

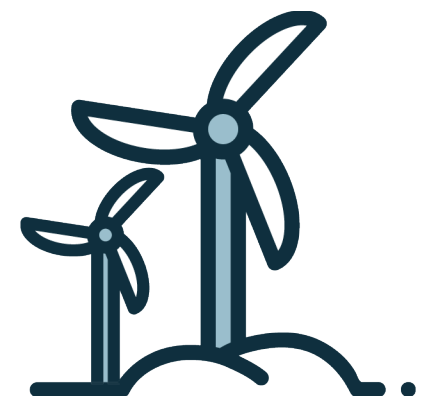
# Supplier Diversity

# 2020 Annual Report and 2021 Annual Plan



# Contents

<b>Message from the Executive Director</b>	<b>3</b>
<b>Introduction</b>	<b>4</b>
<b>2020 Annual Report</b>	<b>5</b>
Internal and External Activities	5
Summary of Purchases	12
WMDVLGBTBE Annual Results	12
WMDVLGTBE Direct Procurement by Product and Service Categories	13
WMDVLGBTBE Subcontractor Procurement by Product and Service Categories	14
WMDVLGBTBE Procurement by Standard Industrial Categories	15
Number of WMDVLGBTBE Suppliers and Revenue Reported to the Clearinghouse	16
WMDVLGBTBE Suppliers with California Majority Workforce	17
Program Expenses	17
Prime Contractor Utilization of WMDVLGBTBE Subcontractors	18
Complaints	18
Power Procurement	19
<b>2021 Annual Plan</b>	<b>20</b>
Planned Internal and External Activities	20
<b>Appendix: CPA Voluntary Supplier Diversity Survey</b>	<b>23</b>



# Message from the Executive Director



2020 was an unprecedented year for our communities. The COVID-19 pandemic brought challenges to almost every aspect of our customers' well-being as well as to some of our own clean energy projects. Many of our impacted customers have had to juggle economic uncertainty and losing their homes, while others have struggled to make payroll for their employees. To do our part, Clean Power Alliance stepped up by distributing \$2 million in COVID-19 bill assistance to our residential and small business customers in need.

Despite renewable energy development being affected by COVID restrictions, we proudly added 10 long-term power procurement projects to our renewable energy portfolio in 2020 alone, with an emphasis on battery storage and resilience. Our customer engagement also deepened, with a focus on helping our customers become more resilient and able to better withstand the duo climate change and economic crises. This included a rigorous and multilingual COVID-19 relief outreach campaign, marketing customer programs, and educating our customers about how to plan for Flex Alert outages and heatwaves.

All of this took place against a backdrop of political turmoil and a long overdue reckoning with racial and economic injustice in our country, along with mounting hard evidence of the consequences of delayed action on climate change. The efforts described in this report to support diversity, equity, and inclusion in all aspects of our work are more critical than ever today. They are as essential to CPA's mission as our work to decarbonize the energy system, and our efforts to provide customers with choices and meaningful opportunities for local action to shape their energy future.

The 32 communities that make up CPA's service territory are incredibly diverse, and we are committed to supporting, and leveraging that diversity in every way we can, from our purchasing, program and community investments to our staffing, leadership, and organizational culture. We are not yet where we aspire to be, but we are determined to get there. Our organization is just over three years old and we are just beginning to scratch the surface of what we can do.

**Ted Bardacke**



# Introduction

As the largest Community Choice Aggregator (CCA) and fifth-largest load serving entity in California, Clean Power Alliance of Southern California (CPA) is uniquely positioned to leverage the collective commitment of the local leaders of our diverse service territory to develop a new way to procure and provide electricity services.

We have been at the forefront of climate change mitigation through rapidly greening our customers' energy supply, while providing choice and helping local communities fast-track their sustainability goals by offering renewable energy at competitive rates.

Following the launch of mass enrollment over the course of 2019 and 2020, CPA now serves more than 1 million residential and commercial customer accounts across 32 extraordinarily diverse jurisdictions in Los Angeles and Ventura counties. We provide 100% renewable energy to over a quarter million customers, more than any other provider in the nation. Approximately 27% of our customers receive financial assistance on their electricity bills through the statewide California Alternate Rates for Energy (CARE), Family Energy Rates Assistance (FERA), or Medical Baseline programs. Through CPA Board direction, these customers who live in communities that chose 100% renewable energy as their default rate product receive that green energy at no extra cost. We have secured 1,330 megawatts (MW) of renewable

energy resources and 715 MW of new battery storage, making CPA a top-three purchaser of storage in California and a significant contributor to the development of a clean and reliable grid.

Utilizing our purchasing power and our connections with local leadership to advance social and economic equity and inclusion is core to CPA's values and is integral to our pursuit of sustainability and urgent climate action. Diversifying the energy sector has been a long-standing challenge, and we acknowledge that CPA is just at the starting gate, but we are proud of what we have accomplished and excited to launch our plans for 2021 and beyond.



