggregators.

9.1.5 Description of Prime Contractor Utilization of WMDVLGBTBE Subcontractors

Peninsula Clean Energy did not track subcontractor spend to WMDVLGBTBE suppliers in calendar year 2021. In developing our supplier diversity program, we seek to create a tracking system for spend to WMDVLGBTBE subcontractors.

9.1.5 Summary of Prime Contractor Utilization of WMDVLGBTBE Subcontractors

Peninsula Clean Energy did not track subcontractor spend to WMDVLGBTBE suppliers in calendar year 2021, therefore the values in the “Subcontracting \$” and “Subcontracting %” rows in the below table are reported as zeroes. Values in the “Direct \$” row reflect Peninsula Clean Energy's direct spend to WMDVLGBTBE suppliers identified in the Supplier Clearinghouse database. As we develop our supplier diversity program, we seek to create a tracking system for spend to certified subcontractors so that this spend can be captured in our GO 156 Annual Reports.

	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Other 8(a)*	TOTAL WMDVLGBTBE
Direct \$	\$199,150	\$0	\$199,150	\$191,419	\$0	\$0	\$0	\$390,569
Subcontracting \$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Total \$	\$199,150	\$0	\$199,150	\$191,419	\$0	\$0	\$0	\$390,569

Direct %	1.09%	0.00%	1.09%	1.04%	0.00%	0.00%	0.00%	2.13%
Subcontracting %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total %	1.09%	0.00%	1.09%	1.04%	0.00%	0.00%	0.00%	2.13%

Net Procurement**	\$18,340,911
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NOTE: *FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE

**NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS

% - PERCENTAGE OF NET PROCUREMENT

Direct - DIRECT PROCUREMENT

Sub - SUBCONTRACTOR PROCUREMENT

9.1.6 A List of WMDVLGBTBE Complaints Received and Current Status

Peninsula Clean Energy has not received any formal complaints and is not aware of any informal complaints from our WMDVLGBTBE suppliers.

9.1.7 Description of Efforts to Recruit WMDVLGBTBE Suppliers in Low Utilization Categories

This section is not applicable to Community Choice Aggregators.

9.1.11 WMDVLGBTBE Fuel Procurement

Peninsula Clean Energy did not procure fuel or electricity from GO 156 certified WMDVLGBTBE in calendar year 2021. Peninsula Clean Energy does not have any long-term power commitments executed prior to June 6, 2011. The rows that indicate only including long-term power procurement commitments after June 6, 2011 are left blank, as the values for all power procurement commitments are the same values.

Annual Power Product Results by Ethnicity and WMDVLGBTBE Certification
(All dollar figures in \$MM)

Product ¹	Unit	Results by Ethnicity & Gender												Results by WMDVLGBTBE Certification						Total WMDVLGBTBE Procurement Spend ³	Total Procurement Spend					
		Asian Pacific American			African American			Hispanic American			Native American			Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Other 8(a) ⁶	Subcontracting Total							
		Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total	Total	Total	Total	Total	Total							
Power Purchased	Renewable Power Products Direct	\$																						\$	28,128,510	
		%																								
		\$ ²																								
		% ²																								
Power Purchased	Non-Renewable Power Products Direct	\$																							\$	27,146,867
		%																								
		\$ ²																								
		% ²																								
Fuel for Generation	Diesel Direct	\$																								
		%																								
		\$																								
		%																								
Fuel for Generation	Nuclear Direct	\$																								
		%																								
		\$																								
		%																								
Fuel for Generation	Natural Gas Direct	\$																								
		%																								
		\$																								
		%																								
Post 2011	SubTotal of Columns ²	\$																								
	SubTotal % of Total Procurement Spend	%																						\$	-	\$
ALL	SubTotal of Columns ⁴	\$																						\$	55,275,377	
	SubTotal % of Total Procurement Spend	%																						\$	0.0%	

Notes:
¹ Excludes purchases from the CAISO, other IOUs, utilities, Federal entities, State entities, Municipalities and cooperatives
² Includes only long term power procurement commitments after June 6, 2011 or as a result of RFOs after June 6, 2011
³ Total WMDVLGBTBE spend does not include pre-COD subcontracting values
⁴ Includes all power procurement commitments
⁵ Firms with multi-minority ownership status
⁶ Firms classified as 8(a) by the Small Business Administration includes non-WMDVLGBTBE
 % - percentages calculated by the Row Category Total Procurement Spend

2022 Annual Plan

10.1.1 WMDVLGBTBE Annual Short, Mid, and Long-Term Goals

This section is not applicable to Community Choice Aggregators.

