

CleanPowerSF

# SUPPLIER DIVERSITY

2023 ANNUAL REPORT • 2024 ANNUAL PLAN

MARCH 1, 2024



San Francisco  
**Water  
Power  
Sewer**

Services of the San Francisco  
Public Utilities Commission

**CleanPowerSF**

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# INTRODUCTION

CleanPowerSF is San Francisco's Community Choice Aggregation (CCA) program that began serving customers in 2016. Authorized under State law, the CCA program allows cities and counties to provide additional choice in the sources of energy generated and delivered to residents and businesses. Under the CleanPowerSF program, Pacific Gas and Electric Company continues to maintain the distribution network used by CleanPowerSF customers, respond to outages, and collect payments, while CleanPowerSF offers San Franciscans a cleaner alternative for power generation with stable and competitive rates.

CleanPowerSF is operated by the San Francisco Public Utilities Commission (SFPUC), a department of the City and County of San Francisco (City or San Francisco). The SFPUC is overseen by a Commission, which consists of five members, nominated by the Mayor of San Francisco and approved by the Board of Supervisors. The Commission provides operational oversight in areas such as rates and charges for services, approval of contracts, and organizational policy. As a program of the SFPUC, CleanPowerSF is guided by and subject to the policies of the City as well as the SFPUC.

The SFPUC employs over 2,650 people spanning eight California counties from San Francisco to Tuolumne County. SFPUC provides retail drinking water and wastewater services to the City of San Francisco, wholesale water to three Bay Area counties, and clean power to CleanPowerSF and Hetch Hetchy Power customers. SFPUC's mission is to provide our customers with high quality, efficient and reliable water, power, and sewer services in a manner that is inclusive of environmental and community interests and sustains the resources entrusted to our care.

The SFPUC has over a decade-long commitment to environmental and social justice to prevent, mitigate, and lessen disproportionate environmental impacts of our activities on communities in all SFPUC service areas, including CleanPowerSF, and to ensure that public benefits are shared across all communities.

SFPUC was the first public utility in the nation to adopt Environmental Justice and Community Benefits policies that help guide our operations. In doing so, the SFPUC acknowledges our responsibility to develop a community benefits program that is intentional in its participation, supports programs and projects that are designed to benefit the community, applies to all of SFPUC's operations and activities across our service area, and is sustainable, transparent, measurable, and accessible by stakeholders and SFPUC staff.

SFPUC partners with service area residents and local leaders to build strong, sustainable, and vibrant communities and is especially committed to working with communities in the neighborhoods most impacted by SFPUC operations. SFPUC addresses the needs of residents in our service area by focusing on key areas that make every community healthy and safe: Workforce Development, Education, Arts, Environmental Justice and Land Use, Neighborhood Revitalization, and Small Business Opportunities.

Through the Social Impact Partnership (SIP), re-authorized in April 2023, the SFPUC invites contractors to use their resources to make meaningful, positive impacts in the communities the SFPUC serves. Under the SIP program, firms voluntarily make commitments that they deliver over a specified period of time via financial contributions and/or volunteer hours to non-profit organizations and/or public education providers. SIP commitments have the potential to transform communities and individuals through meaningful programs and services that create positive social impact. The SIP program brings together a contractor's social responsibility values with the SFPUC Commission's three guiding policies – Environmental Justice, Community Benefits, and Racial Justice.

This report and plan describe CleanPowerSF's procurement of goods and services from small, local, and diverse business enterprises, including woman (WBE), minority (MBE), disabled veteran business enterprise (DVBE), persons with disability business enterprise (PDBE), and lesbian, gay, bisexual, and transgender (LGBTBE) business enterprises (WMDVLGBTBE), in accordance with Senate Bill (SB) 255 (Bradford, 2019). This bill, passed into law in September 2019, expanded the California Public Utilities Commission's (CPUC's) supplier diversity reporting program to include CCAs. General Order 156 (GO 156) established Supplier Diversity program guidelines to promote utility recruitment and use of women- and minority-owned business enterprises. Below, CleanPowerSF has provided information in response to CPUC guidelines implementing SB 255, which direct CCAs to report on certain elements of GO 156.

