



Supplier Diversity

2020 Annual Report & 2021 Annual Plan

Report to the California Public Utilities Commission

March 1, 2021

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CEO's Message

2020 was a year of reckoning for racial iniquity and bigotry in America. A time of struggle to make Black Lives Matter. A time when the U.S. rejected the notion that we should take in immigrants fleeing war and persecution, separating children from their parents. A time when transgender people were prevented from serving in the armed forces. And a time when white supremacist extremism grew that would later result in an attack on the U.S. Capitol on January 6, 2021. In that world, SCPA's Governing Board recommitted the Authority to the important work of contributing to human equity.

As a local government with a mission to safeguard our citizens and build resilience in the face of the climate crisis, SCPA's work is not centered on national politics or civil rights. Our work is primarily local. But the power in the officials who govern SCPA and our ability to set policies, speak in our communities, sign contracts and employ people all means that we nevertheless have a deep responsibility and a significant capacity to use our powers to help *repair* the wrongs of slavery, misogyny, and bigotry in all its forms. As Amanda Gorman said in *The Hill We Climb*, "It's because being American is more than a pride we inherit. It's the past we step into and how we *repair* it."

Our work in fostering diversity, equity and inclusion is a shared effort together with PG&E, our distribution utility, because our customers pay over 40% of all generation charges to PG&E for its legacy supply contracts, and because SCPA pays PG&E for customer billing. In addition to procuring wholesale electricity and providing customer support, SCPA offers local community programs to reduce energy costs, cut pollution and increase resilience in the face of wildfires and power shutoffs. Because of the newness of seeking ways that CCAs can contribute to the goals of GO 156, I am grateful to CPUC staff for encouraging us to include a description of how we are making progress outside of the strict reporting metrics.

As we begin 2021, I am aware that the crises of 2020 are not over; our local essential workers still face disproportionate hardship from the pandemic, for just one example. So, our job is to help however we can. This report reflects our early progress in 2020 and our current thinking about how can do more in 2021.

Geof Syphers, CEO

2020 Annual Report

Sonoma Clean Power Authority (SCPA) is a public power provider operating a Community Choice Aggregation or “CCA,” and the default electric service provider to all customers in Sonoma and Mendocino Counties except for the areas served by existing publicly owned utilities in Healdsburg and Ukiah. This report describes the Authority’s work in support of the Legislature’s objectives in SB 255 (Bradford, 2019).

SCPA’s mission is to safeguard the public against the ravages of the climate crisis, and its core activities are procuring wholesale electricity from diverse environmentally preferred sources and administering community programs to promote local energy security, resilience and affordability.

The COVID-19 pandemic has made plain the disparities between the working class and those who could retreat from the world and still earn a living using the internet. Those disparities were layered on top of the hardships created by Sonoma and Mendocino County’s four continuous years of destructive wildfires. In 2017, SCPA’s territory experienced the costliest wildfire in California’s history. In 2018, the Mendocino Complex fire burned for more than three months and was the largest wildfire in California history at the time. In 2019, SCPA customers experienced a massive multiple-day Public Safety Power Shutoff (“PSPS”) event, widespread natural gas shutoffs, and the Kincade Fire, which caused long-term massive evacuations and resulted in the largest wildfire in Sonoma County history. In 2020, SCPA customers endured the August Complex Fire in Mendocino County, which burned for four months and consumed more than one million acres, becoming the new largest ever in California’s modern recorded history.

While the immediate impacts of these disasters hurt people of every kind, the long-term impacts have fallen hardest on those who were already marginalized, including the undocumented, the unsheltered, those without insurance, and those already living in poverty. These groups have disproportionately high percentages of Indigenous, Latino and other non-white people, as well as single mothers in SCPA’s service territory.

For these reasons, SCPA’s Board has established new policies and directives to actively contribute to solving the interrelated crises of Climate and Racial/Social Iniquity.

9.1.1 Description of WMDVLGBTBE Activities in 2020

Internal Actions

Member City and County Policies

This report focuses on the policies and actions of the Sonoma Clean Power Authority itself, but we briefly mention here that the member cities and counties of SCPA also have their own policies, resolutions and plans governing discrimination, human rights and employment practices. Two notable additions in 2020 included the City of Rohnert Park's resolution condemning racism and the City of Santa Rosa's Community Empowerment Plan.

SCPA's Governing Policies

In 2020, SCPA's Governing Board increased the Authority's focus on racial and social equity. On August 6, 2020, SCPA's Governing Board directed staff to:

- Begin a five-year process to create and put into practice a comprehensive plan to support racial and social equity in all aspects of the Authority, beginning with customer programs and community engagement, and with steady progress over time: adding power procurement, customer service, human resources, planning and analytics, governance, regulatory, compliance, finance and risk management.

2020 Status: Draft plans for Programs Equity Framework and Community Engagement were circulated for staff input.

- Propose to the Board how SCPA should support the production of a report on state policies, law and utility code in the electric power industry which have inadvertently caused racist outcomes. The focus will be on areas where SCPA has the potential to influence outcomes. Examples provided included:
 - Planning for the transition to all-electric homes and cars in a manner that does not disproportionately burden low-income customers with the stranded costs of PG&E's gas infrastructure.

2020 Status: SCPA has engaged legal and technical experts to research how California can phase out the use of natural gas while equitably allocating any remaining unrecovered costs associated with our gas infrastructure.

- Ensuring SCPA's reliance on natural gas generators for system capacity does not cause the plants to deliver energy to the grid except when called by CAISO to serve unexpected and unscheduled load.

2020 Status: SCPA staff have supported efforts by CalCCA to advocate against a modified requirement proposed by Energy Division staff that any buyer of natural gas capacity must also purchase energy from the gas unit. Such a path would guarantee that California could not use

natural gas plants solely for the purpose of reliability. This advocacy, if successful, will help reduce air pollution in neighborhoods with existing natural gas power plants, which tend to be in lower income neighborhoods.

- Prioritization of work to avoid or address PG&E PSPS events, and especially ways to avoid creating new disadvantaged communities due to increased usage of diesel generators.

2020 Status: SCPA staff have met repeatedly with local cities where diesel generators were proposed by PG&E to supply power to whole substation loads. SCPA explored non-diesel alternatives and has opened key regulatory questions such as whether all loads should be supported (which could require massive diesel generators) or whether just critical loads should be supported. SCPA supported the submittal of a full-scale proposal for a primarily non-diesel PSPS microgrid for the City of Fort Bragg as part of the Distributed Generation-Enabled Microgrid Services (DGEMS) program. Finally, the SCPA Board adopted a policy governing microgrid power generation, ensuring that grid hardening and clean sources be thoroughly investigated prior to considering any new fossil sources for long-term applications.

