

**Electric  
Years**

**TEN YEARS  
OF PROGRESS**

# SONOMA CLEAN POWER

## 10 Years of Electrifying Results



# TABLE OF CONTENTS



## **INTRODUCTION**

Message from our CEO, 3

## **SECTION 9.1.1., 4**

Description of Supplier Diversity Program Activities During the Previous Calendar Year, 4

## **SECTION 9.1.2., 11**

Summary of Spending, 11

Supplier Diversity Results of Goods and Services (non-power purchases) if Procured, 12

Description of Supplier Workforce, 12

## **SECTION 9.1.3., 12**

Supplier Diversity Program Expense, 12

## **SECTION 9.1.5., 12**

Description of Prime Contractors Utilization of Diverse Subcontractors, 12

## **SECTION 9.1.6., 12**

List of Supplier Diversity Complaints Received and Current Status, 12

## **SECTION 9.1.9., 13**

Description of Supplier Diversity Activities and Progress in Power (Energy) Procurement, 13

Supplier Diversity Results in Power (Energy) Procurement, 13

## **SECTION 10.2., 14**

Description of Supplier Diversity Program Activities Planned for the Next Calendar Year, 14

Plans for Encouraging Prime Contractors to Subcontract Small, Local, and Diverse Businesses, 14



# MESSAGE FROM OUR CEO

Sonoma Clean Power Authority (“SCP”) made significant progress towards our mission of combating the climate crisis in 2024. Discussions around climate change often rely on tons of greenhouse gas emissions as a foundational metric. However, recognizing the human element - both in terms of impacts and the need to support behavioral change - is critical for success.

With the current climate around the terms “diversity, equity, and inclusion,” it is more important than ever that we as a public agency stay strong in our commitment. It is also important to talk about addressing the harms of poverty and other needs to clarify that our equity work is not only based on our suppliers’ identity. I personally recognize the benefits of having a workplace and workforce that look like the communities we serve and represent the varying cultural and economic backgrounds of our customers. Supporting the career development of staff from all backgrounds is vital, too. I am proud to have seen two Latina women on our staff be promoted to more advanced roles in 2024.

I also recognize there are areas for improvement in recruiting diverse suppliers, assisting them with the certification process, and tracking which of our current vendors could be eligible for GO 156. However, we continue to develop the foundation and capacity internally to fulfill the CPUC’s expectations around improved supplier diversity.

Our staff are nurturing new relationships with local organizations and service providers to build trust with and increase our ability to serve our most vulnerable communities. We are focusing our outreach and education efforts on reaching those who are most impacted, under-resourced, underrepresented, and marginalized. Indeed, these are often the customers who can benefit most from the incentives and information we have to offer.

Listening before speaking is a foundation of our approach. We are listening to the needs of our communities before designing programs, and letting those needs guide our actions. We are prioritizing our engagement with local tribes and inviting ideas for long-term partnerships around energy generation and resilience. We are proactively reaching out to small commercial customers and letting them know when they are spending more on their electricity bills than they should be; an effort that provided over \$170,000 in customer bill savings.

All of these actions are essential to making Sonoma Clean Power an agency that diverse businesses want to work with, and that dedicated people want to work for. We understand that there are still efforts that SCP will need to take to improve our supplier diversity and numbers, but we hope that our commitment to the principles and deeper purpose of GO 156 come across in this report.



## GEOF SYPHERS

Chief Executive Officer

Sonoma Clean Power



## SECTION 9.1.1

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

#### 2024 INTERNAL ACTIONS

#### Empowering our customers.

This year, Sonoma Clean Power (SCP) continued to build upon the strategies laid out by its Empower Initiative. With Empower at the core of the Agency's work, SCP is committed to ensuring that its services, offers and incentives, partnerships, sponsorships, outreach, and education efforts are equitable and relevant to all its customers.

Using several datasets and methodologies commonly used to assess need, Sonoma Clean Power identified census tracts within its service area that are most vulnerable to, and impacted by, sources of pollution, socioeconomic issues, and challenges of affordability. Internally, these geographic areas are referred to as Empower Communities.

The Initiative, launched in 2021, continues to guide SCP actions across programs, customer service, procurement, and advocacy.

Some of the notable ways Sonoma Clean Power centered the needs of customers and uplifted its Empower Communities in 2024 include:

- Community Support program
- Event sponsorships
- Speaking engagements and presentations
- Collaborative partnerships with other local agencies and organizations
- Conducting tribal consultations with local tribes
- Serving on local boards and committees
- Community Needs Assessments
- Strategic Action Plan for Customer Offers & Incentives



SCP Managing Director of Customer Service, Erica, and her family celebrating Sonoma County Pride in style.



SCP hosted AAPIC Threads of our Culture



Kory, Karen & Tania out at the Wednesday Night Market.





SCP Staff at our booth at the Hispanic Chamber of Commerce's Golfiesta event

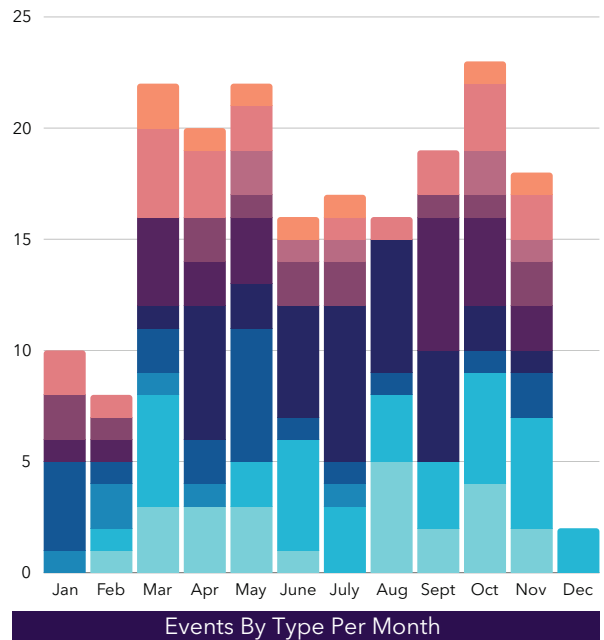
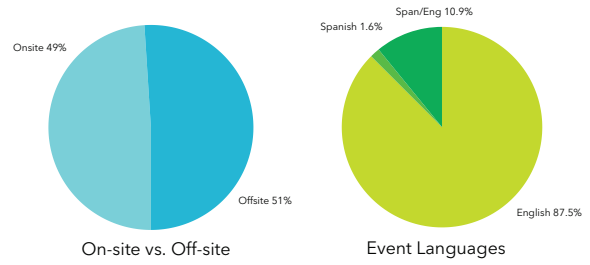


Keila, Carolyn, Connor, Cynthia, Karen & Claudia accept SCP's Diversity in Business award from the North Bay Business Journal.



