

2024 SUPPLIER DIVERSITY REPORT





Table of Contents

INTRODUCTION	3
SECTION 9.1.1	7
SECTION 9.1.2	19
SECTION 9.1.3	20
SECTION 9.1.5	21
SECTION 9.1.6	21
SECTION 9.1.9	21
SECTION 10.2	23





INTRODUCTION

Pursuant to General Order 156, Sections 9 and 10, Silicon Valley Clean Energy (SVCE) hereby submits its 2024 Annual Report on the Utilization of Women, Minority, Disabled Veteran, Persons with Disabilities, Lesbian, Gay, Bisexual, Transgender Business Enterprises (WMDVLGBTBE) and planned activities for 2025.

About Silicon Valley Clean Energy

SVCE is a community-owned agency serving the majority of Santa Clara County communities, acquiring renewable and clean electricity on behalf of more than 280,000 residential and commercial customers. As a public agency, net revenues are returned to the community to keep rates competitive and promote clean energy programs. Member jurisdictions include Campbell, Cupertino, Gilroy, Los Altos, Los Altos Hills, Los Gatos, Milpitas, Monte Sereno, Morgan Hill, Mountain View, Saratoga, Sunnyvale and unincorporated Santa Clara County. SVCE is guided by a Board of Directors, which is comprised of a representative from the governing body of each member community. For general information on SVCE, please visit: www.svcleanenergy.org.

SVCE is committed to reinvesting in and supporting our local communities. This includes over \$140 million in customer bill savings since inception as well as approximately \$140 million invested towards local programs. As a public agency, SVCE is prohibited from giving preferential treatment based on race, sex, color, ethnicity or national origin. Within its parameters, SVCE continues to focus on supporting small, local and diverse businesses and customers. The comprehensive transition of the SVCE service area to clean energy requires an all-hands-on-deck approach to ensure every member of the local workforce and community supports and benefits from the work.

Executive Summary

In 2024, SVCE increased its total supplier diversity spend from previous year's \$475,115 to \$744,663 (5.5% of net procurement) in non-power purchases, added one new local and California-based diverse supplier, co-hosted the MCE Certify and Amplify event, added staff to Supplier Diversity activities, and attended the CPUC NorCal Small and Diverse Business Expo.

Representation within SVCE leadership

The SVCE Board of Directors reflects the diversity of the member communities they represent in the South Bay Area. 12 of SVCE's 26 Board of Directors are people of color and 14 are women.

SVCE places a priority in fostering a diverse and inclusive environment for its staff. As with its Board, the SVCE leadership team at the staff-level includes diverse representation. Three of the ten members of SVCE's leadership team are people of color, including its CEO, CFO and Director of Government and Legislative Affairs. Half of its leadership team are women.



SVCE Executive Leadership



Monica Padilla
Chief Executive Officer



Amrit Singh
Chief Financial Officer/Director of Administrative Services



Kris Van Vactor
Director of Power Resources



Maren Wenzel
Director of Regulatory, Policy and Planning



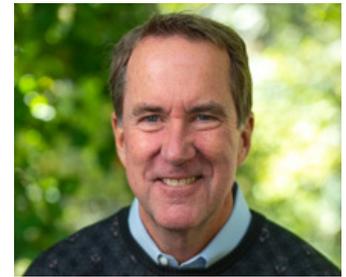
Zoe Elizabeth
Director of Decarbonization Policy and Community Strategies



Scott Wrigglesworth
Director of Risk Management and Analytics



Justin Zagunis
Director of Decarbonization Programs and Policy



Don Bray
Director of Strategic Development



Bena Chang
Director of Government and Legislative Affairs



Gia Llole
Director of Human Resources

SVCE Board of Directors



Tina Walia, Chair
City of Saratoga



George Tyson, Vice Chair
Town of Los Altos Hills



Chuck Page
City of Saratoga *Alternate*



Lisa Schmidt
Town of Los Altos Hills *Alternate*



Elliot Scozzola
City of Campbell



Sergio Lopez
City of Campbell



Sheila Mohan
City of Cupertino



Hung Wei
City of Cupertino *Alternate*



Zach Hilton
City of Gilroy



Rebeca Armendariz
City of Gilroy *Alternate*



Sally Meadows
City of Los Altos



Pete Dailey
Town of Los Altos Hills



Rob Rennie
Town of Los Gatos



Maria Ristow
Town of Los Gatos *Alternative*



Evelyn Chua
City of Milpitas



Carmen Montano
City of Milpitas *Alternate*



Bryan Mekechuk
City of Monte Sereno



Burton Craig
City of Monte Sereno *Alternate*



Yvonne Martinez Beltran
City of Morgan Hill



Tanya Carotheres
City of Morgan Hill *Alternate*





Pat Showalter
City of Mountain View *Alternate*



Margaret Abe-Koga
City of Mountain View



Larry Klein
City of Sunnyvale



Murali Srinivasan
City of Sunnyvale *Alternate*



Otto Lee
Santa Clara County



Sylvia Arenas
Santa Clara County *Alternate*

SVCE is committed to inclusivity within its workforce, its supply chain and for its customers. The specific SVCE initiatives related to diversity and equity are described below.





Section 9.1.1 Supplier Diversity Program Activities During the Previous Calendar Year

EFFORTS TO INCREASE SUPPLIER DIVERSITY

2024 Supplier Diversity Activities

SVCE currently has 16 of its 64 staff who allocate a portion of their time to supplier diversity activities. This staff includes the Director of Customer Success, the Director of Government and Legislative Affairs and members of the Regulatory, Policy, Planning and Legislative, Power Resources, Customer Success, and Finance and Administration teams. Supplier diversity activities include procurement, collecting data on WMDVLGBTBE, and reporting on WMDVLGBTBE activities.

In addition to actions described above, SVCE staff endeavored to expand its supplier diversity outreach and establish best practices for contracting with diverse suppliers. These activities included participation at the CPUC NorCal Supplier Diversity Expo, discussions with other CCAs and the CPUC to share opportunities and challenges related to supplier diversity, meeting with SVCE member agencies to discuss supplier diversity and equity issues, outreach to local chambers of commerce and ethnic chambers, and outreach to community-based organizations.

