



CleanPowerSF

CleanPowerSF

SUPPLIER DIVERSITY

2020 ANNUAL REPORT • 2021 ANNUAL PLAN

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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 (PG&E) continues to maintain much of the distribution network in San Francisco, respond to outages and collect payments, while CleanPowerSF offers San Franciscans an alternative for power generation that strives to meet the specific needs of San Francisco residents.

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 department of the SFPUC, CleanPowerSF is guided by and subject to the policies of the City as well as the SFPUC.

The third-largest municipal utility in California, the SFPUC has approximately 2,300 employees 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, hydroelectric and solar power to Hetch Hetchy electricity customers, as well as power to the residents and businesses of San Francisco through the CleanPowerSF program. 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 that sustains the resources entrusted to our care.

San Francisco has long championed clean energy. Historically, San Francisco has been motivated by climate concerns to develop policies and programs that improve climate outcomes. SFPUC is the City

department identified in City code that is responsible for managing energy supplies and provides electricity services through CleanPowerSF and Hetch Hetchy Power, San Francisco's publicly owned electric utility.

When it launched CleanPowerSF, the SFPUC adopted the following goals for the development and operation of the program:

1. Provide affordable and reliable service
2. Offer cleaner energy alternatives
3. Invest in local renewable projects and jobs and
4. Ensure long-term rate and financial stability

In addition, SFPUC has over a decade-long commitment to environmental justice to prevent, mitigate, and lessen disproportionate environmental impacts of its 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 (EJ) and Community Benefits (CB) policies which help guide our operations¹. 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 its service area resident needs by focusing on the key areas that make every community healthy and safe: Workforce Development, Education, Arts, Environmental Justice & Land Use, Neighborhood Revitalization, and Small Business Opportunities.

More recently, the City created the Office of Racial Equity (ORE) through a 2019 ordinance in response to the City's growing racial disparities, and as a means to address the history of structural and institutional racism in San Francisco's delivery of services to the public and its own internal practices and system. The 2019 ordinance also empowered the Office of Racial Equity to create a citywide Racial Equity Framework, to direct Departments of the City to develop and implement mandated Racial Equity Action Plans (REAP), and to analyze the disparate impacts of pending ordinances, as well as various other policy and reporting functions.

The REAP provides a blueprint for advancing racial equity in all aspects of SFPUC's work over three years, beginning in 2020 and ending in 2023. SFPUC is committed to monitoring progress of the REAP, adjusting as needed, and integrating new strategies, programs, and policies as appropriate. The REAP is both a process and a strategic plan, guided by the Citywide Racial Equity Framework, to enact institutional and structural change to advance racial equity. Initiatives from the REAP will be incorporated into the next update to SFPUC's Strategic Plan.

In 2020, SFPUC reaffirmed its commitment to racial equity by adopting Commission Resolution 20-0149² condemning systemic racism, with a vow to take action to promote racial justice and issued the SFPUC Racial Equity Action Plan³ as part of the Citywide Racial Equity Framework, which in Phase 1, focuses on internal programs and policies. In addition, the REAP includes a wider range of action to advance racial equity within the workforce, operations, and services that initially

will focus on seven areas from internal hiring and recruitment to organizational culture of inclusion and belonging.

This report and plan describes CleanPowerSF's progress in procuring goods and services from small, local and diverse businesses enterprises, including woman (WBE), minority (MBE), service-disabled veteran (DVBE), and lesbian, gay, bisexual and transgender (LGBTBE) business enterprises (WMDVLGBTBE), in accordance with SB 255 (Bradford, 2019), which expanded the California Public Utilities Commission's (CPUC) supplier diversity reporting program to include Community Choice Aggregators (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.



2020 ANNUAL REPORT

Description of WMDVLGBTBE program activities in 2020 (Sec. 9.1.1)⁴

CleanPowerSF diversity efforts are guided by City and SFPUC policies. Many of these policies have strived to leverage procurement processes to reflect the City's equity and diversity values. However, City efforts are tempered by Proposition 209, which prohibits governmental agencies from granting preferential treatment on the basis of 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. Although Proposition 209 prohibits CleanPowerSF from providing preferential treatment to bidders on contracts based on their race, sex, color, ethnicity or national origin, there is still much that San Francisco is doing to support small, local and diverse businesses as detailed below. Below are some of the key programs and activities the City uses in support of supplier diversity.

Equal Benefits Program. Pursuant to Chapter 12B of the San Francisco Administrative Code, the groundbreaking law known as the Equal Benefits Ordinance requires firms that provide goods or services to the City and County of San Francisco to administer benefits equally to employees with domestic partners and employees with spouses. "San Francisco's law was the first Equal Benefits Ordinance in the United States. Nineteen other jurisdictions subsequently adopted Equal Benefits Ordinances. Since 1997, more than 20,000 businesses have achieved compliance with the Equal Benefits Ordinance. These firms employ a pool of over 5.7 million people nationwide. The advantages of the Chapter 12B Equal Benefits Ordinance extend beyond this group to the uncounted dependents who participate in domestic partner benefits."⁵

Local Business Enterprise Program. The Chapter 14B Local Business Enterprise Program is one of the strongest and well-established disadvantaged/local business participation programs in the country. The

City's Contracts Monitoring Division helps certified LBEs to compete effectively 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.⁶

SFPUC Community Benefits Policy and Environmental Justice Policy. Adopted in 2011 and 2009 respectively, the Community Benefits⁷ and Environmental Justice⁸ Policies are companion efforts to view SFPUC capital projects as investments in facilities, services as well SFPUC communities. Through contracts to upgrade and expand systems and operations, SFPUC invites private sector partners to join the agency in being a good neighbor to the communities affected by the operation and improvement of SFPUC services. SFPUC Requests for Proposals (RFP) with anticipated contracts 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 community benefits and environmental justice, such as direct financial contributions, volunteer, and in-kind donations to local schools and nonprofits in the communities where we operate and provide services.