# 2023 ANNUAL REPORT

## Description of Supplier Diversity Program Activities During the Previous Calendar Year (Sec. 9.1.1)<sup>2</sup>

CleanPowerSF diversity efforts are guided by City and SFPUC commitments to addressing long-standing systemic barriers faced by communities of color. Many of these polices have strived to create an equitable workplace and to provide just services throughout the communities in which we operate. To the degree allowed by law, the SFPUC leverages procurement processes to reflect the City's equity and diversity values. As explained in prior CleanPowerSF Supplier Diversity Reports, the City's efforts are tempered by Proposition 209, which prohibits governmental agencies from granting preferential treatment based on race, sex, color, ethnicity, or national origin in the award of public contracts. In compliance with Proposition 209, CleanPowerSF may not give preferential treatment to bidders on public contracts based on a bidder's race, sex, color, ethnicity, or national origin.

The prohibitions outlined in Proposition 209 notwithstanding, there is still much that San Francisco is doing to engender a workplace that is diverse, equitable and inclusive, and to engender a supplier base that is local and diverse.

Since 2019, the City's equity and diversity work has been focused on the development of a Racial Equity Framework following the SFPUC's adoption of the Racial Justice Resolution (20-194) and implementation of the SFPUC's Racial Equity Action Plan (REAP). In 2023, REAP implementation continued along with other CleanPowerSF and SFPUC-wide efforts including staffing initiatives, the Contracting Equity Workgroup and the work of existing programs intended to further equity and diversity, such as the Local Business Enterprise (14B) program and the Social Impact Partnership program.

### Internal Programs and Activities

In 2023, the SFPUC hired our first Chief Diversity, Equity and Inclusion Officer, dr. christian h. bijoux. dr. bijoux leads the development, implementation, and reporting of equity-based programs and projects within the SFPUC. This work includes development of the SFPUC Office of Racial Equity Diversity and Inclusion (REDI) team linked to SFPUC's REAP. With the support of REDI, dr. bijoux is responsible for advancing

the strategies that attract, retain, and promote an inclusive workforce and will lead the agency's efforts to define, assess, and cultivate diversity. The REDI team also re-launched a mentorship pilot program that included the Power Enterprise and worked on employee engagement through professional development and funding guest speakers and keynote addresses. REDI initiated revising the upward mobility process for certain classifications and apprenticeships within the utility profession. REDI also conducted its first agency-wide survey dedicated to racial equity to assess the current state of diversity and inclusion with the SFPUC, identify opportunities for improvement and to provide a baseline for racial equity. The survey will be updated and published every two years.

Staff engagement is a core component of the SFPUC's approach to racial equity work. Staff in each division of the SFPUC convene in teams to address issues specific to their industry and operations. The staff-driven Power Enterprise Racial Equity Workgroup (RE Workgroup) provides a place to engage in racial equity conversations and work towards completing deliverables that have resulted in better communication with employees, increased learning and sharing of experiences, as well as the formation of affinity group meetings. There are four sub-committees of the RE Workgroup that meet bi-weekly to provide leadership and an overview of what is happening at the City, SFPUC, and Power Enterprise. The subcommittees coordinate, educate, provide professional development opportunities and resources such as a learning hub as well as curating, discussing, and sharing resources (for example, articles, podcasts, trainings). Following are the four subcommittees that continued implementation of REAP priorities into 2023:

- The Racialized and Historically Oppressed Subcommittee (RaHo) was created because of the overwhelming interest of staff from under-represented racial and ethnic groups to convene and weigh in on SFPUC policy and practice. Subcommittee meetings offer participating staff members a supportive forum to give voice to their thoughts and suggestions for the betterment of CleanPowerSF and SFPUC's Power Enterprise. The committee was also established as a review board over other subcommittees to ensure plans from those committees include perspectives from racialized and historically oppressed people. During 2023, this subcommittee met monthly to discuss current events affecting people of color, safely share their concerns

about workplace equity, and allow for difficult conversations. They also strategized on how to recruit and retain a diverse workforce and create upward mobility pathways.

