



San Francisco
**Water
Power
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Services of the San Francisco
Public Utilities Commission

CleanPowerSF



SUPPLIER DIVERSITY

2024 ANNUAL REPORT • 2025 ANNUAL PLAN

MARCH 1, 2025

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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 continues to maintain the distribution network used by CleanPowerSF customers, respond to outages, meter customers, issue bills, and collect payments, while CleanPowerSF offers San Franciscans a cleaner alternative for power generation with stable and competitive rates.

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

The SFPUC employs over 2,700 people spanning eight California counties from San Francisco to Tuolumne County. SFPUC provides retail drinking water and wastewater services to the City of San Francisco, wholesale water to three Bay Area counties, and clean power to CleanPowerSF and Hetch Hetchy Power customers. SFPUC's mission is to provide customers with high quality, efficient and reliable water, power, and sewer services in a manner that is inclusive of environmental and community interests and sustains the resources entrusted to our care.

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



Our mission

To provide our customers with high-quality, efficient and reliable water, power and sewer services in a manner that values environmental and community interests and sustains the resources entrusted to our care.



SFPUC was the first public utility in the nation to adopt Environmental Justice and Community Benefits policies that help guide its operations.¹ In doing so, SFPUC acknowledges its responsibility to develop a community benefits program that is intentional in its participation, supports programs and projects that are designed to benefit the community, applies to all of the SFPUC's operations and activities across our service area, and is sustainable, transparent, measurable, and accessible by stakeholders and SFPUC staff.

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

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

2024 ANNUAL REPORT

Section 9.1.1 Description of Supplier Diversity Program Activities During the Previous Calendar Year²

CleanPowerSF diversity efforts are guided by City and SFPUC commitments to addressing long-standing systemic barriers faced by communities of color. Many of these polices have strived to create an equitable workplace and provide just services throughout the communities in which CleanPowerSF operates. To the degree allowed by law, SFPUC leverages procurement processes to reflect the City's equity and diversity values. As explained in prior CleanPowerSF Supplier Diversity Reports, the City's efforts are tempered by Proposition 209, which prohibits governmental agencies from granting preferential treatment based on race, sex, color, ethnicity, or national origin in the award of public contracts.

There is still much that San Francisco is doing to engender a workplace that is diverse, equitable and inclusive and a supplier base that is local and diverse.

Since 2019, the City's equity and diversity work has been focused on the development of a Racial Equity Framework following SFPUC's adoption of the Racial Justice Resolution (20-194)³ and implementation of SFPUC's Racial Equity Action Plan (REAP)⁴. In 2024, REAP implementation continued along with other CleanPowerSF and SFPUC-wide efforts including staffing initiatives, the Contracting Equity Workgroup, and the work of existing programs intended to further equity and diversity, such as the Local Business Enterprise (LBE or 14B) program and the Social Impact Partnership (SIP) program.

Internal Programs and Activities

In 2024, SFPUC's Chief Diversity, Equity and Inclusion Officer continued to lead the development, implementation, and reporting of equity-based programs and projects within SFPUC. This work includes development of the SFPUC Office of Racial Equity Diversity and Inclusion (REDI) team responsible for implementing the SFPUC's REAP. The REDI team is responsible for advancing the strategies that attract,



17% increase in employee sense of belonging

correlated with community builder activities

retain, and promote an inclusive workforce and leads the agency's efforts to define, assess, and cultivate diversity. The REDI team also manages a mentorship pilot program that includes CleanPowerSF staff and supports employee engagement through various related professional development opportunities, including a reading club and Diversity, Equity and Inclusion-focused guest speakers and keynote addresses. REDI initiated improvements to the hiring and promotion process for certain classifications and apprenticeships within the utility profession.

In 2024, REDI used its first agency-wide survey dedicated to racial equity to assess the current state of diversity and inclusion within SFPUC, identify opportunities for improvement, and provide a baseline for racial equity analysis. The survey found that there was a 17 percent increase in employee sense of belonging, which was correlated with community building activities such as heritage month celebrations and educational conversations such as the Juneteenth lunch and learn.