Internal Programs and Activities

In 2020, CleanPowerSF focused most of its diversity efforts to internal activities that build and expand organizational capacity in understanding diversity, inequity and the role local government can play. This work has focused on a city government-wide Racial Equity effort, SFPUC's Racial Justice work and CleanPowerSF's internal Equity Policy.

Racial Equity. In 2020, the ORE issued Phase 1 of the Citywide Racial Equity Framework.⁹ The Framework guides the REAPs by outlining the City's vision, goals and framework to advance Racial Equity in the City, especially City government to prioritize systemic change and racial equity. City-wide Racial Equity Framework Phase 1 will center on internal, overarching strategies regarding our workforce with a focus on

internal programs and policies, workforce as well as boards/commissions and includes a Racial Equity Departmental Assessment and Employee Survey for departments to inform their plan. Phase 2 will focus on City procurement, contracting/grants, and delivery of services and programs to San Franciscans. Phase 2 efforts will be informed more directly by community engagement and will center on external equity indicators and support for historically marginalized communities.

In response to the Phase 1 Framework, SFPUC, and in turn CleanPowerSF, established a Racial Equity team (RE Team) to embark on a wide ranging, comprehensive agency-wide engagement effort with a specific focus on centering Black, Indigenous, and People of Color (BIPOC) staff and frontline workers to inform our REAP. Throughout the second half of 2020, this multipronged outreach strategy included weekly racial equity leader team meetings, workshops, staff all-hands meetings, agency-wide town halls focused on frontline and underrepresented staff, breakout and discussion groups, 1-on-1 employee interviews, surveys, and other means of multi-tiered engagement and outreach. It has also included internal staff capacity building and training through activities including “Lunch and Learn” sessions to introduce Power Enterprise staff to the framework, which totaled 66 hours; meetings to develop processes and the creation of racial equity workgroup committees and subcommittees.

In late 2020, SFPUC completed the REAP, which provides a detailed implementation and action plan for specific steps the SFPUC is currently conducting and will be carrying out between 2020 and 2023 to center racial equity within the agency and inform intentional next steps. For Phase 1, the REAP is focused internally to SFPUC workforce, operations and services. To that end, SFPUC’s strategic focus areas are:

1. Hiring and Recruitment – To develop and adopt a holistic recruitment and hiring process that actively engages with our communities to attract underrepresented groups to our stable and lucrative careers and demonstrates fairness and equity in hiring outcomes to produce a more diverse workforce that reflects the communities we serve.
2. Retention and Promotion - To create a workplace where all employees are supported from day one of their employment to thrive in their current role and advance within their careers, without systemic barriers or bias, and with high retention and engagement.
3. Discipline and Separation - Identify and address inequities in our discipline and

separation practices by providing leadership and management training and support to all supervisors/managers so that they set clear, reasonable job expectations; provide continuous feedback and coaching, and recognize implicit bias in making personnel decisions.

4. Diverse and Equitable Leadership and Management – To adopt objective and holistic standards that expand our criteria for what successful leadership looks like, integrating these standards in the hiring process to open the door to more diverse candidates and enabling individual contributors to gain leadership competency on the job to strengthen and diversify our internal leadership bench.
5. Mobility and Professional Development – To equip managers and supervisors to set clear expectations for staff and provide active coaching to meet performance goals, ensure staff have development plans and equitable access to development resources, assignments, and mentors, and use quantitative and qualitative competency data to illuminate viable and sustainable career paths and eliminate racial inequity and systemic barriers to mobility.
6. Organizational Culture of Inclusion and Belonging – To continuously understand and address the unique needs and experiences of employees and implement programs so that every employee feels a sense of inclusion and belonging
7. Boards and Commissions – To achieve our commitment to advancing racial equity by leveraging the SFPUC appointed leaders’ authority to hold the agency accountable to the diverse communities we serve.

Racial Justice. Related to the City’s Racial Equity work, SFPUC has been conducting its ongoing work on social and racial equity. In July 2020, the SFPUC Commission discussed the murders of Black people in the United States as a result of police brutality and misconduct, as well as the underlying government and economic structures that foster an environment enabling these events. During this discussion, the Commission adopted the Racial Justice Resolution (Resolution 20-0149). This resolution reflects the SFPUC’s commitment to advancing racial justice by centering the agency’s programs and resource allocations on racial and social equity while carrying out its mission, both as a regional employer and a service provider. The Racial Justice Resolution directs the SFPUC General Manager to take tangible actions towards racial equity, ranging from hiring and promotion to decisions regarding budgeting and contracting.

In November 2020, the SFPUC launched the Racial Equity Resource Library (RE Library). The RE Library is an online, internal resource hub to support SFPUC individual staff and groups learning and working to achieve racial equity at the SFPUC. It offers toolkits, research, and learning opportunities for staff. The RE Library is divided into two sections: Learn and Action. In the “Learn” section, there are resources for individuals and teams; in the “Action” section, there is information regarding the SFPUC’s REAP, ORE, toolkits and action plans from other jurisdictions, presentations, workshops, and training materials related to racial equity at the SFPUC. The RE Library will be updated frequently by the SFPUC Racial Equity Committee and is expected to continuously evolve as work in this important area deepens and expands.

Equity Policy. To complement the above City- and SFPUC-wide efforts, CleanPowerSF has been developing its own internal equity policies. CleanPowerSF Equity Working Group first formed in late 2018 with the goal of developing a policy to embed equity across CleanPowerSF’s programs, practices, and policies. In 2020, the Equity Working Group conducted a survey of San Francisco residents with an oversampling of low-income residents to understand San Franciscan’s energy priorities for their electricity service. Based on that survey and in alignment with existing City and SFPUC policies, the Equity Working Group is in the process of developing a draft Equity Policy for consideration by the SFPUC Commission.

