



**General Order 156**  
**Annual Report and Plan**  
March 3, 2025

2024 Annual Report on Diverse Business  
Entities Procurement Activities and  
2025 Annual Plan

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# Executive Summary

Peninsula Clean Energy is a Community Choice Aggregation agency. It is the official electricity provider for San Mateo County and for the City of Los Banos. Peninsula Clean Energy's mission is to reduce greenhouse gas emissions by expanding access to sustainable and affordable energy solutions. PCE is committed to delivering electricity at lower rates to its local community while helping California build a more resilient, carbon-free power grid. PCE holds itself accountable to keep our energy rates stable and competitive and is committed to a larger goal: provide its customers with 100% renewable electricity by 2030.

Founded in 2016 with a mission to reduce greenhouse gas emissions, Peninsula Clean Energy is a joint powers authority that serves a population of 810,000. PCE's mission is to deliver electricity at lower rates than PG&E to our local community while helping California build a more resilient, carbon-free power grid. PCE is committed to provide its customers with 100% renewable electricity by 2030. As a community-led, not-for-profit agency, Peninsula Clean Energy makes significant investments in its communities to expand access to sustainable and affordable energy solutions.

Peninsula Clean Energy made progress in implementing its supplier diversity initiatives. PCE's total spend with GO 156 certified diverse suppliers across goods, services, and power increased from \$1,140,212 in 2023 to \$2,044,980 in 2024.

In 2024, Peninsula Clean Energy continued to advance its formal Diversity, Equity, Accessibility, and Inclusion (DEAI) initiative that it began in 2021. Following the adoption of the DEAI Action Plan by the Board of Directors in 2023, the organization has made significant progress in implementing DEAI principles throughout its departments. Staff has been actively working on executing various actions outlined in the plan, with several key initiatives completed or underway by 2024. PCE has also continued its outreach grant program, school sponsorships, and energy programs. This includes providing increased incentives and targeted programs for income-qualified residents in the areas of clean transportation and building electrification.

# 2024 Annual Report

## 9.1.1 Description of Supplier Diversity Program Activities During the Previous Calendar Year

### Internal and External Supplier Diversity Program Activities

#### Internal Supplier Diversity Activities

In 2024, Peninsula Clean Energy made significant strides in enhancing its Supplier Diversity Program through various initiatives:

**Inter-departmental Collaboration:** The company improved communication across departments by organizing regular meetings and sharing ideas to enhance the supplier diversity program. This collaborative effort involved Regulatory, Procurement, Marketing, the DEAI Council, and Senior Staff members.

**Technology Implementation:** In 2024, Peninsula Clean Energy started the implementation of Ironclad, an AI-powered contract management platform, to enhance our ability to track and manage contracts, including those with contractors and subcontractors. This software provides a centralized repository for all contracts, allowing us to easily search, analyze, and report on contract data. Ironclad's features, such as automatic data tagging and customizable reporting dashboards, will enable staff to more efficiently monitor and report supplier diversity metrics. By leveraging this technology, PCE improves visibility into its supplier relationships and strengthen its commitment to supplier diversity.

**Information Dissemination and Community Outreach:** Peninsula Clean Energy prioritized outreach to local chambers of commerce in San Mateo County and Los Banos. The company promoted events like the *Certify and Amplify* and the *CPUC Small and Diverse Business Expo*, while sharing information with local communities about the benefits and certification requirements of the supplier diversity program.

These efforts demonstrate Peninsula Clean Energy's commitment to fostering a more inclusive and diverse supplier base while leveraging technology to enhance program efficiency and effectiveness.

**External Supplier Diversity Program Activities**

**Chamber of Commerce Spending and Community Sponsorships**

Please see the below table for chamber of commerce memberships and spending for calendar year 2024.

<b>Chamber of Commerce Memberships</b>	<b>Amount</b>
Brisbane Chamber of Commerce	\$2125
Burlingame Chamber of Commerce Annual Meeting	\$175
Daly City Chamber of Commerce	\$500
Chamber San Mateo County	\$350
Foster City Chamber of Commerce	\$675
Coastside Chamber of Commerce	\$300
Los Banos Chamber of Commerce	\$365
San Mateo Area Chamber of Commerce	\$795
South San Francisco Chamber of Commerce	\$250
<b>Total</b>	<b>\$5,535</b>

Please see the below table for other Peninsula Clean Energy community sponsorships in calendar year 2024. The intention of these events is to reach out to diverse communities.