SVCE expanded the number of staff focused on its Supplier Diversity program. The SVCE Community Outreach Specialist became part of the Supplier Diversity program staff in 2023 and due to exposure to Supplier Diversity events, she endeavored to increase the number of diverse suppliers supporting this work. In April 2024, the SVCE Regulatory and Compliance Manager, Community Outreach Specialist, and Communications Specialist attended the CPUC NorCal Small and Diverse Business Expo and met with 44 diverse vendors. SVCE also successfully found two new certified suppliers for marketing and promotional materials. Bizzee Body, a certified woman-owned business provides customized promotional products. Way To Be, a 100% African-American and locally owned business is a solutions agency that provides original promotional merchandise. SVCE is pleased to add Way To Be as a new diverse supplier in its 2024 report and Bizzee Body to its 2025 plan.

SVCE continues to identify opportunities to engage with diverse groups in our territory and announces open business opportunities at these engagement events. During Supplier Diversity events, SVCE hosts a booth and directs vendors to a printed scan code linked to its solicitations webpage¹ where individuals can sign up for notifications. Additionally, SVCE includes a sign-up list to receive outreach emails and provides printouts of current opportunities.

In 2024, the SVCE Communications Specialist became part of the Supplier Diversity program staff and successfully networked with the MCE Supplier Diversity Specialist for a partnership to host the virtual 2024 MCE Certify and Amplify, which increases opportunities for diverse suppliers throughout the state. MCE traditionally hosts the annual event and 2024 marks the first year MCE expanded to include other CCAs as co-hosts.

SVCE was proud to be part of the MCE event and co-host the sixth Certify and Amplify event on August 21, 2024 along with Ava Community Energy. The SVCE Communications Specialist marketed the event to over 800 contacts, posted to the SVCE Facebook, Instagram, NextDoor, and LinkedIn accounts, and emailed the event recording to registered parties. Event speakers included CPUC Supplier Diversity

¹ <https://svcleanenergy.org/solicitations>



Program Manager Stephanie Green, Founder and CEO of EquitiFy Dr. Vic Baker, Founder of Energy 2001 Laura Rasmussen, and Josh Kress of the California Department of General Services. The event included slides on how a CCA works, CCA support of local business opportunities, examples of open and previous CCA contracting opportunities, and how businesses can start their enrollment in the CPUC and other diverse supplier programs. The SVCE Communications Specialist spoke about agency customers, service area, and goals, which includes reinvesting locally. The recorded event is available on multiple channels to market the Supplier Clearinghouse and certification process.

SVCE continues to post bids on the Supplier Clearinghouse, market its Supplier Diversity Program on its solicitation page, includes a section on Supplier Diversity in its Request for Offer (RFO) and Request for Proposal (RFP) materials, and promotes the Supplier Diversity program in its annual survey to all vendors who do business with SVCE. SVCE encourages doing business with local and small businesses when possible, especially within its service territory.

Equitable Recruitment and Hiring

SB 1177 requires CCAs with annual gross California revenues exceeding \$25M, and their commission-regulated subsidiaries and affiliates, to submit annually to the commission a report describing the employment of women, minority, disabled veteran, and LGBT individuals at all levels of employment within their organizations and describing the diversity, equity, and inclusion policies or activities that promote equitable recruitment and hiring, and would require those entities to furnish an annual report to the Commission regarding the implementation of related programs.

SVCE is committed to providing a safe and welcoming workplace environment, free from discrimination in employment, recruiting and selection based on race, color, religious creed, gender, genetic information, genetic characteristics, gender identity, gender expression, transgender status, religion, marital status, military status, age, national origin or ancestry, physical or mental disability, medical condition, sexual orientation, or any other consideration made unlawful by federal, state or local laws. SVCE complies with applicable laws prohibiting discrimination and considers itself to be an equal opportunity employer. Employment decisions are based on merit and business need.

When necessary, under the California Fair Employment and Housing Act (FEHA) and the Americans with Disabilities Act (ADA), the agency will reasonably accommodate an employee or applicant with a disability if the employee or applicant is otherwise qualified to safely perform all of the essential functions of the position. SVCE makes reasonable accommodations when requested to comply with applicable laws ensuring equal employment opportunities to qualified individuals with a disability. These accommodations will be made for the known physical or mental disability of an applicant or an employee unless undue hardship would result in a direct threat to the health and safety or other job-related considerations that exist. The agency does not discriminate against individuals with physical or mental disabilities regarding any employment practice, term, condition, or privilege of employment.

Overall, SVCE has a diverse staff and is in the process of collecting this information for Equal Employment Opportunity (EEO) compliance purposes. At the time of this report submission, 34 of 64 SVCE employees are women.

In 2024, SVCE brought on an intern using the Empowering Diverse Climate Talent (EDICT) Internship Program for the first time. This organization works to engage students that are traditionally excluded and/or are part of frontline communities in the energy or climate world.



Diverse Supplier Access to SVCE Solicitations

SVCE includes diverse supplier language in its RFO/RFP template, continues to market a Supplier Diversity webpage² on the SVCE site, explores sponsorship of additional diverse businesses, outreaches to vendors to share the CPUC diverse supplier portal and diverse supplier events, and continues to post bids directly to the CPUC Supplier Diversity Clearinghouse.

Equity is a Key Organizational Priority

The SVCE focus on creating offers and solutions that enable participation and benefits to all of its customers guides and informs activities of departments throughout the agency. This includes operational and power procurement decisions, as well as the programs offered to SVCE customers and initiatives related to decarbonization and grid innovation.