The Equity Working Group has focused on six equity pillars, or areas, where CleanPowerSF can advance equity. One of the pillars relates to workforce development and leveraging CleanPowerSF’s contracts and investments in energy resources to create green jobs and promote racial, gender, and LGBTQIA diversity in the energy industry.

Given the COVID-19 crisis, CleanPowerSF has had to rethink its engagement process to accommodate virtual needs. That has afforded the Equity Working Group time to develop a stakeholder map that prioritizes engagement around a policy proposal by looking at historically underserved communities in San Francisco, namely communities of color and low-income communities. Due to systemic racism and government practices such as redlining, these communities have been historically burdened by pollution from energy infrastructure and are now being underinvested as we transition to a clean energy economy. The Equity Working Group utilized race, income, and other factors

including language and employment status to develop baseline data analysis maps of San Francisco and identify key neighborhoods for engagement.

External Programs and Activities

While most diversity work has been focused on internal activities in 2020, there have been a number of ongoing external efforts. CleanPowerSF initiated a new contracting equity work group to address the inclusion of women and minority business enterprises. In addition, CleanPowerSF has continued to leverage ongoing City and SFPUC programs to increase supplier diversity, particularly the Social Impact program, Contractor Development Program and the SFPUC’s Local Business Enterprise program, which hosts an annual Women in Construction Expo and annual Contractor’s Breakfast along with an SFPUC specific Contractors Assistance Program.

Contracting Equity. As noted above, SFPUC reaffirmed its commitment to racial equity by adopting Commission Resolution 20-0149 condemning systemic racism, with a vow to take action to promote racial justice. Specific to supplier diversity, the Resolution recognized that: “systemic and institutional racial and social disparities persist for Black, Indigenous, and people of color across key indicators of success in San Francisco and the region, including but not limited to access to... contracting for government projects;” and “California Proposition 209 caused state and local governments to end race- and gender-conscious contracting programs, resulting in a loss of \$1 billion in potential contract dollars annually for businesses owned by women and people of color.” The Resolution directed The General Manager to:

- “Work with SFPUC staff and its contractors to ensure the inclusion and utilization of all Local Business Enterprises, including Minority and Women Business Enterprises certified by the Contract Monitoring Division;” and
- “Identify actions SFPUC will implement to advance racial and social equity across all enterprises and bureaus, including developing performance measures, incorporating a racial and social equity lens in budgeting, personnel, contracting decisions, and in all strategic long-term planning processes for the express purpose of advancing racially just outcome reporting.”

In response to Resolution 20-0149 and in accordance with the citywide Racial Equity effort, SFPUC established a series of working groups to address the mandates in the Resolution. The working group areas are: the

COVID-19 Response; Environmental Justice/Land Use; Water as a Human Right/Affordability; Outreach, Engagement and Communications; and Contracting Equity. The Contracting Equity group will address the inclusion and utilization of minority- and women-owned business enterprises (M/WBEs) on SFPUC projects.

Social Impact. As noted above, SFPUC leverages its procurement and contracting process to encourage private sector partners to make social impact commitments as part of their response to RFPs. As a result of the social impact criteria in the Request for Offers (RFO), NextEra included in their response to an RFO for utility-scale solar a plan for delivering social impact commitments. Initially, NextEra made social impact commitments in both San Francisco and Riverside County, where their project, Blythe IV Solar Energy Center, achieved commercial operation in September 2020. However, with the emergency of COVID-19 and the disproportionate impact on Riverside County, NextEra and CleanPowerSF agreed to shift NextEra's social impact efforts exclusively to Riverside County and with a greater emphasis on COVID-related needs in the community including emergency cash relief, rental assistance and mental health services for rural and Latino residents most impacted by COVID-19.

Contractor Development Program. Under San Francisco's 14B Local Business Enterprise ordinance, the City offers local, certified firms with business development and other contracting opportunity assistance. While this program has been developed for other work performed by the SFPUC, CleanPowerSF intends to leverage this program as appropriate for new construction projects. The Contractor Development Program seeks to increase participation of underrepresented Bay Area contractors in city and county construction projects by offering local contractors a range of services, from technical support to financial assistance. In addition to fostering greater opportunities for local business enterprises, the program has resulted in long-term cost savings to participating municipalities, in part by expanding the pool of qualified contractors able to bid on public sector projects. Services include, in part, personalized assessments of contractors' current business capacity and growth opportunities, individualized technical and contract-specific support, and help securing required insurance and bonding. In addition, San Francisco offers the Mentor-Protégé Program, a platform for certified Micro-Local Business Enterprise firms to further develop and improve their business practices. In order to improve the Micro-LBE business practices and hone-

in on growth and development, the program pairs the Micro-LBE with a Prime Consultant, or Contractor, in the same or similar field. The pair is required to develop an Action Plan that outlines a path with milestones for development.

SFPUC Local Business Enterprise Program. Because of the unique nature of SFPUC's service territory exceeding the boundaries of the City and County of San Francisco, SFPUC has a SFPUC Local Business Enterprise (SFPUC-LBE) program with department-specific criteria that enable small regional construction firms located in the SFPUC service territory (Daly City to Hetch Hetchy in Tuolumne County) eligibility to be certified by the General Services Agency's Contract Monitoring Division for construction contracting opportunities on SFPUC specified construction projects, as San Francisco based firms. While the SFPUC-LBE program was developed for other work performed by the SFPUC, CleanPowerSF intends to leverage this program as appropriate for new construction projects.