- Dedicate at least 50% of all community giving for the current fiscal year to non-profit organizations working locally to achieve racial and social equity.

2020 Status: Work is complete. Funding for 2020 is allocated, however, the more significant impact of this policy will be in 2021.

- SCPA reconfirmed its vision “Our region becomes a model for solving the climate crisis in a way that generates economic benefits, including for those who need it most”, and its existing pillars of “Innovative, Practical and Inclusive” seeking to “turn the tide on the climate crisis through bold ideas and practical programs.”

2020 Status: No changes were made, as the vision and pillars reflect SCPA’s focus on increasing opportunities and outcomes for GO 156 target populations.

Bilingual and Bicultural Staff

In 2020, SCPA focused recruitment outreach towards bilingual candidates (Spanish/English) and added several additional bilingual and bicultural staff with strong roots in our local community.

Trainings and Workshops

In 2020, SCPA hired a Diversity, Equity and Inclusion trainer to provide an intensive five-part series of workshops (total of 12.5 training hours for all staff and an additional eight hours of discussions and training for executive management and human resources). Key activities included working on identifying the differences between

intent and impact, having uncomfortable conversations about race, exploring and learning about different privileges and disadvantages, listening to Black Americans talk about their particular stresses of everyday life, listening to our employees talk about life as a Latino, a woman, or a gay person. A confidential survey was completed following the workshops and a majority of staff indicated an interest in continuing the conversations and working towards racial equity and inclusiveness on our staff and in the programs SCP provides to our communities.

SCPA management also launched an effort to create a “Feedback Culture,” requiring all staff to take two courses on giving and receiving feedback, and then practicing giving feedback with other staff. This initiative was launched as part of working toward building a more inclusive environment where employees feel welcomed and invited to be the person they want to be at work.

Job Descriptions

In 2020, SCPA reviewed language in its new job descriptions to ensure that specific college degrees were not required when not absolutely necessary and that various combinations of experience and training may suffice for a college degree. This practice is known to help improve access to highly skilled employees who may not have enjoyed economic privilege during their school years. SCPA also established standard language it is using in all job descriptions going forward. The language will be updated routinely to reflect evolving language and understanding, and currently reads:

DIVERSE, EQUITABLE AND INCLUSIVE WORKPLACE

SCPA actively works to provide an inclusive work environment, where people of different ethnicities, national origins, native languages, races, skin colors, sexes, genders and gender identity, sexual orientations, ages, physical and mental abilities, genetics and ancestry, politics, religion, financial wealth and education feel welcome, safe and invited to fully participate at every level. SCPA further seeks to contribute to a more inclusive and equitable society through our actions, our communication, our policies and our investments. SCPA expects all its employees to contribute to these goals.

Hiring Practices

In 2020, SCPA reviewed best practices around California for hiring and advancement and identified a number of practices that SCPA will use in 2021. These include:

- Ensuring job advertisements and job descriptions include specific language welcoming the uniqueness and diversity in candidates.
- Ensuring the pool of candidates for a position includes diverse candidates.
- Ensuring the interviewing team/panel includes women and men and at least one other kind of diversity (e.g., gay/straight, Latino/Asian, older/younger, etc). SCPA believes that when candidates experience SCPA as an inclusive place in

interviews that experience can influence whether they consider working for SCPA.

- A discussion before a final hiring decision is made to recall common biases and seek to overcome them. For example: white candidates are reportedly often hired based on their perceived potential, while Black candidates are reportedly often hired based on their demonstrated experience. By recalling this potential bias, it can help a hiring committee to consciously override it.

In addition, SCPA used blind resume screening by removing names and references to age, gender, race, national origin and more, seeking to remove unconscious bias from initial candidate screening. The unredacted resumes are only revealed to the hiring managers during the final two rounds of interviews.

Good Wages

SCPA conducted two studies in 2020 to confirm it pays salaries to its employees that are fair and competitive. The first examined comparable positions across all of California's energy market in IOUs, CCAs and municipal utilities to ensure SCPA was competitive with regard to regional salaries. The second validated that SCPA's CEO earns less than four times SCPA's median employee, a metric that helps ensure senior management is motivated to elevate entry-level wages.

Employee Advancement

Senior management encouraged employees to apply for internal positions. Annual employee goal setting was enhanced in 2019 (for 2020 achievement) which included specific requirements for personal goals, enhanced training on goal setting, and management review of each employee's goals following the SMART goals guidelines. SCPA provided all employees free access to career related training in 2020. SCPA continued our support of continuing education with a \$3,500 per year (\$10,500 maximum benefit) for tuition and textbooks.

Every employee has a development plan developed with the assistance of their Director. These plans are updated bi-annually.

Internal Baseline Survey

SCPA conducted an anonymous staff survey to establish a baseline and track progress over the coming years. The survey included the following questions, ranked from Strongly Disagree to Strongly Agree on a 5-point scale:

Q1: I feel that there is a safe and welcoming environment at SCPA for me to have my voice heard and to be the person I want to be at work.

Q2: I feel comfortable and empowered to speak up when I observe something hurtful, offensive, or wrong.

Q3: I feel people of all cultures and backgrounds are respected and valued at SCPA.

Q4: I feel like managers at SCPA are good at providing feedback in ways that are supportive and help me learn and improve.

Q5: I see strong leadership support for continued Diversity Equity and Inclusion (DEI) work and education at SCPA.

Q6: I feel there is an environment for the free and open expression of ideas, opinions, and beliefs at SCPA.

Q7: I feel our customers and our whole community are represented well at SCPA.

Q8: I feel our community's needs are reflected in SCPA services, programs, education, and rates.

Q9: I feel SCPA has effective ways of communicating with and listening to our customers on important matters like billing and rates, customer programs and power resources.

SCPA will continue to seek anonymous feedback from staff in future years to evaluate the Authority's progress toward developing and maintaining an inclusive workplace.

Setting the Tone at the Top

Starting in April 2020, SCPA's CEO committed to spend one hour per day working on diversity, equity and inclusion.

Management held discussions with staff on topics designed to foster inclusivity. An example discussion involved exploring the history of language in California's energy industry with racist origins, such as "grandfathering" (e.g., of net metering customers or other legacy rates). The phrase 'grandfather clause' originally referred to provisions adopted by some U.S. States after the Civil War in an effort to disenfranchise African-American voters by requiring voters to pass literacy tests, while exempting those who were descendants of men who were eligible to vote prior to 1867. In effect, only those whose grandfathers could vote were allowed to vote, thus preventing the newly freed African Americans from voting altogether. SCPA stopped using the term in 2020, and after discussions with other CCAs and PG&E, a number of LSEs have agreed to stop using that term.