Data Collection

As a Community Choice Aggregator, the vast majority of the SVCE operating budget (95%) is allocated to power supply and purchasing. SVCE endeavors to gain more visibility into the demographics of its supply chain. For the purposes of this report, SVCE requested participants disclose whether they are a diverse business enterprise in addition to requesting other related information. SVCE uses this opportunity to encourage its vendors who may be qualified as diverse suppliers but are not yet certified to use SVCE's resources to certify themselves with the CPUC. As discussed above, SVCE does not give preferential treatment to WMDVLGBTBE, but does use this data for information and reporting purposes. This is the second year SVCE increased its outreach list to include all contracted vendors, which has increased engagement. The survey asks for the following information:

- If the business is certified under GO 156, indicate certification date if applicable.
- If the business is qualified but not certified under GO 156, indicate applicable diverse categories.
- If applicable, indicate Standardized Industrial Code (SIC) of the products and services contracted for.
- If a business is certified, provide the business' annual revenue reported to the Supplier Clearinghouse.
- If the business is qualified but not certified under GO 156, explain why the business has not undergone certification.
- If the business uses GO 156 certified subcontractors, provide business names and anticipated subcontract amount.
- If the business provides any hiring targets for WMDVLGBT, indicate this information.
- If the business has a history of apprenticeship programs, local-hires, union labor, or multi-trade project labor agreements, provide the number of local workers/businesses employed if applicable.
- If the business pays workers prevailing wage rates or the equivalent, indicate this information.

² <https://svcleanenergy.org/supplier-diversity/>



EQUITABLE CUSTOMER ACCESS TO SVCE DECARBONIZATION PROGRAMS

Equity is a Pillar in SVCE's Decarbonization Strategy & Programs Activities

Beyond providing clean electricity, SVCE delivers innovative programs to reduce greenhouse gas emissions and decarbonize local communities. SVCE programs enable customers to switch from using fossil fuels to using clean electricity in their homes, businesses, and vehicles. These programs are guided by multi-year strategic plans, including the *Decarbonization Strategy & Programs Roadmap*³ (2018), *Electric Vehicle Joint Action Plan*⁴ (2019), and *Building Decarbonization Joint Action Plan*⁵ (2020). These strategic plans all identify “Equity in Service” as a priority to help ensure that programs “serve the needs of the diverse customer base and geography” across the service area.

Electrifying homes, businesses, and vehicles at the cutting edge of the decarbonization movement has the potential to drive inequitable outcomes and participation in the decarbonization benefits for SVCE customers. Some customers experience greater challenges in fuel switching to clean electricity, as this typically entails significant up-front financial investments and is often logistically easiest for certain housing and vehicle types. Some customers are historically not reached in languages or culturally appropriate messaging to make the value of engagement with a program clear and compelling. The SVCE programs and design approach aim to provide a pathway for decarbonization for all customers, providing enhanced support to those who need it the most and may be historically disadvantaged. As of 2024, SVCE has committed \$140 million in program funds, of which \$34 million is set aside for deeper support for low- and moderate-income customers. This targeted funding and support is on top of the ability of those customers to engage in the broader set of programs. This year, SVCE has also diversified its program offerings to make it easier and more financially feasible for historically underserved customers to electrify. This includes expanding beyond rebate programs to provide:

- customized one-on-one assistance for electrification via phone and web services, accessible in Spanish, Vietnamese and traditional Chinese;
- direct install contractor services for appliances, including a no-cost pathway for low-income customers;
- whole-home electrification focus, including improvements to home features like insulation or remediation that are not always covered by programs and can derail participation by customers with the most need;
- eligibility for tenants to participate in the direct install program;
- deed-restricted affordable housing multifamily direct install program



³ https://svcleanenergy.org/plans-policies-reports/#flipbook-df_39881/1/

⁴ https://svcleanenergy.org/plans-policies-reports/#flipbook-df_39878/1/

⁵ https://svcleanenergy.org/plans-policies-reports/#flipbook-df_39875/1/



Equity in Service

The SVCE Program Equity Framework (2021) has provided guidance on program design, management, and evaluation to help staff effectively consider reaching all groups of customers throughout the program life cycle. To integrate elements of the Program Equity Framework even more intentionally into program design, SVCE staff completed three training modules in late 2023-early 2024. Guided by an external expert on Diversity, Equity, Inclusion, and Belonging (DEIB), these trainings covered topics including:

- defining DEI concepts and developing a shared language for communication and thinking;
- understanding inequality in race, class, geography, and environment/climate in SVCE's region; and
- Further incorporating DEIB concepts in SVCE programs to increase reach and impact

SVCE staff has been working to share and amplify lessons learned from first-hand experience implementing SVCE's programs during the last few years. The updates will include these learnings as well as concepts from the training to help staff continue to get input from the community and best reach all customers.

Equity Indicators

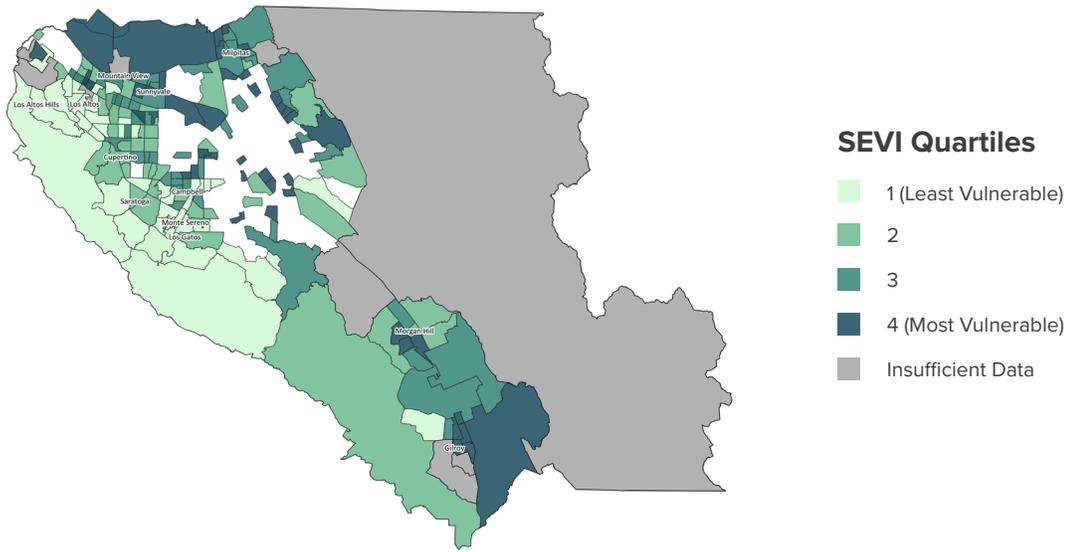
As described in the 2023 Supplier Diversity Report, SVCE uses a tailored version of the Socioeconomic Vulnerability Index (SEVI)⁶ as our primary indicator of barriers to energy security and participation in decarbonization programs. SEVI is calculated for each census tract in the service territory and are separated into four quartiles based on SEVI scores, such that the first quartile indicates the least vulnerable census tracts and the fourth quartile indicates the most vulnerable census tracts. SVCE's data team led an internal training in 2024 to develop a more robust understanding among staff of the calculation and use of the SEVI indicator, in part due to a large number of new staff having been added to the team. SEVI continues to be used, as shown in Figure 1, along with CARE/FERA enrollment to understand where the most vulnerable customers in our service territory live.