SFPUC staff hold workshops and outreach events and engage with contractors throughout the SFPUC service territory to encourage SFPUC-LBEs to pursue contracts. The SFPUC-LBE program hosts an Annual Contractor's Breakfast and annual Women in Construction Expo. For more than a decade, SFPUC has hosted the Annual Contractors Breakfast in order to bring together local contractors with SFPUC's executive management, project managers, construction managers, and large prime contractors to provide an overview of SFPUC's upcoming work, identify specific opportunities for LBEs to participate on, and facilitate coordination between LBEs and large prime contractors. Due to COVID-19, this year's Breakfast was held virtually in October 2020. The Annual Women in Construction Expo is an educational and networking event organized by SFPUC and our Small Firm Advisory Committee, in conjunction with the National Association of Women in Construction and the Women's Business National Council. This event furthers SFPUC's goals of empowering women in the construction industry by providing valuable information on how to enter pre-apprenticeship programs, gain skills to pursue contracting opportunities, create and grow successful companies in the construction industry, and navigate through the contract bidding process. The Expo creates opportunities for all attendees, from women just getting started in the construction industry, to CEOs of major companies who value the opportunity to come together and share strategies, stories and network. This year's event was held virtually in November 2020.

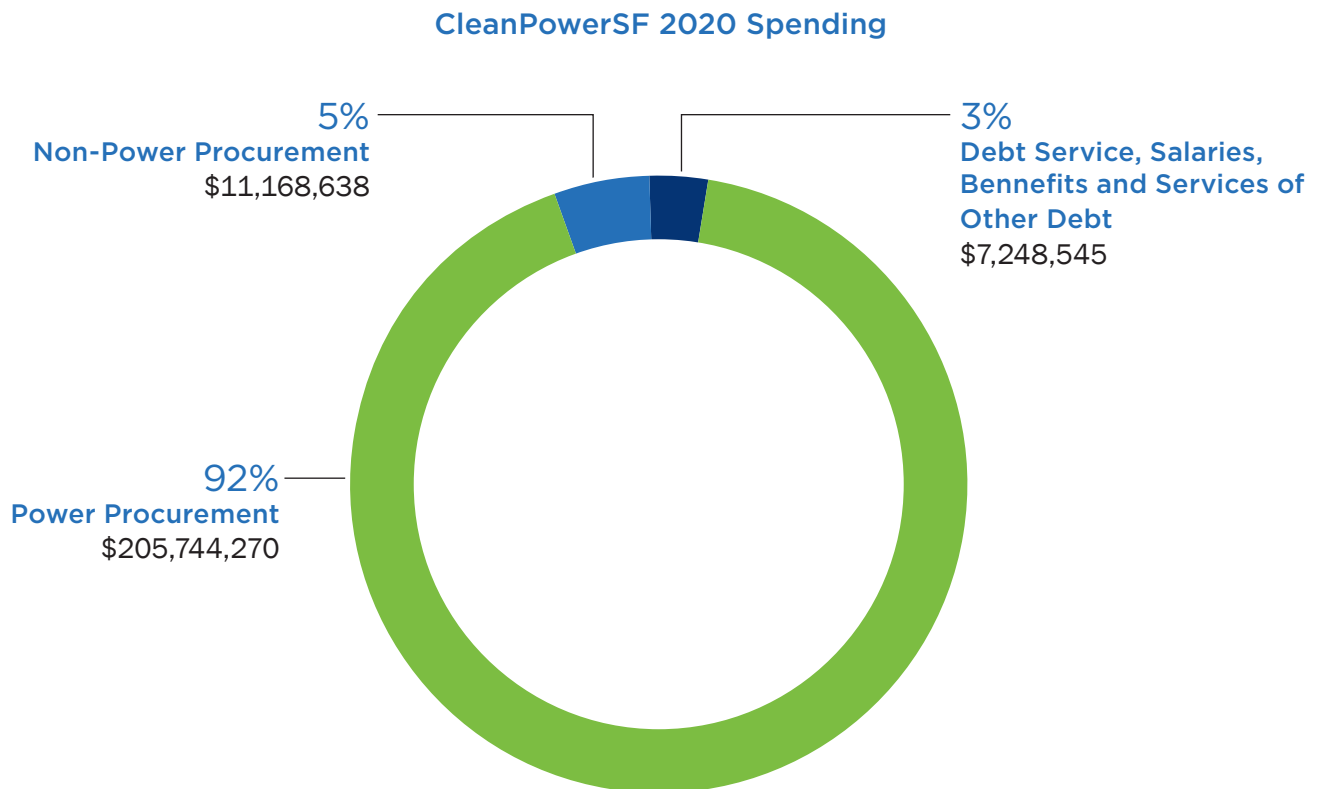
Vendors working with CleanPowerSF can also leverage existing City and SFPUC programs designed to help businesses access the contracting opportunities of CleanPowerSF, SFPUC and the City. SFPUC's Contractor's Assistance Center¹⁰ offers small and local businesses a range of services, including technical assistance, classroom trainings, networking events and one-on-one counseling. The Center tailors its offerings to the specific needs of new and existing business owners.

Summary of Purchases (Sec. 9.1.2)

The below tables detail CleanPowerSF's contracting activities with WMDVLGBTBE suppliers by ethnicity, product and service category, and number of contracts and dollars awarded. As a department of the SFPUC, CleanPowerSF's contracting activities include both direct contracts with vendors (two) as well as contracts with vendors (12) of other SFPUC departments on behalf of CleanpowerSF. As detailed

in the pie chart below, CleanPowerSF's opportunities to contract with WMDVLGBTBEs are limited because power procurement represents 92 percent of spending in 2020. CleanPowerSF spends an additional three percent on other expenses (i.e. salaries, benefits, debt service). Only five percent of CleanPowerSF funds in 2020 were not fuel and direct spend related.