- The External Equity Subcommittee has been charged with assessing customer needs of San Francisco Black, Indigenous, and People of Color (BIPOC) and related equity issues. During 2023, the subcommittee focused on customer programs and the needs of BIPOC customers. Highlights of their activity include identifying best practices in customer program delivery across City and County of San Francisco agencies and departments to address racial equity and environmental justice and conducting a gap analysis of CleanPowerSF and Power Enterprise-wide community engagement, with specific focus on what is working and areas for improvement by customer group.
- The Learning Subcommittee was formed with the general purpose of building CleanPowerSF's and other's internal recognition of the unique experiences of underserved and marginalized communities and understanding the cultural/political/institutional factors that underlie these experiences.
- The REAP Subcommittee is charged with holding the Power Enterprise accountable to the REAP. The subcommittee provides guidance to other subcommittees on meeting goals and areas on which CleanPowerSF and other Power Enterprise groups can take action. To that end, the subcommittee monitors the deliverables set out by the Power Enterprise's own RE Workgroup subcommittees and helps keep them on track to complete those tasks as well as ensure a transparent tracking and reporting system.

In addition to the above work, the Power Enterprise RE Workgroup has engaged staff in supporting recruitment diversity, creating a database of learning institutions providing power industry relevant degrees, including Historically Black Colleges and Universities and Hispanic Serving Institutions, Asian American and Native American Pacific Islander-Serving Institutions.

## External Programs and Activities

CleanPowerSF integrates principles of diversity, equity, inclusion and belonging (DEIB) into our annual workplan and priorities. Through our operations and energy procurement teams, CleanPowerSF has collaborated with SFPUC staff responsible for agencywide contracting and workforce development to identify opportunities and challenges for CleanPowerSF to share contracting opportunities with a diverse set of suppliers.

Through professional services and energy supply solicitations, CleanPowerSF staff have worked with our SFPUC colleagues on the following initiatives: Contracting Equity Workgroup; Diversity, Equity, and Inclusion (DEI) scoring in solicitations; Social Impact Partnership (SIP) in contracting; and the agency's Local Business Enterprise (LBE) program. CleanPowerSF staff have also tracked citywide efforts to understand the gap in availability versus usage of qualified diverse businesses within San Francisco.

**Professional Services.** CleanPowerSF issues Requests for Proposals (RFPs) for professional services to support customer engagement, communications, outreach, marketing, research, and more. Professional services contracts are subject to compliance with the City's Administrative Code Chapter 14B Local Business Enterprise (LBE) subcontracting requirements. In alignment with the SFPUC's core mission, the agency seeks to promote diversity within our contracting opportunities. SFPUC encourages proposals from bidders that commit not only to optimize the use of Micro-LBE, Small LBE, and San Francisco Small Business Administration (SBA)-certified firms but also to assemble contractor teams that reflect the diversity of the City and County of San Francisco.

CleanPowerSF also issues RFPs to procure energy supplies from new or existing renewable energy resources. In both professional services and renewable energy supply solicitations, bidders may receive additional consideration for including their firm's internal DEI program plan in their proposal. Depending on the size and scope of the solicitation, bidders may voluntarily commit to use their resources to make meaningful, positive impacts in the communities through the SIP program. For power supply projects, we invite bidders to offer SIP proposals in the communities impacted by the energy projects they construct/operate. The program is included as a component in professional services, alternative delivery construction (including design-build, construction manager/general contractor, or best value), and certain renewable energy solicitations with anticipated contract awards of \$5 million and above. These contracts apply bonus points for the SIP submittal, totaling up to five (5) percent of the total points allocated to the underlying technical portion of the RFP. Depending on the strength of a firm's SIP proposal, a firm can receive all, some, or none of these bonus points.

While CleanPowerSF and the broader agency have advertised contracts on the CPUC's Supplier Clearinghouse website and entered into a number of professional services contracts with certified suppliers, SFPUC has no current energy supply contracts with such counterparties.