10.1.2 Description of WMDVLGBTBE Planned Program Activities for the Next Calendar Year

Internal Program Activities

In 2022, Peninsula Clean Energy staff will continue to develop our supplier diversity program. Most of this work for calendar year 2022 will be done in conjunction with the selected consultant GCAP Services, Inc. as part of our larger Diversity, Equity, Accessibility, and Inclusion (DEAI) process described in Section 9.1.1. As part of this process, we plan to have the consultant revise and update our Policy #9 *Ethical Vendor Standards* and Policy #10 *Inclusive and Sustainable Workforce Policy* (included as Appendices A and B of this report) and develop key performance indicators to track our progress in implementing these policies. These policies pertain to Peninsula Clean Energy's supply chain and vendor relationships. GCAP will review these policies for critical language and regulatory compliance.

As discussed in Section 9.1.1, GCAP will also conduct a regulatory review of General Order 156, Senate Bill 255, and Proposition 209, so that our supplier diversity program and broader DEAI initiative can be informed by these pieces of legislation and regulation. GCAP will also help us develop a reporting structure for tracking agreed upon DEAI metrics. To determine baseline metrics, GCAP will review policies (including Policies #9 and #10 mentioned above), systems, reports, and other documents to determine gaps. The consultant team will capture DEAI data to evaluate performance and report on metrics on an annual basis. Tools to help operationalize DEAI policies will include but are not limited to system enhancements, revised or new reports and forms, and internal review of key performance indicators (KPIs). Some of the templates and other documents to be reviewed by GCAP include:

- Solicitation Language: Revise or remove language that may create barriers or obstacles for diverse businesses, including unnecessary or high requirements for bonding, insurance, experience levels, etc.

- Customer Programs: Analyze existing customer programs, including programs for vulnerable groups such as the low-income bill credit, small business bill credit, low-income home upgrades, and outreach grant programs.
- Improved GO 156 performance reporting: Review outreach and proposal/bid process to include opportunity for diverse businesses to participate. Ensure outreach policies reach desired diverse businesses.
- Hiring Process & HR Processes: Review hiring process, including job ads, placement of ads, education and experience requirements, and use of diverse sources for new hires.
- Training Plan: Review existing training plans and update to include new DEAI requirements and policies. Develop schedule and recommended training subject matter.
- Update existing KPIs to incorporate changes to DEAI related policies

Out of the tasks listed above, we anticipate that the largest impact on our supplier diversity program will result from the review of our solicitation language and our outreach and proposal/bid process to remove barriers and obstacles and create opportunity for diverse businesses. We plan to have GCAP review our solicitation template, which includes our current supplier diversity survey (included as Appendix C of this report) and recommend improvements. After that review, we plan to make the supplier diversity survey into an online Google form. A link to this form will then be included in all our solicitations. This will allow for easier tracking of responses to this survey, with all the responses saved in a central location.

In calendar year 2022, we would also like to make progress in tracking our spend to WMDVLGBTBE subcontractors. A tactic to achieve this would be to proactively circulate our supplier diversity survey to all active prime contractors on a regular cadence, and not solely including it in our solicitation template. We hope to improve our data collection methods for subcontractor spending so that this spend could be captured in our annual GO 156 reports.

External Program Activities

Peninsula Clean Energy plans to maintain its membership status with the local and ethnic chambers of commerce listed in Section 9.1.1 subsection *Other Peninsula Clean Energy Community Sponsorships*.