Customer Service Representative, Keila working at SCP's booth at Fiesta de Independencia.

## EVENTS OVERVIEW



- Customer Education
- Hosted Meeting
- Staff Led Tour
- Field Trip
- Tabling
- Sponsorship Events
- Cooking Class/Demo
- Open House
- Networking Event
- Professional Training

- In 2024, SCP supported 32 events within, or representing, Empower Communities.
- Over 54% of the total dollars spent in SCP's Community Support program went to efforts that directly aid Empower Communities.
- 460 students from 14 different schools took field trips to the SCP Customer Center.
- SCP engaged with 21 new community organizations.
- SCP increased engagements in Mendocino County from 1.6% in 2023 to 21.4% in 2024.
- 11% of events held at the Customer Center were held in Spanish or bilingually

## Listening first. Then action.

This year, Sonoma Clean Power completed its Community Needs Assessments. Through bi-lingual interviews, surveys, and community engagement, this effort was focused on better understanding what customers want and need, studying everything from homes and businesses to agriculture and transportation.

During the request for qualifications process, SCP encouraged minority-owned, women-owned, and locally headquartered businesses to apply. SCPA received a response from a qualified GO 156 entity, EV Noire. The firm was hired by SCP and helped conduct the Community Needs Assessment specific to transportation challenges in our territory.

Reports highlighting the needs, challenges, and opportunities for agriculture, transportation, and residential and commercial customers, are now available on SCP's website.

## Customer programs that make a difference.

Sonoma Clean Power developed the Strategic Action Plan for Customer Offers & Incentives to guide the design of new programs and hold the agency accountable to bringing everyone along in the transition toward a 100% carbon-free electricity future.

Low-income households and those in Empower Communities are more vulnerable to high energy costs, spending a larger percentage of their income on utility bills and causing financial stress. These customers are also more likely to feel the harsh effects of climate change, as these communities are more likely to be flood-prone, heat-affected, or polluted areas, with older, less efficient housing.

SCP's customer offerings and incentives aim to:

- Help customers manage their energy bills
- Promote and encourage behaviors, technologies, and actions that alleviate stress on the grid
- Reduce greenhouse gases by shifting away from fossil fuel end uses (including appliances and transportation)

- Decrease energy use
- Encourage shifting energy use away from evening and nighttime hours to time of the day when renewable energy supply is abundant, reducing the need for natural gas power plants.



Over 10,000 customers have enrolled in SCP's demand response program, GridSavvy Rewards. Alerts via text, email, or voicemail incentivize customers to use less electricity during times of increased demand.

In addition to the \$25 bonus received upon sign-up, customers earn \$2 for every kilowatt-hour (kWh) saved during an Energy Saving Event. Of these customers, 26% of participants are enrolled in CARE/FERA discount programs and 13% live in Empower communities.

To facilitate participation, GridSavvy Rewards expanded from automated demand response using smart technologies to also include behavioral demand response. This change enabled all customers - not just those with smart devices - to participate and earn rewards.

GridSavvy Rewards aims to reduce the strain on the California electrical grid during peak demand periods. On September 5, 2024, SCP customers collectively shed an impressive 5MW of capacity during an Event. This program is a win for customers, Sonoma Clean Power, and the state.



## 2024 EXTERNAL ACTIONS

### Encouraging diverse applicants to solicitations.

Sonoma Clean Power emphasizes its interest in working with businesses that are locally headquartered and/or owned by women, minorities, LGBT, persons with disabilities, and disabled veterans on all solicitation materials and related promotions. Its Solicitations & Business Opportunities webpage directly links to the CPUC's Supplier Clearinghouse .

Additionally, SCP added contributions by contractors to the local workforce and local economy as one of its many assessment criteria, which in turn supports local, small, and underrepresented contractors and businesses.

### Providing information in Spanish.

In Sonoma Clean Power's service area, approximately 30% of the population identifies as Hispanic or Latino, with Spanish being a primary or secondary language for many customers. SCP continues to produce nearly all its communications and offer events in both English and Spanish to better serve the community. Outreach to community organizations and educational presentations are also conducted in both English and Spanish by staff. For larger events, such as its GeoZone Town Hall in July 2024, SCP hired a local interpreter to ensure that live Spanish translation services were provided.

A collaborative process between its Customer Service and Marketing departments and one of its GO 156 vendors, Nexo Media, has increased the number of solicitation-related documents and customer-facing materials, including collateral pieces, social media posts, postcards, and presentation slides, translated into Spanish. However, the Agency acknowledges that there is still room for improvement in this area.

At its Customer Center, SCP offers technical trainings to contractors and customers in Spanish and English. These classes are free and include topics ranging from home electrification, energy storage, cooking on induction, installation of new technologies, and bill assistance.



*Understanding the Latino Market - Presented by Nexo Media*

In addition to being a space for SCP to offer trainings and assist customers, the Customer Center is also made available to local groups to host meetings and events at no cost. In November 2024, Nexo Media hosted an event for business leaders, marketers, and professionals looking to enhance their understanding of the local Latino community and connect with it in meaningful ways, specifically related to marketing and outreach efforts. The sold-out event had over 60 attendees.

### Helping commercial customers save on power costs.

In an effort to help customers reduce costs, SCP's Customer Service team identified and contacted thirty-four small commercial customers paying considerably more for their power than average.

These small usage customers were being charged a PG&E rate meant for larger energy users - essentially paying higher PG&E daily fixed charges, along with demand charges that only large-use customers are required to pay.

By advising these customers they would be better served by changing their accounts from rate B-10 to rate B-1, collectively, this reduced their expected annual electric bills by \$172,000.

In addition to reviewing rate plans, SCP also offers small businesses initial energy assessments through its Commercial Energy Assistance Program.

SCP staff conduct a site visit to identify low-cost/high return measures for energy savings, reduced maintenance costs, improved energy efficiency, and electrification.

In December 2024, SCP provided a walk-through evaluation of the ARS Roofing & The LIME Foundation property, both local, woman and minority owned. The roofing company donates up to 5% of the earnings from each job to The LIME Foundation, a non-profit that CEO Letitia Hanke founded to provide vocational training to at-risk youth, education, and health-related assistance to seniors. After the visit, SCP provided a comprehensive report that details several measures that could reduce energy costs and the carbon footprint of the site.