**Contracting Equity.** The Contracting Equity Workgroup's mission has been to engender equity in contracting through contract requirements. In accordance with the SFPUC's Racial Justice Resolution, the Contracting Equity Workgroup acknowledges systemic barriers in existing contracting processes and programs that impede equity and reflect a history of structural racism. During 2023, the Contracting Equity Workgroup has continued working toward a more transparent, equitable, and inclusive contracting process for all SFPUC's stakeholder groups by listening and understanding to assess and evaluate existing programs and processes to inform, recommend, and develop changes to SFPUC procurement procedures. The focus and priority for the Contracting Equity Workgroup is to create practical, concrete, and deliverable programs and strategies that advance the agency's REAP by ensuring the inclusion and use of MBEs and WBEs on SFPUC projects and by providing a racial and social equity structure to inform SFPUC contracting decisions.

The purview of the Contracting Equity Workgroup is to analyze and make recommendations regarding improvements or changes to SFPUC's contracting process to center equity and in support of smaller contractors and contractors of color and to be able to expand access to contracting opportunities at the SFPUC. The Contracting Equity Workgroup structured its work in the following subcommittees:

- *Contracting Requirements Subcommittee*, which developed DEIB language in all SFPUC professional services solicitation materials to be adopted by SFPUC's Commission. Commissioners directed staff to develop clear evaluation criteria for DEIB policies that bidders would include in their proposals.

An equity review process is being created for individual projects designed by SFPUC, including an equity analysis in the Capital Planning process; reviewing and fortifying policies and procedures for community use and cleanup; as well as reviewing and standardizing reporting processes and tracking procedures for newly implemented contracting equity strategies. For example, a proposer may submit as a part of their proposal a copy of the company's DEI plan or Racial Equity Plan (REP), which is voluntary. If submitted, the SFPUC will not qualitatively score the plan. Instead, the proposer may receive points in the evaluation process for submission of a plan, which is part of a company's strategy to build and foster diversity and create an inclusive, equitable, and sustainable culture and work environment.

- *Assessment Subcommittee*, convened to understand the existing SFPUC and City contracting requirements that impact procurement processes. The subcommittee focused on identifying everything that SFPUC contracts for and with whom it contracts to understand the agency's place in the market. The goal of the subcommittee was

to identify structural inequities and inefficiencies within that market that create disparities within the SFPUC's procurement processes to be able to provide the other subcommittees, within the Contracting Equity Working Group, with data and information about opportunities that were eligible to be addressed and strategies focused on equity and efficiency to improve contracting outcomes overall.

- *Business Formation Subcommittee*, intended to support existing and nascent entrepreneurs interested in SFPUC contracting opportunities. The subcommittee's purpose is to explore best practices in supporting emerging, local entrepreneurs through an equity lens by first addressing some of the following questions: why they became entrepreneurs; what success looks like for them; what barriers to success are; and what does that mean for how they engage/interact with the SFPUC (and the City) in terms of contracting requirements and navigating the contracting process. The subcommittee's purpose is also to remove barriers to emerging local, entrepreneurs' participation in contracting opportunities.
- *Business Continuity Subcommittee*, focused on process improvements to ensure payments are not subject to undue delays, which can be disruptive and economically painful for contractors.
- *Community Impact Subcommittee*, formed to better understand the challenges faced by local communities that are impacted by SFPUC operations or projects and incorporate measures through the contracting process that address and/or mitigate SFPUC construction project impacts on nearby residents, with a focus on communities facing disproportionate impacts, including environmental justice communities, low-income communities, and communities of color.

**Social Impact Partnerships.** The SFPUC's Community Benefits and Environmental Justice Policies are the agency's framework to view SFPUC capital projects as investments in our facilities, services, and communities. In April 2023, the San Francisco Board of Supervisors re-authorized the SFPUC to include Social Impact Commitment criteria as a qualitatively scored element in solicitations for certain contracts at designated thresholds. Through the SIP program, SFPUC invites contractors to join the agency in being a good neighbor to the communities affected by the SFPUC's operations. Specified RFPs with anticipated contract values of \$5 million or more include social impact criteria, giving our contracting community an opportunity to earn extra points during the bidding process for their demonstrated commitment to social impact activities, such as direct financial contributions, volunteer hours, and in-kind donations to local schools and nonprofits in the communities where we operate and provide services.