The agency's REDI team embarked on site visits to present the findings of the racial equity survey. The visits included all agency locations, with an emphasis on initially prioritizing field offices and teams located outside of the SFPUC's headquarters. The REDI team prioritized building strong relationships focusing on the SFPUC Executive Leadership Team and divisional Racial Equity Leads as the foundation of engagement with staff across the agency. The team also launched a speaker's series as a platform for important conversations and reflections. Another priority was the development and implementation of an agency-wide recruitment and retention taskforce. The survey has been incorporated into the agency's regular Employee Voice and Pulse surveys to make it easier for staff to engage on these topics.

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

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

Following are the four subcommittees that continued implementation of REAP priorities in 2024:



The Racialized and Historically Oppressed Subcommittee (RaHo) was created because of the overwhelming interest of staff from under-represented racial and ethnic groups to convene and weigh in on SFPUC policy and practice. Subcommittee meetings offer participating staff members a supportive forum to give voice to their thoughts and suggestions for the betterment of CleanPowerSF and the Power Enterprise. The committee was also established as an oversight board reviewing plans from those committees to ensure they include perspectives from racialized and historically oppressed people. During 2024, this subcommittee met monthly to discuss current events affecting people of color, bravely share their concerns about workplace equity, and allow for difficult conversations.



The External Equity Subcommittee has been charged with assessing customer needs of San Francisco Black, Indigenous, and People of Color (BIPOC) and related equity issues. During 2024, the subcommittee focused on customer programs and the needs of BIPOC customers.



The Learning Subcommittee was formed with the general purpose of building staff's internal recognition of the unique experiences of underserved and marginalized communities and understanding the cultural/political/institutional factors that underlie these experiences.



The REAP Subcommittee is charged with holding the Power Enterprise (including CleanPowerSF) accountable to the REAP by providing guidance to other subcommittees on meeting goals and areas in which they can take action. To that end, the subcommittee monitors the deliverables planned by the Power Enterprise's own RE Workgroup subcommittees and helps keep them on track to complete those tasks as well as ensure a transparent tracking and reporting system. In 2024, the REAP Subcommittee created a pronouns flyer that was distributed and displayed throughout the workplace and included in new hire packets.

External Programs and Activities

CleanPowerSF integrates principles of diversity, equity, inclusion and belonging into our annual workplan and priorities. CleanPowerSF has collaborated with SFPUC staff responsible for agencywide contracting and workforce development to identify opportunities and challenges for CleanPowerSF to increase the diversity of suppliers that share in our contracting opportunities. Through professional services and energy supply solicitations, CleanPowerSF staff have participated in the following initiatives: Contracting Equity Workgroup; Diversity, Equity, and Inclusion (DEI) scoring in solicitations; implementation of the SIP program in energy supply contracting; and implementation of San Francisco's LBE program for professional services. CleanPowerSF staff have also tracked citywide efforts to understand the gap in availability versus usage of qualified diverse businesses within San Francisco.

Social Impact Partnerships

The SIP program brings together a contractor's social responsibility values with SFPUC's guiding policies – Environmental Justice,⁵ Community Benefits,⁶ and Racial Justice. In April 2023, the San Francisco Board of Supervisors re-authorized SFPUC to include Social Impact Commitment criteria

as a qualitatively scored element in solicitations for certain contracts at designated thresholds.⁷ Through the SIP program, SFPUC invites contractors to join the agency in being a good neighbor to the communities affected by the SFPUC's operations. Specified solicitations with anticipated contract values of \$5 million or more include social impact criteria, giving the contracting community an opportunity to earn extra points during the bidding process for their demonstrated commitment to social impact activities, such as direct financial contributions, volunteer hours, and in-kind donations to local schools and nonprofits in the communities where SFPUC operates and provides services. Under the SIP program, firms voluntarily make commitments that they deliver over a specified period of time via financial contributions and/or volunteer hours to non-profit organizations and/or public education providers.