*Letitia Hanke, LIME Foundation CEO, with a Nissan Leaf obtained through SCP's Nonprofit EV Incentive Program*

### **ADDITIONAL ACTIVITIES AND ACTIONS**

## **Valuing and advancing bilingual and bicultural staff.**

Bilingual staff who regularly utilize Spanish in their work are provided an additional pay stipend. The presence of bicultural and bilingual personnel has greatly improved the agency's engagement with the community and customers, both in-person and over the phone.

Sonoma Clean Power encourages existing employees to apply for positions and provides advanced notice of upcoming recruitments to all staff. To provide equitable access to promotions, SCP re-evaluated the educational requirements of job descriptions. As access to collegiate and post-graduate education is more common amongst candidates from privileged backgrounds, SCP determined this was a potential barrier to diverse recruitment. The results of modifying job requirements materialized quickly.

This year, Monica Arroyo began her new role as Marketing and Events Associate after serving 2 years as an exceptional Customer Service Representative for Sonoma Clean Power. Her responsibilities now include supporting community events and sponsorships, helping to manage Spanish translations for the agency, assisting with social media, and performing a variety of administrative tasks.



*Monica Arroyo, Marketing & Events Associate*



*Monica & Sylvia on duty at the United Womens Group Toy Distribution & Resource Fair.*



## Encouraging personal growth and development.

Sonoma Clean Power strongly supports employee aspirations to grow their skillsets, professionally and personally. Employees are offered a benefit of \$3,500 per year for tuition and textbooks to continue their education, with up to \$10,500 total.

Using SCP's education reimbursement funds, Sylvia Magallanes recently completed a Bachelor of Arts in Sociology from Sonoma State University in Fall 2024. She hopes to use her degree to better connect with customers, the community, and colleagues.

*“I began working at SCP in 2016 as a Customer Service Representative. I was inspired by my colleagues, many of whom held degrees, which motivated me to do the same. I met with my counselor, who recommended sociology based on my interests.*

*I instantly connected with it, and it captivated me because it felt so relevant to everyday life. I enjoyed exploring different societies and understanding how we interact and coexist.*

*SCP having this available for their employees is something that I have never seen at a workplace before. It serves as a great motivator for employees to return to school by easing the financial burden. For me, it provided an opportunity to further my education. I feel incredibly fortunate to work for a place that supports and invests in its employees' growth.”*



Sylvia Magallanes, Senior Customer Service Representative

## Job descriptions and hiring practices.

Sonoma Clean Power states its commitment to supporting a diverse, equitable, and inclusive workplace on all job descriptions, recruitment materials, and its website . It also confirms the expectation of all employees to contribute to these goals.

SCP continues to improve its recruiting process. To announce job opportunities, the Agency partners with local organizations and chambers, posts on a variety of digital and social media platforms, and emphasizes word-of-mouth sharing to invite a more diverse pool of applicants.

In addition to bettering the reach of job announcements, SCP strives to follow the best practices for recruitment, onboarding, and training of staff. As highlighted above, various combinations of experience and training will be evaluated equally in place of a college degree. Previous language around how a candidate “fits in” with company culture has been modified to ask how a candidate “adds to” SCP’s culture. Additionally, hiring committees are required to discuss common biases before any final hiring decision, to overcome barriers to achieving a truly diverse, equitable, and inclusive team.

Sonoma Clean Power does not report non-confidential workforce data about its staff to state and federal agencies, such as the Equal Employment Opportunities Commission.



## Supporting new Sonoma Clean Power Board members.

While SCP has no role in selecting the Agency's Board of Directors, preparing and engaging first-time Board members is a responsibility staff takes seriously. All Board members are elected city councilmembers or county supervisors with varying familiarity with public power and energy systems. The onboarding process is designed to provide new members with the knowledge and understanding they need to appropriately represent their constituents when making decisions for SCP.

The Board has been vocal and supportive of SCP's efforts to center the needs of impacted and hard-to-reach communities. SCP does not collect diversity data about its Board, and data on how members self-identify is not publicly available or accessible.



2024 Board of Directors



## SECTION 9.1.2

### Summary of Spending

In 2024, SCPA's total diverse spend was \$218,684.52. SCPA contracted with eight diverse businesses who are certified in the Supplier Clearinghouse database.

These values represent a decrease in overall spend compared with last year. SCPA did add an additional Supplier Clearinghouse listed business, raising our net total from seven to eight businesses. The list of vendors did have some turnover. One supplier's GO-156 certification expired on June 10, 2024. To ensure accuracy, the figures above include only the funds paid to this supplier between January 1, 2024 - June 9, 2024. We will continue to encourage this supplier and others whose certification has expired to renew their status in the Supplier Clearinghouse.

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

The table below captures the expenditure SCP spent procuring goods and services directly from diverse suppliers, and the total goods and services procurement spent from all suppliers in 2024.

Sonoma Clean Power		2024				GO 156 Section 9.1.2				
		Direct Spend <sup>1</sup> \$	Sub Spend <sup>2</sup> \$	Total \$	%	Product Spend \$	Service Spend \$	Total \$	%	
1	Minority Male	African American								
2		Asian Pacific American								
3		Hispanic American				0.00%			0.00%	
4		Native American								
5		<b>Total Minority Male</b>	<b>3897</b>		<b>3897</b>	<b>0.03%</b>		<b>3897</b>	<b>3897</b>	<b>0.03%</b>
6	Minority Female	African American			0.00%				0.00%	
7		Asian Pacific American								
8		Hispanic American								
9		Native American								
10		<b>Total Minority Female</b>	<b>70689</b>		<b>70689</b>	<b>0.52%</b>		<b>70689</b>	<b>70689</b>	<b>0.52%</b>
11	<b>Total Minority Business Enterprise (MBE)</b>		<b>74586</b>		<b>74586</b>	<b>0.55%</b>		<b>74586</b>	<b>74586</b>	<b>0.55%</b>
12	Women Business Enterprise (WBE)		143334		143334	1.06%		143334	143334	1.06%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		764		764	0.01%		764	764	0.01%
14	Disabled Veteran Business Enterprise (DVBE)									
15	Persons with Disabilities Business Enterprise (DBE)									
16	8(a)*									
17	<b>Total Supplier Diversity Spend</b>		<b>218685</b>		<b>218685</b>	<b>1.62%</b>		<b>218685</b>	<b>218685</b>	<b>1.62%</b>
18	<b>Net Procurement**</b>							<b>13490413</b>		
19	<b>Net Product Procurement</b>							<b>3920444</b>		
20	<b>Net Service Procurement</b>							<b>9569969</b>		
21	<b>Total Number of Diverse Suppliers that Received Direct Spend</b>								<b>8</b>	

**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.

<sup>1</sup> Direct - Means Direct Procurement: when a CCA directly procures from a supplier.