Over the past several years, SIP proposals from contracts supporting CleanPowerSF have generated thousands of volunteer hours and over three quarters of a million dollars in financial contributions and donations of products and goods. For example, Calpine Corporation’s continuing contribution to Hunters Point Family supported GIRLS 2000, a weekly educational series about climate change that creates a base of knowledge among the girls who, in the next phase will plan and implement a project that will exercise leadership skills and give them an opportunity to participate in community activism and engage further with the challenge of climate change.

**Local Business Enterprise.** Under San Francisco’s 14B Local Business Enterprise ordinance, the City offers local, certified firms with business development and other contracting opportunity assistance, which helps LBEs to compete for the award of City contracts through the enforcement of bid discounts/rating bonuses, micro set asides, and LBE subcontracting participation requirements, as well as developing and implementing outreach, training, technical assistance, and other capacity-building programs. CleanPowerSF identified 8 LBEs and certified WMDVLGTBE suppliers who provided goods or services to CleanPowerSF in 2023.

**Citywide Disparity Study.** In 2023, the Board of Supervisors adopted a resolution urging the City Administrator’s Office to conduct an LBE study to analyze disparities in the City’s contracting to women-owned, minority-owned, and disabled Veteran-owned businesses. A disparity study is an analysis of business utilization versus business availability that typically results in a wide range of recommendations, including some programs the City already manages, to address existing disparities. A disparity study can cost up to \$2 million. We will provide results as they are available.

## Summary of Purchases (Sec. 9.1.2)

The tables below detail CleanPowerSF’s purchasing activities with WMDVLGTBE suppliers by ethnicity, product, and service category. As a program of the SFPUC, CleanPowerSF’s non-power purchasing activities include both direct purchases from vendors (56) as well as purchases from vendors of other SFPUC divisions on behalf of CleanPowerSF (116). In 2023, CleanPowerSF’s procurement of non-energy related products and services from contractors certified in the Supplier Clearinghouse Database accounted for 2.77 percent of our total spend in this area, down from 7.54 percent reported in 2022.



Supplier Diversity Results of Goods and Services (Non-Power Purchases) Product <sup>1</sup>	Direct Spend <sup>1</sup> \$	Sub Spend <sup>2</sup> \$	Total \$	%	Product Spend \$	Service Spend \$	Total \$	%
African American	\$2,351	\$0	\$2,351	0.03%	\$0	\$2,351	\$2,351	0.03%
Asian Pacific American	\$1,276	\$0	\$1,276	0.02%	\$1,276	\$0	\$1,276	0.02%
Hispanic American	\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
Native American	\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
<b>Total Minority Male</b>	<b>\$3,627</b>	<b>\$0</b>	<b>\$3,627</b>	<b>0.05%</b>	<b>\$1,276</b>	<b>\$2,351</b>	<b>\$3,627</b>	<b>0.05%</b>
African American	\$38,284	\$0	\$38,284	0.54%	\$0	\$38,284	\$38,284	0.54%
Asian Pacific American	\$137,105	\$0	\$137,105	1.95%	\$6,980	\$130,125	\$137,105	1.95%
Hispanic American	\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
Native American	\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
<b>Total Minority Female</b>	<b>\$175,389</b>	<b>\$0</b>	<b>\$175,389</b>	<b>2.49%</b>	<b>\$6,980</b>	<b>\$168,409</b>	<b>\$175,389</b>	<b>2.49%</b>
<b>Total Minority Business Enterprise (MBE)</b>	<b>\$179,016</b>	<b>\$0</b>	<b>\$179,016</b>	<b>2.54%</b>	<b>\$8,257</b>	<b>\$170,760</b>	<b>\$179,016</b>	<b>2.54%</b>
<b>Women Business Enterprise (WBE)</b>	<b>\$16,741</b>	<b>\$0</b>	<b>\$16,741</b>	<b>0.24%</b>	<b>\$50</b>	<b>\$16,691</b>	<b>\$16,741</b>	<b>0.24%</b>
<b>Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)</b>	<b>\$1,729</b>	<b>\$0</b>	<b>\$1,729</b>	<b>0.02%</b>	<b>\$1,294</b>	<b>\$435</b>	<b>\$1,729</b>	<b>0.02%</b>
<b>Disabled Veteran Business Enterprise (DVBE)</b>	<b>\$38</b>	<b>\$0</b>	<b>\$38</b>	<b>0.00%</b>	<b>\$4</b>	<b>\$34</b>	<b>\$38</b>	<b>0.00%</b>
<b>Persons with Disabilities Business Enterprises (DBE)</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
8(a)*	\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
<b>Total Supplier Diversity</b>	<b>\$197,524</b>	<b>\$0</b>	<b>\$197,524</b>	<b>2.80%</b>	<b>\$9,605</b>	<b>\$187,919</b>	<b>\$197,524</b>	<b>2.80%</b>