⁶SEVI captures education attainment, housing burden, linguistic isolation, poverty, and unemployment at the census tract level, and is developed by the CPUC. <https://www.cpuc.ca.gov/industries-and-topics/electrical-energy/affordability/ar-sevi-analysis>



Figure 1. SEVI Quartiles by Census Tract in SVCE Service Territory



SVCE leveraged additional data sources on equity indicators to gain a deeper understanding of populations that have not historically been successfully reached or served by decarbonization programs. The results help staff consider how to engage them in SVCE programs; samples are shown in Figures 2 and 3. Income and wealth screening for customer eligibility on some income-qualified programs also began in 2024, as described in the next section.

Figure 2. People of Color by Census Tract in SVCE Service Territory

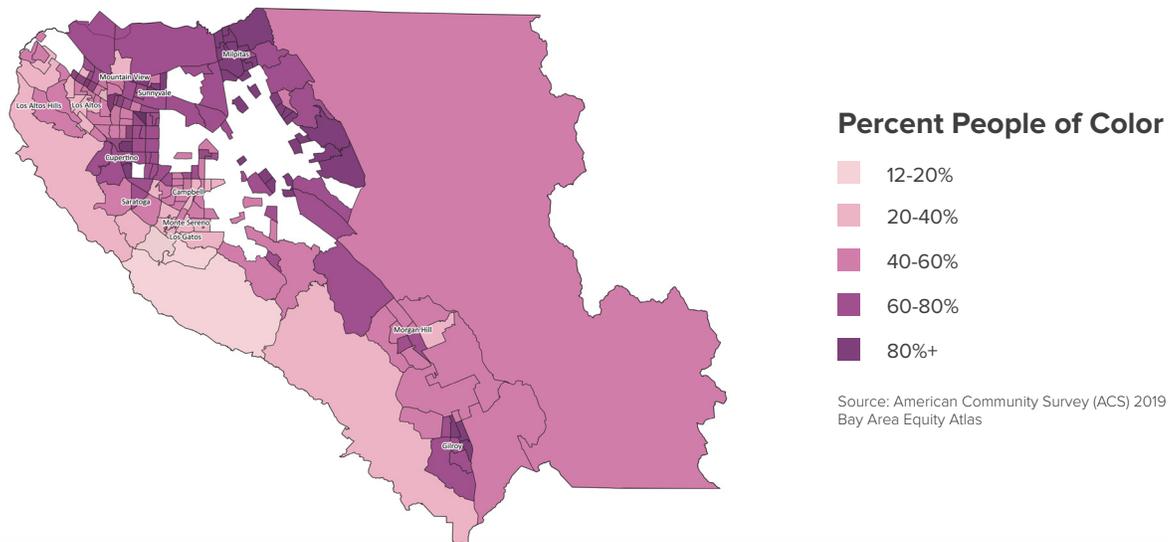
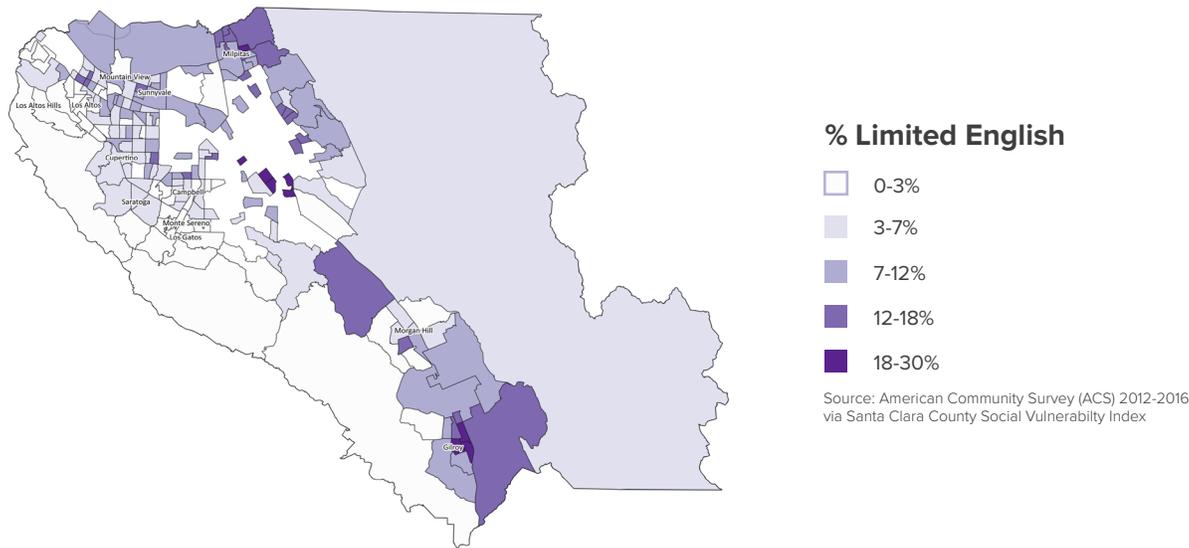




Figure 3. Non-English Speaking Population by Census Tract in SVCE Service Territory



Examples of Diversifying the Workforce and Improving Program Reach

Since 2019, SVCE has deployed more than 20 decarbonization programs for residential and business customers. These programs are often administered by third-party implementers hired by SVCE. As described in the 2023 Supplier Diversity Report, SVCE has contracts for program support with companies large and small, local and international, early-stage and late-stage, and minority-, LGBTQ+-, and woman-owned.