The Investor-Owned Utilities have a similar issue with respect to power procurement. The IOUs have been working on supplier diversity for over thirty years but continue to struggle with supplier diversity in power procurement. In its 2020 Supplier Diversity Report, PG&E reported less than one percent of the annual energy product from WMDVLGBTBEs and noted: Electric markets are characterized by long-life assets. These assets, each of which could cost hundreds of millions of dollars requiring companies to have stable financial conditions, are generally constructed, owned and operated by large corporations or financial institutions. As such, it is an exceedingly difficult market for small and medium-sized companies, including WMDVLGBTBEs, to enter and succeed.¹¹



WMDVLGBTBE Annual Results by Ethnicity

2020	Direct	Sub	Total \$	%
Minority Male				
Asian Pacific American	\$10,322	\$0	\$10,322	0.005%
African American	\$20,706	\$0	\$20,706	0.009%
Hispanic American	\$0	\$0	\$0	0.000%
Native American	\$0	\$0	\$0	0.000%
Total Minority Male	\$31,028	\$0	\$31,028	0.014%
Minority Female				
Asian Pacific American	\$10,593	\$0	\$10,593	0.005%
African American	\$77,161	\$0	\$77,161	0.034%
Hispanic American	\$68,252	\$0	\$68,252	0.030%
Native American	\$0.00	\$0	\$0	0.000%
Total Minority Female	\$156,005	\$0	\$156,005	0.070%
Total Minority Business Enterprise (MBE)	\$187,033	\$0	\$187,033	0.083%
Women Business Enterprise (WBE)	\$156,315	\$0	\$156,315	0.000%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	\$0	\$0	\$0	0.000%
Disabled Veteran Business Enterprise (DVBE)	\$406	\$0	\$406	0.000%
Other 8(a)*	\$406	\$0	\$0	0.000%
TOTAL WMDVLGBTBE	\$187,748	\$0	\$187,748	0.084%
Net Procurement**	\$224,161,453			

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	
	Direct \$	%	Direct \$	%	Direct \$	%
Minority Male						
Asian Pacific American	\$10,322	0.11%	\$0	0.00%	\$10,322	0.0046%
African American	\$20,706	0.22%	\$0	0.00%	\$20,706	0.0092%
Hispanic American	\$0	0.00%	\$0	0.00%	\$0	0.0000%
Native American	\$0	0.00%	\$0	0.00%	\$0	0.0000%
Total Minority Male	\$31,028	0.33%	\$0	0.00%	\$31,028	0.0138%
Minority Female						
Asian Pacific American	\$10,593	0.11%	\$0	0.00%	\$10,593	0.0047%
African American	\$4,394	0.05%	\$72,767	0.03%	\$77,161	0.0344%
Hispanic American	\$62,694	0.67%	\$5,558	0.00%	\$68,252	0.0304%
Native American	\$0	0.00%	\$0	0.00%	\$0	0.0000%
Total Minority Female	\$77,680	0.84%	\$78,325	0.04%	\$156,005	0.0696%
Total Minority Business Enterprise (MBE)	\$108,708	1.17%	\$78,325	0.04%	\$187,033	0.0834%
Women Business Enterprise (WBE)	\$77,990	0.84%	\$78,325	0.04%	\$156,315	0.0697%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	\$0	0.00%	\$0	0.00%	\$0	0.0000%
Disabled Veteran Business Enterprise (DVBE)	\$406	0.11%	\$0	0.00%	\$406	0.0002%
Other 8(a)*	\$0	0.00%	\$0	0.00%	\$0	0.0000%
TOTAL WMDVLGBTBE	\$109,423	0.00%	\$78,325	0.04%	\$187,748	0.0838%
Total Product Procurement***	\$9,302,914					
Total Service Procurement	\$214,858,539					
Net Procurement**	\$224,161,453					
Total Number of WMDVLGBTBEs that Received Direct Spend	14					

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
- ***** INCLUDES DIRECT SPEND ON PRODUCTS AND OTHER EXPENSES

WMDVLGBTBE Subcontractor Procurement by Product and Service Categories

	Products		Services		Total	
	Direct \$	%	Direct \$	%	Direct \$	%
Minority Male						
Asian Pacific American	\$0	0.00%	\$0	0.00%	\$0	0.00%
African American	\$0	0.00%	\$0	0.00%	\$0	0.00%
Hispanic American	\$0	0.00%	\$0	0.00%	\$0	0.00%
Native American	\$0	0.00%	\$0	0.00%	\$0	0.00%
Total Minority Male	\$0	0.00%	\$0	0.00%	\$0	0.00%
Minority Female						
Asian Pacific American	\$0	0.00%	\$0	0.00%	\$0	0.00%
African American	\$0	0.00%	\$0	0.00%	\$0	0.00%
Hispanic American	\$0	0.00%	\$0	0.00%	\$0	0.00%
Native American	\$0	0.00%	\$0	0.00%	\$0	0.00%
Total Minority Female	\$0	0.00%	\$0	0.00%	\$0	0.00%
Total Minority Business Enterprise (MBE)	\$0	0.00%	\$0	0.00%	\$0	0.00%
Women Business Enterprise (WBE)	\$0	0.00%	\$0	0.00%	\$0	0.00%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	\$0	0.00%	\$0	0.00%	\$0	0.00%
Disabled Veteran Business Enterprise (DVBE)	\$0	0.00%	\$0	0.00%	\$0	0.00%
Other 8(a)*	\$0	0.00%	\$0	0.00%	\$0	0.00%
TOTAL WMDVLGBTBE	\$0	0.00%	\$0	0.00%	\$0	0.00%
Total Product Procurement***	\$9,302,914					
Total Service Procurement	\$214,858,539					
Net Procurement**	\$224,161,453					