Another example is SCPA management setting expectations that employees must do more than have "good intentions," but also be willing to listen to difficult and critical feedback on racial, ethnic, gender, cultural and other issues. SCPA's management has worked with an external trainer to help staff explore the difference between intent and impact, a key element of unraveling the unintended consequences of white privilege.

Supporting Incoming Diverse Board Members

SCPA staff have engaged with newly elected city councilmembers and county supervisors following the November 2020 election to welcome them and brief them on public power and SCPA. As part of this work, SCPA staff make it clear that while staff do not select SCPA's Board Members, staff nevertheless welcome diverse representation and offer whatever training and support may be valuable to incoming Members, who often do not have an existing background in public power. One goal of this outreach is to make first-time elected officials feel more equal in their knowledge and understanding.

Programs Equity Framework - Draft Plan

In 2020, SCPA organized an internal staff committee to lead SCPA's efforts to create a plan to improve access, value and participation of environmental and social justice communities in SCPA's customer programs. The process is intimately based on Greenlining Institute's 2019 Equitable Building Electrification: A Framework for Powering Resilient Communities report.

Community Education and Engagement - Draft Plan

In 2020, staff drafted a detailed plan for more effectively participating in local community groups and events to build personal relationships that will ultimately inform SCPA's activities from prioritizing investments to procuring energy to determining how to be the most helpful in the face of frequent power shutoffs, wildfires and floods.

External Activities

External Policy Advocacy

SCPA supported ACA-5 to put a measure on the November 2020 ballot that would have repealed Proposition 209 and would have allowed affirmative action to return to California. Once the measure was approved for the ballot, SCPA, as a government agency, was legally prevented from lobbying to pass Proposition 16 to repeal the former Proposition 209. Sadly, the voters did not pass Proposition 16 and it remains broadly illegal for SCPA and other governments to consider race, sex or ethnicity in matters of employment and contracting. See the last section of this report on Policy Barriers to More Effective GO 156 Results for details on the impacts of voters sustaining Proposition 209.

Supporting WMDVLGBTBE Health During COVID-19

SCPA advocated for and helped select IsoCare to receive a \$40,000 Celebrate Community grant in 2020 because of the organization's incredible mission to "fill the

gap” between County health services and community needs. IsoCare was founded in April 2020 in response to a rapidly growing need to have Spanish speaking people proactively call people who had just been tested for COVID-19 before they received their test results. The lag for test results was frequently between 10 and 14 days, and the County would not communicate with potential COVID patients until they received a positive test result, which meant the entire disease course could pass before a patient would hear any advice on how to protect their family from infection. IsoCare saw the need and immediately began calling tested people to inform them in their native language how to isolate from their families until they received their test results. IsoCare also provides services to connect with medical services, access to medication and groceries, and detailed information for how to care for children, pets and what potentially exposed family members should do.

Disadvantaged Community Planning Grant

In 2020, SCPA provided \$50,000 to the City of Stockton as part of SCPA’s disadvantaged communities planning grant program to explore the potential for forming a CCA.

Diversity in Workforce Development

In 2020, SCPA funded several local programs and partnerships to promote workforce opportunities to diverse populations, including:

- Administered a free elementary school renewable energy training program for 10,496 students in local public schools. The 2020 sessions were significantly reduced compared with earlier years due to school closures with COVID-19.
- Funded vocational training through the SWITCH electric vehicle program for five local high schools in partnership with Sonoma and Mendocino Career Technical Education. The program provides a free kit which is then built into a fully functioning street legal electric vehicle by the auto shop students.
- Funded an additional \$50,000 toward the Spirit of Entrepreneurship Grant at Santa Rosa Junior College. Since the inaugural awarding to local Business & Entrepreneur students and growing the endowment beginning in the spring semester of 2019, SCPA has awarded five different sustainability minded student entrepreneurs a combined total of \$20,000. To date, SCPA funds have grown the endowment to a total of \$120,000 by the end of calendar year 2020.
- Made significant progress constructing a 10,000 square foot Advanced Energy Center in downtown Santa Rosa, which will be completed in 2021. The Center is already providing free classes in home electrification, energy storage, building controls and other topics online to local residential customers and business owners, and will continue in person in the future. Technical courses are offered to a variety of tradespeople (HVAC technicians, general contractors, etc) equipping them with the skills needed to design, install and maintain advanced energy technologies.

- Hired a diverse group of paid interns for customer program administration, technical training and to help develop employment opportunities.

Communicating in Local Languages and Dialects

In 2020, SCPA produced nearly all its communications in Spanish and English for print, radio, TV and its website, and used translations in the most common local Spanish dialect from the Michoacán region of Mexico. For several years, SCPA's lead call center representative is on staff and bilingual/bicultural in Mexican Spanish.

Ensuring Responsible Community Giving

In 2020, the Sonoma County Alliance was one of the organizations in which SCPA staff held a membership. In June 2020, the then-President of the Alliance posted a letter online pushing back on the Black Lives Matter movement by asserting that "all lives matter." SCPA's CEO used the opportunity to engage and explain why the President's letter was hurtful, and gave the Alliance one week to issue a new statement of unconditional support for Black Lives Matter, acknowledge the harm caused by the President's statement, hire a trainer on diversity, equity and inclusion, and make significant financial contributions in 2020 supporting Black-owned businesses and organizations fighting for racial equity. Unfortunately, the Alliance did not meet all those conditions, so SCPA cancelled its membership in the organization and then SCPA's CEO and Director of Public Relations conducted a complete review of all community sponsorships and staff memberships to identify any potential concerns with community organizations. This review process will be repeated in 2021 and beyond as a routine annual review for SCPA.

Seeking a Diverse Advisory Committee

SCPA's recruitment for its Community Advisory Committee included concerted outreach to women and minority applicants through community organizations, colleges, and fellow government agencies. In 2020, SCPA formed a three-member ad hoc committee of its Board to aid in recruiting and selecting members of the Community Advisory Committee, as it has since 2014. However, to date, applications from women, minority and other underrepresented community members have been rare. This is an identified area of focus for improvement in future years.

Supporting Small Local Businesses

SCPA hired over 60 small and local contractors to provide professional services in information technology, finance, commercial customer engagement, human resources, marketing, public relations and legal. SCPA also hired local architects, contractors and sub-contractors to design and construct SCPA's Advanced Energy Center and SCPA's office headquarters. Both projects are located in Santa Rosa.

These projects represent a significant investment in the local economy in the amount of \$12.7 million as well as supporting local jobs. Six local contractors are GO 156 Certified resulting in total spending of \$246,174 in 2020.