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

% - Percentage of Net Procurement.

## Description of Supplier Workforce

SCP does not have sufficient information to report on whether the majority of its diverse suppliers' workforce reside in California. The Agency does not collect diversity data from its contractors or subcontractors as part of its business practices. This information was not voluntarily provided to the Supplier Clearinghouse database or directly to Sonoma Clean Power.

### SECTION 9.1.3 Supplier Diversity Program Expense

The table below captures the amount of money Sonoma Clean Power spent to implement a supplier diversity program based on GO 156.

Sonoma Clean Power	2024 of Report		GO 156 Section 9.1.3
	Expense Category	Year (Actual)	
	Wages	\$8255.34	<b>Program Expenses:</b> the amount of money a CCA spent to implement a supplier diversity program based on GO 156.
	Other Employee Expenses		
	Program Expenses		
	Reporting Expenses		
	Training Expenses		
	Consultant Expenses		
	Other Expenses		
	<b>Total</b>		

**Program Expenses may include:**

- Amount spent providing technical assistance to small/diverse businesses.
- Marketing and outreach costs for events or education efforts.
- Supplier Diversity Report production costs such as graphics, design, etc.
- Salaries for staff and fees for consultants dedicated to supplier diversity program, plans, and reporting.

### SECTION 9.1.5 Description of Prime Contractors Utilization of Diverse Subcontractors

Sonoma Clean Power includes language in its solicitations to encourage diverse businesses to apply. In certain cases, the Agency also considers qualitative measures to assess a candidate's contributions to the local workforce and local economy, including by supporting local, small, and underrepresented subcontractors.

Many of SCP's contractors utilize small and local subcontractors. However, it is unable to track or request whether these subcontractors themselves are GO 156 certified.

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

Sonoma Clean Power did not receive any formal complaints related to its Supplier Diversity program in 2024.



## SECTION 9.1.9

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

Sonoma Clean Power encourages all qualified organizations are encouraged to respond to its power procurement solicitations, including minority-owned and women-owned business entities. SCP also directs all respondents who are women-owned, minority-owned, disabled veteran-owned, persons with disabilities-owned and LGBT-owned businesses to consider becoming certified with the CPUC's Supplier Diversity Program. However, it explains that the certification is voluntary and cannot be used as a criterion for SCP's decision-making or selection process.

Pursuant to Proposition 209, a government entity such as SCP is prohibited from discriminating against or granting preferential treatment to any individual or group on the basis of race, sex, color, ethnicity, or national origin in the operation of public employment, public education, or public contracting.

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

The table below captures the expenditure SCP spent procuring power products directly from diverse suppliers.

Sonoma Clean Power			2024					GO 156 Section 9.1.9	
			Direct Power Purchases \$	Direct Fuels for Generation \$			Totals \$ <sup>1</sup>		% <sup>2</sup>
			Renewable and Non-Renewable Power Products	Diesel	Nuclear	Natural Gas	Direct <sup>3</sup>	Sub <sup>4</sup>	Total \$ <sup>5</sup>
1	Minority Male	African American	\$0	\$0	\$0	\$0	\$0	\$0	\$0
2		Asian Pacific American	\$0	\$0	\$0	\$0	\$0	\$0	\$0
3		Hispanic American	\$0	\$0	\$0	\$0	\$0	\$0	\$0
4		Native American	\$0	\$0	\$0	\$0	\$0	\$0	\$0
5		<b>Total Minority Male</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
6	Minority Female	African American	\$0	\$0	\$0	\$0	\$0	\$0	\$0
7		Asian Pacific American	\$0	\$0	\$0	\$0	\$0	\$0	\$0
8		Hispanic American	\$0	\$0	\$0	\$0	\$0	\$0	\$0
9		Native American	\$0	\$0	\$0	\$0	\$0	\$0	\$0
10		<b>Total Minority Female</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
11	<b>Total Minority Business Enterprise (MBE)</b>		<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
12	<b>Women Business Enterprise (WBE)</b>		<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
13	<b>Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)</b>		<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
14	<b>Disabled Veteran Business Enterprise (DVBE)</b>		<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
15	<b>Persons with Disabilities Business Enterprises (DBE)</b>		<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0</b>	<b>0</b>	<b>0</b>
16	<b>8(a)<sup>6</sup></b>		<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
17	<b>Total Supplier Diversity</b>		<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
18	<b>Net Power Procurement</b>		<b>\$176,942,839</b>	Line Item 18 is the sum of of line item 19 and 20					
19	<b>Net Direct Power Purchases</b>		<b>\$176,942,839</b>						
20	<b>Net Direct Fuels for Generation</b>		<b>\$0</b>						
21	<b>Total Number of Diverse Suppliers</b>		<b>0</b>						

**BUSINESSES WITH MULTIPLE CERTIFICATIONS CAN ONLY BE COUNTED IN ONE DIVERSE CATEGORY**

Percentage amounts should be carried out to two decimal places (for example, 25.43%).

Dollar amounts should be shown as whole

If a CCA has spend with a supplier before the supplier is certified, the CCA may count the spend for the entire calendar year in which the supplier becomes certified.

If a CCA has spend with a supplier whose certification has expired and is later renewed, the CCA may count spend for the expired period if the supplier renews their certification within the same calendar year.

**NOTES:**

<sup>1</sup> Excludes purchases from the California Independent System Operator (CAISO), utilities, federal entities, state entities, municipalities and cooperatives.

<sup>2</sup> % - Percentage of Net Procurement.

<sup>3</sup> Includes Direct Power Purchases and Direct Fuels for Generation. Direct - Means Direct Procurement: when a CCA directly procures from a supplier.

<sup>4</sup> Sub - Means Subcontractor Procurement: when a prime contractor, in contract with a CCA, procures from a subcontractor to fulfill its contractual obligation(s).

<sup>5</sup> "Total" does not include pre-commercial development (COD) subcontracting values.

<sup>6</sup> 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).

## SECTION 10.2

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

#### Improved involvement and tracking of staff hours.

An understated area of this report continues to be the amount of money SCP spent to implement a supplier diversity program. In 2025, the Agency will set improved expectations and more frequent reminders for the logging of staff time related to GO 156.

Additionally, as SCP pursues a concerted and strategic approach across the agency to advance supplier diversity, staff expects results to continue improving in 2025. There are opportunities around reporting, relationship building, and technical assistance that could benefit from the greater involvement of SCP's Customer Service, Marketing and Public Relations, Procurement, and Programs departments.

Staff will also regularly participate in CPUC and CCA workshops to become more familiar with how others are structuring their supplier diversity programs. A particular area of interest is how others request diversity data from their Board of Directors, contractors, and subcontractors.