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
- ***** INCLUDES DIRECT SPEND ON PRODUCTS AND OTHER EXPENSES

WMDVLGBTBE Procurement by Standard Industrial Categories

SIC Category	Asian Pacific American		African American		Hispanic American		Native American		MBE	WBE	LGBTBE	DVBE	Other 8(a)**	Total WMDVLGBTB	Total Dollars ****
	Male	Female	Male	Female	Male	Female	Male	Female							
23 - Apparel and other Finished Products Made from Fabrics and Similar Materials	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$300	\$0	\$0	\$0	\$300	\$2,054,368
	%	0.000%	0.000%	0.000%	0.000%	0.000%	0.000%	0.000%	0.000%	0.015%	0.000%	0.000%	0.000%	0.015%	
50 - Wholesale Trade-Durable Goods	\$	\$10,322	\$9,589	\$0	\$0	\$0	\$0	\$0	\$19,911	\$9,599	\$0	\$406	\$0	\$20,327	\$51,647
	%	19.986%	18.566%	0.000%	0.000%	0.000%	0.000%	0.000%	38.552%	18.585%	0.000%	0.785%	0.000%	39.356%	
62 - Security and Commodity Brokers, Dealers, Exchanges, and Services	\$	\$4,310	\$0	\$0	\$0	\$0	\$0	\$0	\$4,310	\$0	\$0	\$0	\$0	\$4,310	\$61,803
	%	6.974%	0.000%	0.000%	0.000%	0.000%	0.000%	0.000%	6.974%	0.000%	0.000%	0.000%	0.000%	6.974%	
64 - Insurance Agents, Brokers and Service	\$	\$0	\$0	\$0	\$21	\$0	\$0	\$0	\$21	\$21	\$0	\$0	\$0	\$21	\$2,054,368
	%	0.000%	0.000%	0.000%	0.001%	0.000%	0.000%	0.000%	0.001%	0.001%	0.000%	0.000%	0.000%	0.001%	
73 - Business Services	\$	\$0	\$0	\$0	\$0	\$6,823	\$0	\$0	\$6,823	\$6,823	\$0	\$0	\$0	\$6,823	\$5,475,770
	%	0.000%	0.000%	0.000%	0.000%	0.000%	0.125%	0.000%	0.125%	0.125%	0.000%	0.000%	0.000%	0.125%	
87 - Engineering, Accounting, Research, Management, and Related Services	\$	\$0	\$1,004	\$16,395	\$77,140	\$0	\$61,429	\$0	\$0	\$155,968	\$139,573	\$0	\$0	\$155,968	\$453,718
	%	0.000%	0.221%	3.614%	17.002%	0.000%	13.539%	0.000%	0.000%	34.376%	30.762%	0.000%	0.000%	34.376%	
TOTAL	\$	\$14,633	\$10,593	\$16,395	\$77,161	\$0	\$68,252	\$0	\$0	\$187,033	\$156,315	\$0	\$406	\$187,748	\$8,097,306
	%	0.181%	0.131%	0.202%	0.953%	0.000%	0.843%	0.000%	0.000%	2.310%	1.930%	0.000%	0.005%	2.319%	

Total Product Procurement	\$9,302,914
Total Service Procurement	\$214,858,539
Net Procurement***	\$224,161,453

NOTE:

* FIRMS WITH MULTIPLE 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

% PERCENTAGE OF TOTAL DOLLARS

**** TOTAL DOLLARS FOR EACH SIC CATEGORY WERE DETERMINED BY IDENTIFYING CLEANPOWER'S SPEND IN RELEVANT ACCOUNTING CODES. FOR SIC CATEGORIES 23 AND 64, CLEANPOWER'S ACCOUNTING AGGREGATES THE RELEVANT ACCOUNT CODES INTO A MORE GENERAL ACCOUNT, RESULTING IN DUPLICATE TOTALS. THE GRAND TOTAL (CELL Q26) DOES NOT DOUBLE COUNT THE TOTAL DOLLARS FOR SIC 23 AND 64.

Number of WMDVLGBTBE Suppliers and Revenue Reported to the Clearinghouse

CleanPowerSF was unable to secure this data for all certified vendors before the reporting deadline. In the future, we will request data from all our vendors earlier in the process to allow full reporting.

Data on Number of Suppliers**						
# WMDVLGBTBEs	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	
Revenue Reported to CHS						
Under \$1 million						
Under \$5 million						
Under \$10 million						
Above \$10 million						
Total						
Utility-Specific 2020 Summary						
Under \$1 million	1					
Under \$5 million	2			1		
Under \$10 million		1				
Above \$10 million		3				
Total	3	4		1		
Grand Total						8

Revenue and Payment Data**						
# WMDVLGBTBEs	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	
Revenue Reported to CHS						
Under \$1 million						
Under \$5 million						
Under \$10 million						
Above \$10 million						
Total						
Utility-Specific 2020 Summary						
Under \$1 million	\$16,395.24					
Under \$5 million	\$83,962.92			\$19.72		
Under \$10 million		\$9.05				
Above \$10 million		\$71,018.65				
Total	\$100,358.15	\$71,027.70		\$19.72		
Grand Total						\$171,405.58

NOTE:

- * FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE
- ** THIS TABLE INCLUDES ONLY THOSE VENDORS THAT REPORTED THEIR REVENUE INFORMATION TO CLEANPOWERSF
- CHS SUPPLIER CLEARINGHOUSE

Description of WMDVLGBTBEs with CA Majority Workforce

In 2020, CleanPowerSF conducted business with thirteen diverse companies headquartered in California. It is assumed that suppliers listed in the Clearinghouse, with California addresses, are California-based companies with a majority of their workforce in California.

WMDVLGBTBE program expenses (Sec. 9.1.3)

While expenses may have been incurred for activities that are covered in the scope of SB 255 and related activities, CleanPowerSF did not track these expenses in 2020. A number of CleanPowerSF-funded employees contribute to SB 255-related activities, but none are exclusively dedicated to SB 255 related work. And as noted throughout this report, CleanPowerSF is a subdivision of the SFPUC and the City and County of San Francisco, which offers a variety of City programs, including the City’s LBE program, the SFPUC-LBE program, and SFPUC’s Community Benefits Program.