**Net Procurement\*\*** **\$7,128,717**

**Net Product Procurement** **\$81,162**

**Net Service Procurement** **\$7,047,555**

**Total Number of Diverse Suppliers that Received Direct Spend** **8**

**NOTE:**

\* 8(a) - Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

\*\* Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

1 Direct - Means Direct Procurement: when a CCA directly procures from a supplier.

2 Sub - Means Subcontractor Procurement: when a prime contractor, in contract with a CCA, procures from a subcontractor to fulfil its contractual obligation(s).

% Percentage of Net Procurement.



## Description of Diverse Suppliers with Majority Workforce in California

In 2023, CleanPowerSF conducted business with 8 companies certified in the Supplier Clearinghouse Database and headquartered in California, which is an increase from the 6 companies in 2022. It is assumed that suppliers listed in the clearinghouse, with California addresses, are California-based companies with a majority of their workforce located in California.

## Supplier Diversity Program Expenses (Sec. 9.1.3)

Several CleanPowerSF-funded employees contribute to SB 255-related activities, but none are exclusively dedicated to SB 255-related work. It is important to note that other diversity related expenses are not included in the table below. CleanPowerSF, as a subdivision of the SFPUC and the City and County of San Francisco, uses and relies on a variety of City diversity programs, including the City’s LBE program, the SFPUC-LBE program, and SFPUC’s Social Impact Partnership program.

Expense Category	2023 (Actual)
Wages	\$25,265
Other Employee Expenses	\$8,265
Program Expenses	\$0
Reporting Expenses	\$7,710
Training	\$0
Consultants	\$0
Other	\$0
<b>TOTAL</b>	<b>\$ 41,239</b>

## Description of Prime Contractors Utilization of Diverse Subcontractors (Sec. 9.1.4)

CleanPowerSF has contracted with Calpine Energy Solutions to provide data management and billing services for our approximately 385,000 customer accounts. Calpine recently developed a partnership with See Change Institute, a woman-owned research firm composed of leading experts from around the country and globe. See Change Institute works with government, private, and non-profit organizations on strategy, implementation, and evaluation of climate, energy, and behavior change programs. Their team is currently working on projects to influence electric vehicle charging behaviors, assess the behavioral science behind

residential electrification decisions, and optimize customer satisfaction and savings from home energy reports. See Change Institute is a certified women business enterprise in the Supplier Clearinghouse Directory. See Change, in collaboration with Calpine, authored white papers about the behavior science of CCAs that explores what customers want from their energy utility, how best to communicate the value of CCAs, and ways to address and attenuate opt-outs.

## List of Supplier Diversity Complaints Received and Current Status (Sec. 9.1.5)

CleanPowerSF did not receive any WMDVLGBTBE complaints related to its supplier diversity program in 2023.

## Description of Supplier Diversity Activities and Progress in Power (Energy) Procurement (Sec 9.1.6)

The below table details CleanPowerSF’s energy procurement purchasing activities with WMDVLGBTBE suppliers by ethnicity. During 2023, CleanPowerSF did not procure electricity or related products from any company certified in the Supplier Clearinghouse Database.