<b>Other Relevant Community Sponsorships</b>	<b>Amount</b>
May 2024 - A Night in Little Reno Sponsorship – Brisbane Chamber of Commerce	\$521

"On the Avenue - August 17th & 18th 2024 – Sponsorship / Burlingame Chamber of Commerce/	\$1000
April 2024 - Business Awards Supporter Sponsor /San Mateo Area Chamber of Commerce/	\$1000
September Arts & Culture Fest – Sponsorship / San Mateo Area Chamber of Commerce/	\$1000
January 2024 - South San Francisco Chamber Scholarship Program - Sponsorship	\$1000
Millbrae Lunar New Year Festival	\$12,000
Millbrae Japanese Culture Festival	\$500
RCD All You Seed is Love - Event Sponsorship / San Mateo Resource Conservation/	\$1000
Samaritan House Backpack Drive	\$1,000
Daly City Colma Chamber Scholarship Program	\$1,000
June 2024 - Juneteenth Sponsorship /City of Menlo Park/	\$2500
Coastside Hope - Farmworkers Fund	\$2,000
Ayudando Latinos A Soñar (ALAS) Half Moon Bay Strong Fund	\$5,000
Puente de la Costa Sur for Flooding Victims	\$5,000
Los Banos Veteran’s Parade Sponsorship	\$500
<b>Total</b>	<b>\$34,500</b>

## Peninsula Clean Energy 2024 Community Outreach Grant Program

In 2024, Peninsula Clean Energy awarded \$530,000 in outreach grants to 16 local nonprofits in its service area to increase outreach to disadvantaged and other communities to provide education about utility bill discounts and a range of other clean energy program benefits available to these communities. The grants include supporting outreach in Spanish, Mandarin, Cantonese, Tongan, Samoan, and Tagalog to help residents purchase electric vehicles; educating elderly and low-income customers about energy bill discounts and home energy assistance; and expanding public education in all communities on Peninsula Clean Energy's home electrification and broader climate efforts.

A summary of the 16 grants that were distributed is provided below.

**350 Silicon Valley** (\$40,000) – Educate residents about the climate and health benefits of home electrification throughout San Mateo County

**Anamatangi Polynesian Voices** (\$20,000) – Conduct outreach in Tongan and Samoan in East Palo Alto, including assistance with enrolling in energy discounts

**Acterra** (\$40,000) – Support customers with understanding the benefits of home electrification and electric vehicles and enrolling in incentive programs

**California Interfaith Power & Light** (\$35,000) – Reach faith communities through electric vehicle showcases, electric cooking demos, and partnerships with congregations in San Mateo County

**Climate Resilient Communities** (\$45,000) – Engage communities through focus groups and workshops in Belle Haven, East Palo Alto, North Fair Oaks. Includes coordinating electric vehicle showcases in English and Spanish

**Pacifica Resource Center – Coastside Farmers' Markets** (\$30,000) – Communicate the benefits of Peninsula Clean Energy and promote energy programs at Farmers' Markets across San Mateo County

**Daly City Partnership** (\$40,000) – Raise awareness of Peninsula Clean Energy in northern San Mateo County and help customers benefit from energy bill discounts, electric vehicle, and home electrification programs

**El Concilio** (\$40,000) – Provide English- and Spanish-language outreach throughout San Mateo County. Includes helping customers reduce their utility bill through energy discounts and assistance programs

**HealthWays** (\$30,000) – Conduct outreach about Peninsula Clean Energy in northern San Mateo County in English and Tagalog by partnering with local businesses and volunteers

**Nuestra Casa** (\$30,000) – Promote utility bill discounts and Peninsula Clean Energy programs in East Palo Alto and surrounding communities in Spanish and English

**Rise South City** (\$20,000) – Assist South San Francisco customers with understanding the energy bill and signing up for energy programs in English and Spanish

**Senior Coastsiders** (\$25,000) – Help older adults in Half Moon Bay access the benefits of home electrification, energy bill discounts, and other programs