**1,330+ MW**  
of new renewable projects



**715 MW**  
of new battery storage



**\$1 B**  
in investment



**2.5K**  
construction jobs

# 2020 Annual Report

## Internal and External Activities

CPA's efforts are guided by the core values laid out in the Joint Powers Agreement that brought CPA into existence in 2017. These values include promoting supplier and workforce diversity, leadership in the fair and equitable treatment of employees, and promoting equitable economic development and a just transition to the clean energy economy.

In 2020, CPA pursued multiple initiatives to 1) attract and support diverse businesses to engage and participate in our work; 2) grow the pipeline both of high-road green jobs and of diverse workers equipped to fill those jobs and to become the owners and drivers of tomorrow's green economy; and 3) build a diverse staff and an inclusive and equitable organizational culture that manifests our core values and supports our overall mission.



## Internal Activities

### Supplier Diversity – Power Procurement

CPA spent \$736,160,496 on electricity purchases in 2020, representing over 97% of CPA's total direct spend. Like other electricity providers in California,<sup>1</sup> CPA has found a limited supply of diverse business enterprises to meet its power procurement needs, but is committed to supporting the growth of diverse suppliers as well as encouraging all of its suppliers to consider diverse subcontractors and promote workforce diversity.

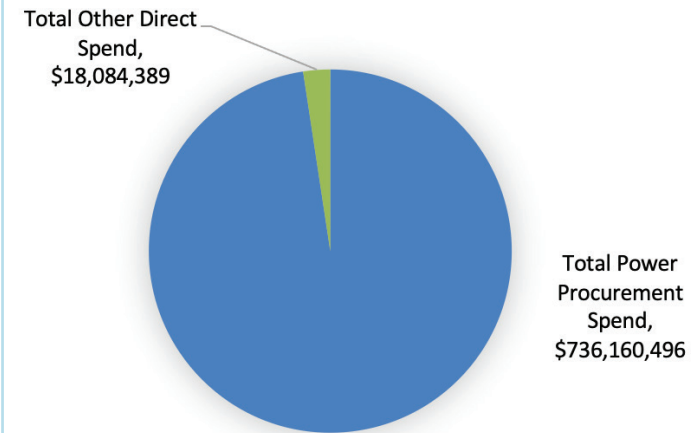
In its 2019 Clean Energy Request for Offers (RFO) CPA found that 22% of bidders had plans to utilize GO 156 subcontractors, and

65% had initiatives in place to promote workforce diversity. None of the suppliers ultimately selected through the 2019 RFO process were GO 156 certified, and none reported utilizing GO 156 certified suppliers.

However, CPA has been effective in leveraging its purchasing power to help create high-quality jobs and careers in the sustainability arena through a rigorous power procurement selection process. Workforce development and benefits to Disadvantaged Communities<sup>2</sup> are two of six criteria CPA uses in evaluating long-term power purchase agreements (PPAs). CPA prioritizes projects that utilize project labor agreements, targeted-hire, union labor, or multi-trade labor agreements, including requirements for state-apprenticeship graduates, and requires project to commit to these hiring practices



## CPA 2020 Total Direct Spend



in its PPAs. CPA also prioritizes projects that would create jobs or spur other economic benefits in Disadvantaged Communities and prioritizes local projects (projects located in California and in CPA's service territory). Since November 2019, all of CPA's new-build contracts have included project labor agreements. CPA's long-term contracts have generated approximately 2,500 construction jobs to date, helping to lay a foundation of skills and experience that can help seed a new generation of diverse entrepreneurs and small business owners.

<sup>1</sup> In their Supplier Diversity 2019 Annual Reports, Southern California Edison and Pacific Gas & Electric reported 0.42% and 0.1% respectively of their energy spend from WMDVLTBTE businesses.

<sup>2</sup> Disadvantaged Communities are identified by the California Environmental Protection Agency's CalEnviroScreen 3.0 as among the top 25 percent of census tracts statewide based on overall CalEnviroScreen score, plus the census tracts in the highest five percent of CalEnviroScreen's Pollution Burden score that do not have an overall CalEnviroScreen score because of unreliable socioeconomic or health data.

CPA expanded its 2020 Clean Energy RFO bidder survey to include questions about whether developers have adopted formal environmental, social and governance (ESG) goals. CPA has also prominently communicated that while, pursuant to Proposition 209, we do not give preferential treatment based on race, sex, color, ethnicity, or national origin, CPA encourages minority-owned, women-owned, veteran-owned, and local businesses to respond to all solicitations. Plans are underway to broaden our outreach and support for diverse business enterprises seeking to qualify as CPA suppliers.

### Supplier Diversity – Non-Energy Procurement

CPA focused in 2020 on establishing standard protocols and procedures to allow for continued full compliance with all contracting policies set by the state and our Board of Directors, including California Proposition 209. We launched an annual supplier diversity survey (see p. 24) to begin collecting data for internal tracking as well as to meet SB 255 compliance requirements, laying the groundwork for expanded data collection and performance measurement in 2021.