## Supplier Diversity Results in Power (Energy) Procurement (Sec 9.1.7)

The below table details CleanPowerSF’s energy procurement purchasing activities with WMDVLGBTBE suppliers by ethnicity. During 2023, CleanPowerSF did not procure electricity or related products from any company certified in the Supplier Clearinghouse Database.

**Supplier Diversity Results in Power (Energy) Procurement**

	Direct Power Purchases \$	Direct Fuels for Generation \$			Totals \$ <sup>1</sup>			% <sup>2</sup>
	Renewable and Non-Renewable Power Products	Diesel	Nuclear	Natural Gas	Direct <sup>3</sup>	Sub <sup>4</sup>	Total \$ <sup>5</sup>	Total
African American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
Asian Pacific American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
Hispanic American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
Native American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
<b>Total Minority Male</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
African American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
Asian Pacific American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
Hispanic American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
Native American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
<b>Total Minority Female</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Total Minority Business Enterprise (MBE)</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Women Business Enterprise (WBE)</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Disabled Veteran Business Enterprise (DVBE)</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Persons with Disabilities Business Enterprises (DBE)</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
8(a) <sup>6</sup>	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
<b>Total Supplier Diversity</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>

<b>Net Power Procurement</b>	<b>\$175,737,275</b>
<b>Net Power Procurement</b>	<b>\$175,737,275</b>
<b>Net Direct Fuels for Generation</b>	<b>\$0</b>
<b>Total Number of Diverse Suppliers</b>	<b>\$0</b>

**NOTE:**

- 1 Excludes purchases from the California Independent System Operator (CAISO), utilities, federal entities, state entities, municipalities and cooperatives.
- 2 % - Percentage of Net Procurement.
- 3 Includes Direct Power Purchases and Direct Fuels for Generation. Direct - Means Direct Procurement: when a CCA directly procures from a supplier.
- 4 Sub - Means Subcontractor Procurement: when a prime contractor, in contract with a CCA, procures from a subcontractor to fulfil its contractual obligation(s).
- 5 "Total" does not include pre-commercial development (COD) subcontracting values.
- 6 8(a) - Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).



# 2024 ANNUAL PLAN

## Description of Supplier Diversity Program Activities Planned for the Next Calendar Year (Sec. 10.1.2)

In 2024, CleanPowerSF is continuing to leverage and build upon the programs, policies, and efforts outlined in this report to further the goals of supplier diversity and equity. While CleanPowerSF has made some improvements to data collection practices, more can be done to improve internal awareness and incorporation of Supplier Diversity into procurement practices as well as further engage and support our small, local, and diverse business community. In 2024, the City, SFPUC and CleanPowerSF intend to pursue the following activities.

### Planned Internal Activities

While we are limited in what we can do in terms of how we select suppliers due to Proposition 209, CleanPowerSF and the SFPUC have initiated a number of programs geared toward improving racial equity with our workforce by starting to work on our own organization starting with citywide activities and SFPUC and CleanPowerSF efforts in later phases.

### Racial Equity Diversity and Inclusion Activities

**Organizational Planning and Mapping of Agency-wide Racial Equity Efforts.** This activity is crucial for creating a roadmap guiding the agency's efforts to advance racial equity. Our organizational planning and mapping effort will provide a comprehensive overview, allowing the REDI team to strategically align initiatives, allocate resources effectively, and ensure a unified approach across the agency. This effort will create clarity and cohesion in pursuing racial equity goals.

#### Launch of Agency-wide Pilot Mentoring Program.

Introducing a mentoring program represents a proactive step toward promoting a community of development and inclusivity. This two-cohort system focuses on agency-wide competency areas, providing a structured framework for professional growth. The six-month mentorship program aims to enhance individual skills and promote collaboration, knowledge-sharing, and a sense of community within the agency.

#### Agency-wide Professional Development on Racial Equity.

Professional development is critical to equipping the agency's workforce with the knowledge and skills necessary to advance

racial equity. Training sessions will be designed for theoretical understanding and practical applications to empower staff to contribute effectively to the agency's broader mission. This initiative ensures that all staff members are well-prepared to integrate racial equity considerations into their daily work.