SCPA prioritizes hiring local contractors and vendors and encourages lead contractors to hire local sub-contractors. SCPA recognizes the importance of supporting small local businesses and the local economy through job creation, purchases of materials and supplies at local businesses and educational and training opportunities offered through SCPA's Programs staff. For one example, SCPA signed contracts in 2020 with eight local contractors for installing energy efficiency measures through the SCPA Advanced Energy Center, and that number is expected to increase in 2021.

Actions Addressing the Intersection of Poverty and WMDVLGBTBE Populations

Food Insecurity

Donations in response to COVID-19 related food insecurity, SCPA made donations to the following food banks, including specific funding for senior citizens and low-income residents:

- Redwood Empire Food Bank \$31,800
- Community Foundation of Mendocino County \$15,225

Donations in response to local food insecurity (for Holiday Food Drives)

- Redwood Empire Food Bank \$5,000
- Fort Bragg Food Bank \$2,500
- North Coast Opportunities Caring Kitchen Project \$5,500
- Willits Community Services & Food Bank \$2,500

SCPA also hosted and promoted drive up food donation events throughout the fourth quarter of 2020, collecting nearly 2,000 lbs. of food and nearly \$1,000 for the Redwood Empire Food Bank.

SCP was featured in two Bay Area news segments focused on businesses and organizations helping to fight food insecurity:

- [ABC 7 News](#): The need has doubled: North Bay food bank tries to keep up with huge demand before Thanksgiving
- [CBS KPIX News](#): Food for Bay Area Families: Sonoma Clean Power Donates

Aiding Lake County

SCPA paid for and completed a detailed feasibility study for CCA service in Lake County including investing approximately \$60,000 in staff time to perform research to

inform the study. The County of Lake has a high energy cost burden, 22% in federally defined poverty, and a median household income of \$47,040. Despite the fact that Lake County also suffers bad *seasonal* air pollution from wildfires, its average air pollution is not poor enough for it to be officially designated as a disadvantaged community, making it ineligible for many State funding programs. Unfortunately, SCPA was unable to provide competitively priced CCA service to Lake County primarily due to the high exit fees PG&E is currently permitted to charge for its stranded assets.

Supporting CARE and FERA Customers

SCPA customer programs set metrics for participation by low-income CARE and FERA customers and often include increased incentive levels, which has had a modest impact of increasing low-income and minority participation in SCPA's territory. SCPA staff continue to research more effective ways to increase CARE and FERA customer participation because simple approaches of elevated incentives do not appear to be sufficient to reach targets.

In addition to older programs, like SCPA's DriveEV incentives for purchase of electric cars from 2016-2018, SCPA's 2020 programs offering an elevated CARE/FERA incentive include:

- Lead Locally - SCP is administering a CEC grant that will provide incentives for the installation of electrification measures in local residences. All these incentives provide an additional amount for CARE/FERA customers.
- Advanced Energy Build - This program provides an incentive of \$4,500 for builders to provide new housing stock that is all electric. Affordable housing units are provided with an additional \$1,500 incentive for single-family homes and an additional \$500 incentive per unit for affordable multifamily units.
- A Planned E-Bike Incentive that will launch in March 2021 - Provides a \$1,000 point of sale incentive on electric bicycles. Participants in the program must be low-income customers and eligibility is determined based on participation in a State or Federal low-income program, in addition to CARE/FERA.

Providing Incentives for Local Non-Profits to Purchase Electric Vehicles

SCPA provided local non-profits incentives of \$12,500 towards the purchase of electric vehicles. To date, one dozen NGOs have participated, including several focused on empowering disadvantaged community groups, including the LIME

Foundation,¹ Grid Alternatives,² PEP Housing,³ and the PDI Surgery Center.⁴ Other non-profits which have received incentives from this program include:

- Agricultural Community Events Farmers Markets
- Green Acre Homes
- Grid Alternatives
- Land Paths
- LIME Foundation
- Mendocino Land Trust
- PDI Surgery Center
- PEP Housing
- Point Blue Conservation Science
- Sonoma County Medical Association
- Sonoma Ecology Center
- The Center for Environmental Stewardship

Battery Rebate Program - Self-Generation Incentive Program

In the Spring of 2020, SCPA began a program that pre-paid the Self-Generation Incentive Program ("SGIP") rebate to residential customers and assisted commercial customers with the application for battery storage projects. The vast majority of the projects SCPA pre-funded were "equity resilience" projects. SCPA committed \$2.1M to this program and to date, has pre-funded over 100 local battery installations to make the installations easier for participants and contractors. Through this effort, SCPA hired a consultant to process the SGIP applications for customers and local contractors.

Suspension of Billing Collections During COVID-19

On March 4, 2020, Governor Newsom declared a statewide emergency due to an outbreak of a respiratory illness caused by COVID-19. In response, PG&E suspended disconnections and implemented flexible payment plans for all residential and small business customers. As adopted, D. 19-07-015 requires PG&E to implement the emergency disaster relief program "in the event the Governor of California or a President of the United States declares a state of emergency because a disaster has either resulted in the loss or disruption of the delivery or receipt of utility service and/or resulted in the degradation of the quality of utility service." Though COVID-19 has not resulted in loss, disruption or degradation of electric service, SCPA

¹ LIME Foundation serves the specific needs of the disadvantaged community across all ages and income levels by teaching vital skills in music, performing arts, construction careers, technology, and health.

² Grid Alternatives helps low-income communities and communities of color nationwide get affordable solar power and solar jobs.

³ PEP Housing provides low-income seniors with affordable quality housing with supportive services and advocacy.

⁴ PDI Surgery Center maintains a sustainable dentistry resource that will serve the low-income children of Northern California to provide prevention education and promote oral health.

understands that customers may be affected financially, whether diagnosed with the virus or not.

On March 16, 2020, Governor Newsom issued an Executive Order requesting the Commission to monitor the consumer protections offered by the utilities in response to COVID-19. The Commission issued a letter to the investor-owned utilities on March 17, 2020 explaining that although COVID-19 has not resulted in the same disruptions or degradations to utility service as the recent wildfires, the utilities should immediately extend applicable protections provided for in D. 19-07-015 to impacted customers. Based on Governor Newsom's Executive Order on March 16th, SCPA implemented its "COVID-19 Emergency Consumer Protection Policy I.13" for its Residential and Non-Residential Customers experiencing financial hardship during the COVID-19 pandemic.

Those protections are still in place and SCPA has not transferred any customers back to PG&E service for non-payment of charges since March 2020. In addition, SCPA has halted all late payment notices and collection activity since the start of the pandemic.