In addition to \$107,513 in spending with GO 156-certified suppliers, CPA’s 2020 supplier survey identified an additional \$463,849 in purchasing from seven suppliers who identified as “qualified” WMDVLGBTBE businesses who are not currently certified via the GO 156 clearinghouse – suppliers with whom CPA will work in 2021 to support their achieving certification.

### Internal Diversity, Equity and Inclusion

CPA’s staff has grown to 36 members over the past three years. We strive to build an internal team whose diversity reflects that of our member communities. Voluntary self-reporting by CPA staff demonstrates our results to date (see charts below).

CPA’s Board of Directors includes 32 elected officials who are appointed by each member agency’s governing body. Our member agencies themselves are diverse both geographically and demographically, ranging from the City of Ojai (population 7,470) to unincorporated Los Angeles County (population 1,095,952). We do not currently collect diversity data on our Board though we expect to distribute an annual voluntary diversity survey beginning in 2021.



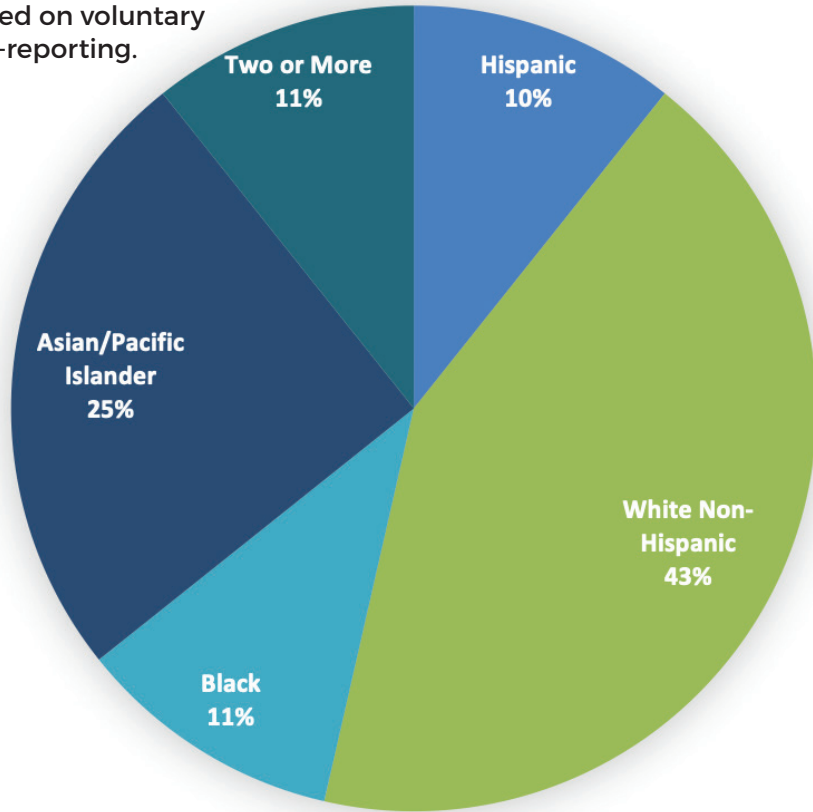
Diverse Business Enterprise Spend			
Category	GO 156 Certified	Not GO 156 Certified*	Total
Minority Female (Asian Pacific American)	\$52,138		\$52,138
Minority Female (Hispanic American)		\$10,868	\$10,868
Women Business Enterprise (WBE)		\$447,981	\$447,981
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	\$55,375		\$55,375
Disabled Veteran Business Enterprise (DVBE)		\$5,000	\$5,000
<b>Total</b>	<b>\$107,513</b>	<b>\$463,849</b>	<b>\$571,362</b>
% of Non-Energy Procurement	0.59%	2.56%	3.16%
% of Total Procurement	0.01%	0.06%	0.08%

\*Suppliers self-identified as qualified for GO 156 certification but not currently certified.

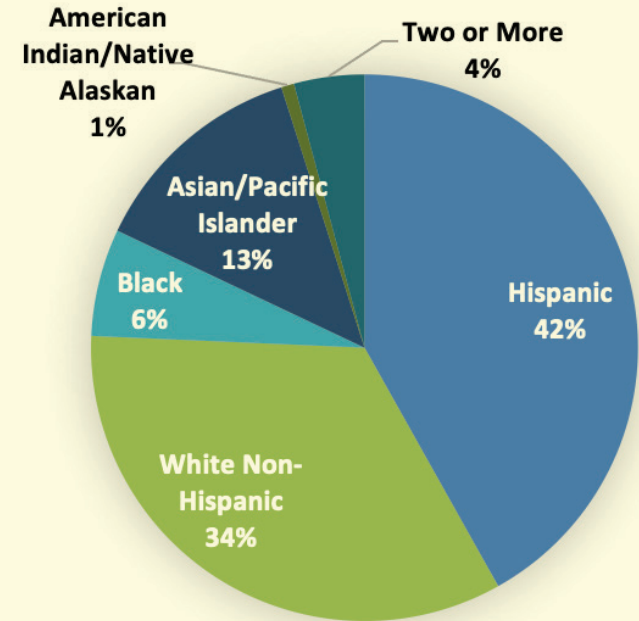
## CPA Staff Diversity\*

\*Based on voluntary self-reporting.