**Silicon Valley Youth Climate Action** (\$40,000) – Collaborate on youth-led climate literacy campaign, including school presentations and curriculum development

**Sound of Hope** (\$45,000) – Educate Mandarin- and Chinese-speaking customers about Peninsula Clean Energy programs through radio, video, web ads, and in-person workshops

**Sustainable San Mateo County** (\$20,000) – Coordinate events to educate residents and community stakeholders about Peninsula Clean Energy’s mission to reduce greenhouse gas emissions locally

**Thrive Alliance** (\$30,000) – Engage non-profit and community leaders throughout San Mateo County about Peninsula Clean Energy, home electrification and health, and energy discounts

Peninsula Clean Energy has continued our outreach grant program in calendar year 2025, which is further described in section *10.2 Description of Supplier Diversity Program Activities Planned for the Next Calendar Year*.

### Peninsula Clean Energy 2024 Schools Programs Funding

Peninsula Clean Energy has spent the following funds to schools and community colleges in our service territory for 2024.

Program	Description	Spent in 2024
Youth Climate Ambassadors	High school students learn about environmental issues and receive support to develop local sustainability projects.	\$49,292
SMC Community College Partnership	Paid internships to community college students to develop interactive, educational exhibits focused on clean energy and careers.	\$148,419



School Decarbonization	School districts receive expanded support to electrify their facilities and operations.	\$151,000
School Awards	Awards for exemplary projects related to school decarbonization or clean energy curriculum.	\$2,500
Teacher Fellowships and Workshops	Teachers receive training, lesson plans, and classroom materials related to clean energy. Additionally, teachers may participate in a year-long professional fellowship to help embed energy literacy into their classrooms.	\$17,100
School Summits	Convenings of students, school administrators, teachers, and other stakeholders to promote environmental literacy and decarbonization of facilities.	\$5,000
Energy Dashboard Program	Implementation of energy and sustainability dashboard systems at school districts, which helps make facilities data transparent.	\$12,000
Electric Vehicle Collaborative	Partnership with high schools and community college district to explore integrating electric vehicles and charging infrastructure in Career Technical Education curriculum.	\$16,400
Los Banos Science Wax Museum and Field Trips	Sponsorship of Pacheco High School Science Wax Museum event. Students educate peers about clean energy and climate leaders. Sponsorship of field trips to UC Merced to learn about clean energy.	\$3,480
<b>Total</b>		<b>\$405,191</b>

### Supplier Diversity Events Attended

Peninsula Clean Energy staff attended quarterly supplier diversity meetings with other CCA supplier diversity partners to share best practices, collaborate on ways to improve supplier diversity reporting, and celebrate successes. Peninsula Clean Energy looks forward to continuing to attend these meetings with other CCA supplier diversity partners as we each work on growing our supplier diversity programs.

Peninsula Clean Energy staff participated in a webinar focused on San Mateo County's Supplier Diversity Study and the Local Business Preference Ordinance, where they learned about the study's findings and recommendations to better understand local business preferences and enhance their supplier diversity initiatives.

### **Supplier Diversity Website and Contact Information**

The webpage link and supplier diversity contact information for PCE are provided below.

Web link: <https://www.peninsulacleanenergy.com/work-with-us/supplier-diversity/>

Contact Name: Zsuzsanna Klara

Email: [info@peninsulacleanenergy.com](mailto:info@peninsulacleanenergy.com)

Phone: 1-866-966-0110

### **Peninsula Clean Energy Diversity, Equity, Accessibility, and Inclusion (DEAI) Activities, Workforce and Board diversity**

Peninsula Clean Energy has made significant strides in implementing its Diversity, Equity, Accessibility, and Inclusion (DEAI) initiatives throughout 2024, while also laying the groundwork for further advancements in 2025. The organization is committed to fostering an inclusive culture that empowers employees and serves the community through sustainable, clean energy programs.

Peninsula Clean Energy's Board of Directors approved a Diversity, Equity, Accessibility, and Inclusion (DEAI) Action Plan for the agency in 2023. The Action Plan identified key opportunities for growth to better integrate DEAI into our work, and concrete steps on how to achieve DEAI goals.