On February 11, 2021, the Commission extended consumer protections to June 30, 2021 and SCPA intends to follow suit at its next Board of Directors' meeting in March 2021.

Geographic and Demographic Inclusion and Outreach

SCPA advocated for state and federal funds in renewable energy integration to be allocated to poorer areas, such as rural Sonoma and Mendocino Counties. An example from 2020 is SCPA's successful allocation of 25% of the \$750,000 in funds for Mendocino County from the California Energy Commission (CEC) and SCPA going towards disadvantaged communities ("DAC") as defined by CalEnviroScreen 3.0, low-income communities ("LIC") as defined by AB 1550, and 25% of the \$6 million in funds for Sonoma County from the CEC, SCPA and the Northern Sonoma County Air Pollution Control District going towards unincorporated areas of Sonoma County as part of the Sonoma Coast Incentive Project, a project of the CEC's California Electric Vehicle Infrastructure Project ("CALeVIP"). In 2020, SCPA ran the only CALeVIP program in California that provided an additional incentive of \$1,000 for projects located in unincorporated areas as a method of driving charging infrastructure investment in rural/coastal communities.

Energy Resilience Audit Program

SCPA engaged in direct customer contact with commercial customers impacted by 2019's PSPS events or those considered by local governments to be "essential" to get a no cost analysis to determine how to maintain service during an outage through SCPA's Energy Resilience Audit Program (ERAP).

The ERAP program was designed to assist local businesses prepare for PSPS events. SCPA hired a consultant to perform analyses of local businesses' power usage and

site. The goal of the program was to provide local businesses with enough information that they could make informed decisions regarding how best to protect themselves from PSPS events using solar generation and battery energy storage.

SCPA delivered 28 reports analyzing combinations of solar and storage designed to minimize the use of gasoline, diesel or natural gas generators.

Newly Formed County Office of Equity

SCPA was pleased to see the formation of an official Office of Equity in Sonoma County government and began a dialog with its new Executive Director to find ways the Office of Equity can become a successful and impactful department. SCPA staff also started speaking with the heads of other regional agencies on water and transportation about how to support the Office of Equity.

Fire Risk Reduction Youth Corps - Draft Plan

In 2020, SCPA's CEO drafted an outline for a fire risk reduction youth corps training and degree program for local disadvantaged youth to aid our region in home hardening. The Santa Rosa Junior College is actively working on a detailed proposal, and conversations with SCPA's member representatives from the City of Santa Rosa and the County of Sonoma have begun. If funded, the Fire Risk Reduction Youth Corps would hire 18- to 25-year-olds from underserved communities, provide free tuition and field training, culminating in a college degree in fire science, or a certificate for emergency medical technician or code enforcement, or a full paramedic degree. The proposal would address community safety and resilience on public and private land through risk assessment, evacuation route planning, vegetation management and code enforcement.

There are several diversity goals with the proposal, including:

- Hiring disadvantaged youth to earn a degree and increase their earning potential;
- Creating better communication channels into Indigenous, Latino and other non-white communities to help avoid disasters and aid in communication during a disaster;
- Break barriers into non-white people serving as EMTs, paramedics and firefighters (historically professions which are almost entirely white in SCPA's territory); and
- Break barriers into women serving as firefighters.

Actions Addressing Power Equity

SCPA participates in the statewide association CalCCA's Equity Committee, and SCPA's CEO serves on the pooled-procurement entity CC Power's Policy ad hoc Committee on Equity, Environment and Labor.

SCPA staff and management attended California Environmental Justice Alliance's ("CEJA") briefing on their "Framework for Community Choice Aggregators to Power Equity and Democracy in California."

SCPA's CEO wrote and distributed a column on how public power providers like SCPA can contribute to reversing racist policies in the electric power industry.

<https://sonomacleanpower.org/news/public-power-providers-can-help-reverse-racist-energy-policies>

Community Outreach

SCPA participated in Sonoma County Celebrate Community's annual meeting, and successfully advocated that \$20,000 should go to non-profit supporting employees of small businesses at risk due to COVID-19 closures and \$40,000 to IsoCare, a nonprofit providing medical support services to potential COVID-19 patients mainly in Spanish.

SCPA's CEO attended a series of workshops hosted by the Latino Health Forum to work on improving COVID-19 support in SCPA's local Latino community.

SCPA donated \$1,500 to the Sonoma County Grape Growers Foundations (SCGGF) inaugural fundraising event aimed to support the agricultural workforce in five key areas: Affordable Housing, Childcare, Education, Healthcare, and Workforce Development.

In addition to SCPA's work on food insecurity (previously described), SCPA's Community Outreach supported the following:

- The LIME Foundation Believe in the Dream Fundraiser \$2,000
SCP is an ongoing sponsor of The LIME Foundation, whose Mission is to serve the specific needs of the disadvantaged community across all ages and income levels by collaborating with key community leaders. Those served by The LIME Foundation learn vital skills to harness individual potential in music, performing arts, construction careers, technology, and health.
- Membership in Los Cien \$8,000
Los Cien serves as a liaison between the Latino community and the wider community by helping to create dialogue and common understanding, cultivating current and future leadership through education and civic engagement, and conducting educational and charitable activities that are consistent with this purpose.
- Membership to Hispanic Chamber of Commerce of Sonoma County \$250
Promoting growth and prosperity of Hispanic businesses in Sonoma County
- Fiesta de la Independencia Event Sponsor \$3,000
Celebrating Latino Heritage Month

9.1.2 Summary of Purchases

This section summarizes the annual results by ethnicity, direct procurement and subcontractor procurement by product and service categories, and by standard industrial categories, the total number of WMDVLGBTBE suppliers and revenues, and number of WMDVLGBTBEs that have a majority workforce in California.

SCPA's first year of reporting on these metrics shows very few (and in some cases zero) registered contractors with the Clearinghouse for two reasons:

- Prior to 2020, SCPA had no special focus on GO 156 contracting, and instead prioritized contracting with local businesses; and
- SCPA does not construct or maintain infrastructure, the business activities provided by many of the companies registered with the Clearinghouse.

In 2021, SCPA expects to be able to increase its GO 156 contracting somewhat, but also encourages the Commission and the Legislature to recognize the racial and social equity value of supporting local small businesses in the future, and asks the Commission to acknowledge the GO 156 results PG&E achieves through generation expenses paid by SCPA customers.