Over the past several years, SIP proposals from contracts supporting CleanPowerSF have generated thousands of volunteer hours and over three quarters of a million dollars in financial contributions and donations of products and goods. For example, Calpine Energy Solutions, which provides meter data management and billing services to CleanPowerSF,

CleanPowerSF staff have participated in the four initiatives:



Social Impact Program



Diversity, Equity, and Inclusion (DEI)



Contracting Equity Workgroup



Local Business Enterprise



has delivered \$235,000 of commitments to climate change and local community initiatives. Another SIP partner is APX, which provides scheduling coordination services to CleanPowerSF. Under its contract, APX has committed a total of 164 volunteer hours to local environmental and anti-poverty organizations, delivering 126 of those hours to the Golden Gate National Recreation Area and Renaissance Parents of Success, which serves as a bridge for people who lack education, economic self-sufficiency, self-awareness, and direction to provide education and training.

As illustrated by just these two examples, SIP commitments have the potential to transform communities and individuals through meaningful programs and services that create positive social impact.

Professional Services

CleanPowerSF issues Requests for Proposals (RFPs) for professional services to support customer engagement, communications, outreach, marketing, research, and more. Professional services contracts are subject to compliance with the City's Administrative Code Chapter 14B LBE subcontracting requirements. In alignment with the SFPUC's core mission, the agency seeks to promote diversity within contracting

opportunities. SFPUC encourages proposals from bidders that commit not only to optimize the use of Micro-LBE, Small LBE, and San Francisco Small Business Administration (SBA)-certified firms but also to assemble contractor teams that reflect the diversity of the City and County of San Francisco. In 2024, CleanPowerSF staff worked with the Contract Administration Bureau and project managers to use the Supplier Clearinghouse to reach out to a diverse set of suppliers and promote contracting opportunities.

CleanPowerSF also solicits for energy supplies from new or existing renewable energy resources. In both professional services and renewable energy supply solicitations, bidders may receive additional consideration for including their firm's internal DEI program plan in their proposal. Depending on the size and scope of the solicitation, bidders may also voluntarily commit to use their resources to make meaningful, positive impacts in communities through the SIP program. For most solicitations seeking contracts with new power supply projects, CleanPowerSF invites bidders to offer SIP proposals in the communities impacted by the energy projects they construct/operate. The program is included as a component in professional services, alternative delivery construction (including design-



build, construction manager/general contractor, or best value), and certain power supply solicitations with anticipated contract awards of \$5 million and above. These solicitations apply bonus points for SIP commitment proposals, totaling up to five (5) percent of the total points allocated to the underlying technical portion of the RFP. Depending on the strength of a firm's SIP proposal, a firm can receive all, some, or none of these bonus points.

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

Contracting Equity Workgroup

The Contracting Equity Workgroup's mission has been to engender equity in contracting through contract requirements. In accordance with SFPUC's Racial Justice Resolution, the Contracting Equity Workgroup acknowledges systemic barriers in existing contracting processes and programs that impede equity and reflect a history of structural racism. The purview of the Contracting Equity Workgroup is to analyze and make recommendations regarding improvements or

changes to SFPUC's contracting process to center equity, support smaller contractors and contractors of color, and expand access to contracting opportunities at SFPUC. The focus of the Contracting Equity Workgroup is to create practical, concrete, and deliverable programs and strategies that advance the agency's REAP by ensuring the inclusion and use of diverse suppliers in SFPUC projects and by providing a racial and social equity structure to inform SFPUC contracting decisions.

During 2024, the Contracting Equity Workgroup continued working toward a more transparent, equitable, and inclusive contracting process for all SFPUC's stakeholder groups by listening and understanding to assess and evaluate existing programs and processes to inform, recommend, and develop changes to SFPUC procurement procedures. In 2024, the Contracting Equity Workgroup focused on the procurement process and including methods for outreach to diverse suppliers in solicitations.