Consistent with its Policy #10 *Inclusive and Sustainable Workforce Policy*, Peninsula Clean Energy intends to engage in efforts to reach diverse communities to ensure an inclusive pool of applicants and potential suppliers for its hiring and contracting opportunities. One tactic to ensure we are reaching potential diverse contractors during our solicitation process is to do a keyword search in the Supplier Clearinghouse when pulling potential vendor lists to circulate our solicitations. As part of the Diversity, Equity, Accessibility, and Inclusion process described in Section 9.1.1 Internal Program Activities and Section 10.1.2 Internal Program Activities, Peninsula Clean Energy seeks to develop a plan for implementing and tracking its progress in this area.

Peninsula Clean Energy realizes that some of our suppliers may be qualified to be certified as an WMDVLGBTBE but have not gone through the certification process. We recognize that there is an opportunity for outreach and education to our suppliers who may be eligible for certification. In further developing our supplier diversity program in 2022, Peninsula Clean Energy is committed to educating our current vendors about the GO 156 Supplier Clearinghouse in case they may be eligible to participate within its framework.

Peninsula Clean Energy 2022 Community Outreach Grant Program

In calendar year 2022, Peninsula Clean Energy has continued its outreach grant program described in Section 9.1.1. This current grant cycle runs from January 1, 2022 to December 31, 2022. Peninsula Clean Energy awarded these grants to increase outreach particularly to low-income and other disadvantaged communities on bill savings and other benefits of clean energy programs. For this cycle, Peninsula Clean Energy awarded 12 outreach grants to the following 11 organizations for a total of \$310,000:

Acterra – Two grants, one for \$20,000 for virtual workshops and public outreach about building electrification, and one for \$30,000 for workshops and other efforts to educate first-time electric vehicle buyers.

Casa Circulo Cultural – One grant for \$40,000 for webinars, videos, and other outreach in Spanish on energy bill discounts and Peninsula Clean Energy's income-qualified programs.

Climate Resilient Communities – One grant for \$20,000 for workshops and outreach at community events particularly targeting East Palo Alto residents including in the languages Samoan and Tongan.

El Concilio – One grant for \$20,000 for one-on-one bilingual enrollment assistance for energy bill discounts and efforts to avoid utility disconnection, as well as education on Peninsula Clean Energy programs.

Nuestra Casa – One grant for \$20,000 for bilingual community outreach on environmental justice and Peninsula Clean Energy rebate and discount programs.

Rise South City – One grant for \$20,000 for presentations and bilingual community outreach in South San Francisco including one-on-one enrollment support in Peninsula Clean Energy residential programs.

Senior Coastsiders – One grant for \$30,000 for home-delivered notices, newspaper and radio ads and other outreach to senior residents in Half Moon Bay and Pacifica about energy bill discounts, EV rebates, home energy assistance and other programs.

Sound of Hope – One grant for \$40,000 for radio and web ads in Mandarin and Cantonese, and discussion of Peninsula Clean Energy programs through videos, radio programs, and workshops.

Support Life Foundation – One grant for \$20,000 for outreach at food distribution and other community events with a focus on northern San Mateo County.

Sustainable San Mateo County – One grant for \$20,000 for virtual events, photo competition on building electrification, and other digital outreach.

Thrive Alliance – One grant for \$30,000 for engagement of non-profit and community leaders throughout the San Mateo County, including hosting a summit on environmental justice.

10.1.3 Plans for Recruiting WMDVLGBTBE Suppliers in Low Utilization Areas

This section is not applicable to Community Choice Aggregators.

10.1.4 Plans for Recruiting WMDVLGBTBE Suppliers Where Unavailable

This section is not applicable to Community Choice Aggregators.

10.1.5 Plans for Encouraging Prime Contractors to Subcontract WMDVLGBTBE Suppliers

This section is not applicable to Community Choice Aggregators.

10.1.6 Plans for Complying with WMDVLGBTBE Program Guidelines

This section is not applicable to Community Choice Aggregators.

Appendix A: Policy #9 Ethical Vendor Standards



Adopted Date: November 17, 2016

Policy: Peninsula Clean Energy is committed to the highest standards of responsible behavior and integrity in all of its business relationships. Peninsula Clean Energy will consider a company's business practices, environmental track record, and commitment to sustainability in its procurement decisions.