### Race/Ethnicity

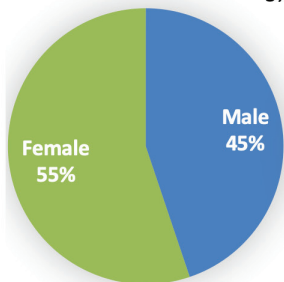


### Race/Ethnicity of Total Population in CPA Service Territory



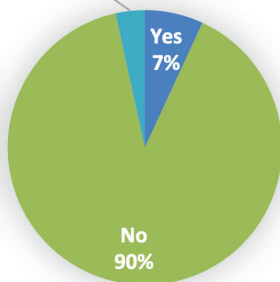
Total Population = 3,149,367  
Source: 2010 US Census.

### Gender

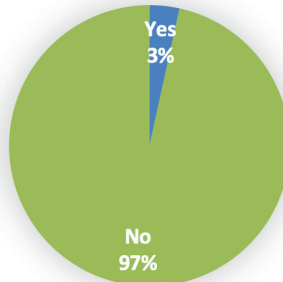


Prefer Not to Say 3%

### LGBTQ



### Disability



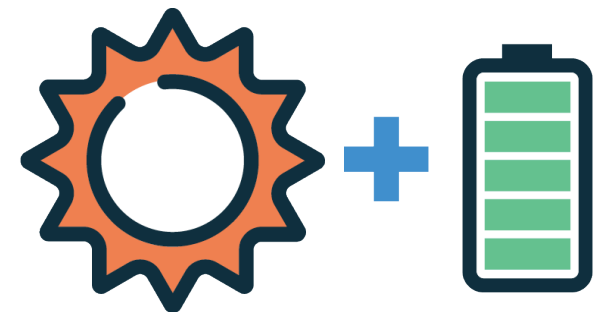


While COVID-19 has challenged our ability to fully realize our organizational culture, we utilized 2020 to build out a new headquarters space in downtown Los Angeles that will combine safety with the latest in design and technology to support collaboration and inclusiveness - including a board room that enables representatives from all of our 32 member agencies to fully engage along with members of the public, either in person or remotely. Meanwhile, in 2020 a fully remote and Brown Act-compliant virtual meeting format allowed our diverse communities and stakeholders to actively participate in an ongoing dialog about how we are measuring up to our core values, and how we can continue to improve.

CPA's Community Advisory Committee (CAC) comprised of 15 Board-appointed volunteers represents CPA's diverse service territory. The CAC aims, among other things, to develop partnerships with educational institutions, community organizations, and the local business community to understand and address shared economic, environmental, and equity goals. The CAC meets monthly to advise the CPA Board and staff on community needs and priorities, including issues impacting diverse business enterprises. CPA works with our member agencies and community stakeholders to encourage a broad and diverse pool of candidates to apply for membership in the CAC.



CPA Community Advisory Committee, October 22, 2020



## External Activities

### Workforce Development

In 2020, CPA distributed \$33,000 in scholarships to 29 students pursuing energy career pathways at four community colleges in Los Angeles County and three in Ventura County. The scholarship program was funded in partnership with Terra-Gen, developer of our 2018 Voyager Wind project, with three additional rounds of funding to come. We also mapped out a plan for a four-year, \$1 million strategic investment in workforce development, funded in partnership with NextEra Energy Resources, that will equip workers to pursue family-supporting career-track “high road” jobs<sup>3</sup> in the rapidly growing transportation and building electrification sectors.

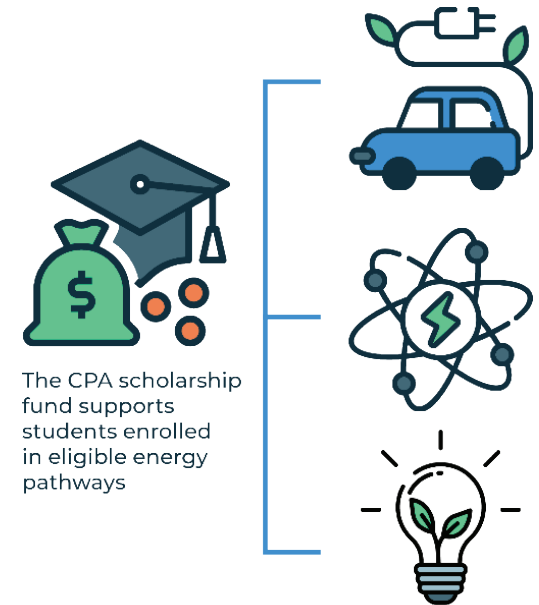
### Customer Programs and Community Investments