On this last point, there is a lack of clarity about how to treat GO 156 reporting for matters that SCPA pays PG&E to provide, such as billing services, and more significantly for the power supply contracts where SCPA's customers fully pay PG&E. SCPA's customers' generation costs include all of the above-market expenses associated with every contract in PG&E's supply portfolio executed prior to 2015, as well as the utility-owned generation which provides profits for utility shareholders. Both of these costs are included in the Power Charge Indifference Adjustment or PCIA. As CCA customers are charged the same amount of above market costs as bundled service customers, it would be most accurate for CCAs to report their share of those utility contracts under GO 156. However, this would be cumbersome and SCPA recommends against adding this pointless complexity. Instead, SCPA advocates that the more than 40% of SCPA's total customer generation charges be recognized as contributing to PG&E's GO 156 results. In 2020 alone, SCPA's customers were held liable for \$103 million of PG&E's above market costs.

WMDVLGBTBE Annual Results by Ethnicity

Sonoma Clean Power Authority		2020 Report		G.O. #156 Sec. 9.1.2	
WMDVLGBTBE Annual Results by Ethnicity					
		2020 Report			
		Direct	Sub	Total \$	%
Minority Male	Asian Pacific American	\$0	\$0	\$0	0.00%
	African American	\$0	\$0	\$0	0.00%
	Hispanic American	\$0	\$0	\$0	0.00%
	Native American	\$0	\$0	\$0	0.00%
	Total Minority Male	\$0	\$0	\$0	0.00%
Minority Female	Asian Pacific American	\$0	\$0	\$0	0.00%
	African American	\$0	\$0	\$0	0.00%
	Hispanic American	\$39,409	\$0	\$39,409	0.02%
	Native American	\$0	\$0	\$0	0.00%
	Total Minority Female	\$39,409	\$0	\$39,409	0.02%
Total Minority Business Enterprise (MBE)		\$39,409	\$0	\$39,409	0.02%
Women Business Enterprise (WBE)		\$206,765	\$0	\$206,765	0.11%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$0	\$0	\$0	0.00%
Disabled Veteran Business Enterprise (DVBE)		\$0	\$0	\$0	0.00%
Other 8(a)*		\$0	\$0	\$0	0.00%
TOTAL WMDVLGBTBE		\$246,174	\$0	\$246,174	0.13%
Net Procurement**		\$195,559,256			
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

Sonoma Clean Power Authority			2020 Report				G.O. #156 Sec. 9.1.2		
WMDVLGBTBE Direct Procurement by Product and Service Categories									
			Products		Services		Total		
			\$	%	\$	%	\$	%	
Minority Male	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%	
Minority Female	Asian Pacific American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%	
	African American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%	
	Hispanic American	Direct	\$0	0.00%	\$39,409	0.02%	\$39,409	0.02%	
	Native American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%	
	Total Minority Female	Direct	\$0	0.00%	\$39,409	0.02%	\$39,409	0.02%	
Total Minority Business Enterprise (MBE)		Direct	\$0	0.00%	\$39,409	0.02%	\$39,409	0.02%	
Women Business Enterprise (WBE)		Direct	\$139,498	0.00%	\$67,268	0.03%	\$206,766	0.11%	
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%	
Disabled Veteran Business Enterprise (DVBE)		Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%	
Other 8(a)*		Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%	
TOTAL WMDVLGBTBE		Direct	\$139,498	0.00%	\$106,677	0.05%	\$246,175	0.13%	
Total Product Procurement			\$0						
Total Service Procurement			\$0						
Net Procurement**			\$195,559,256						
Total Number of WMDVLGBTBEs that Received Direct Spend			6						
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

Sonoma Clean Power Authority		2020 Report		G.O. #156 Sec. 9.1.2					
WMDVLGBTBE Subcontractor Procurement by Product and Service Categories									
			Products		Services		Total		
			\$	%	\$	%	\$	%	
Minority Male	Asian Pacific American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%	
	African American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%	
	Hispanic American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%	
	Native American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%	
	Total Minority Male	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%	
Minority Female	Asian Pacific American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%	
	African American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%	
	Hispanic American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%	
	Native American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%	
	Total Minority Female	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%	
Total Minority Business Enterprise (MBE)		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%	
Women Business Enterprise (WBE)		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%	
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%	
Disabled Veteran Business Enterprise (DVBE)		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%	
Other 8(a)*		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%	
TOTAL WMDVLGBTBE		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%	
Total Product Procurement			\$0						
Total Service Procurement			\$0						
Net Procurement**			\$195,559,256						
<small>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</small>									

SCPA reviewed all costs to contractors, subcontractors and down the supply chain to ensure we included costs of all organizations that are GO 156 certified. SCPA has not found subcontractors that are GO 156 certified in our supply chain.

WMDVLGBTBE Procurement by Standard Industrial Categories

Sonoma Clean Power Authority	2020 Report	G. O. #156 Sec 9.1.2
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 WMDVLGBTBE	Total Dollars
	Male	Female	Male	Female	Male	Female	Male	Female							
9411 Administration of Educational Programs									\$26,250					\$26,250	
									0.01%					0.01%	
7361 Employment Agencies	\$								\$7,933					\$7,933	
	%								0.00%					0.00%	
8111 Legal Services	\$									\$49,428				\$49,428	
	%									0.03%				0.03%	
8299 Professional and Management Development Training	\$									\$3,200				\$3,200	
	%									0.00%				0.00%	
2521 Wood Office Furniture	\$									\$154,137				\$154,137	
	%									0.08%				0.08%	
8742 Management Consulting Services	\$								\$5,226					\$5,226	
	%								0.00%					0.00%	
TOTAL	\$								\$39,409	\$206,765				\$246,174	
	%								0.02%	0.11%				0.13%	

Total Product Procurement	\$0
Total Service Procurement	\$0

Net Procurement***	\$195,559,256
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NOTE: *FIRMS WITH MULTIT 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

Number of WMDVLGBTBE Suppliers and Revenue Reported to the Clearinghouse

SCPA provides revenue data for 3 of our 6 vendors listed in the Clearinghouse in the following table. In the future, we will request data from all our vendors earlier in the process to allow full reporting.

Sonoma Clean Power Authority		2020 Report					G.O.#156 Sec 9.1.2 (D.11-05-019 & D.06-11-028)						
Number of WMDVLGBTBE Suppliers and Revenue Reported to the Clearinghouse													
Data on Number of Suppliers													
Revenue Reported to CHS							Utility-Specific [Year] Summary						
# WMDVLGBTBEs	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total	
Under \$1 million							2	2				4	
Under \$5 million							1					1	
Under \$10 million												0	
Above \$10 million								1				1	
TOTAL							3	3				6	
Revenue and Payment Data													
Revenue Reported to CHS							Utility-Specific [Year] Summary						
WMDVLGBTBE \$M	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total	
Under \$1 million							\$274,887	\$188,000				\$462,887	
Under \$5 million							\$1,560,000					\$1,560,000	
Under \$10 million												\$0	
Above \$10 million								\$46,400,000				\$46,400,000	
TOTAL							\$1,834,887	\$46,588,000				\$48,422,887	
NOTE: * FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE													
CHS: SUPPLIER CLEARINGHOUSE													

Number of WMDVLGBTBEs with majority of workforce working in California

SCPA does not have sufficient information to report on whether the majority of the workforce of its WMDVLGBTBE are working in California, however, all of the WMDVLGBTBE vendors SCPA hired in 2020 are based in California.