In addition to diverse vendors, in 2024, SVCE has significantly expanded its efforts to broaden its customer reach by adding programs to the portfolio that provide deeper support for customers, particularly for populations that SVCE has not yet been able to engage meaningfully in other programs. These populations include customers who typically do not have an easy pathway to decarbonization, such as low- and moderate-income customers, customers living in multifamily housing (particularly deed-restricted affordable), and customers with limited English-speaking abilities. Table 1 shows the interaction of SVCE’s programs with diverse audiences, including contractors and customers.

Table 1. Interaction of SVCE Programs with Diverse Audiences

Program Name	Diverse Audience					
	Low-Income	Moderate-Income	Multifamily	Affordable Housing	Non-English Speaking	Contractors
Contractor Training						•
Contractor Workshops						•
Rock Rabbit						•
Contractor Advisory Bench						•
Go Electric Advisor (GEA)	•	•	•	•	•	
EV Rebates	•		•	•	•	
Full-Service Home Upgrades	•	•			•	•
On-Bill Financing		•				•
Multifamily Retrofits	•		•	•		•



SVCE continues to engage with contractors and enhance engagement with diverse contractors, as described below. The goal is to create strong relationships with a diverse workforce who can, in turn, serve diverse communities.

SVCE undertook these efforts in 2024 to expand engagement with a diverse, local workforce and better reach customers that current programs were not serving as well.



- Multiple efforts to support and engage a local and diverse set of contractors including:
 - In late 2023, and continuing into 2024, the SVCE **Contractor Training program** expanded from offering only the five-hour online course to including a contractor “collaboration” bonus of \$500 per project, for up to 10 projects in a calendar year (up to \$5,000 per year). This bonus is available to any contractor who has completed SVCE’s training and subsequently completes a heat pump installation project in the service territory. SVCE has seen a significant increase in enrollment in the Contractor Training program since the bonus became available. SVCE also added Spanish subtitles to the online course in 2024. To date, more than 280 contractors have been trained.
 - SVCE held two **Contractor Workshops** in November in different regions (north and south) of its service area to invite contractors who have not previously participated in SVCE’s programs to learn about them. Both were well-attended (24 and 17 contractors, respectively) and well-received.
 - SVCE is working with an app developer, **Rock Rabbit**, to provide customers with a one-stop online app that can help apply to multiple rebate programs simultaneously. Rock Rabbit also recruits contractors, typically smaller mom-and-pop type contractors, in SVCE’s territory who have experience with heat pumps to participate in the app so that customers can get quotes.
 - SVCE conducted a solicitation⁷ to select contractors for a **Contractor Bench program** who can share their first-hand experiences with electrification and advise SVCE on policy and program direction. This bench will be used to better inform SVCE staff on issues faced by the local workforce in participating in programs or generally doing electrification projects, including input on how SVCE might engage a broader set of contractors in this work.
 - For the multifamily retrofit program further explained below, SVCE’s implementer issued a solicitation for contractors who could do the work. To expand the reach of the solicitation, SVCE shared the opportunity with Rising Sun, a workforce training entity that SVCE has been meeting with to understand key issues and opportunities.

⁷ https://www.svcleanenergy.org/wp-content/uploads/ElectrificationContractor-RFP_Updated-10.22.24.pdf



- The SVCE **Go Electric Advisor (GEA) program** launched in December 2023, and grew in 2024 to reach more than 540 customers. The program provides multilingual service (up to 4 languages) via phone or web chat for customers who have questions about how to electrify, or want support with applying for rebates, or want to plan their long-term electrification journey.
- SVCE launched its **Electric Vehicle Rebates program** in October 2024. EV rebates of up to \$2,000 are available for low-income customers (at or below 80% of area median income) at the point-of-sale or after vehicle purchase. Rebates can be stacked on top of state and federal rebates and are intended to improve access to EVs for low-income and multifamily residents.
- SVCE launched its **Full-Service Home Upgrades (FSHU) program** in November 2024. This program provides contractors who offer direct installation services for whole home electrification at no-cost to low-income customers. Contractors handle the entire process of electrification from energy audits and scoping to installation to applying for rebates. These contractors can speak English and Spanish and operate only within California currently.
- SVCE has been collaborating with the State's TECH Clean CA program implementer in proposing a Tariffed On-Bill Pilot (TOB) to the CPUC since 2020. In 2024, SVCE began collaborating with TECH to design an **On-Bill Financing Pilot**, similar to the TOB pilot, to implement across its service territory. The program will provide electrification upgrades to moderate-income customers, a group that often misses out on low-income programs but still struggles to participate in standard market-rate programs. This pilot handles repayment via utility bills, and is structured such that customer charges are less than the bill savings achieved from electrification. The design work has mostly been completed in 2024 and the pilot will begin doing installations in 2025.



- The SVCE **Multifamily Retrofits program** launched in May 2024. The program offers no-cost whole building electrification at select deed-restricted affordable multifamily housing sites in the SVCE service area. This program aims to improve access to electrification for low-income customers living at these sites. During the design phase, staff incorporated stakeholder engagement to gain a better understanding of the perceptions of this program and its proposed elements from two stakeholder workshops: one for property owners and one for tenants. Key learnings from these workshops were incorporated into the design, as shown in Table 2.