**Completion of Office of Racial Equity Required Report on Agency-wide Progress.** In 2019, San Francisco created an Office of Racial Equity, and completing the Office of Racial Equity required report is a critical mechanism for accountability and transparency. This report highlights the agency's progress in core areas related to racial equity, providing a comprehensive overview of achievements and areas for improvement. It satisfies reporting requirements and facilitates continuous assessment and refinement of strategies to drive ongoing progress

### Goods, Services, and Energy Procurement

CleanPowerSF is continuing our efforts to improve supplier diversity, including:

- Conducting an LBE disparity study to analyze disparities in the City and County's contracting to women-owned, minority-owned, and disabled veteran-owned businesses;
- Incorporating Supplier Clearinghouse information into CleanPowerSF solicitation outreach to supplier lists and advertising open solicitations in the Supplier Clearinghouse;
- Coordinating with the City's Contracts Monitoring Division and continuing to support CleanPowerSF prime contractor use of LBE subcontractors in professional services, including the 14B LBE Program and SFPUC-LBE programs, potentially using the Contractor Assistance Center;
- Surveying ways to reach existing CleanPowerSF suppliers to educate them about the Supplier Clearinghouse and the value of certification;
- Collaborating with other CCAs in outreach and education efforts;
- Exploring how to structure energy solicitations to attract contractors and suppliers who represent disadvantaged communities;

- SFPUC’s Contracting Equity Workgroup will continue to meet and advance their work including:
  - An analysis of contracts relative to the LBE database to assess impact;
  - A data-centered analysis of mapping LBEs, and continuing examination of the reasons for starting a small business;
  - Ongoing review of payment processing and associated requirements; and
  - Developing measurements for assessing DEI programs, policies, and protocols in SFPUC solicitations.

## Plans to Encourage Prime Contractors to Subcontract Small, Local, and Diverse Businesses (Sec. 10.1.4)

*This section is not applicable to CCAs.*



## ENDNOTES

- 1 San Francisco Public Utilities Commission, “Community Benefits Approach,” <https://sfpuc.org/about-us/who-we-are/community-benefits-approach>, accessed January 4, 2024.
- 2 This reference and following similar references are to the various reporting section of CPUC General Order 156, [go-156-d22-04-035.pdf \(ca.gov\)](https://www.cpuc.ca.gov/GO156), accessed January 9, 2024.
- 3 SFPUC, “Resolution of the San Francisco Public Utilities Commission Condemning Systemic Racism and Taking Action to Promote Racial Justice,” <https://sfpuc.sharefile.com/share/view/s9eeb6fd36f14639b>, accessed January 10, 2024.
- 4 San Francisco Public Utilities Commission, “San Francisco Public Utilities Commission Racial Equity Action Plan, Phase 1,” [https://www.sfpuc.org/sites/default/files/documents/SFPUC\\_RacialEquityPlan\\_v1-11JAN21.pdf](https://www.sfpuc.org/sites/default/files/documents/SFPUC_RacialEquityPlan_v1-11JAN21.pdf), accessed January 10, 2024.
- 5 San Francisco Public Utilities Commission, “Community Benefits Policy” <https://sfpuc.org/about-us/policies-plans/community-benefits-policy>, accessed January 10, 2024.
- 6 San Francisco Public Utilities Commission, “Environmental Justice Policy, Commission Resolution 09-0170,” October 13, 2009, [https://sfpuc.org/sites/default/files/about-us/policies-reports/Environmental-Justice-Policy\\_OCT2009.pdf](https://sfpuc.org/sites/default/files/about-us/policies-reports/Environmental-Justice-Policy_OCT2009.pdf), accessed January 10, 2024.
- 7 City and County of San Francisco Board of Supervisors Ordinance No. 261-22 <https://sfgov.legistar.com/View.ashx?M=F&ID=11538734&GUID=C8039CFE-2B8F-410C-99A5-2ED966CDD9DC>, accessed January 10, 2024.
- 8 San Francisco Board of Supervisors Resolutions No. 026-23 <https://sfgov.legistar.com/View.ashx?M=F&ID=11642295&GUID=63A7A22C-0135-4FB7-BF91-C8E56FFE898E>, accessed January 10, 2024.





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