#### New strategies for including small, local, and diverse businesses.

Sonoma Clean Power has a practice of informing all new business partners about the Supplier Clearinghouse. Inevitably, however, not every qualified diverse supplier registers with the database, even if they are eligible for certification. SCP can do more to both assist vendors with the application process and potentially use the database to proactively identify vendors to contract with.

Continuing to prioritize small local businesses is one way to achieve many of the GO 156 objectives within the limitations of Proposition 209.

## Centering diversity, equity, and inclusion.

Due to the current backlash on DEI efforts at the Federal level, SCP recognizes that the number of self-reporting Supplier Clearinghouse businesses could decrease in future years.

SCP will continue to state its commitment to being a diverse, equitable, and inclusive workplace and business partner while also acknowledging the importance of using metrics related to need, not just identity. These areas include, but are not limited to:

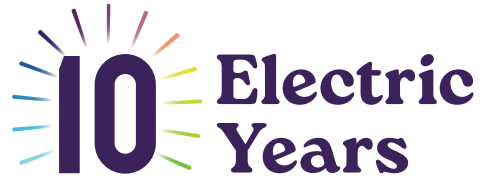
- Solicitations and business opportunities
- Job descriptions and recruitment
- Community outreach and engagement efforts
- Sponsorships and partnerships
- Customer offerings and incentives design

Empower will continue to be a guiding framework for reaching and engaging customers, especially those who are low-income, Spanish-speaking, renters, and living in underserved communities.

Improved engagement with customers across different demographic groups and throughout SCP's service area will lead to greater participation in customer programs, distribution of resources, and new partnership opportunities with community organizations and local businesses.

#### Plans for Encouraging Prime Contractors to Subcontract Small, Local, and Diverse Businesses

SCP will continue to include language encouraging businesses that are locally headquartered and/or owned by women, minorities, LGBT, persons with disabilities, and disabled veterans to respond to its solicitations. Learning more about how other CCAs are managing subcontractor relations and expectations will help SCP form a more concrete plan for 2026.

The logo features a large, dark blue number '10' with colorful rays emanating from its top and sides. To the right of the '10', the words 'Electric' and 'Years' are stacked vertically in a dark blue, sans-serif font.

**10** Electric  
Years



741 Fourth Street  
Santa Rosa, CA 95404

[sonomacleanpower.org](http://sonomacleanpower.org)





**GO 156  
Section**

**Annual Rep**

- 9.1.1** Description of Supplier Diversity Program Activities During the
- 9.1.2** Supplier Diversity Results of Goods and Services (non-power
- 9.1.2** Description of Diverse Suppliers with Majority Workforce in Ca
- 9.1.3** Supplier Diversity Program Expense
- 9.1.5** Description of Prime Contractors Utilization of Diverse Subcon
- 9.1.5** New Diverse Prime and Subcontractor Utilization
- 9.1.6** List of Supplier Diversity Complaints Received and Current Sta
- 9.1.9** Description of Supplier Diversity Activities and Progress in Pow
- 9.1.9** Supplier Diversity Results in Power (Energy) Procurement

**Annual Pla**

- 10.2** Description of Supplier Diversity Program Activities Planned fo
- 10.2** Plans to Encourage Prime Contractors to Subcontract Small, I

**NOTE:**

\*CCA - community choice aggregators with gross annual California re

## Annual Plan Table of Contents

Port	Page Number	
Previous Calendar Year	1	
purchases) if Procured	2	
California	3	
	4	
tractors	5	
	6	
atus	7	
wer (Energy) Procurement	8	x`
	9	
n		
or the Next Calendar Year	10	
Local, and Diverse Businesses	11	

venues exceeding \$15,000,000.

## Supplier Diversity Annual Report a

Sonoma Clean Power	2024
Description of Supplier Diversity Program Activities D	

Narrative describing the CCA's supplier diversity program intern:

Narrative describing the CCA's supplier diversity program extern  
the approximate amount of funding, to the extent available, direc  
of technical assistance to small and diverse businesses.

Narrative describing the CCAs diversity, equity, and inclusion po

\*Narrative or data describing non-confidential workforce data th  
such as the Equal Employment Opportunities Commission on th

\*Narrative which briefly describes the CCA's board diversity data

Provide the CCA's supplier diversity program website address ar

**NOTE:**

\*CCA - community choice aggregators with gross annual C:

**Internal program activities include but are not limited to:**

- Establishing and implementing a supplier diversity program wi
- Developing a program with articulated and defined mission an
- Training employees on the program.
- Defining employees responsibilities and expectations.
- Assisting prime contractors with their supplier diversity progr
- Implementing recognition and/or award programs.
- Preparing and submitting annual supplier diversity plans and p

**External program activities include but are not limited to:**

- Conducting outreach to promote the supplier diversity program
- Supporting organizations that promote the interest of and adv
- communities.
- Developing and providing technical assistance and capacity b
- businesses.

**NOTE:**

\*These items fulfill the requirements of R.21-030-10, which was



	GO 156 Section 9.1.1
during the Previous Calendar Year	

al strategies and activities.

ial strategies and activities including,  
ctly expended on development and distribution



olicies or activities to promote equitable hiring and recruiting.

at is already reported to other state and federal agencies  
e EEO-1.

and any publicly available board data.

nd contact information (name, telephone number, and email).

alifornia revenues exceeding \$15,000,000.

th adequate resources.  
d directions.  
ms.  
progress reports.

n and provide education.  
ocate for diverse suppliers and diverse  
uilding opportunities for diverse and small

approved on September 26, 2024.

ed

<b>Sonoma Clean Power</b>	<b>Supplier Diversi</b>
---------------------------	-------------------------

1	<b>Minority Male</b>	African American
2		Asian Pacific American
3		Hispanic American
4		Native American
5		<b>Total Minority Male</b>
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)	
12	Women Business Enterprise (WBE)	
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBT)	
14	Disabled Veteran Business Enterprise (DVBE)	
15	Persons with Disabilities Business Enterprise (DBE)	
16	8(a)*	
17	<b>Total Supplier Diversity Spend</b>	
18	Net Procurement**	
19	Net Product Procurement	
20	Net Service Procurement	
21	Total Number of Diverse Suppliers that Received Direct Spend	

**NOTE:**

\* 8(a) - Businesses owned and controlled by persons found Administration pursuant to Section 8(a) of the Small Business Administration, pursuant to Section 5 of Executive Order 11625

\*\* Net Procurement includes purchase orders, non-purchase orders

<sup>1</sup> Direct - Means Direct Procurement: when a CCA directly procures

<sup>2</sup> Sub - Means Subcontractor Procurement: when a prime contractor



to fulfil its contractual obligation(s).  
% - Percentage of Net Procurement.