9.1.3 WMDVLGBTBE Program Expenses

Sonoma Clean Power Authority		2020 Report		G.O. #156 Sec. 9.1.3	
WMDVLGBTBE Program Expenses					
		Expense Category		Year (Actual)	
		Wages		\$6,700	
		Other Employee Expenses		\$0	
		Program Expenses		\$0	
		Reporting Expenses		\$0	
		Training		\$0	
		Consultants		\$0	
		Other		\$0	
		TOTAL		\$6,700	

9.1.4 Description of Progress in Meeting or Exceeding Set Goals

This section is not applicable to CCAs.

9.1.5 Summary of Prime Contractors Utilization of WMDVLGBTBE Subcontractors

Sonoma Clean Power Authority		2020 Report		G.O. #156 Sec. 9.1.5				
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 WMDVLGBTBE
Direct \$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Subcontracting \$	\$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%
Subcontracting %	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**	\$195,559,256							
NOTE: *FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE								
**NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS								
% - PERCENTAGE OF NET PROCUREMENT								
Direct - DIRECT PROCUREMENT								
Sub - SUBCONTRACTOR PROCUREMENT								

While it is possible that SCPA's prime contractors used diverse subcontractors, SCPA's 2020 contracts did not explicitly reference the CPUC Utility Supplier Diversity Program and Clearinghouse Certification. However, in prospective contracts, SCPA will include a provision that encourages its prime contractors to operate in an ethically and socially responsible manner and to subcontract with WMDVLGBTBEs registered with the CPUC-supervised Supplier Clearinghouse Program in addition to SCPA's independent policies supporting local, small and underrepresented contractors.

9.1.6 List of WMDVLGBTBE Complaints Received

SCPA did not receive any formal complaints related to its Supplier Diversity program in 2020.

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

This section is not applicable to CCAs.

9.1.8 Retention of All Documents/Data

This section is not applicable to CCAs.

9.1.9 Additional WMDVLGBTBE Activity

All of SCPA's 2020 activities supporting WMDVLGBT enterprises are described in Section 9.1.1.

9.1.10 Retention of All Documents/Data

This section is not applicable to CCAs.

9.1.11 WMDVLGBTBE Fuel Procurement

In 2020, SCPA did not procure electricity from a CPUC Utility Supplier Diversity Program certified entity.

Annual Power Product Results by Ethnicity and WMDVLGBTBE Certification

(All dollar figures in \$MM)

Product ¹	Unit	Results by Ethnicity & Gender												Results by WMDVLGBTBE Certification						Total Procurement Spend	
		Asian Pacific American			African American			Hispanic American			Native American			Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Other 8(a) ⁶	Subcontracting Total		Total WMDVLGBTBE Procurement Spend ³
		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	\$																			\$ 32,267,508
		%																			
	\$ ²																				\$ 14,261,057
	% ²																				
Non-Renewable Power Products Direct	Physical	\$																			
		%																			
	\$ ²																				
	% ²																				
Fuels for Generation	Diesel Direct	\$																			
		%																			
	Nuclear Direct	\$																			
		%																			
	Natural Gas Direct	Physical	\$																		
		%																			
Post 2011	SubTotal of Columns ²	\$																	\$ -	\$ -	\$ -
	SubTotal % of Total Procurement Spend	%																		Overall WMDVLGBTBE %:	
ALL	SubTotal of Columns ⁴	\$																		\$ -	\$ 46,528,565
	SubTotal % of Total Procurement Spend	%																		Overall WMDVLGBTBE %:	0.0%

Notes:

- ¹Excludes purchases from the CAISO, other IOUs, utilities, Federal entities, State entities, Municipalities, cooperatives and CCAs
 - ²Includes only long term power procurement commitments after June 6, 2011 or as a result of RFOs after June 6, 2011
 - ³Total WMDVLGBTBE spend does not include pre-COD subcontracting values
 - ⁴Includes all power procurement commitments
 - ⁵Firms 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

SCPA's progress with diversity, equity and inclusion will continue in 2021, with a continuation of the 2020 activities and some notable additions.

In 2020, SCPA focused on building awareness, learning about diversity, studying language and history, and planning for a longer effort. In 2021, SCPA will begin to put its plans into action and begin - for the first time - to establish a results-based approach.

10.1.1 WMDVLGBTBE Annual Short-, Mid- and Long-Term Goals by Product and Service Category

This section is not applicable to CCAs.

10.1.2 Description of WMDVLGBTBE Internal and External Activities for 2021

Internal Activities

SCPA plans to continue to develop and build on internal activities conducted in 2020 and will work to identify strategies to increase diversity in supplier and contractor participation. SCPA will also continue its focus on small local businesses as a key method of achieving many of the GO 156 objectives within the limitations of Proposition 209.

Plan to Support Racial and Social Equity

In 2021, SCPA will complete its first two sections of its comprehensive plan to support racial and social equity in all aspects of the Authority: Customer Programs and Community Engagement. SCPA will also begin work on sections for Customer Service and Human Resources in 2021.

Strategy to Equitably Phase Out Natural Gas in Buildings

SCPA will continue to research options for minimizing stranded asset costs from phasing out the use of natural gas in buildings and fairly allocating the remaining burden. This project has no definite timeline, but SCPA intends to have options to share and discuss in 2021.

Advocacy to Prevent Excess Natural Gas Power

SCPA will continue to advocate at the CPUC and at the CAISO to ensure that natural gas power plants are only dispatched when required for system reliability, and not on a mandatory basis when selling capacity. SCPA's vision is to limit the air pollution in power plant communities and the total greenhouse gas emissions of California's electric industry through encouraging capacity-only contracts when load serving entities have diverse non-fossil resources which can reasonably meet all hours of forecast load. SCPA also notes that any effort to require gas plants to burn fuel whenever contracted for capacity means that they would operate even when not needed for reliability, due to the 15% (or potentially higher) planning reserve margin.

Diesel Alternatives to PSPS Events

In 2021, SCPA will continue to invest considerable staff time researching alternatives to diesel generators to provide essential power during PG&E's PSPS to avoid creating new disadvantaged communities. In addition to directly working on power sources with PG&E, this work will include deepening SCPA's technical capacity to identify and propose transmission and distribution grid modification that would eliminate the need for most PSPS events.