WMDVLGBTBE program expenses

Expense Category	2020 (Actual)
Wages	\$0
Other Employee Expenses	\$0
Program Expenses	\$0
Reporting Expenses	\$0
Training	\$0
Consultants	\$0
Other	\$0
TOTAL	\$0

A description of progress in meeting or exceeding set goals (Sec. 9.1.4)

This section is not applicable to CCAs.

Description of prime contractors utilization of WMDVLGBTBE subcontractors (Sec. 9.1.5)

While it is possible that CleanPowerSF’s prime contractors used diverse subcontractors, CleanPowerSF is still developing a process to engage and track Prime Contractor utilization of WMDVLGBTBEs as subcontractors. However, through the City’s 14B Local Business Enterprise Program, LBE subcontracting participation goals are set for those contracts for which there are subcontracting opportunities and sufficient LBEs available to perform the subcontracting work available on the contract. Those prime contractors must also demonstrate good faith efforts to outreach to LBE subcontractors by taking some of the following steps:

- Attending any pre-solicitation, or pre-bid, meetings informing bidders of LBE program requirements
- Identifying and selecting subcontracting opportunities to meet LBE goals
- Advertising for LBE Subcontractors
- Contacting at least the requisite number of LBEs
- Performing follow-up contact on the initial solicitation with interested Subcontractors and negotiating in good faith with LBEs
- Advising and assisting interested LBEs that are bidding on and performing City Public Work and Construction Contracts



Summary of Prime Contractor Utilization of WMDVLGBTBE Subcontractors

	Minority Male	Minority Female	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	TOTAL WMDVLGBTBE
Direct \$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Sub-contracting \$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Total \$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

Direct %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Sub-contracting %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Net Procurement**	\$224,161,453
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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

A list, description, and status of WMDVLGBTBE complaints (Sec. 9.1.6)

CleanPowerSF did not receive any formal WMDVLGBTBE complaints related to its supplier diversity program in 2020.

Description of Efforts to Recruit WMDVLGBTBE Suppliers in Low Utilization Areas (Sec 9.1.7)

This section is not applicable to CCAs.

Retention of All Documents/Data (Sec 9.1.8)

This section is not applicable to CCAs.

Power Procurement (Sec 9.1.9)

CleanPowerSF will strive toward more diversity in power procurement. However, CleanPowerSF recognizes the challenges of fostering WMDVLGBTBEs in power procurement, which lacks diversity. CleanPowerSF is a relatively new to the power as compared to the IOUs. Despite nearly 30 years of work in supplier diversity, IOUs continue to struggle in finding and supporting diverse suppliers in the electric market. According to PG&E's Supplier Diversity 2019 Annual Report: "...on the electric side, the vast majority of payments are through Renewable Portfolio Standard, Combined Heat and Power, Qualifying Facility and conventional tolling contracts which are associated with long-life assets, with the remaining amount clearing through the California Independent System Operator (CAISO) market (which is not regulated by the CPUC). Electric energy is commoditized through a centralized market. Day-ahead energy transactions have predominantly moved away from direct bilateral transactions to energy commodity exchanges....

“While General Order 156 intends to create opportunities for WMDVLGBTBEs, these businesses and their investor-owned utility counterparties are faced with tightening margins in the wholesale power markets. As with any participant wishing to participate in wholesale power activities, meeting industry standard credit and collateral requirements is challenging. PG&E will continue to work with WMDVLGBTBEs in the hopes of transacting with these businesses consistent with the Least Cost, Best Fit procurement standard.”¹²

While CleanPowerSF’s assessment of the electricity market aligns with PG&E’s review, CleanPowerSF will strive toward more diversity in power procurement, such as including Supplier Clearinghouse Certified vendors in power procurement opportunities.

WMDVLGBTBE Fuel Procurement (Sec. 9.1.11)

CleanPowerSF did not purchase liquid fuels.



Photo Credit: NextEra Energy Resources

Annual Power Product Results by Ethnicity and WMDVLGBTBE Certification

		Results by Ethnicity & Gender												Results by WMDVLGBTBE Certification							Total Procurement Spend			
		Asian Pacific American			African American			Hispanic American			Native American			MBE	WBE	LGBTBE	DVBE	Other 8(a) ⁶	Sub contracting	Total WMDVLGBTBE Procurement Spend ³				
		Product ¹	Unit	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total	Total	Total	Total	Total		Total	Total	
Power Purchased	Renewable Power Products Direct	\$	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$25,860,927	
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
		\$ ²	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$25,860,927
		% ²	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	Non-Renewable Power Products Direct	\$	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$15,296,227
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
		\$ ²	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$15,296,227
		% ²	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Fuels for Generation	Diesel Direct	\$	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	Nuclear Direct	\$	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
	Natural Gas Direct	\$	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Post 2011	SubTotal of Columns ²	\$	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$41,157,154	
	SubTotal % of Total Procurement Spend	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Overall WMDVLGBTBE % 0.0%	
ALL	SubTotal of Columns ⁴	\$	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$41,157,154	
	SubTotal % of Total Procurement Spend	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Overall WMDVLGBTBE % 0.0%	

NOTE:

- 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

WMDVLGBTBE Annual Short-, Mid- and Long-Term Goals (Sec. 10.1.1)

This section is not applicable to CCAs.

Description of planned 2021 WMDVLGBTBE program activities (Sec. 10.1.2)

Planned Internal Activities

In our pursuit of supporting our small, local, and diverse businesses, CleanPowerSF looks forward to continuing to grow upon the programs, policies, and efforts outlined in this report. Of particular interest is the improvement of data collection practices to improve reporting as well as further engagement and expansion of our current plans that support our business community.