**Table 2. Example Learnings from Stakeholder Engagement for Multifamily Retrofits Program Design**

Stakeholder Feedback	SVCE Actions (still under consideration)
Provide operations and maintenance training for facilities staff or an O&M service for new electric equipment, especially Electric Vehicle charging stations	SVCE is considering O&M training as a part of the program's offerings.
Confusion about program offerings and disbelief that program was provided at no-cost to tenants	SVCE will work with a community-based organization on education/awareness campaigns and host additional listening sessions to understand tenant concerns.
Concerns about increased rents, higher utility costs, and high overall cost of electrification	SVCE has included language in the legal agreement with property owners to protect renter rights. SVCE will explore bill protections.
Need for relocation costs in homes that may need significant remediation	SVCE will aim to minimize relocation and disruptions and will explore relocation costs, should the need arise.

- SVCE supports local businesses through its **Business Rebate Program**, which helps businesses, schools, and municipalities install heat pump water heaters and HVAC systems, and induction stoves. To reach businesses that may not be on SVCE's mailing lists or connected to local chambers of commerce, SVCE tested door-to-door canvassing in Morgan Hill. Business owners are busy and bombarded with advertisements via email, mail, and phone. The team was able to connect with over 15 businesses in a matter of just three hours and gained insight into the drivers for facility upgrades for these business owners. The important issue of split incentives surfaced and led to an effort to gather property owner/manager information as well.





Equity in Customer Outreach and Engagement

Each year, SVCE conducts an extensive customer survey to better understand customer interests and awareness of electrification concepts. The information is used to inform appropriate customer outreach and marketing methods to reach target audiences. The survey results are stratified using the SEVI quartiles to provide more detailed insight into responses. The survey is also offered in the four main languages that SVCE offers translations for key service information and customer programs (English, Spanish, traditional Chinese and Vietnamese). These results help with providing relevant customer resources and program information to specific customer segments who indicate needing more information before making electrification decisions.

SVCE continues to provide in-language marketing materials such as creating language-specific webpages, program applications, advertising and digital media kits, which are shared with SVCE member jurisdictions. SVCE continues to work with local media outlets that reach popular languages in its service area.

- To be able to bring examples of heat pump and induction technology directly into each of our varied communities, SVCE constructed the *Dream Home* and debuted it in 2024. This demonstration venue fits in a trailer and is powered by the all-electric SVCE Ford F-150 Lightning. Creating this mobile space has enabled the ability to bring electrification awareness to places and events that have customers SVCE has struggled to reach in the past, rather than relying on them to come to something put on by SVCE.

Further, the design and construction of the Dream Home was performed by the non-profit San Jose Conservation Corps (SJCC) which has a job training program that teaches at-risk young adults construction trades. Students end up in apprenticeship programs and go on to have union careers. As part of this program, SJCC builds tiny homes as an affordable and quick housing solution for unhoused people. The mission of the organization and the opportunity to incorporate electrification into their education process was a great opportunity. After a competitive solicitation process, SVCE also selected SJCC to store, transport and set up the dream home at community events, creating an ongoing job for their students.





In 2024, SVCE contracted with a local environmental non-profit, Acterra, to help promote its income-qualified EV rebate program. The marketing plan for this program was informed by EV ownership data that showed low-income and people of color are not adopting EVs at the same rates as other customers. The SVCE marketing and communications team created a plan to reach these communities, and with Acterra's support, held an EV showcase with the Dream Home at the La Ofrenda Festival in Gilroy, as well as a bilingual (English and Spanish) EV workshop at Gilroy High School. Both events had a lot of customer engagement and SVCE will continue targeted outreach tactics to promote this program.

As energy affordability has become more and more of an issue, in 2025 SVCE will also be launching a targeted awareness campaign to ensure customers in need of payment assistance resources are aware of the programs available through the state (i.e. CARE/FERA). The campaign is two-fold and will also offer rate education resources so customers can learn more about taking advantage of time-of-use rates and other efficiency measures. These campaigns will also have a multi-cultural element, and starts with a customer survey to gain additional insight into this audience.

In 2025, SVCE is also looking to continue building on its successful partnerships with Community-Based Organizations (CBOs) and non-profits to help promote customer programs to traditionally under-served communities, as well as helping to share payment assistance resources. These partnerships are also intended to offer a listening and learning opportunity for SVCE to hear directly from customers and communities who have not historically participated in various input processes.

To assess its customer base, SVCE has used the SEVI, CalEnviroScreen,⁸ area AML and household metrics such as customers on CARE⁹ and FERA¹⁰ rates in that assessment.

SVCE is exploring ways to partner with Emerald Cities Collaborative to encourage contracting opportunities for women, BIPOC and other disadvantaged communities. SVCE attended another CCA's Emerald Cities E-Contractor Academy Graduation and Networking Event to gain insight on future workforce considerations. SVCE has provided translation services for contractor trainings and is exploring ways to integrate multi-language campaigns. SVCE is also participating as a member in various regional efforts that center equity in building electrification, such as the Bay Area Building Electrification High Road Training Partnership¹¹, which has equity as a key pillar of its workforce focus.

Advocating for Equitable Policies

In 2024, SVCE worked through its statewide trade association, CalCCA, on advocating for a number of bills to bring down electricity costs for all ratepayers and in particular for low-income customers. For example, CalCCA supported SB 1130 (Bradford) to expand the Family Electric Rate Assistance Program to households with less than three people, and AB 2672 (Petrie-Norris) to allow residents of low-income HomeKey facilities to qualify for bill assistance through the California Alternate Rates for Electricity program.

⁸ CalEnviroScreen scores can be compared within a region to create a regionalized ranking of cumulative social, health and environmental impacts. More information can be found here: <https://oehha.ca.gov/calenviroscreen/report/calenviroscreen-30>

⁹ CARE (California Alternate Rates for Energy) is a rate in which customers whose household income is <200% of the Federal Poverty Line and have enrolled to receive a 30-35% discount on their electric bill and a 20% discount on their gas bill.

¹⁰ FERA (Family Electric Rate Assistance Program) serves customers who do not qualify for CARE, but whose household income is <250% of the federal poverty line and have enrolled to receive an 18% electric bill discount.