CPA released its Local Programs Strategic Plan in May 2020, calling for \$200 million in investments over the next 3-5 years to promote customer savings, green jobs and economic development, climate resilience, and local acceleration toward a clean energy future. CPA launched initial offerings in each of the three programmatic areas identified in the plan: 1) resiliency and grid management; 2) electrification; and 3) local energy procurement. Each program includes or will include targeted economic opportunities and benefits for small, local, and diverse businesses, especially ones located in disadvantaged and hard-to-reach communities, thereby increasing the reach and impact of our programs on small, local, and diverse businesses.

In December 2020, CPA launched Power Share, a Disadvantaged Communities-Green Tariff (DAC-GT) program which provides participating low-income customers in Disadvantaged Communities with 100% renewable electricity from local small-scale solar power and other renewable energy facilities, at a 20% discount. CPA is also developing a Community Solar Green Tariff (CSGT) program which will create 3.13 MW of solar projects in DACs to supply clean power to customers within a five-mile radius of the projects. These projects allow low-income customers to receive 100% clean power at a 20% discount and will also provide a 20% bill discount to public or nonprofit entities which serve as community sponsors.

CPA’s Board of Directors established a COVID-19 Relief Program in May 2020, disbursing over \$2 million in bill assistance to CPA’s residential and small business customers impacted by the pandemic and incentivizing their participation in payment plans and CARE/FERA financial assistance programs to help manage their electricity bills. The program benefited at least 1,966 small business customers in addition to 75,853 low-income residential customers, a majority of whom are located in a disadvantaged or low-income community within CPA’s service territory.

<sup>3</sup> California Workforce Development Board, “Putting California on the High Road: A Jobs and Climate Action Plan for 2030,” Report to the California Legislature, June 2020.



**\$1 million**  
workforce development initiative



- ✓ clean energy skills training
- ✓ clean energy certification
- ✓ “greening” existing jobs

In January 2020, CPA launched a Community Based Outreach (CBO) grant program to increase community engagement, education, and collaboration to expand access to affordable clean energy, distributed energy resources, clean energy jobs, and electric bill savings among hard-to-reach and underserved small and medium-sized diverse small businesses and residential customers. Among the five 2020 grantees were two ethnic chambers engaged in outreach to Asian/Pacific Islander and other small business communities, and three nonprofit organizations focused on engagement with multilingual communities across CPA's service territory.

CPA leverages its modest external affairs budget to support organizations whose work aligns closely with our goals and values around diversity and a just and inclusive transition to a sustainable economy. In 2020 CPA memberships and sponsorships of organizations that support small and diverse businesses included:

- Greater Los Angeles African American Chamber of Commerce
- Asian Business Association
- Los Angeles Area Chamber of Commerce
- Los Angeles Business Council
- Oxnard Chamber of Commerce
- Carson Chamber of Commerce
- Greater Conejo Valley Chamber of Commerce
- Ventura Chamber of Commerce
- Simi Valley Chamber of Commerce



- Santa Monica Chamber of Commerce
- Whittier Chamber of Commerce
- Association of Women in Water, Energy & Environment

In addition, in its short time in operation, CPA has sponsored and/or participated in nearly 150 events, including:

- Latin Business Expo
- California Environmental Justice Alliance 2020 Congreso
- Oxnard Business Advocacy Committee
- Women in Green

- Women in CleanTech & Sustainability
- Thousand Oaks Committee on Aging
- Lunar New Year festivals (multiple)
- Dia de Los Muertos Festival



## WMDVLGBTBE Annual Results

			Products		Services		Total	
			\$	%	\$	%	\$	%
<b>Minority Male</b>	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 Male	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
<b>Minority Female</b>	Asian Pacific American	Direct	\$0	0.00%	\$52,138	0.29%	\$52,138	0.01%
	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%	\$52,138	0.29%	\$52,138	0.01%
<b>Total Minority Business Enterprise (MBE)</b>		Direct	\$0	0.00%	\$52,138	0.29%	\$52,138	0.01%
<b>Women Business Enterprise (WBE)</b>		Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
<b>Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)</b>		Direct	\$0	0.00%	\$55,375	0.31%	\$55,375	0.01%
<b>Disabled Veteran Business Enterprise (DVBE)</b>		Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
<b>Other 8(a)*</b>		Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
<b>TOTAL WMDVLGBTBE</b>		Direct	\$0	0.00%	\$107,513	0.59%	\$107,513	0.01%
<b>Net Procurement**</b>		\$754,244,885						

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.