# Supplier Diversity Annual Report and Annual Plan

2024					
ty Results of Goods and Services (non-power purchases) if Procured					
	[Year] of Report				
	Direct Spend <sup>1</sup> \$	Sub Spend <sup>2</sup> \$	Total \$	%	Product Spend \$
				0.00%	
	3897		3897	0.03%	
				0.00%	
	70689		70689	0.52%	
	74586		74586	0.55%	
	143334		143334	1.06%	
TBE)	764		764	0.01%	
	218685		218685	1.62%	
					13490413
					3920444
					9569969
					8

to be disadvantaged by the U.S. Small Business  
 ss Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary  
 325 (GO 156 Section 1.3.13).  
 e orders, and credit card dollars.  
 rocures from a supplier.  
 ontractor, in contract with a CCA, procures from a subcontractor





GO 156 Section 9.1.2

Service Spend \$	Total \$	%
		0.00%
3897	3897	0.03%
		0.00%
70689	70689	0.52%
74586	74586	0.55%
143334	143334	1.06%
764	764	0.01%
218685	218685	1.62%

**BUSINESSES WITH MULTIPLE CER DIVERSE CATEGORY**

If a CCA has spend with a supplier before entire calendar year in which the supplier

If a CCA has spend with a supplier whose count spend for the expired period if the s

**Indirect spends** are **NOT** included in CCA

An example of indirect spend would be if a contract is to provide engineering services empty wastebaskets and provide general s report since the janitorial services is not pa

If a CCA chooses to report diverse supplier and below), it must ensure it will be able to subcontracting spend, at any level, must b which the prime contractor was hired.

Report the value of early payment discount 2% early payment discount and the CCA amount (\$98K), and not the full contract a

Percentage amounts should be carried ou

**Direct:** refers to **Direct Spend** to capture directly from diverse suppliers in the previ

**Sub:** refers to **Subcontracting Spend** to procuring goods and services from divers

**Net Procurement** = total goods and servi and diverse suppliers) for the previous ca

% = Spend Percentage of Net Procurement

**Net Procurement = Total Product Procurement**

**Total Product Procurement** = total product procurement (including direct and diverse suppliers) for the previous calendar year

**Total Service Procurement** = total service procurement (including direct and diverse suppliers) for the previous calendar year

## **CERTIFICATIONS CAN ONLY BE COUNTED IN ONE**

When the supplier is certified, the CCA may count the spend for the year the supplier becomes certified.

If the certification has expired and is later renewed, the CCA may count the spend if the supplier renews their certification within the same calendar year.

As part of their annual reports.

As a prime contractor, for example, an engineering firm, whose contract includes janitorial services, hires a minority business to provide janitorial services to the project. This indirect spend cannot be included in the annual report because it is not part of the contract between the CCA and the engineering firm.

For procurement beyond the initial subcontracting level (Tier 3 and above), the CCA must verify such expenditures upon the Commission's request. All expenditures must be well documented and specifically related to the project for which the procurement was made.

For contracts where discounts are utilized. For example, if a \$100,000 contract has a 2% discount and the CCA pays only \$98,000, they should report the paid amount (\$100K).

Percentages should be reported to two decimal places (for example, 25.43%).

The total expenditure a CCA spent procuring goods and services in the previous calendar year.

The total expenditure a CCA prime contractor spent on goods and services from subcontractors in the previous calendar year. The CCA must capture the expenditure a CCA prime contractor spent on goods and services from subcontractors in the previous calendar year. The CCA must capture the expenditure a CCA prime contractor spent on goods and services from subcontractors in the previous calendar year. The CCA must capture the expenditure a CCA prime contractor spent on goods and services from subcontractors in the previous calendar year.

The total expenditure a CCA spent procuring goods and services from all suppliers (both non-diverse and diverse) in the previous calendar year. It does not include Fuel and Power procurements.



ent for the row category.

**urement + Total Service Procurement**

ucts procurement spend from all suppliers (both non-diverse  
endar year.

es procurement spend from all suppliers (both non-diverse  
endar year.

Supplier Diversity Annual Report a

Sonoma Clean Power	2024 of Report
Description of Supplier Wo	

Each utility shall provide, to the extent the information is readily :

1. The number of diverse suppliers who have the majority of their
2. For your organization's direct suppliers and subcontractors, provide the following information:
  - Step 1: list each supplier's average percentage (provided by
  - Step 2: calculate the average percentage  
Sum of average percentage / # of suppliers = Average Percentage
  - Step 3: report the average percentage
3. Provide the diversity of the TOTAL contractor or subcontractor and the employees of the suppliers.

See sample tab for an example

SCP DOES NOT COLLECT THIS INFORMATION, AND IT WAS

\* Please note for Items 2, and 3 above it refers to your organization

	<b>GO 156 Section 9.1.2</b>
<b>workforce</b>	

accessible, a narrative and/or data describing the following:

ir workforce in California.

Provide the average percentage of the workforce that resides in California.  
(the Supplier Clearinghouse and/or via CCA inquiry to vendors)

Percentage of Total Workforce

or workforce. To the extent that the data is provided voluntarily by

IS NOT FREELY PROVIDED BY DIRECT SUPPLIERS OR CONTRACTORS EITHER IN THE SL  
organizations total supplier base (all direct and subcontractor vendors)

# Revised

The information can be obtained from the Supplier Clearinghouse and/or via CCA inquiry to vendors.

**Majority Workforce:** More than 50% of a supplier's workforce resides in California.

**Average Percentage of Total Supplier (direct and subcontractor) Workforce:** The Supplier Clearinghouse will collect information on the percentage of each supplier's workforce that resides in California. CCAs should also collect this information from their suppliers when available.

Supplier Clearinghouse will use this information to calculate the average percentage of the total supplier workforce for all suppliers it contracted with in the report year.