¹¹ https://cwdb.ca.gov/wp-content/uploads/sites/43/2021/04/2021.HRTP_RisingSun_ACCESSIBLE.pdf



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

The tables below provide information on the SVCE WMDVLGBTBE annual results. In 2024, SVCE saw a 1.85% increase in supplier diversity spend largely due to a spend increase with minority and women business enterprises.

			2024							
			Direct Spend ¹ \$	Sub Spend ² \$	Total \$	%	Product Spend \$	Service Spend \$	Total \$	%
1	Minority Male	African American	\$4,468	\$0	\$4,468	0	\$0	\$4,468	\$0	0
2		Asian Pacific American	\$339,340	\$0	\$339,340	2.5%	\$0	\$339,340	\$6,500	2.5%
3		Hispanic American	\$24,772	\$0	\$24,772	0.2%	\$0	\$24,772	\$8,813	0.2%
4		Native American	\$0	\$0	\$0	0	\$0	\$0	\$0	0
5		Total Minority Male	\$368,581	\$0	\$368,581	2.7%	\$0	\$368,581	\$15,313	2.7%
6	Minority Female	African American	\$0	\$0	\$0	0	\$0	\$0	\$0	0
7		Asian Pacific American	\$0	\$0	\$0	0	\$0	\$0	\$0	0
8		Hispanic American	\$0	\$0	\$0	0	\$0	\$0	\$0	0
9		Native American	\$0	\$0	\$0	0	\$0	\$0	\$0	0
10		Total Minority Female	\$0	\$0	\$0	0	\$0	\$0	\$0	0
11	Total Minority Business Enterprise (MBE)		\$368,581	\$0	\$368,581	2.7%	\$0	\$368,581	\$368,581	2.7%
12	Women Business Enterprise (WBE)		\$375,319	\$0	\$375,319	2.8%	\$0	\$375,319	\$375,319	2.8%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$764	\$0	\$764	0.0%	\$0	\$764	\$764	0.0%
14	Disabled Veteran Business Enterprise (DVBE)		\$0	\$0	\$0	0	\$0	\$0	\$0	0
15	Persons with Disabilities Business Enterprises (DBE)		\$0	\$0	\$0	0	\$0	\$0	\$0	0
	8(a) ⁶		\$0	\$0	\$0	0	\$0	\$0	\$0	0
17	Total Supplier Diversity Spend		\$744,663	\$0	\$744,663	5.5%	\$0	\$744,663	\$744,663	5.5%
18	Net Procurement		\$13,592,961							
19	Net Product Procurement		\$1,684,673							
20	Net Service Procurement		\$11,908,288							
21	Total Number of Diverse Suppliers		8							





Section 9.1.2 Diverse Suppliers with Majority Workforce in California

100% of the WMDVLGBTBEs contracted by Silicon Valley Clean Energy in 2024 have the majority of their workforce in California. Some activities of these in-state vendors are closely aligned with the equity framework mentioned in Section 9.1.1.

California-based Diverse Business Enterprises

- **Ecology Action of Santa Cruz** was selected as a pilot to deploy low- cost EV charging to low and moderate-income multifamily properties.
- **EVmatch** was selected as a pilot to install 8 EV chargers across four multi-family properties.
- **Gridwell Consulting** provides energy consulting.
- **Finaloption Corp** doing business as Pacific Printing is a local commercial printer.
- **Law Office of Joseph F. Wiedman** provides energy consulting.
- **Power MC LLC** provides energy consulting and software management.
- **Strategic Energy Innovations** provides sustainability solutions.

New California-based Diverse Business Enterprise

- **Way To Be Designs LLC** provides promotional items.

Section 9.1.3 Supplier Diversity Program Expense

SVCE	2024	GO 156 Section 9.1.3
Supplier Diversity Program Expense		
Expense Category	2024 (Actual)	
Wages	\$11,500	
Other Employee Expenses	0	
Program Expenses	0	
Reporting Expenses	0	
Training Expenses	0	
Consultant Expenses	0	
Other Expenses	0	
Total	\$11,500	

Overall, all of SVCE's eight diverse suppliers are entirely California-based with seven across Northern California, and three locally in Silicon Valley, based on location data from the Supplier Clearinghouse.



Section 9.1.5 Prime Contractors Utilization of Diverse Subcontractors

None of the WMDVLGBTBE that contract with SVCE reported the use of WMDVLGBTBE subcontractors.

As discussed above, over 95 percent of SVCE’s operating budget is allocated to power supply and purchasing. SVCE surveyed all contracted vendors. No respondents confirmed that they used diverse subcontractors. One vendor previously indicated its qualification.

Section 9.1.5 New Diverse Prime and Subcontractor Utilization

Category	New Prime Contractors #	New Subcontractors #
Minority Male Business Enterprise		
Minority Female Business Enterprise		
Minority Business Enterprise (MBE)	1	
Women Business Enterprise (WBE)		
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		
Disabled Veteran Business Enterprise (DVBE)		
Persons with Disabilities Business Enterprise (DBE)		
8(a)		
Total	1	

Section 9.1.6 List of Supplier Diversity Complaints Received and Current Status

SVCE has not received any complaints from WMDVLGBTBE.

Section 9.1.9 Supplier Diversity Activities and Progress in Power Procurement

In 2024, SVCE procured power products from a local producer to enhance economic development in our territory. However, diversity within power procurement is limited. SVCE continues to incorporate language for use on its website and solicitation materials to promote awareness of the Supplier Clearinghouse, the CPUC central supplier database, and encourage certification for WMDVLGBTBE.



Additionally, SVCE asks respondents that execute a contract to complete a supplier diversity questionnaire. As a public agency and consistent with state law, SVCE will not use any provided information in any part of the selection process but will use the information to comply with CPUC reporting requirements, pursuant to GO 156. SVCE promotes its Supplier Diversity page on its Solicitations page to educate the public and vendors on supplier diversity activities.