The Action Plan had the following focus areas:

- Vendor and Energy Supplier Diversity and Social Responsibility
- Organizational Culture and DEAI Commitment
- Human Resources, Staffing, and Recruitment, Training and Development
  - Energy Program Development and Implementation
  - Marketing and Account Services

There are a total of 43 actions in the Action Plan. At the time of Board approval, Peninsula Clean Energy staff committed to reporting back annually to the Board on implementation of all actions.

Some of the actions that were completed in calendar year 2024 include:

- In Q2 2024, the organization established a DEAI framework for goal setting and decision-making, to guide organizational goals, policies, programs, practices, and decisions. This meant developing a list of DEAI questions to consider and ask before producing organizational goals, policies, programs, practices, and decisions.
  - Peninsula Clean Energy finalized and adopted DEAI revisions to its Strategic Plan.
  - In 2024, Peninsula Clean Energy integrated DEAI metrics into employee performance reviews, adding a question about individual DEAI commitments for the upcoming year. The organization conducted an employee engagement survey in May 2024 to gather feedback on DEAI initiatives. Efforts to increase hiring diversity included posting summer internship opportunities at Hispanic Serving Institutions in the San Francisco Bay Area.
- Professional development opportunities were expanded, with a comprehensive DEAI training program implemented in December 2024, covering topics such as inclusive leadership, bias in hiring, accommodations, allyship, and cultural competence. Additional manager and leadership training sessions focused on DEAI were conducted in November 2024.

Currently, PCE lacks non-confidential workforce data submitted to state and federal agencies, but it is expanding its self-identification program to gather more comprehensive demographic data. Throughout 2024, Peninsula Clean Energy organized heritage month celebrations with staff participation and invited speakers to promote cultural awareness. These initiatives reflect PCE's efforts to create a more inclusive environment and better understand its workforce composition.

Peninsula Clean Energy's Board of Directors is composed of publicly elected representatives from every city in its service area, which includes San Mateo County and Los Banos. This structure ensures a diverse group of local officials and community leaders, representing the varied interests and demographics of the communities served. Based on publicly available data, approximately 14.29% of the Board identifies as Latino or Filipino, with two members identifying as Latino and one as Filipino American. It's important to note that as elected officials, the Board's composition is determined by voters.

### 9.1.2 Supplier Diversity Results of Goods and Services (Non-Power Purchases)

			Direct Spend <sup>1</sup> \$	Sub Spend <sup>2</sup> \$	Total \$	%
1	<b>Minority Male</b>	African American	\$882,098.00	\$590,541.00	\$882,098.00	1.80%
2		Asian Pacific American	\$966.00		\$966.00	0.00%
3		Hispanic American	\$92,152.00		\$92,152.00	0.19%
4		Native American				
5		<b>Total Minority Male</b>	\$975,216.00		\$975,216.00	1.99%
6	<b>Minority Female</b>	African American				
7		Asian Pacific American				
8		Hispanic American				
9		Native American				
10		<b>Total Minority Female</b>				

11	Total Minority Business Enterprise (MBE)	\$975,216.00		\$975,216.00	1.99%
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12	Women Business Enterprise (WBE)	\$729,000.00		\$729,000.00	1.49%
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13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	\$764.00		\$764.00	0.00%
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14	Disabled Veteran Business Enterprise (DVBE)				
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15	Persons with Disabilities Business Enterprise (DBE)				
16	8(a)*				
17	<b>Total Supplier Diversity Spend</b>	\$1,704,980.00		\$1,704,980.00	3.48%
18	Net Procurement**			\$48,959,111.47	
19	Net Product Procurement			\$9,352.70	
20	Net Service Procurement			\$48,949,758.77	
21	Total Number of Diverse Suppliers that Received Direct Spend				6

More data about supplier diversity purchases is in the Excel submission file.

## Addendum Table Small and Local Procurement Spending

Peninsula Clean Energy’s small and local procurement spending is represented in the table below. Small business procurement represents direct spend to small and micro businesses certified by the CA Department of General Services. Local business procurement represents direct spend to businesses and organizations within Peninsula Clean Energy’s service territory of San Mateo County and the City of Los Banos.