## WMDVLGBTBE Direct Procurement by Product and Service Categories

			Products		Services		Total	
			\$	%	\$	%	\$	%
<b>Minority Male</b>	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 Male	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
<b>Minority Female</b>	Asian Pacific American	Direct	\$0	0.00%	\$52,138	0.29%	\$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%	\$52,138	0.29%	\$0	0.00%

<b>Total Minority Business Enterprise (MBE)</b>	Direct	\$0	0.00%	\$52,138	0.29%	\$0	0.00%
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<b>Women Business Enterprise (WBE)</b>	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
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<b>Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)</b>	Direct	\$0	0.00%	\$55,375	0.31%	\$55,375	0.01%
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<b>Disabled Veteran Business Enterprise (DVBE)</b>	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
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<b>Other 8(a)*</b>	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
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<b>TOTAL WMDVLGBTBE</b>	Direct	\$0	0.00%	\$107,513	0.59%	\$107,513	0.01%
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<b>Total Product Procurement</b>	\$736,160,496
<b>Total Service Procurement</b>	\$18,084,389
<b>Net Procurement**</b>	\$754,244,885

<b>Total Number of WMDVLGBTBEs that Received Direct Spend</b>	3
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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.  
 Direct = Direct procurement.  
 Sub = Subcontractor procurement.  
 % = Percentage of Net Procurement.

## WMDVLGBTBE Subcontractor Procurement by Product and Service Categories

			Products		Services		Total	
			\$	%	\$	%	\$	%
<b>Minority Male</b>	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%
<b>Minority Female</b>	Asian Pacific American	Sub	\$0	0.00%	\$0	0.29%	\$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%

<b>Total Minority Business Enterprise (MBE)</b>	Sub	\$0	0.00%	\$0	0.29%	\$0	0.00%
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<b>Women Business Enterprise (WBE)</b>	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
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<b>Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)</b>	Sub	\$0	0.00%	\$0	0.31%	\$0	0.01%
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<b>Disabled Veteran Business Enterprise (DVBE)</b>	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
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<b>Other 8(a)*</b>	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
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<b>TOTAL WMDVLGBTBE</b>	Sub	\$0	0.00%		0.59%		0.01%
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<b>Total Product Procurement</b>	\$736,160,496
<b>Total Service Procurement</b>	\$18,084,389
<b>Net Procurement**</b>	\$754,244,885

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.

## WMDVLGBTBE Procurement by Standard Industrial Categories

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 WMD-VLGBTBE	Total Dollars
		Male	Female	Male	Female	Male	Female	Male	Female							
8743 - Public Relations Services	\$											\$55,375			\$55,375	\$103,375
	%											53.57%			53.57%	
5045 - Computer and Computer Peripheral Equipment and Software	\$		\$17,577												\$17,577	\$126,823
	%		13.86%												13.86%	
7361 - Employment Agencies	\$		\$34,560												\$34,560	\$34,560
	%		100.00%												100.00%	
<b>TOTAL</b>	\$		\$52,138									\$55,375			\$107,513	\$264,758
	%		19.69%									20.92%			40.61%	

**Note:**

\*Firms with multi 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 Total Dollars. Net Procurement.

## Number of WMDVLGBTBE Suppliers and Revenue Reported to the Clearinghouse

CPA has requested but has not yet received revenue information from our certified suppliers.

	Data on Number of Suppliers											
	Revenue Reported to CHS						Utility-Specific 2020 Summary					
# WMDVLGBTBEs	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total
<b>Under \$1 million</b>												
<b>Under \$5 million</b>												
<b>Under \$10 million</b>												
<b>Above \$10 million</b>												
<b>TOTAL</b>	2		1			3	2		1			3

	Revenue and Payment Data											
	Revenue Reported to CHS						Utility-Specific 2020 Summary					
WMDVLGBTBE\$M	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total
<b>Under \$1 million</b>												
<b>Under \$5 million</b>												
<b>Under \$10 million</b>												
<b>Above \$10 million</b>												
<b>TOTAL</b>							\$52,138		\$55,375			\$107,513

Note:  
 \*Firms classified as 8(a) of Small Business Administration includes non-WMDVLGBTBE.  
 CHS = Supplier Clearinghouse.



## Description of WMDVLGBTBE Suppliers with California Majority Workforce

All of CPA's GO 156 certified suppliers are based in California. In power procurement, CPA prioritizes projects that are located in California and in CPA's service territory. All of the long-term contracts CPA entered into in 2020, including 704 MW of new renewable generation and 715 MW of new battery storage, are located in California.

### Program Expenses

Expense Category	Total \$
Wages	\$22,550
Other Employee Expenses	\$6,765
Program Expenses	\$134,601
Reporting Expenses	\$0
Training	\$0
Consultants	\$14,862
Other	\$0
<b>TOTAL</b>	<b>\$178,778</b>



## Prime Contractor Utilization of WMDVLGBTBE Subcontractors

CPA's prime contractors did not report any WMDVLGBTBE subcontractor spend in 2020, though several reported plans to utilize WMDVLGBTBE subcontractors in the future. CPA will work with prime contractors in 2021 to support their identification of and outreach to small, local, and diverse subcontractors.