To increase its reach to diverse businesses, SVCE continues to post its RFO/RFP bids directly to the Supplier Clearinghouse to promote current contract opportunities to certified diverse businesses and survey its power vendors to foster awareness of the Supplier Diversity program and entice diverse suppliers to get certified. Previous survey results showed one of its power vendors is working on registering as a disabled veteran owned business, and others have sustainable workforce policies and multi-trade project labor agreements (PLAs) in place.

Section 9.1.9 Supplier Diversity Results in Power Procurement

	Direct Power Purchases \$	Direct Fuels for Generation \$			Totals \$ ¹			% ²
	Renewable and Non-Renewable Power Products	Diesel	Nuclear	Natural Gas	Direct ³	Sub ⁴	Total \$ ⁵	
Minority Male								
African American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Asian Pacific American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Hispanic American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Native American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Total Minority Male	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Minority Female								
African American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Asian Pacific American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Hispanic American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Native American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Total Minority Female	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Total Minority Business Enterprise (MBE)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Women Business Enterprise (WBE)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Disabled Veteran Business Enterprise (DVBE)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Persons with Disabilities Business Enterprises (DBE)	\$0	\$0	\$0	\$0	0	0	0	
8(a) ⁶								
Total Supplier Diversity	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Net Power Procurement	\$94,125,477							
Net Direct Power Purchases	\$94,125,477							
Net Direct Fuels for Generation	\$0							
Total Number of Diverse Suppliers	0							



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

EFFORTS TO INCREASE SUPPLIER DIVERSITY

2025 Supplier Diversity Activities Expanding SVCE's Supply Chain

In 2025, SVCE will continue to identify strategies for soliciting diverse suppliers across all aspects of its business and utilize the CPUC's GO 156 Supplier Clearinghouse to identify WMDVLGBTBE. SVCE will continue to work closely with its trade association, the California Community Choice Association, other CCAs and CPUC staff to share best practices in expanding and diversifying its supply chain.

Promoting Equitable Recruitment and Hiring

In 2025, SVCE's Human Resources Director will implement JobTarget, a platform with a DiversityPost option, which sends open roles to over 25 diversity job boards and increases exposure of the agency to diverse candidates. DiversityPost reaches women, minorities, disabled veteran, persons with disabilities, the LGBTQ community, and older workers.

Increasing Staffing Capacity to Support Equity Goals

As a regional public agency, SVCE places a priority on working with local partners within its service territory to achieve its decarbonization and equity goals. In 2024, SVCE hired a fulltime Communications Specialist on the Decarbonization Programs and Policy team who also works with the staff leading community and stakeholder outreach. This has further expanded SVCE's abilities to dedicate resources to engaging with community and local business organizations.

EXPANDING EQUITABLE CUSTOMER ACCESS

Expanding Equity-Related Program Offerings

In 2025, SVCE plans to continue implementing programs, with a focus on expanding its newly launched programs described in Section 9.1, including:

- Continued service to multilingual customers through the *GEA program*.
- Continued *contractor engagement*, through the various contractor initiatives previously described. Contractor Bench findings may guide further contractor engagement.
- *Full-Service Home Upgrades program*, initially launched in 2024, will expand to offer transparent pricing and contractor direct installation services for whole home electrification for market-rate customers.
- *On-Bill Financing Pilot*, designed in 2024, will begin enrollments in early 2025 for moderate-income customers to receive whole home electrification upgrades, including solar and battery installations.



- **Multifamily Retrofits program**, initially launched in 2024, will complete its first 2-3 project sites. SVCE will participate in customer and property management education and engagement about the operation and maintenance of the new equipment as well as enrollment in an all-electric electricity rate for additional savings.

In addition, SVCE plans to launch a few new programs, such as:

- **E-bike Rebate Program**, which will offer rebates at the point-of-sale or after purchase to low-income customers who want to purchase e-bikes. SVCE is exploring the possibility of including community education on how to maintain e-bikes and ensure safety while using an e-bike.
- SVCE will solicit applications from community-based organizations for a **Community-based Organization (CBO) bench program**. The goal is to develop robust relationships with CBOs and compensate them for their time in providing SVCE with input on program design and customer engagement approaches. Staff hopes this active engagement with CBOs will help diversify SVCE's reach.

SVCE recognizes that the cost of electrification typically includes the up-front capital cost for the installation and equipment as well as the ongoing operational cost of using the appliances and switching from gas to electricity. As SVCE continues to explore its strategic focus area of affordability, it is also looking at customer bill impacts to help find ways to offset operational costs of electrification.

In January 2021, SVCE elected to participate in PG&E's Arrearage Management Plan (AMP) program that offers payment plans and debt forgiveness to CARE and FERA customers behind their payments, so they are not disconnected.

Since 2020, the SVCE Board of Directors has offered an additional discount in the form of bill credits to income-qualified CARE/FERA customers, totaling more than \$11M. This credit will continue in 2025.

Advocating for Equitable Policies

In 2025, SVCE will continue to engage policymakers at the legislative and regulatory level to advocate for policies that ensure affordable rates for our customers, equitable access to clean energy, and ensure all communities in SVCE's service territory benefit from the state's decarbonization efforts.





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

SVCE participated in the CPUC NorCal Small and Diverse Business Expo and co-hosted the MCE Certify and Amplify event with MCE and Ava Community Energy. The SVCE Community Outreach Specialist provided information on partnering with SVCE, and the SVCE Communications Specialist was a speaker and one of the co-hosts of the Annual Certify and Amplify event. SVCE discussed best practices on navigating opportunities with CCAs and continues engagement with the CPUC and other CCAs to gain knowledge on their practices to encourage small, local, and diverse businesses.

In 2025, SVCE will continue to collaborate with the CPUC, other CCAs and local business chambers to increase partnerships with small, local and diverse businesses; provide educational training on DEI, represent SVCE at supplier diversity events and regulatory proceedings, and promote the SVCE Supplier Diversity webpage to diverse businesses and networks in all its solicitations.





2024 SUPPLIER DIVERSITY REPORT