Local Business Enterprise

Under San Francisco's 14B LBE ordinance, the City's Contract Monitoring Division provides certified local firms with business development and other contracting opportunity assistance. This support



helps LBEs compete for the award of City contracts through the enforcement of bid discounts and rating bonuses, micro-set asides, and LBE subcontracting participation requirements. Contract Monitoring staff also conduct outreach, training, technical assistance, and other capacity-building programs for local business. CleanPowerSF identified five (5) LBEs and certified diverse suppliers who provided goods or services to CleanPowerSF in 2024.

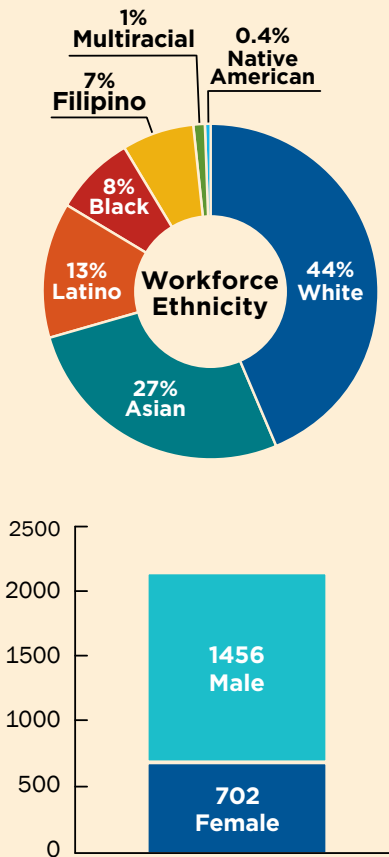
Citywide Local Business Enterprise Program Evaluation

In 2023, the Board of Supervisors adopted a resolution urging the City Administrator’s Office to conduct an LBE study to analyze disparities in the City’s contracting to women-owned, minority-owned, and disabled Veteran-owned businesses.⁸ A disparity study is an analysis of business utilization versus business availability that typically results in a wide range of recommendations, including some programs the City already manages, to address existing disparities. At the end of 2024, the City Administrator’s Office awarded a contract to a consulting firm to conduct a program evaluation of the City’s supplier/LBE inclusion practices. The program evaluation has many elements of a disparity study, although, conventionally, disparity studies are highly associated with race/gender-based contracting goals. Since the City operates in a race- and gender-neutral contracting environment and does not intend to use the study results to set race- or gender-based contracting goals, the City is seeking new ways for study methodologies and engagement strategies that could make the findings more pertinent to the needs of local businesses, including women- and minority-owned ones. The term of the evaluation is nine to 12 months and is expected to conclude in 2025. The program evaluation will likely include an availability study; utilization study; participatory evaluation, and/or solutions and action steps to move the City closer to achieving its vision of balancing practical governance and economic justice.

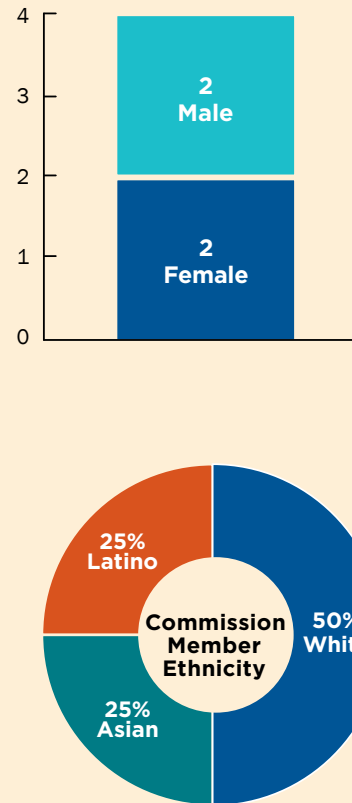
Composition of Workforce and Governance by Race/Ethnicity and Gender⁹