### Summary of Prime Contractor Utilization of WMDVLGBTBE Subcontractors

	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 WMDV-LGBTBE
<b>Direct \$</b>	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<b>Subcontracting \$</b>	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<b>Total \$</b>	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

<b>Direct %</b>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Subcontracting %</b>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Total %</b>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

<b>Net Procurement**</b>	\$754,244,885
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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.  
 Direct = Direct procurement.  
 Sub = Subcontractor procurement.  
 % = Percentage of Net Procurement.

**Complaints** CPA has received no WMDVLGBTBE complaints.

## Power Procurement

Power purchases represent over 97% of CPA's operating costs. Capital and credit requirements pose significant barriers to entry into the energy development industry for most businesses including WMDVLGBTBE enterprises, and the industry is persistently lacking in supplier diversity. However, as noted previously, several companies bidding into CPA's recent Clean Energy RFO indicated that they have plans to utilize WMDVLGBTBE-certified subcontractors, and CPA will actively encourage and support these efforts, with specific goals and actions to be detailed in our forthcoming Diversity, Equity and Inclusion plan.

### Annual Power Product Results by Ethnicity and WMDVLGBTBE Certification

Product <sup>1</sup>	Unit	Results by Ethnicity & Gender								Results by WMDVLGBTBE Certification						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 Veterans Business Enterprise (DVBE)	Other 8(a) <sup>6</sup>	Sub-contracting Total		Total WMD-VLGBTBE Procurement Spend <sup>3</sup>	
		Male	Female	Male	Female	Male	Female	Male	Female	Total	Total	Total	Total	Total	Total			
Renewable Power Products Direct	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$47,679,123
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
	\$ <sup>2</sup>	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$47,679,123
	% <sup>2</sup>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Non-Renewable Power Products Direct	Physical	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$525,445,446
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
		\$ <sup>2</sup>	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$525,445,446
		% <sup>2</sup>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Diesel Direct		Not Applicable																
Nuclear Direct																		
Natural Gas Direct																		
SubTotal of Columns <sup>2</sup>	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$573,124,569
SubTotal % of Total Procurement Spend	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
SubTotal of Columns <sup>4</sup>	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$573,124,569
SubTotal % of Total Procurement Spend	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

#### 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

# 2021 Annual Plan

## Planned Internal and External Activities

In January 2021, CPA launched a comprehensive Diversity, Equity, and Inclusion (DEI) strategic planning process. The DEI plan, to be released in mid-2021, will establish goals, metrics, and action plans covering all aspects of CPA's internal and external activities, organized around three key areas:

- Supplier Diversity and Workforce Development
- Customer Programs and Community Investments
- Internal Diversity, Equity, and Inclusion

## Supplier Diversity and Workforce Development

CPA's DEI plan will include goals, metrics, and plans to increase supplier diversity through activities that include:

- Programs to support the visibility and economic viability of small, local, and diverse businesses.
- Programs to build the capacity of small, local and diverse businesses to participate in CPA and other green and WMDV/LGBTBE economic opportunities, particularly as subcontractors to energy project developers and operators.



- Active outreach to diverse businesses, chambers, and professional associations, and collaboration with member agencies and Community Advisory Committee members to communicate availability of opportunities and support.
- Incorporation of information and resources in all solicitation materials to encourage and support participation by small, local, and diverse businesses, engagement of diverse subcontractors, and certification through the CPUC Supplier Clearinghouse.
- Workforce development initiatives to continue growing the pipeline of diverse workers on green career pathways that support families and create opportunities for business ownership and wealth accumulation.
- Continued prioritization of labor agreements and workforce development in the selection of renewable energy supply and storage projects, to continue raising the bar for creation of “high road” jobs that support diverse workforces.

CPA will send a diversity survey to all energy and non-energy suppliers on an annual basis. CPA will reach out to suppliers who identified in the 2020 supplier survey as “qualified but not certified” WMDVLBGTBE businesses to support their taking steps to secure certification in 2021.



## Customer Programs and Community Investments

Each of CPA's rapidly expanding array of customer programs will include diversity metrics and targets to track progress on spending to benefit small, local, and diverse businesses, particularly those that support the local economy and jobs in disadvantaged communities. CPA's DEI plan will also include specific targets and plans for community investments to support small, local, and diverse businesses, including a continuation of the CBO Grant program, targeted organizational sponsorships, and active leadership and participation in important local, regional, and statewide forums on diversity, equity, and inclusion.

Among the anticipated targets and metrics will be the number of small and diverse businesses targeted, reached, and enrolled in customer programs; and the total program spend (e.g., rebates, incentives, bill discounts) going to small and diverse businesses and to customers in disadvantaged and low-income communities.