Appendix B: Policy #10 Inclusive and Sustainable Workforce Policy



Adopted Date: December 15, 2016 **Revised:** October 25, 2018

Policy: One of Peninsula Clean Energy's strategic goals is to “foster a work environment that espouses sustainable business practices and cultivates a culture of innovation, diversity, transparency, integrity, and commitment to the organization’s mission and the communities it serves.” Peninsula Clean Energy recognizes that an inclusive and sustainable workforce helps Peninsula Clean Energy meet its core mission and goals more effectively, serve its customers in a more culturally sensitive manner, and reflect the businesses we partner with and the community we serve more comprehensively. Peninsula Clean Energy strives to have a workforce that is as inclusive as the community it serves.

Inclusive Workforce

Peninsula Clean Energy Staff

Peninsula Clean Energy relies on its employees to provide clean, cost-effective, alternative energy to its customers. These customers live in diverse communities, and an inclusive workforce comprised of staff who reflect and are invested in these communities allows Peninsula Clean Energy to serve them more effectively. An inclusive staff also provides good jobs for people from diverse communities.

To help maintain and strengthen Peninsula Clean Energy's inclusive staff, Peninsula Clean Energy will:

1. Engage in broad outreach efforts in diverse communities, including disadvantaged and low-income communities, to ensure a diverse pool of candidates for open positions;
2. Provide fair compensation that aligns with regional market indicators for compensation levels for each position;
3. Be transparent about these practices and lessons learned; and
4. Provide contact information for staff who can answer questions about this policy.

Supply Chain

Peninsula Clean Energy's commitment to inclusion also extends to its supply chain. Where and from whom Peninsula Clean Energy purchases goods and services have important consequences for businesses, customers, and their communities. An inclusive supply chain is an important driver for

successful delivery of Peninsula Clean Energy's services to its customers, and of fair and equitable economic development generally.

To help ensure an inclusive supply chain, Peninsula Clean Energy will:

1. Strive to use local businesses and provide fair compensation in the purchase of services and supplies;
2. Proactively seek services from local businesses and from businesses that have been Green Business certified and/or are taking steps to protect the environment;
3. Engage in efforts to reach diverse communities to ensure an inclusive pool of potential suppliers;
4. Collect information from suppliers and contractors on the inclusivity of their workforce;
5. Include questions about supplier inclusivity in requests for proposals (RFPs) for services;
6. Require reporting from developers and large vendors on inclusivity in business ownership and staff;
7. Be transparent about these practices and lessons learned; and
8. Provide contact information for staff who can answer questions about this policy.

Inclusive Business Practices

To fulfill its core mission to provide energy choices to the diverse residents and communities of San Mateo County, Peninsula Clean Energy must ensure that its services and information are accessible to all communities. Accordingly, Peninsula Clean Energy will:

1. Strive to provide information on Peninsula Clean Energy's services in the multiple languages commonly spoken in Peninsula Clean Energy's service area (including mailers, tabling materials, customer service, call center, workshops and outreach events, advertisements, and other means of customer engagement);
2. Conduct marketing and outreach in diverse communities (including advertising in minority-owned media, establishing partnerships with community organizations, and using various media, such as radio and television) to increase awareness of Peninsula Clean Energy's services and programs;
3. Strive to attend important multi-cultural community events with multi-lingual materials and speakers;
4. Share information about activities and initiatives that promote inclusion, access, and diverse engagement in the community.

Non-Discrimination Pledge

Peninsula Clean Energy will not discriminate, and will require that its suppliers do not discriminate, on the basis of race, color, national origin, ancestry, age, disability (physical or mental), sex, sexual orientation, gender identity, marital or domestic partner status, religion, political beliefs or affiliation, familial or parental status (including pregnancy), medical condition (cancer-related), military service, or genetic information.