As a local government, San Francisco is required to submit demographic workforce data on a biennial basis to the U.S. Equal Employment Opportunity Commission. The City and County collects this data by race/ethnicity, gender, job category, and salary band from each department, including SFPUC. Graphs below delineate the race and gender composition of the SFPUC workforce in 2022, the latest year this data is available:

SFPUC Workforce



Commission Members



The SFPUC is overseen by a five-member policy body appointed by the Mayor of San Francisco. The Commission has “the exclusive charge of the construction, management, supervision, maintenance, extension, expansion, operation, use and control of all water, clean water and energy supplies and utilities of the City as well as the real, personal and financial assets, that are under the Commission’s jurisdiction.¹⁰” Commission members are nominated and appointed by the Mayor, subject to confirmation by the Board of Supervisors.

As of the end of 2024, four of five Commission seats were filled. The Commission was comprised of two women and two men. Each seat has a four-year term and membership qualifications. Seat 1 requires experience in environmental policy and an understanding of environmental justice issues and is filled by Commissioner Avni Jamdar, a woman of South Asian descent. Seat 2 requires experience in ratepayer or consumer advocacy and is occupied by Commissioner Vice President Joshua Arce, a Latino man. Seat 3 requires experience in project finance and is filled by Commissioner Stephen E. Leveroni, a man of Italian descent. Seat 4 requires expertise in water systems, power systems, or public utility management and is occupied by Commissioner President Kate H. Stacy, a white woman. Seat 5 is at-large and is currently vacant.¹¹

9.1.2 Supplier Diversity Results of Goods and Services (non-power purchases) if Procured

The tables below detail CleanPowerSF's purchasing activities with WMDVLGBTBE suppliers by ethnicity, product, and service category. As a program of the SFPUC, CleanPowerSF's non-power purchasing activities include both direct purchases from vendors (96) as well as purchases from vendors of other SFPUC divisions on behalf of CleanPowerSF (149). In 2024, CleanPowerSF's procurement of non-energy related products and services from contractors certified in the Supplier Clearinghouse Database accounted for 6.52 percent of total spend in this area, up from 3.07 percent reported in 2023.

Supplier Diversity Results of Goods and Services (non-power purchases) if Procured		Direct Spend ¹ \$	Sub Spend ² \$	Total \$	%	Product Spend \$	Service Spend \$	Total \$	%
Minority Male	African American	\$1,997	\$0	\$1,997	0.02%	\$0	\$1,997	\$1,997	0.02%
	Asian Pacific American	\$2,199	\$0	\$2,199	0.03%	\$0	\$2,199	\$2,199	0.03%
	Hispanic American	\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
	Native American	\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
	Total Minority Male	\$4,196	\$0	\$4,196	0.05%	\$0	\$4,196	\$4,196	0.05%
Minority Female	African American	\$126,602	\$0	\$126,602	1.50%	\$0	\$126,602	\$126,602	1.50%
	Asian Pacific American	\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
	Hispanic American	\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
	Native American	\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
	Total Minority Female	\$126,602	\$0	\$126,602	1.50%	\$0	\$126,602	\$126,602	1.50%
Total Minority Business Enterprise (MBE)		\$130,798	\$0	\$130,798	1.55%	\$0	\$130,798	\$130,798	1.55%
Women Business Enterprise (WBE)		\$126,812	\$0	\$126,812	1.50%	\$0	\$126,812	\$126,812	1.50%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
Disabled Veteran Business Enterprise (DVBE)		\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
Persons with Disabilities Business Enterprises (DBE)		\$ 1,365	\$315	\$1,681	0.02%	\$315	\$1,365	\$1,681	0.02%
8(a)*		\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
Total Supplier Diversity		\$ 258,975	\$315	\$259,290	3.07%	\$315	\$258,974	\$259,290	3.07%

Net Procurement**	\$8,615,890
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Net Product Procurement	\$164,283
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Net Service Procurement	\$8,451,607
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Total Number of Diverse Suppliers that Received Direct Spend	5
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NOTE:

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

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

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

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

% Percentage of Net Procurement.