## Internal Diversity, Equity and Inclusion

CPA will continue to promote internal diversity, equity, and inclusion, from our recruiting and staff development activities to the ongoing cultivation of an inclusive and equitable organizational culture that supports the building of a just and sustainable society.

CPA's DEI team will complete data collection and development specific DEI goals and implementation plans with input from staff, Board, and stakeholders in the first half of 2021. The resulting DEI plan will include specific goals and plans to hold ourselves accountable to each other as well as to our external stakeholders. Actions under consideration include the formation of inclusive employee resource groups around common identities or affinities; manager and employee training and development on inclusive communication skills and recognizing implicit bias in internal and external relationships; and development of targeted recruitment messaging and marketing to attract and welcome diverse candidates for staff and Community Advisory Committee positions.



# Appendix – CPA Voluntary Supplier Diversity Survey

## CPA Supplier Diversity Survey

Please note that not all questions may apply to your business. For the questions that do not apply, please skip them or answer "Not Applicable" or "Decline to State."

Pursuant to Proposition 209, CPA does not give preferential treatment based on race, sex, color, ethnicity, or national origin. Providing information in these categories is optional and will not impact your participation in any future CPA solicitation selection process. Responses are collected for informational and reporting purposes only pursuant to Senate Bill (SB) 255.

\*Required

1. Business Name\*

2. Email Address\*

3. Where is your business located/headquartered?

4. Is your business certified under General Order 156 (GO 156)? GO 156 is a California Public Utilities Commission ruling that requires utility entities to report annually on their contracts with majority women-owned, minority-owned, disabled veteran-owned and LGBT-owned business enterprises (WMDVLGBTBEs) in all categories. Qualified businesses become GO 156 Certified through the CPUC and are then added to the GO 156 Clearinghouse database at [www.thesupplierclearinghouse.com](http://www.thesupplierclearinghouse.com)\*

Yes

No

Qualified as a WMDVLGBTBE but not GO 156 certified

5. If you answered "yes" to Question 4, when does your certification expire?

6. If you answered "yes" or "qualified, but not certified" to Question 4, in which categories are you certified or qualified? Please choose all that apply.

Minority Owned

Women Owned

LGBT Owned

Disabled Veteran Owned

Small Business Enterprise, as defined by 8(d) of the Small Business Act

7. If your business is a minority-owned business enterprise, what GO156 certification or qualification does your business fall under?

Black American

Hispanic American

Asian Pacific American

Native American

8. Please list the Standardized Industrial Code (SIC) of the products and services your business offers. Search for your SIC in the "Commodity Codes" search bar, here:  
<https://sch.thesupplierclearinghouse.com/FrontEnd/SearchCertifiedDirectory.asp>.

9. If certified under GO 156, please list your annual business revenue as reported to the CPUC Supplier Clearinghouse. You may check your CPUC Supplier Clearinghouse status here: <https://sch.thesupplierclearinghouse.com/FrontEnd/SearchCertifiedDirectory.asp>.

10. If your business is qualified, but not GO 156 certified, please identify the reasons for not completing the certification process?

11. If your business has used GO 156 certified subcontractors for your CPA contract, please include a list of your subcontractor business names, if the subcontract is for products or services, and the anticipated subcontract amount. Example: Electrical Design Technology, Inc.; products (batteries); \$100,000.

12. If applicable, please describe any hiring policies your business has for using small, local, and/or economically disadvantaged subcontractors or for using subcontractors that qualify for the GO 156 Supplier Clearinghouse.

13. Does your business have a history of using apprenticeship programs, local-hires, union labor, or multi-trade project labor agreements? Local hires can be defined as labor-sourced from within CPA's service area.

- Yes, apprenticeship programs in this recent contract with CPA
- Yes, local labor in this recent contract with CPA
- Yes, union labor in this recent contract with CPA
- Yes, multi-trade PLA in this recent contract with CPA
- Yes, apprenticeship programs but not in this contract with CPA
- Yes, history of local hire but not in this contract with CPA
- Yes, history of union labor but not in this contract with CPA
- Yes, history of multi-trade PLA but not in this contract with CPA
- Uses California-based labor, but not local to CPA's service areas
- None of the above
- Not applicable

14. Are you a small business? Please refer to the Small Business Association' Size Standards tool for more information: <https://www.sba.gov/size-standards>.

- Yes
- No

15. If you answered "yes" to Question 14, please describe your history with labor agreements, union labor, multi-trade labor, apprenticeship labor, or how many local workers/businesses you employ for your contract with CPA.

16. Is there any additional feedback that you would like to provide to CPA at this time?

17. Does the bidder have formal initiatives to promote diversity, equity, and inclusion among its workforce?

18. If the answer to question 33 is "Yes", please explain and provide supporting documentation.

19. Has the bidder adopted formal Environmental, Social, and Governance (ESG) goals?

20. If the answer to question 36 is "Yes", please explain and provide supporting documentation.