2. The average percentage of the TOTAL (direct and subcontractors) diverse supplier workforce

Step 1: list each supplier's average percentage (provided by the Supplier Clearinghouse and

Step 2: calculate the average percentage

Sum of average percentage / # of suppliers = Average Percentage of Total Workforce

Step 3: report the average percentage

**EXAMPLE OF CALCULATION ONLY**

**Step 1: List each supplier's average percentage**

<b>Supplier</b>	<b>Average Percentage of Workforce</b>
Supplier 1	0.30
Supplier 2	0.60
Supplier 3	0.10
Supplier 4	0.60
Supplier 5	0.20
Supplier 6	0.10
Supplier 7	0.40
Supplier 8	0.50
Supplier 9	0.20
Supplier 10	0.40
Sum of Average Percentage	3.40
Number of Suppliers	10

**Step 2: Calculate the average percentage**

$$3.40 / 10 = .34$$

**Step 3: Report the average percentage**

0.34

Sample



**Supplier Diversity Annual Rep**

<b>Sonoma Clean Power</b>	<b>2024 of Repc</b>
<b>Supplier Diversity Progi</b>	

<b>Expense Category</b>
Wages
Other Employee Expenses
Program Expenses
Reporting Expenses
Training Expenses
Consultant Expenses
Other Expenses
<b>Total</b>

**Program Expenses may include:**

- Amount spent providing technical assistance to small/diver
- Marketing and outreach costs for events or education effo
- Supplier Diversity Report production costs such as graphi
- Salaries for staff and fees for consultants dedicated to sup
- Costs for training staff on supplier diversity initiatives and
- Etc.



Report	GO 156 Section 9.1.3
Program Expense	

Year (Actual)
\$8255.34

**Program Expenses:** the amount of money a CCA spent to implement a supplier diversity program based on GO 156.

erse businesses.  
rts.  
cs, design, etc.  
upplier diversity program, plans, and reporting.  
reporting requirements.

## Supplier Diversity Annual Report a

Sonoma Clean Power	2024
Description of Prime Contractors Utilization o	

Narrative describing prime contractors utilization of diverse subc

Examples of narrative:

- Description of efforts and initiatives to encourage prime contra of diverse subcontractors.
- Description of a CCA's efforts to connect prime contractors wit
- Description of how prime contractors report their diverse spen
- Description and examples of prime contractors utilization of di
- Description of award/recognition programs.
- Etc.

	<b>GO 156 Section 9.1.5</b>
<b>of Diverse Subcontractors</b>	

contractors.

actors to increase the utilization  
th diverse suppliers.  
d.  
verse subcontractors.

<b>Name of CCA:</b>	
	<b>New Di</b>

<b>Category</b>
Minority Male Business Enterprise
Minority Female Business Enterprise
Total Minority Business Enterprise (MBE)
Women Business Enterprise (WBE)
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)
Disabled Veteran Business Enterprise (DVBE)
Persons with Disabilities Business Enterprise (DBE)
8(a)
<b>Total</b>

**NOTES:**

\* 8(a) - Firms classified as 8(a) by the Small Business Administration include Businesses owned and controlled by persons found to be disadvantaged Administration pursuant to Section 8(a) of the Small Business Act, as amended by the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 12813.

\*\* Net Procurement includes purchase orders, non-purchase orders, and

Direct - Means Direct Procurement: when a utility directly procures from a

Sub - Means Subcontractor Procurement: when a prime contractor, in co



to fulfil its contractual obligation(s).

2024	GO 156 Section 9.1.5
<b>verse Prime and Subcontractor Utilization</b>	

New Prime Contractors #	New Subcontractors #
1	NA
0	NA
0	NA
0	NA
0	NA
0	NA
0	NA
0	NA
0	NA
0	NA
0	NA
1	NA

**New Diverse Prime and Sub**  
 Enter the number of unique, n  
 new subcontractors certified p  
 the utility contracted with dur

ude non-WMDVLGBTPDBE.  
 by the U.S. Small Business  
 ended (15 U.S.C. 637 (a)) or the  
 1625 (GO 156 Section 1.3.13).  
 credit card dollars.

a supplier.  
 ntract with a utility, procures from a subcontractor



New

**Subcontractor Utilization:**

new prime contractors and  
pursuant to GO 156 that  
during the report year.

**Supplier Diversity Annual Report a**

<b>Sonoma Clean Power</b>	<b>2024</b>
<b>List of Supplier Diversity Complaints Recei</b>	

A list of complaints received from diverse suppliers during the pe describing the nature of each complaint and its resolution or curi

**NOTE:**  
For this section, a complaint means any written or verbal st:  
third-party stating that the CCA's supplier diversity program

	<b>GO 156 Section 9.1.6</b>
<b>ved and Current Status</b>	

ast year, accompanied by a brief narrative  
rent status.

atement from a diverse supplier or  
n is unsatisfactory or unacceptable.



**Supplier Diversity Annual Report a**

<b>Sonoma Clean Power</b>	<b>2024</b>
<b>Description of Supplier Diversity Activities and Progre</b>	

Narrative describing the CCA's efforts to recruit diverse suppliers during the previous calendar year.

	<b>GO 156 Section 9.1.9</b>
<b>ss in Power (Energy) Procurement</b>	

s in power procurement and progress achieved

Supplier Diver

<b>Sonoma Clean Power</b>	
	<b>Supplier Diversity</b>

		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 \$0
5		Total Minority Male \$0
6	<b>Minority Female</b>	African American \$0
7		Asian Pacific American \$0
8		Hispanic American \$0
9		Native American \$0
10		Total Minority Female \$0
11	<b>Total Minority Business Enterprise (MBE)</b> \$0	
12	Women Business Enterprise (WBE) \$0	
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> \$0	
18	<b>Net Power Procurement</b> \$176,942,839	
19	<b>Net Direct Power Purchases</b> \$176,942,839	
20	<b>Net Direct Fuels for Generation</b> \$0	
21	<b>Total Number of Diverse Suppliers</b> 0	

**NOTES:**

<sup>1</sup> Excludes purchases from the California Independent System Operator (CAI

<sup>2</sup> % - Percentage of Net Procurement.

<sup>3</sup> Includes Direct Power Purchases and Direct Fuels for Generation. Direct - I

<sup>4</sup> Sub - Means Subcontractor Procurement: when a prime contractor, in contr obligation(s).

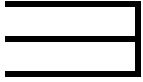
<sup>5</sup> "Total" does not include pre-commercial development (COD) subcontracting

<sup>6</sup> 8(a) - Businesses owned and controlled by persons found to be disadvantaged Administration pursuant to Section 8(a) of the Small Business Act, as amend of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Sec









**BUSINESSES WITH MULTIPLE CERTIFICATIONS CAN ONLY BE COUNTED IN ONE DIVERSE CATEGORY**

Percentage amounts should be carried out to two decimal places (for example, 25.43%).

Dollar amounts should be shown as whole dollars only.

If a CCA has spend with a supplier before the supplier is certified, the CCA may count the spend for the entire calendar year in which the supplier becomes certified.

If a CCA has spend with a supplier whose certification has expired and is later renewed, the CCA may count spend for the expired period if the supplier renews their certification within the same calendar year.