Description of Diverse Suppliers with Majority Workforce in California

In 2024, CleanPowerSF conducted business with five (5) companies certified in the Supplier Clearinghouse Database and headquartered in California, which is a decrease from eight (8) companies in 2023. It is assumed that suppliers listed in the clearinghouse, with California addresses, are California-based companies with a majority of their workforce located in California.

9.1.3 Supplier Diversity Program Expenses

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

9.1.5 Description of Prime Contractors Utilization of Diverse Subcontractors

CleanPowerSF has contracted with Calpine Energy Solutions to provide data management and billing services. Calpine partners with See Change Institute,

Supplier Diversity Program Expenses	
Expense Category	2024 (Actual)
Wages	\$21,785
Other Employee Expenses	\$5,937
Program Expenses	\$0
Reporting Expenses	\$7,452
Training Expenses	\$0
Consultant Expenses	\$0
Other Expenses	\$0
TOTAL	\$35,176

a woman-owned research firm composed of leading experts from around the country and globe, as well as a certified WBE in the Supplier Clearinghouse Directory. The See Change Institute works with government, private, and non-profit organizations on strategy, implementation, and evaluation of climate, energy, and behavior change programs. In 2024, CleanPowerSF directly collaborated with See Change Institute staff to optimize communications with customers who had been enrolled in but lost their



eligibility for SuperGreen Saver, CleanPowerSF's branded Disadvantaged Communities-Green Tariff Program for low-income customers living in certain disadvantaged communities in San Francisco. The See Change team recommended more direct and concise language that focused on the primary action customers needed to take to remain eligible for the low-income discount program.

Additionally, CleanPowerSF staff engaged with project managers and procurement staff to increase their awareness of using the Supplier Clearinghouse to reach out to diverse subcontractors about power solicitations. There were no unique, new prime contractors and subcontractors certified pursuant to GO 156 that CleanPowerSF contracted with during reporting year 2024.

9.1.6 List of Supplier Diversity Complaints Received and Current Status

CleanPowerSF did not receive any WMDVLGBTBE complaints related to its supplier diversity program in 2024.

9.1.9 Description of Supplier Diversity Activities and Progress in Power (Energy) Procurement

CleanPowerSF worked to recruit suppliers in power procurement by generating lists of diverse suppliers from the Supplier Clearinghouse and including them on outreach lists for power supply solicitations. CleanPowerSF posted a solicitation for long-term energy supplies to the Supplier Clearinghouse. CleanPowerSF also distributed instructions for project managers on how to use the Supplier Clearinghouse to generate outreach lists and post future Requests for Proposals.

Supplier Diversity Results in Power (Energy) Procurement

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

Net Power Procurement	\$238,933,941
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Net Direct Power Purchases	\$238,933,941
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Net Direct Fuels for Generation	\$0
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Total Number of Diverse Suppliers	0
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NOTE:

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

2025 ANNUAL PLAN



10.2 Description of Supplier Diversity Program Activities Planned for the Next Calendar Year

In 2025, CleanPowerSF is continuing to leverage and build upon the programs, policies, and efforts outlined in this report to further the goals of supplier diversity and equity. While CleanPowerSF has made some improvements to data collection practices, more can be done to improve internal awareness and incorporation of Supplier Diversity into procurement practices as well as further engage and support our small, local, and diverse business community. Priorities for 2025 are summarized below.

Planned Internal Activities

CleanPowerSF has initiated a number of programs geared toward improving workforce racial equity. CleanPowerSF is continuing to work on these activities and additional efforts will be implemented in later phases.

Racial Equity Diversity and Inclusion Activities

Organizational Planning of Agency-wide Racial Equity Efforts

The organizational planning effort will include developing a system to better track initiatives and lend a hand in prioritizing efforts moving forward.

Agency-wide Mentoring Program

The SFPUC's Mentoring Program was recently launched. The annual program runs for six (6) months (first half of the year) to foster a community of intentional partnerships focused on employee professional growth and development for both mentees and mentors.