Bilingual and Bicultural Staff

In 2021, SCPA will continue its work to add diversity to its staff at every level of the organization, focusing on the goal of improving knowledge of our community's needs, creating communication channels with underserved populations, and improving SCPA's effectiveness with solving the climate crisis through more diverse ideas.

Training and Workshops

SCPA plans to hire another DEI trainer to work with staff on implementing DEI practices more deeply into SCPA's culture.

SCPA plans to hold both internal and public workshops on the Customer Programs Equity Framework and Community Engagement Plan.

Hiring Practices

In 2021, SCPA will continue to follow best practices for building a diverse team, including:

- Ensuring job advertisements and job descriptions include specific language welcoming the uniqueness and diversity in candidates.

- Ensuring the pool of candidates for a position includes a diverse group of candidates.
- Ensuring the interviewing team/panel includes women and men and at least one other kind of diversity (e.g., gay/straight, Latino/Asian, older/younger, etc). SCPA believes that when candidates experience SCPA as an inclusive place in interviews, that experience can influence whether they consider working for SCPA.
- A discussion before a final hiring decision is made to recall common biases and seek to overcome them. For example: white candidates are reportedly often hired based on their perceived potential, while Black candidates are reportedly often hired based on their demonstrated experience. By recalling this potential bias, it can help a hiring committee to consciously override it.

SCPA will also continue to use blind resume screening by removing names and references to age, gender, race, national origin and more, seeking to remove unconscious bias from initial candidate screening. The unredacted resumes are only revealed to the hiring managers during the final two rounds of interviews.

Good Wages

SCPA will continue to survey California’s energy industry and local costs of living to ensure it provides wages and benefits that allow a high standard of living. In 2021, SCPA is participating in a multi-CCA study of positions and compensation to provide further input.

Employee Advancement

SCPA will continue all 2020 activities.

External Activities

Programs Equity Framework - Implementation

In 2021, SCPA will put its new Programs Equity Framework into action. The Framework seeks to create a process by which SCPA’s customer programs are designed, implemented and evaluated with the goal of being practical and inclusive of environmental and social justice communities. The draft Framework in 2020 was significantly based on Greenlining Institute’s document entitled “Equitable Building Electrification – A Framework for Powering Resilient Communities,” but intends to cover a much broader range of activities than just building electrification.

This undertaking will constitute a significant effort and will lead to many sub-goals for 2021, as will be reported in future GO 156 reports.

Community Education and Engagement - Implementation

In 2021, SCPA will launch its Community Education and Engagement Program to broaden SCPA's community engagement, education, and outreach efforts to better reach all SCPA customers. Program goals include developing affiliations with local groups that can help build community trust and increase SCPA customer participation, and aiding SCPA achieve all its external diversity and equity goals through strong community relationships and communication.

Like the Community Programs Equity Framework, the Community Education and Engagement Program will be a significant effort and will lead to many sub-goals for 2021.

Fire Risk Reduction Youth Corps Plan - Funding Review

The program plan will be completed and submitted for funding review in 2021. See information on the Draft Plan in the 2020 section of this report for more information.

Actions Addressing the Intersection of Poverty and WMDVLGBTBE Populations

Food Insecurity

In 2021, SCPA will continue its strong partnerships with community-based organizations by raising awareness and donations to fight local food insecurity. These activities will include hosting regular Drive-up Donation Food Drives and making and promoting donations to food banks throughout SCPA's service territory.

Supporting CARE and FERA Customers

SCPA offers a financial resource page on its website with information about low-income programs available to all customers regardless of their electric generation provider. In addition, SCPA offers information to customers about programs that can help with one-time payments such as the REACH and LIHEAP programs. Local contact service representatives are also available to help customers learn more about these programs in English and Spanish. SCPA is also partnering with PG&E on the Arrearage Management Plans (AMP) program to help CARE and FERA customers catch up on their back electric bills so they are not disconnected.

SCPA will continue its 2020 activities in support of CARE and FERA customer participation in programs, and will add at least one significant new program. In March of 2021, SCPA will launch a program that will offer up to \$10,000 and 0% financing for residential energy retrofit projects. The financing will be repaid by a line-item charge on customer's electricity bills over a period of up to 10 years. The goal of this program is to reduce the up-front costs for customers that might not be able to afford to retrofit their homes otherwise.

Geographic and Demographic Inclusion and Outreach

SCPA has discussed the specific challenges its customers face in poor households and rural areas with lack of access to broadband – a problem made more significant

during COVID-19, when children could not participate in online schooling and adults had few options for working from home. While SCPA has not identified a role for the Authority to aid in securing broadband, it will continue to explore how this critical service could be more widely accessible.

10.1.3 Plans for Recruiting WMDVLGBTBE Suppliers in Low Utilization Areas

This section is not applicable to CCAs.

10.1.4 Plans for Recruiting WMDVLGBTBE Suppliers Where Unavailable

This section is not applicable to CCAs.

10.1.5 Plans for Encouraging Prime Contractors to Subcontract WMDVLGBTBE Suppliers

This section is not applicable to CCAs.

10.1.6 Plans for Complying with WMDVLGBTBE Program Guidelines

This section is not applicable to CCAs.

Policy Barriers to More Effective GO 156 Results

As noted in External Policy Advocacy earlier in this report, SCPA supported placing a measure on the November 2020 ballot to repeal Proposition 209. The legislature voted favorably, but the voters ultimately voted down the measure, meaning that governments in California are still prevented from considering race, sex or ethnicity when hiring employees and contracting.

One effect of the November 2020 election is that certain barriers remain to achieving GO 156 goals and more generally to achieving greater racial, gender and ethnic equity in the state. These barriers are chiefly:

- The GO 156 Clearinghouse is not the best process for public agencies because it leaves out critical equity metrics local governments identify, such as small and local businesses, businesses operating in disadvantaged neighborhoods, businesses hiring ex-convicts, and other similar objectives. In general, governments operate outside of GO 156 and set up their own independent processes and programs to ensure compliance with Prop 209. Such independent programs are also helpful in ensuring that locally identified community needs are addressed.
- The Clearinghouse introduces a legal grey area because of its emphasis on race and gender - two classes of criteria that are expressly disallowed for governments to consider in hiring and contracting. The grey area can cause governments to bear additional risk and cost associated with challenges under Proposition 209. When SCPA designed and launched its successful electric vehicle discount program, the increased incentive levels for CARE and FERA customers were scrutinized as a potential Proposition 209 violation because our region has a modest correlation between poverty and SCPA's non-white population. The legal expenses of researching and defending the program fell on SCPA, which added cost and risk.