Sustainable Workforce

Support of local businesses, union labor and apprenticeship and pre-apprenticeship programs that create employment opportunities are important components of building and sustaining healthy and sustainable communities. It is in the interest of Peninsula Clean Energy in San Mateo County (Peninsula Clean Energy) to provide fair compensation and sustainable workforce opportunities within a framework of competitive service and the promotion of renewable energy, energy efficiency and greenhouse gas reduction.

Peninsula Clean Energy Recognizes the importance of locally-generated renewable energy in assuring that California is provided with (1) adequate supplies of renewable energy for economic growth, (2) sustained local job opportunities and job creation, and (3) effective means to reduce the impacts of greenhouse gas emissions. Peninsula Clean Energy also recognizes the opportunities that energy efficiency programs provide for local workforce training and employment.

Peninsula Clean Energy supports fair compensation in direct hiring, renewable development projects, energy efficiency programs and in procurement of Peninsula Clean Energy services and supplies. Peninsula Clean Energy also supports quality State of California approved apprenticeship and pre-apprenticeship training programs in construction craft occupations to foster long-term, fairly compensated employment opportunities for program graduates and believes that local apprenticeship and pre-apprenticeship programs are an efficient vehicle for delivering quality training in construction industry craft occupations.

Peninsula Clean Energy therefore desires to facilitate and accomplish the following objectives:

1. Support for and direct use of local businesses;
2. Support for and direct use of union members from multiple trades;
3. Support for and use of training and State of California approved apprenticeship programs, and pre-apprenticeship programs from within Peninsula Clean Energy's service territory; and
4. Support for and direct use of green and sustainable businesses

“Local” is defined as 1.) San Mateo County; 2.) Nine Bay Area Counties (Alameda, Contra Costa, Marin, Napa, San Mateo, San Francisco, Santa Clara, Solano, Sonoma); 3.) Northern California; 4.) California. Preference will be give first to San Mateo County; second, to the Nine Bay Area Counties; third, to Northern California; fourth, to California.

Peninsula Clean Energy will support the objectives stated above in the following ways:

Peninsula Clean Energy Power Purchase Agreements with Third Parties

Peninsula Clean Energy shall collect information from respondents to any bidding and/or RFP/RFQ process regarding past, current and/or planned efforts by project developers and their contractors to:

- Employ workers and use businesses from the Peninsula Clean Energy service territory.
- Employ properly licensed (A, B, C10, C7, C46) contractors and California Certified electricians.
- Utilize multi-trade project labor agreements on the proposed project or any prior project developments.
- Utilize local apprentices, particularly graduates of local pre-apprenticeship programs.
- Pay workers the correct prevailing wage rates for each craft, classification and type of work performed.
- Display a poster at jobsites informing workers of prevailing wage requirements.
- Provide workers compensation coverage to on-site workers.
- Support and use State of California approved apprenticeship programs.

Relevant information submitted by proposers will be used to evaluate potential workforce impacts of proposed projects with the goal of promoting fair compensation, fair worker treatment, multi-trade collaboration, and support of the existing wage base in local communities where contracted projects will be located.

Peninsula Clean Energy Owned Generation Projects

Any Peninsula Clean Energy-owned renewable development project shall use local businesses, union labor, and apprenticeship programs through multi-trade agreements and/or through multiple agreements for work. Each construction contractor or subcontractor performing work on any Peninsula Clean Energy-owned project shall use a combination of local labor, union labor and apprenticeship programs, and shall follow fair compensation practices including proper assignment of work to crafts that traditionally perform the work. For each renewable energy project, Peninsula Clean Energy or its construction contractor shall require of its regular workforce that at least 50% of all “journey level” employees shall be graduates of a State of California approved apprenticeship program and at least 20% shall be enrolled and participating in a local State of California approved apprenticeship program. Apprenticeship programs must be approved by the State Department of Apprenticeship Standards.

Peninsula Clean Energy Feed-In Tariff Price Projects

Peninsula Clean Energy shall use best efforts to ensure each construction contractor or subcontractor performing work on any Peninsula Clean Energy Feed-in Tariff project utilize local businesses, union labor, multi-trade agreement, apprenticeship programs, and fair compensation practices including proper assignment of work to crafts that traditionally perform the work.