Agency-wide Professional Development on Racial Equity

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



Goods, Services, and Energy Procurement

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



Conducting an LBE program evaluation to analyze experiences of vendors in San Francisco's contracting to women-owned, minority-owned, and disabled veteran-owned businesses.



Incorporating Supplier Clearinghouse information into CleanPowerSF solicitation outreach to supplier lists and advertising open solicitations in the Supplier Clearinghouse.



Coordinating with the City's Contracts Monitoring Division and continuing to support CleanPowerSF prime contractor use of LBE subcontractors in professional services, including the 14B LBE Program and SFPUC-LBE programs, potentially using the SFPUC's Contractor Assistance Center to promote LBE opportunities.



Surveying ways to reach existing CleanPowerSF suppliers to educate them about the Supplier Clearinghouse and the value of certification.



Collaborating with other CCAs on outreach and education efforts.



Exploring how to structure energy solicitations to attract contractors and suppliers who represent disadvantaged communities.

Plans to Encourage Prime Contractors to Subcontract Small, Local, and Diverse Businesses

This section is not applicable to CCAs.

necessary to advance racial equity. Training sessions will be designed for theoretical understanding and practical applications to empower staff to effectively contribute to the agency's broader mission. This initiative ensures all staff members are well-prepared to integrate racial equity considerations into their daily work. The next two cohorts will focus on leadership. The REDI team is also developing a curriculum to facilitate the professional development for the rest of staff.

Completion of Office of Racial Equity Required Report on Agency-wide Progress

The REDI team is moving forward with the Recruitment and Retention Taskforce as well as continuing to focus on cultivating a supportive and expansive community through community-building opportunities (cultural/heritage recognitions, interdepartmental collaborations, reading clubs, and more). The REDI team will also be engaging in a Listening Tour to receive feedback, insight, answer questions, and reach out to staff across all parts of the organization to help shape priorities. They will expand the professional development sessions and develop a curriculum for staff as well as partner with Human Resources to revamp a Supervisory Academy training to incorporate an equity focus on supportive supervision partnerships. The REDI team will also develop Affinity/Employee Resource Group policy and guidance to support the creation of additional community-building opportunities.

ENDNOTES

- 1** San Francisco Public Utilities Commission, “Community Benefits Approach,” <https://sfpuc.org/about-us/who-we-are/community-benefits-approach>, accessed January 2, 2025.
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- 3** SFPUC, “Resolution of the San Francisco Public Utilities Commission Condemning Systemic Racism and Taking Action to Promote Racial Justice,” <https://sfpuc.sharefile.com/share/view/s9eeb6fd36f14639b>, accessed January 2, 2025.
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- 6** San Francisco Public Utilities Commission, “Community Benefits Policy”, <https://sfpuc.org/about-us/policies-plans/community-benefits-policy>, accessed January 2, 2025.
- 7** City and County of San Francisco Board of Supervisors Ordinance No. 261-22, <https://sfgov.legistar.com/View.ashx?M=F&ID=11538734&GUID=C8039CFE-2B8F-410C-99A5-2ED966CDD9DC>, accessed January 2, 2025.
- 8** San Francisco Board of Supervisors Resolution No. 026-23, <https://sfgov.legistar.com/View.ashx?M=F&ID=11642295&GUID=63A7A22C-0135-4FB7-BF91-C8E56FFE898E>, accessed January 10, 2025, 2025.
- 9** The Department of Human Resources 2023 Workforce Report, <https://www.sf.gov/sites/default/files/2023-09/DHR-Workforce-Report-2023.pdf>, accessed January 22, 2025.
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- 11** Office of Former Mayor London Breed, City and County of San Francisco. (October 9, 2024), “Board of Supervisors Approve Mayor Breed’s Appointments to the San Francisco Public Utilities Commission” [Press release]. <https://www.sf.gov/news--board-supervisors-approve-mayor-breeds-appointments-san-francisco-public-utilities-commission>, accessed on January 24, 2025.



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