Of particular note, in 2021 CleanPowerSF intends to pursue:

- The expansion and formalization of data collection and tracking practices and systems for CleanPowerSF's future SB 255 supplier diversity reports and plans;
- Greater education and awareness of the Supplier Clearinghouse database for CleanPowerSF suppliers to encourage those that may be qualified to consider Clearinghouse certification;
- Regular review and incorporation of updated supplier information in the Supplier Clearinghouse database for CleanPowerSF solicitation outreach supplier lists;
- Additional education and mechanisms to encourage CleanPowerSF prime contractor use of LBE subcontractors; and
- An examination of CleanPowerSF staffing to assess the efficacy of tracking Supplier Diversity expenses.

In addition, CleanPowerSF will be supporting the implementation of Phase 1 of SFPUC's REAP, which will focus on internal efforts to advance racial equity with in SFPUC and CleanPowerSF workforce. While SFPUC's REAP includes a detailed list of actions, some of the key actions for 2021 are:

- Issuing a draft equitable and inclusive hiring and recruitment policy that includes learnings and feedback from staff survey and applicant barriers assessment;
- Conducting an internal budget analysis with racial equity lens to inform current and future staffing needs and to develop strategies to prevent inequities in layoffs and furloughs;
- Standardizing discipline procedures and corrective actions to ensure that all employees receive the same level of discipline for a particular policy;
- Developing processes so management is available to respond to employees' non-work-related needs that contribute to overall work quality, centering the most vulnerable individuals;
- Supporting affinity groups, prioritizing historically marginalized peoples; and
- Conducting an annual staff survey that assesses the department's commitment to an organizational culture of inclusion and belonging.

Planned External Activities

In addition to the above, CleanPowerSF will continue to support and when appropriate, participate in City- and SFPUC-wide programs including:

- SFPUC Community Benefits Policy and Environmental Justice programs
- The 14B Local Business Enterprise Program
- The Contractor Benefits and Mentor-Protege programs
- The SFPUC-LBE programs, particularly:
 - The Annual Contractor's Breakfast and annual Women in Construction Expo.
 - Contractor Assistance Center

CleanPowerSF will also review supplier diversity processes possibly to include:

- Survey and outreach to existing CleanPowerSF suppliers to educate them about the Supplier Clearinghouse and the value of certification.
- Greater outreach to diverse suppliers through existing outreach opportunities, community groups and relevant events.

SFPUC and CleanPowerSF 2021 external activities include:

- CleanPowerSF Equity Working Group will complete the community engagement process, refine the policy based on community feedback and present the policy for adoption by the SFPUC Commission. Once adopted the Working Group will form an action plan around each of the plan pillars and metrics to track progress.
- SFPUC's Contracting Equity working group will develop an action plan, metrics and timeline that create practical, concrete and deliverable programs and strategies that advance the SFPUC's racial equity action plan by working to ensuring the inclusion and utilization of minority- and women-owned business enterprises (M/WBEs) on SFPUC projects

Plans for Recruiting WMDVLGBTBE Suppliers in Low Utilization Areas (Sec. 10.1.3)

This section is not applicable to CCAs.

Plans for Recruiting WMDVLGBTBE Suppliers Where Unavailable (Sec. 10.1.4)

This section is not applicable to CCAs.

Plans for Encouraging Prime Contractors to Subcontract WMDVLGBTBE Suppliers (Sec. 10.1.5)

This section is not applicable to CCAs.

Plans for Complying with WMDVLGBTBE Program Guidelines (Sec. 10.1.6)

This section is not applicable to CCAs.



ENDNOTES

- 1 San Francisco Public Utilities Commission, “Community Benefits History <https://sfwater.org/index.aspx?page=656>, accessed February 26, 2021.
- 2 San Francisco Public Utilities Commission, “Commission Resolution 20-0149,” July 14, 2020, <https://sfpuc.sharefile.com/share/view/s9eeb6fd36f14639b>, accessed February 24, 2021.
- 3 San Francisco Public Utilities Commission, “Racial Equity Action Plan, Phase 1,” December 31, 2020, <https://sfwater.org/Modules/ShowDocument.aspx?documentid=16762>
- 4 This reference and following similar references are to the various reporting section of CPUC General Order 156, <https://docs.cpuc.ca.gov/PublishedDocs/Published/G000/M152/K827/152827372.pdf>, accessed February 20, 2021.
- 5 Contract Monitoring Division, “12B Equal Benefits Program,” <https://sfgov.org/cmd/12b-equal-benefits-program>, accessed February 25, 2021.
- 6 Contract Monitoring Division, City Administrator’s Office, “Local Business Enterprise Utilization and Non-Discrimination in Contracting Program, FY 2019-20 Annual LBE Participation Report,” September 25, 2020, p. 5, <https://sfgov.org/cmd/sites/default/files/FY19-20%20Annual%20Report.pdf>, accessed February 26, 2021.
- 7 San Francisco Public Utilities Commission, “Community Benefits Policy, Commission Resolution 11-0008,” January 11, 2011, <https://sfwater.org/modules/showdocument.aspx?documentid=3676>, accessed February 25, 2021.
- 8 San Francisco Public Utilities Commission, “Environmental Justice Policy, Commission Resolution 09-0170,” October 13, 2009, <https://sfwater.org/modules/showdocument.aspx?documentid=3686>, accessed February 25, 2021.
- 9 San Francisco Office of Racial Equity, “Citywide Racial Equity Framework, Phase 1: Internal Programs and Policies,” <https://static1.squarespace.com/static/5ed18d943016244d3e57260c/t/5efbe89e247faf024e6fdaca/1593567402561/ORE+SF+Citywide+Racial+Equity+Framework+Phase+1.pdf>, accessed February 25, 2021.
- 10 Contractors Assistance Center, <https://sfwater.org/index.aspx?page=773>, accessed February 25, 2021.
- 11 Pacific Gas & Electric, “All. In. Supplier Diversity 2019 Annual Report 2021 Annual Plan,” March 2, 2020, p. 38-40.
- 12 Pacific Gas and Electric Company, “All. In. Supplier Diversity 2019 Annual Report, 2020 Annual Plan,” March 1, 2020, p. 38.





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