## Supplier Diversity Annual Report a

<b>Sonoma Clean Power</b>	<b>2024</b>
<b>Description of Supplier Diversity Program Activities P</b>	

Narrative describing internal supplier diversity program activities

Narrative describing external supplier diversity program activities

### **Internal planned program activities include but are not limited to:**

- Identify areas of improvement and plan new strategies to include diverse businesses.
- Reassess mission, and directions.
- Update training manuals.
- Improve resources and technologies.
- Evaluate employees responsibilities and expectations.
- Develop plan to improve prime contractors reporting.
- Improve internal communications.
- Etc.

### **External planned program activities include but are not limited to:**

- Outreach to promote the program and provide education.
- Support organizations that promote the interest of and advocate for diverse businesses.
- Develop and provide technical assistance and capacity building for small, local, and diverse businesses.
- Etc.

	<b>GO 156 Section 10.2</b>
<b>planned for the Next Calendar Year</b>	

planned for the next calendar year.

s planned for the next calendar year.

ited to:  
ide small, local, and diverse

ited to:  
te for small, local, and diverse  
ng initiatives and opportunities

**Supplier Diversity Annual Report a**

<b>Sonoma Clean Power</b>	<b>2024</b>
<b>Plans to Encourage Prime Contractors to Subcontract S</b>	

Narrative describing plans for encouraging prime contractors to  
in subcontracts in all categories which provide subcontracting op

	<b>GO 156 Section 10.2</b>
<b>Small, Local, and Diverse Businesses</b>	

engage small, local, and diverse businesses  
opportunities.

Name
Woman Business Enterprises
Minority Business Enterprises
Lesbian, Gay, Bisexual, Transgender (LGBT) Business Enterprise
Persons with Disabilities Business Enterprise
Disabled Veteran Business Enterprises
Disabled Veteran
African American
Asian Pacific American
Hispanic American



Native American
Other Groups (8(a))
Subcontract
Supplier Clearinghouse
Commission
Short-Term Goal
Mid-Term Goal
Long-Term Goal
Product and Service Categories
Supplier Diversity
Diverse Business/Supplier

## GO 156 Section 1.3 Definitions\*

Definition	Acronym
A business enterprise at least 51% owned by a woman or women, or if a publicly owned business, at least 51% of the stock owned by one or more women; and whose management and daily business operations are controlled by one or more of those individuals ( GO 156 Section 1.3.3).	WBE
A business enterprise at least 51% owned by a minority individual or group(s), or if a publicly owned business, at least 51 % of the stock owned by one or more minority groups; and whose management and daily business operations are controlled by one or more of those individuals. Minority includes, but is not limited to, African Americans, Hispanic Americans, Native Americans, Asian Pacific Americans, and other groups as defined in the GO (GO 156 Section 1.3.4).	MBE
A business enterprise at least 51% owned by a lesbian, gay, bisexual, or transgender person or persons, or if a publicly owned business, at least 51% of the stock owned by one or more lesbian, gay, bisexual, or transgender persons; and whose management and daily business operations are controlled by one or more of those individuals (GO Section 156 1.3.5).	LGBTBE
A business enterprise at least 51% owned by a person or persons with a disability, or if a publicly owned business, at least 51 % of the stock owned by one or more persons with a disability; and whose management and daily business operations are controlled by one or more of those individuals (GO 156 Section 1.3.6)	DBE
1) It is a sole proprietorship at least 51% owned by one or more disabled veterans or, in the case of a publicly owned business, at least 51% of its stock is owned by one or more disabled veterans; a subsidiary which is wholly owned by a parent corporation, but only if at least 51% of the voting stock of the parent corporation is owned by one or more disabled veterans; or a joint venture in which at least 51% of the joint venture's management and control and earnings are held by one or more disabled veterans. (2) The management and control of the daily business operations are by one or more disabled veterans. (3) It is a sole proprietorship, corporation, or partnership with its home office located in the United States, which is not a branch or subsidiary of a foreign corporation, foreign firm, or other foreign-based business (GO	DVBE
Refers to a veteran of the military, naval or air service of the United States with a service-connected disability and who is a resident of the State of California (GO 156 Section 1.3.7).	
Refers to a person having origins in any black racial groups of Africa (GO 156 Section 1.3.9)	BA
Refers to a person having origin in Asia or the Indian subcontinent, including, but not limited to, persons from Japan, China, the Philippines, Vietnam, Korea, Samoa, Guam, the U.S. Trust Territories of the Pacific, Northern Marianas, Laos, Cambodia, Taiwan, India, Pakistan, and Bangladesh (GO 156 Section 1.3.12).	APA
Refers to a person of Mexican, Puerto Rican, Cuban, South or Central American, Caribbean, and other Spanish culture or origin (GO 156 Section 1.3.10).	HA

Refers to a person having origin in any of the original peoples of North America or the Hawaiian Islands, in particular, American Indians, Eskimos, Aleuts, and Native Hawaiians (GO 156 Section 1.3.11).	NA
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	8(a)
person (in which the parties do not stand in the relationship of an employer and an employee): for the furnishing of supplies or services for the use of real or personal property, including lease arrangements, which, in whole or in part, is necessary to the performance of any one or more contracts; or under which any portion of the contractor's obligation under any one or more contracts is performed, undertaken or assumed (GO 156 Section 1.3.23).	Sub
A Commission-supervised program or entity that shall conduct certifications/verifications and maintain a database of eligible suppliers for the use of utilities and other covered entities under the Commission's Supplier Diversity Program (GO 156 Section 1.3.22).	
Refers to the California Public Utilities Commission, as provided for in Article XII of the California Constitution (GO 156 Section 1.3.1).	CPUC
A goal applicable to a period of one (1) year (GO 156 Section 1.3.18).	
A goal applicable to a period of three (3) years (GO 156 Section 1.3.19).	
A goal applicable to a period of five (5) years (GO 156 Section 1.3.20).	
As defined by the Standard Industrial Classification (SIC) system maintained by the United States Department of Labor, Occupational Safety and Health Administration, as they currently read or as amended or as defined by any other updated classification system that supersedes the SIC system (GO 156 Section 1.3.24).	
Refers to the inclusion of women, minority, disabled veteran, LGBT , and persons with disabilities business enterprises in supply chains and procurement activities	
Refers to women, minority, disabled veteran, LGBT , and persons with disabilities business enterprises	

**NOTE:**

\* These definitions are not proposed amendments to Section 1.3 of GO 156 or the other Sections. The purpose of these definitions is to provide convenient reference in preparing GO 156 reports.

**Certification**

Supplier Clearinghouse

Supplier Clearinghouse

Supplier Clearinghouse

Supplier Clearinghouse

Department of General  
Services (DGS)