		%	# of Suppliers
Small Business Procurement (\$)	\$851,873.00	1.74%	3
Local Business Procurement (\$)	\$2,089,145	4.27%	15
<b>Small &amp; Local Combined Spend</b>	<b>\$2,941,018.39</b>	<b>6.01%</b>	<b>18</b>
<b>Net Procurement</b>	<b>\$48,959,111.47</b>		

## 9.1.2 Description of Diverse Suppliers with Majority Workforce in California

### Diverse Suppliers with Majority California Workforce

Findings of PCE’s supplier diversity workforce analysis, focusing on the percentage of diverse suppliers’ workforce residing in California and the diversity of the total contractor or subcontractor workforce: PCE staff reached out directly to certified suppliers to request information on the percentage of their total direct and subcontracted diverse workforce residing in California. The data collection process involved the following steps:

Out of the suppliers who responded to PCE’s inquiry, 3 diverse suppliers reported having the majority (more than 50%) of their workforce in California.

Based on the data provided by responding suppliers, PCE calculated the average percentage of the workforce residing in California: To calculate the average percentage of the workforce residing in California for our direct suppliers and subcontractors, PCE followed a three-step process:

Step 1: List of supplier percentages

Step 2: Calculation of average percentage

Sum of average percentages: 346.00%

Number of suppliers: 7

Average Percentage of Total Workforce =  $346.00\% / 7 \approx 49.43\%$

The average percentage of the workforce residing in California across our suppliers is approximately 49.43%.

### Diversity of total contractor or subcontractor workforce

The suppliers who responded to our inquiry reported that they do not have any diverse subcontractors. Due to the voluntary nature of this data and privacy concerns, we were unable to obtain comprehensive information on the diversity of the total contractor workforce. However, we remain committed to promoting diversity and inclusion within our supplier base.

It's important to note that this finding is based solely on the responses we received and may not be representative of our entire supplier network. Utilized the Supplier Clearinghouse database to identify certified diverse suppliers. Contacted suppliers via email and phone to request workforce data. Compiled and analyzed the received data. Calculated averages based on the available subset of data.

### 9.1.3 Supplier Diversity Program Expenses

During calendar year 2024, Peninsula Clean Energy incurred the following expenses as part of our Supplier Diversity Program. This includes staff time spent on compiling and writing the GO 156 2023 Annual Report and 2024 Annual Plan, attending and preparing for supplier diversity events, and building our own supplier diversity program.

Expense Category	Year (Actual)
Wages	\$12,282
Other Employee Expenses	\$0
Program Expenses	\$0
Reporting Expenses	\$0
Training Expenses	\$0
Consultant Expenses	\$0
Other Expenses	\$0
<b>Total</b>	<b>\$12,282</b>

## 9.1.5 Description of Prime Contractors Utilization of Diverse Subcontractors

Peninsula Clean Energy implemented a method to track its prime contractor's utilization of small, local, and diverse subcontractors for the 2023 reporting year and PCE staff further refined the data request in 2024. The data request asked for the following information from contractors we worked with in calendar year 2024:

- Whether their own business (prime contractor) was a small or diverse business.
- If the prime contractor was a small or diverse business, if they were certified.
- If the prime contractor was a certified small or diverse business, to indicate their certification agency.
- Asked the prime contractor to identify the following for direct spend (i.e. firms that could be tied directly to their contract with Peninsula Clean Energy):
- Name, address, and contact information of subcontractor and If the subcontractor was a small or diverse business
- If the business was small or diverse, to choose their status from the following: MBE, WBE, DVBE, LGBTBE, SBE, PDBE, multi-status
- Whether the subcontractor was certified or non-certified
- What percentage of work is subcontracted, number of vendors
- Total annual spending on subcontracting
- Whether the subcontractor was diverse
- What percentage of subcontractors are certified diverse
- Short description of service performed by subcontractor
- Dollar amount spent with subcontractor in CY 2024
- Workforce demographics

The data request included instructions and a definitions tab along with staff contact information for any follow-up questions. Peninsula Clean Energy received several responses to this data request, but none of the subcontractors identified were certified small or diverse firms. PCE staff still believes that implementing this data request is a positive development in better understanding our supply chain below the first tier of contracting and plans to issue this data request on an annual cadence to align with the supplier diversity reporting deadline.

## 9.1.5 Description of New Diverse Prime and Subcontractor Utilization

In 2024, PCE welcomed two new prime contractors from diverse backgrounds. One is a Minority Business Enterprise (MBE) owned by a Native American tribe, with whom PCE partnered for energy procurement services. The other is a Women Business Enterprise (WBE) specializing in environmental



consultancy, education, and technical assistance, focusing on areas such as waste reduction, pollution prevention, energy efficiency, and climate change solutions.

While PCE has made progress with its prime contractors, it's worth noting that as of 2024, the organization's subcontractors have not reported engaging any diverse subcontractors for PCE-related work.

### **9.1.6 List of Supplier Diversity Complaints Received and Current Status**

Peninsula Clean Energy did not receive any complaints about its supplier diversity program in calendar year 2024.

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

As discussed in prior year reports, several challenges exist to increasing supplier diversity within power procurement. Peninsula Clean Energy faces similar challenges to the investor-owned utilities to increasing supplier diversity in energy procurement, including the need for large capital requirements for renewable energy products serving as a significant barrier to diverse suppliers entering the market. Peninsula Clean Energy typically optimizes purchases of energy around cost and fit within its overall portfolio with our internal renewable energy goals in mind. Peninsula Clean Energy also cannot grant preference to diverse suppliers due to Proposition 209 limitations. Combined, these factors result in a particularly challenging environment for increasing supplier diversity within energy procurement, even more so than goods and services procurement.

Despite these challenges, Peninsula Clean Energy contracted with its first diverse power supplier in calendar year 2023, as a short-term contract for the purchase of resource adequacy. In 2024, PCE contracted with another diverse power supplier. Peninsula Clean Energy has seen an emerging opportunity to engage diverse suppliers in power procurement is with short-term contracts for resource adequacy and RECs (renewable energy certificates). Since these types of contracts are short-term, at times only a month long, this could potentially result in large fluctuations of diverse spend within this category year-to-year. Regardless, Peninsula Clean Energy is committed to conducting inclusive outreach for both its long-term and short-term solicitations.

While Peninsula Clean Energy cannot weigh diversity criteria in its evaluation of renewable energy offers, staff does assess a variety of qualitative criteria to ensure that energy is procured in a socially responsible manner. It is Peninsula Clean Energy's procedure to ask several questions of developers during the solicitation process around workforce development, environmental stewardship, and community outreach within Disadvantaged Communities (DACs).

### 9.1.9 Supplier Diversity Results in Power (Energy) Procurement

			Direct Power Purchases \$
			Renewable and Non-Renewable Power Products
1	<b>Minority Male</b>	African American	\$0
2		Asian Pacific American	\$0
3		Hispanic American	\$0
4		Native American	\$340,000
5		<b>Total Minority Male</b>	<b>\$340,000</b>
6	<b>Minority Female</b>	African American	\$0
7		Asian Pacific American	\$0
8		Hispanic American	\$0
9		Native American	\$0
10		<b>Total Minority Female</b>	<b>\$0</b>
11	<b>Total Minority Business Enterprise (MBE)</b>		<b>\$340,000</b>
12	<b>Women Business Enterprise (WBE)</b>		<b>\$0</b>

13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	\$0
14	Disabled Veteran Business Enterprise (DVBE)	\$0
15	Persons with Disabilities Business Enterprises (DBE)	\$0
16	8(a) <sup>6</sup>	\$0
17	<b>Total Supplier Diversity</b>	<b>\$340,000.00</b>
18	<b>Net Power Procurement</b>	<b>\$256,142,196.00</b>
19	<b>Net Direct Power Purchases</b>	<b>\$256,142,196.00</b>
20	<b>Net Direct Fuels for Generation</b>	<b>\$-</b>
21	<b>Total Number of Diverse Suppliers</b>	<b>1.00</b>

## 2025 Annual Plan

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

#### Internal Program Activities

Peninsula Clean Energy plans to significantly advance its supplier diversity initiatives in 2025. The company will enhance its website to better support diverse vendors by updating the supplier diversity page and creating a registration platform. This platform will allow diverse suppliers to register their businesses and provide step-by-step information on how to work with Peninsula Clean Energy. Additionally, the website will include a quarterly newsletter sign-up feature and an upgraded section on RFOs for better visibility. This will help maintain a comprehensive database of interested vendors and facilitate communication about supplier diversity events and contracting opportunities through a quarterly newsletter.

To further promote its supplier diversity program, Peninsula Clean Energy will participate in local events, distributing flyers with information about the program, including a QR code linking to the website and vendor registration platform. The company also plans to leverage social media platforms like LinkedIn to post about supplier diversity events, including CPUC local events and other CCA webinars.

In addition to these outreach efforts, Peninsula Clean Energy is planning to conduct supplier diversity training for all staff in Q3 2025. This training will be conducted after the implementation of the registration platform and additional website information, ensuring staff are well-equipped to support the enhanced supplier diversity initiatives.

Peninsula Clean Energy will continue to advance its broader diversity, equity, accessibility, and inclusion efforts in calendar year 2025.

Looking ahead to 2025, Peninsula Clean Energy plans to build upon the initiatives the organization started in 2023. PCE will continue to explore and implement the Decision-Making Framework across various teams. There are plans to make the DEAI Policy available in Spanish and Chinese, as well as in large print format to improve accessibility.

The DEAI Framework aims to be fully integrated into department and organizational planning and budgeting processes by April 2025. This integration aims to ensure that DEAI considerations are at the forefront of all major decisions and strategies.

Peninsula Clean Energy will continue to focus on diversification in its recruitment efforts in 2025. This includes researching and expanding job advertising platforms to reach a more diverse candidate pool. The organization will analyze workforce needs and qualifications, working closely with hiring managers to determine bona fide qualifications for positions. Data shows that recruitment strategies from the past two years of recruiting have increased the diversity of the current Agency workforce - particularly in the areas of military veteran, under-represented minorities, and women.

The organization is committed to identifying and removing artificial barriers to entry in its hiring processes. Collaboration with leadership will be a key focus in 2025, as Peninsula Clean Energy seeks to find innovative ways to increase diversity within the organization. This collaborative approach underscores the company's commitment to making DEAI a central part of its organizational culture and decision-making processes. In addition to targeted recruiting efforts, the Agency will offer training to hiring managers around Unconscious Bias in the hiring process. This collaborative approach underscores the Agency's commitment to making DEAI a central part of its organizational culture and decision-making process.

## External Program Activities

Peninsula Clean Energy plans to maintain its membership status with the local chambers of commerce listed in section *9.1.1 External Program Activities*. Peninsula Clean Energy will also demonstrate its commitment to its community by continuing to sponsor organizations and community events equitably across our service territory.

Consistent with its policies and priorities, Peninsula Clean Energy intends to engage in efforts to reach diverse communities to ensure an inclusive pool of applicants and potential suppliers for its hiring and contracting opportunities. One tactic to ensure that PCE is reaching potential diverse contractors during our solicitation process is to do a keyword search in the Supplier Clearinghouse when pulling potential vendor lists to circulate our solicitations.

## Peninsula Clean Energy 2025 Community Outreach Grant Program

In calendar year 2025, Peninsula Clean Energy has continued its outreach grant program described in section *9.1.1 External Program Activities*. Peninsula Clean Energy has awarded \$500K in grants to 16 nonprofit organizations across San Mateo County. This current grant cycle runs from January 1, 2025 to December 31, 2025.

The grants awarded to 16 local community organizations include outreach in Spanish, Chinese, and Tagalog to help customers receive assistance in meeting their energy needs. PCE's nonprofit partners provide feedback and ideas as well as facilitate focus groups, workshops, and other opportunities for PCE to hear directly from our customers. This helps us better respond to community energy needs.

Through this program, PCE will deploy creative and diverse outreach strategies, such as features on Spanish and Chinese language radio, in-person participation at community events and farmers' markets, and collaboration with art and cultural celebrations.

A summary of the 16 grants that were awarded is provided below:

**350 Silicon Valley** (\$35,000) – Educate residents about the climate and health benefits of electric appliances through family-friendly events

**Acterra** (\$40,000) – Support customers with understanding the benefits of electric appliances and electric vehicles and enrolling in incentive programs. Provide outreach to residents in English, Spanish, and Chinese

**Casa Circulo Cultural** (\$25,000) – Integrate clean energy messages through community art exhibits, theater performances, and other cultural events in English and Spanish

**Climate Resilient Communities** (\$30,000) – Engage communities through focus groups and workshops in Belle Haven, East Palo Alto, and North Fair Oaks in English and Spanish

**Coastside Farmers' Market** (\$40,000) – Communicate the benefits of Peninsula Clean Energy and answer energy-related questions at Farmers' Markets across San Mateo County

**Daly City Partnership** (\$25,000) – Help customers in northern San Mateo County benefit from energy bill discounts, electric vehicles, and electric appliances. Offer support in English, Spanish, and Chinese

**El Concilio** (\$40,000) – Provide English- and Spanish-language outreach throughout San Mateo County. Includes helping customers reduce their utility bill through energy discounts and assistance programs

**HealthWays** (\$25,000) – Conduct outreach about Peninsula Clean Energy in northern San Mateo County in English and Tagalog by partnering with local businesses and volunteers

**Nuestra Casa** (\$30,000) – Promote utility bill discounts and Peninsula Clean Energy programs in East Palo Alto and surrounding communities in Spanish and English

**Peninsula Family Service** (\$15,000) – Assist income-qualified residents in English and Spanish with meeting their energy needs by enrolling in money-saving programs

**Rise South City** (\$20,000) – Assist South San Francisco customers with understanding the energy bill and signing up for energy-related services in English and Spanish

**Senior Coastsiders** (\$25,000) – Help older adults in Half Moon Bay access the benefits of electric transportation, energy bill discounts, and other offers in English, Spanish, and Chinese

**Silicon Valley Youth Climate Action** (\$35,000) – Collaborate with students, parents, and schools to build support for using clean electricity instead of fossil fuels

**Social Focus** (\$30,000) – Provide information about clean energy services in Spanish through radio, print media, video, and in-person outreach

**Sound of Hope** (\$40,000) – Educate Mandarin- and Cantonese-speaking customers about Peninsula Clean Energy programs through radio programs, as well as online promotions across a variety of Chinese media

**Sustainable San Mateo County** (\$45,000) – Partner on induction cooking demonstrations and the All-Electric Award program to raise awareness of how to reduce greenhouse gas emissions in the home

**Peninsula Clean Energy 2025 Schools Programs Funding**

Peninsula Clean Energy has committed the following funds to schools and community colleges in our service territory for 2025. Peninsula Clean Energy allocates funding on a fiscal year basis. The following table shows projected spending in 2025 from the 2024-25 fiscal year. Additional funds will be allocated as part of the 2025-26 fiscal year, which are not reflected in the table.

Program	Description	Projected in 2025
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Youth Climate Ambassadors	High school students learn about environmental issues and receive support to develop local sustainability projects.	\$81,472
Green Career Awareness	Middle and high school students to learn about clean energy careers through experiential field trips and curricula.	\$95,000
School Decarbonization	School districts receive expanded support to electrify their facilities and operations.	\$62,000
School Awards	Awards for exemplary projects related to school decarbonization or clean energy curriculum.	\$2,500
Teacher Workshops	Teachers receive training, lesson plans, and classroom materials related to clean energy.	\$16,000
School Summits	Convenings of students, school administrators, teachers, and other stakeholders to promote environmental literacy and decarbonization of facilities.	\$8,300
Electric Vehicle Collaborative	Partnership with high schools and community college district to explore integrating electric vehicles and charging infrastructure in Career Technical Education curriculum.	\$10,000
Los Banos Science Wax Museum	Sponsorship of Pacheco High School Science Wax Museum event. Students educate peers about clean energy and climate leaders.	\$7,430
<b>Total</b>		<b>\$282,702</b>

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

As described in sections 9.1.5 *Description of Prime Contractor Utilization of Diverse Subcontractors*, Peninsula Clean Energy implemented a form of diverse subcontractor reporting for calendar year 2023 spending in the form of a data request sent to prime contractors, which has been further refined in 2024.

Developing the processes to track and report subcontractor spending is an important initial step to encouraging our primes to subcontract small, local, and diverse businesses. Peninsula Clean Energy also plans to revise its goods and services contracts in 2025 to incorporate a DEAI commitment clause.



While we cannot incentivize the contracting of diverse subcontractors due to Proposition 209 limitations, the revisions will demonstrate Peninsula Clean Energy's commitment to promoting DEI when contracting with prime contractors.