Peninsula Clean Energy Energy Efficiency Projects

Peninsula Clean Energy shall use best efforts to support local businesses, union labor, and local apprenticeship programs in the implementation of its energy efficiency programs. Peninsula Clean Energy shall use best efforts to ensure each construction contractor or subcontractor performing work on any Peninsula Clean Energy energy efficiency program utilize local businesses, union labor, local

apprenticeship, and fair compensation practices in program implementation including proper assignment of work to crafts that traditionally perform the work.

Appendix C: Supplier Diversity Survey

Peninsula Clean Energy Supplier Diversity Questionnaire (Optional)

Providing information in this questionnaire is optional. As a public agency and consistent with state law, PCE will not use any such provided information in any part of its decision-making or selection process.

Contact information:

Business Name	
Email address	
Phone number	
Where is your business located/headquartered?	

Labor Diversity:

1. Is your business certified under General Order 156 (GO 156)?

- Yes
- No
- Qualified as WMDVLGBTBEs, but not GO 156 Certified

If you answered either “Yes” or “Qualified” above, please choose all categories that apply below.

- Woman-owned
- Minority-owned
- Disabled Veteran-owned
- LGBT-owned

2. Does your business use subcontractors that are certified under GO 156?

- Yes
- No
- Qualified as WMDVLGBTBEs, but not GO 156 Certified

If you answered either “Yes” or “Qualified” above, please choose all categories that apply below.

- Woman-owned
- Minority-owned
- Disabled Veteran-owned
- LGBT-owned

3. Does your business have hiring targets of minority-owned, women-owned, LGBTQ-owned, or disabled veteran-owned subcontractors?

- Yes
- No
- Not applicable

Labor Agreements:

This section of questions focuses on the labor agreements of your business. If your business/contract with PCE does not have a labor component, please answer "not applicable."

1. Does your business have history of using local-hires, union labor, or multi-trade project labor agreements?

- Yes, within PCE’s service area of San Mateo County
- Yes, CA-based labor, but not local to PCE’s service area of San Mateo County
- No
- Not applicable

If you answered “Yes, within PCE’s service area of San Mateo County” above, please provide the percentage of labor agreements with local, union, and multi-trade labor (if available) and describe past efforts.

If you answered “Yes, CA-based labor, but not local to PCE’s service area of San Mateo County” above, from where in California is the labor sourced?

2. In your proposed contract with PCE, does your business plan to use local hires, union labor, or multi-trade project labor agreements?

- Yes
- No
- Not applicable

If you answered “Yes” above, please quantify the number of such labor agreements and explain.

3. Does your business pay workers prevailing wage rates or the equivalent?

Prevailing wage in California is required by state law for all workers employed on public works projects and determined by the California Department of Industrial Relations according to the type of work and location of the project. To see the latest prevailing wage rates, go to www.dir.ca.gov/Public-Works/Prevailing-Wage.html

- Yes
- No
- Not applicable

4. In your proposed contract with PCE, does your business pay and/or plan to pay prevailing wages or the equivalent?

To see the latest prevailing wage rates, go to www.dir.ca.gov/Public-Works/Prevailing-Wage.html

- Yes
- No
- Not applicable

5. Does your business support and/or use apprenticeship programs?

- Yes
- No
- Not applicable

If you answered “Yes” above, please describe the apprenticeship programs your business plans to use.

6. Does your business employ workers and/or use businesses from PCE’s service area of San Mateo County?

- Yes
- No

If you answered “Yes” above, please quantify the number of workers/businesses, the businesses used, and in which communities the workers or business reside.

Equity, Diversity, Inclusion, and Environmental Justice:

PCE is committed to equity, diversity, inclusion, and environmental justice both within our organization and within our communities.

1. Does your business have initiatives to promote workplace diversity?

- Yes
- No

If you answered “Yes” above, please describe such initiatives or provide any supporting statistics or documentation for diversity within the business.

2. What other efforts related to equity, diversity, inclusion, or environmental justice does your business pursue?

3. If there is anything else related to supplier diversity that is not captured in your answers above, please describe below:
