SUPPLIER DIVERSITY

CITY OF SAN JOSE
CAPITAL OF SILICON VALLEY

SAN JOSE CLEAN ENERGY
A Program of the City of San José

2023 Annual Report

2024 Annual Plan

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INTRODUCTION

San José Clean Energy, or SJCE, is San José's local, not-for-profit electricity supplier operated by the City of San José.

Since 2019, we have provided clean energy for residents and businesses at competitive rates, while also offering community programs, local control, and more transparency and accessibility.

MISSION

Powering a better choice today for a cleaner tomorrow.

VISION

A city where everyone has access to affordable clean electricity.

VALUES

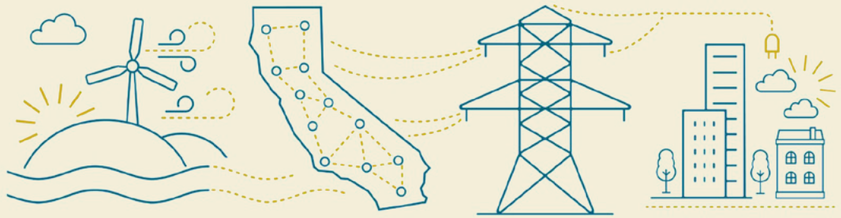
Equity
We advance better outcomes for every person in our community.

Integrity
We embrace honesty, accountability, and opportunities to improve.

Progress
We set ambitious goals to promote an affordable clean energy future.

Community
We energize and empower our neighbors through excellent customer service.

HOW IT WORKS



LETTER FROM LORI

San José Clean Energy is now five years old. Our mission has always been to provide our customers with the cleanest energy at the lowest rates possible. We're powering a better choice today for a cleaner tomorrow.

We envision a city where everyone can access safe, affordable, clean electricity. To achieve this, we recognize the importance of diversity in our operations and partnerships. Diversity strengthens our ability to innovate, adapt, and provide the best service to our customers. Through our racial equity plan, we are making commitments to ensure that our vendors, workforce, and leadership reflect the rich diversity of San José.

We will continue implementing and refining policies and practices that promote diversity, equity, and inclusion within our organization and among our partners. I'm thrilled to highlight our racial equity efforts in this year's report and future reports.

Sincerely,

Lori Mitchell
Director of San José Clean Energy

About SJCE

San José Clean Energy (SJCE) is California's largest single jurisdiction Community Choice Aggregator (CCA). Operated by the City of San José, SJCE provides residents and businesses with renewable power options at competitive rates. With community support and local advocacy, SJCE was unanimously approved by the San José City Council in May 2017 and began serving most residential and commercial customers in San José in February 2019. SJCE is governed by the San José City Council, comprised of eleven elected officials, with input from a community advisory commission.

All revenues stay in San José. We're "owned" by the community. We don't have to charge extra to generate a profit or pay dividends to shareholders, which helps keep our prices competitive and stable. Plus, we invest in local programs that create value for all residents and businesses in San José.

We invest in local programs that create value for all residents and businesses in San José

SJCE BY THE NUMBERS

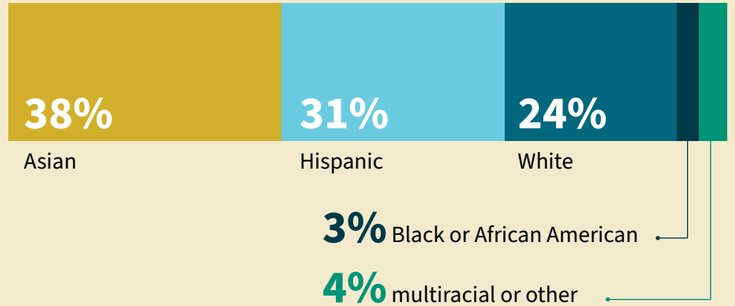
Over **350,000** **customer accounts** received **60% or 100% renewable energy** in 2023

Over **75,000** **low-income** customers collectively **saved an extra $6M** through SJ Cares in 2023

Over **97%** **participation** from **eligible customers** in San José in 2023

Over **700** **megawatts** of new **renewable energy and storage resources** since 2019

SJCE BY DIVERSITY NUMBERS



41% foreign born population

59% of households speak a non-English language at home

Background

SJCE is submitting this report in accordance with SB 255 and participation with General Order (GO) 156. This report reflects our spend activity in the 2023 calendar year.

In compliance with state law, SJCE does not give preferential treatment to bidders based on race, sex, color, ethnicity, or national origin. SJCE collects this information voluntarily from vendors only after contracts are signed, and responses are kept separate from procurement decision makers, so that this information does not influence any current or future solicitation or selection processes. SJCE recognizes the importance of increasing opportunities for small local and diverse suppliers in the utility industry and has developed outreach and education around GO 156 and the California Public Utilities Commission's Supplier Clearinghouse to ensure current and potential suppliers are aware of the Clearinghouse opportunities and certification process. SJCE is hopeful its outreach, education and technical support to vendors should increase certification over time.

ANNUAL REPORT

SECTION 9.1.1

Description of Supplier Diversity Program Activities During the Previous Calendar Year

INTERNAL ACTIVITIES: RACIAL EQUITY

SJCE Racial Equity Committee

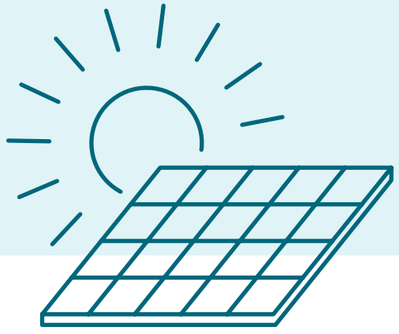
SJCE formed an internal equity committee to oversee SJCE's Racial Equity Action Plan. The committee participants include SJCE staff who closely coordinate with the City's Office of Racial Equity to help guide the goals and objectives of the plan, including improving supplier diversity.

Racial Equity Action Plan

The SJCE Racial Equity Action Plan normalizes, organizes, and operationalizes SJCE racial equity goals. Supplier diversity is a key pillar of the plan. To date, we have updated our procurement processes to include supplier diversity reporting language in solicitations to increase visibility of supplier diversity certification and to improve collection of data. Our Racial Equity Committee presented a procurement training to our department. The intent of the training was to discuss how supplier diversity fits into SJCE operations, increase inclusive outreach to vendors, and improve data collection and reporting

SJCE has continued to engage and collaborate with small and local businesses, such as through collaborative outreach events. Additionally, staff have participated in networking, such as attending the Silicon Valley Business Journal Diverse Founders & Business Owners event.

SJCE has identified action items, success measures, and challenges related to its supplier diversity Racial Equity Action Plan goals. The tactics planned to improve supplier diversity are highlighted at the end of this report in the Appendix.



Racial Equity Training

We appreciate every opportunity to add to our racial equity "toolbox". Our department invested in a Racial Equity Training from The Justice Collective. The Justice Collective's goal was to ensure that the SJCE team had the tools to bring clean energy access to customers by prioritizing equity. We explored concepts such as identity, intersectionality, racial equity, and action bias. Our team participated in activities that fostered deeper understanding of these concepts, thoughtful analysis, and team building. One of the activities asked each SJCE team member identify a specific way to incorporate racial equity values into daily work. This training helped solidify racial equity work as an organization value and provided new frameworks to achieve our organizational mission.

Our department invested in a Racial Equity Training from The Justice Collective.

Celebrating Diversity in the Office: Spotlighting the Roots of Our Latinx Heritage Staff

We take pride in the diverse members of our staff and do our best to recognize and share that diversity with our community. In honor of National Hispanic Heritage Month, we published an enlightening blog about the dedicated clean energy professionals who work hard every day to make SJCE what it is. Staff shared the importance of their cultural experiences that have shaped their career choices from purchasing clean energy to communicating the importance of living an electric lifestyle.

Celebrating Diversity in the Office: Encouraging Collaboration with Pride

We build community through collaboration and support, like with our Power of Pride Blog. We highlighted high-profile advocates like State Sen. Carole Migden and staff members who shared why Pride is important and what fuels their careers in clean energy.

City of San José Efforts

Thankfully, our racial equity initiatives do not occur in a silo. The City of San José has a plethora of racial equity efforts that complement our own. The City of San José is conducting a disparity study to better understand how diverse business enterprises participate in its contracting policies and practices. The study will determine if there are barriers preventing diverse businesses from working with the City or with prime vendors contracted by the City and identify ways the processes could be more accessible and inclusive for all San José businesses. The study is in final review and completion is expected by June 2024.

Additionally, the City of San José is working to create a new partnership program with Non-Profit and Community-Based Organizations (CBOs) to assist the City with project-based outreach and engagement efforts. This program will provide City staff with a formal and predictable mechanism that can be utilized to partner with CBOs on specific projects, as needs arise. The specific scope of services and nature of the partnership will vary based on project needs. This program can help drive more inclusive decision-making processes, equitable outcomes, and stronger community relationships.

EXTERNAL ACTIVITIES: CUSTOMER PROGRAMS

A core feature of CCAs is the ability to reinvest revenue back into the community through new renewable energy, bill savings, and customer programs. San José Clean Energy uses the following guiding principles to evaluate and choose our program portfolio.

- Reduce greenhouse gas emissions
- Align with Climate Smart San José – the City's climate action plan
- Promote equity, increase affordability, and support communities of concern
- Benefit customers and community

We're expanding access to charging infrastructure to help more families switch to an electric vehicle.

SJ Cares

More than 21% of SJCE customers are enrolled in the California Alternate Rates for Electricity (CARE) or Family Electric Rate Assistance (FERA) program. These 75,000 customers receive an extra 10% off our monthly charges through our SJ Cares program. SJCE is the first CCA to offer additional monthly discounts on top of CARE and FERA.

Solar Access

In thanks to our partnership with the CPUC, over 800 households receive 100% solar energy and an extra 20% off their bill. Solar Access is SJCE's offering of the CPUC's DAC-GT program. This program helps customers who rent their homes or cannot afford to install solar to benefit from utility-scale clean energy. The average customer saves over $30 per month. Community-based organizations help us enroll Spanish and Vietnamese-speaking customers into the program. Solar Access received the 2023 Beacon Leadership and Innovation Award for Innovation in Clean Energy from the Institute for Local Government for its outstanding equitable efforts in community outreach and delivering climate resilience. In addition, the program received a commendation from the San José City Council.

Energy Efficiency

Our energy efficiency programs, funded by the CPUC, make a significant impact on our community. The programs help residents, small businesses, and schools make their space more energy efficient and save on energy bills. Eligible residents can receive 50-70% off new energy-efficient appliances. Small businesses and schools can save 80-90% off energy-saving upgrades like replacing old HVAC systems and water heaters.

Electric Vehicles

We're expanding access to charging infrastructure to help more families switch to an electric vehicle. We also offer workshops and one-on-one EV coaching to help people navigate rebates and incentives, find the right vehicle for their lifestyle, and answer all their charging questions. Over 35% of chargers will be installed in low-income communities.

Disconnections

Being disconnected from a utility service is a stressful reality for many customers and can result in severe hardships. It's essential to assist customers with resources to avoid the interruption of their service. We will be working on our goal to help reduce disconnections, especially in diverse and disadvantaged communities where customers are most impacted, with outreach, resources, and information.

EXTERNAL ACTIVITIES: SPOTLIGHT ON SUPPLIER DIVERSITY

CPUC En Banc/Expo

We advance our supplier diversity efforts through a commitment to education. We attended the California Public Utilities Commission's Small and Diverse Business Expo and 21st Annual GO 156 Supplier Diversity En Banc. Load serving entities discussed their supplier diversity programs and contracting opportunities. Panels also featured local government, ethnic Chambers of Commerce, community-based organizations, and emerging firms. By attending these events, we identified successes as well as areas of growth in our own supplier diversity efforts. We also shared SJCE contracting opportunities and processes with small businesses at the En Banc's networking sessions.

Silicon Valley Business Journal Event

Our staff prioritizes outreach to promote contracting opportunities to small, local, and diverse businesses. We attended the Silicon Valley Business Journal Diverse Founders & Business Owners event, which featured minority and female founders who are building businesses in the Silicon Valley. The event discussed how this region supports diverse company owners and entrepreneurs, including the funding structure. Silicon Valley Business Journal hosted peer networking and a panel of diverse business owners sharing the challenges and opportunities of leading and growing a diverse business - including access to capital, building a culture, and overcoming obstacles.

EXTERNAL ACTIVITIES: SPOTLIGHT ON CBO PARTNERS AND EVENTS

The Power of Community

SJCE funded and worked with two local community-based organizations (CBOs), International Children's Assistance Network (ICAN) and Mujeres Empresarias Tomando Accion (META) to conduct grassroots outreach about the benefits of clean energy and SJCE's Home Appliance Savings Program.

META reached over 600 residents in-person and over 800 people via social media channels. The CBOs provided valuable on-the-ground observations and suggestions about messaging, outreach tactics, and program design.

Breaking Bread and Talking Clean Energy

San José co-hosted and helped promote three community dinners in San José aimed at engaging diverse community members in conversations about clean energy and healthy air quality. In total, over 240 residents attended these bilingual community dinners that were led by non-profit organizations and community groups.

Two of the dinners focused on the link between clean energy, air quality, and lung health. Residents learned about the benefits of clean mobility options and home electrification. In addition, 25 community members who live in zip codes most affected by poor air quality received a free air purifier.

At the third dinner, Chef Tu David Phu demonstrated cooking traditional Vietnamese fried rice on induction in front of a crowd of 150.

Driving Change through Local Ride-and-Drives

SJCE co-sponsored an electric vehicle (EV) ride-and-drive organized by a local nonprofit, Breathe California of the Bay Area, Golden Gate, and Central Coast. The ride-and-drive took place at Lake Cunningham Park in East San José, an area with lower EV adoption. SJCE's support helped achieve record numbers with over 500 attendees and 350 EV test drives. More than 230 people experienced driving an EV for the first time at the August event.

Empowering Local Youth

Engaging local youth is vital in helping fight climate change in the community. SJCE participated in the Silicon Valley Youth Climate Action Leadership Summit. Over 250 teens and young adults from diverse backgrounds attended and learned from community stakeholders and industry leaders participated in networking, discussions, and presentations around climate solutions and strategies. Deputy Director Lina Williams shared her expertise on the Energy & Community Choice Aggregation panel.

EXTERNAL ACTIVITIES: SPOTLIGHT CPUC CERTIFIED VENDORS

We The Creative

We the Creative is a Minority Business Enterprise (MBE) certified vendor that works with the SJCE to create a variety of branded communications and marketing assets for community members that help deliver vital information about programs, resources, and services. Fun Fact: They have designed this year's Supplier Diversity Report.

Kadabra

Kadabra is a small, local and women-owned business here in San Jose that catalyzes growth and change for leaders. This year, staff enjoyed a fantastic DiSC and Emotional Intelligence training with Kadabra!

SECTION 9.1.2

Supplier Diversity Spend Results (Goods and Services)

In 2023, SJCE spent $164,929.92 with seven CPUC Supplier Clearinghouse certified suppliers and an additional $122,760.88 with five women- owned and minority- owned businesses that are not certified in the Supplier Clearinghouse, increasing both our diverse spend and the number of diverse vendors from the previous year. SJCE also spent $158,992.58 with nine Department of General Services (DGS) certified small businesses.

SJCE collects data on certification status via a voluntary survey, sent to vendors after their contract is awarded. As a result of survey responses, in 2023 SJCE identified two new suppliers that are Clearinghouse certified and provided outreach to two additional vendors that are eligible but not yet certified to offer information and assistance with the certification process. SJCE staff will continue to work with vendors old and new to encourage Supplier Clearinghouse certification.

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

		Direct Spend[1] $	Sub Spend[2] $	Total $	%	Product Spend $	Service Spend $	Total $	%
Minority Male	African American	$0	$0	$0	0.00%	$0	$0	$0	0.00%
	Asian Pacific American	$6,596.59	$0	$6,596.59	0.04%	$0	$6,596.59	$6,596.59	0.04%
	Hispanic American	$0	$0	$0	0.00%	$0	$0	$0	0.00%
	Native American	$0	$0	$0	0.00%	$0	$0	$0	0.00%
	Total Minority Male	**$6,596.59**	**$0**	**$6,596.59**	**0.04%**	**$0**	**$6,596.59**	**$6,596.59**	**0.04%**
Minority Female	African American	$0	$0	$0	0.00%	$0	$0	$0	0.00%
	Asian Pacific American	$37,350.75	$0	$37,350.75	0.25%	$37,350.75	$0	$37,350.75	0.25%
	Hispanic American	$0	$0	$0	0.00%	$0	$0	$0	0.00%
	Native American	$0	$0	$0	0.00%	$0	$0	$0	0.00%
	Total Minority Female	**$37,350.75**	**$0**	**$37,350.75**	**0.25%**	**$37,350.75**	**$0**	**$37,350.75**	**0.25%**
Total Minority Business Enterprise (MBE)		$43,947.34	$0	$43,947.34	0.29%	$37,350.75	$6,596.59	$43,947.34	0.29%
Women Business Enterprise (WBE)		$112,983.83	$0	$112,983.83	0.74%	$0	$112,983.83	$112,983.83	0.74%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		$7,998.75	$0	$7,998.75	0.05%	$0	$7,998.75	$7,998.75	0.05%
Disabled Veteran Business Enterprise (DVBE)		$0	$0	$0	0.00%	$0	$0	$0	0.00%
Persons with Disabilities Business Enterprise (DBE)		$0	$0	$0	0.00%	$0	$0	$0	0.00%
8(a)*		$0	$0	$0	0.00%	$0	$0	$0	0.00%
Total Supplier Diversity Spend		**$164,929.92**	**$0**	**$164,929.92**	**1.08%**	**$37,350.75**	**$127,579.17**	**$164,929.92**	**1.08%**
Net Procurement**		**$15,234,483.94**							
Net Product Procurement		**$754,642.39**							
Net Service Procurement		**$14,479,841.55**							
Total Number of Diverse Suppliers that Received Direct Spend		**7**							

NOTE:
* 8(a) - Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).
** Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.
1. Direct - Means Direct Procurement: when a CCA directly procures from a supplier.
2. Sub - Means Subcontractor Procurement: when a prime contractor, in contract with a CCA, procures from a subcontractor to fulfill its contractual obligation(s).
% Percentage of Net Procurement.

Supporting Small and Local Businesses

The City of San José is committed to promoting opportunities with local and small businesses and has a Local and Small Business Preference Policy for the procurement of supplies, materials, equipment, and services. In 2023, SJCE spent $151,243.99 with six DGS certified small businesses that also meet the City's Local and Small Business Preference Policy requirements.

Description of Diverse Suppliers with Majority Workforce in California

SJCE worked with five clearinghouse certified diverse vendors headquartered in California.

SECTION 9.1.3

Supplier Diversity Program Expenses

SJCE increased the number of staff spending time on supplier diversity initiatives in 2023. This year staff also held a department-wide training on energy and equity issues and on our supplier diversity program.

Supplier Diversity Program Expense (2023)

Expense Category	$ Dollars
Wages	$22,666.00
Other Employee Expenses	$0
Program Expenses	$0
Reporting Expenses	$0
Training Expenses	$19,800.00
Consultant Expenses	$0
Other Expenses	$890.00
Total	**$43,356.00**

SECTION 9.1.5

Description of Prime Contractors Utilization of Diverse Subcontractors

SJCE received limited data on Supplier Clearinghouse certified subcontractors from our prime contractors. SJCE requested this information in a voluntary survey sent to all suppliers, but not all suppliers reply. None of this year's respondents had subcontractors. SJCE has added supplier diversity reporting language to its Request for Proposals (RFP) in an effort to improve visibility of GO 156 and will continue to explore other ways to collect and track spend from certified subcontractors so that this spend can be captured in future reports.

SECTION 9.1.6

List of Supplier Diversity Complaints Received and Current Status

SJCE received no complaints from diverse suppliers in 2023.

SECTION 9.1.9

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

SJCE spends the majority (~96%) of its annual budget on electricity, reliability, and renewable energy products. Acknowledging that electricity sector providers are dominated by large corporations that are traditionally not diverse in ownership or leadership.

SJCE can nonetheless focus on improving access to contracting opportunities. SJCE includes supplier diversity program information in its to the bid board in the Supplier Clearinghouse to promote current contract opportunities to certified diverse businesses.

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	0%
	Asian Pacific American	$0	$0	$0	$0	$0	$0	$0	0%
	Hispanic American	$0	$0	$0	$0	$0	$0	$0	0%
	Native American	$0	$0	$0	$0	$0	$0	$0	0%
	Total Minority Male	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**0%**
Minority Female	African American	$0	$0	$0	$0	$0	$0	$0	0%
	Asian Pacific American	$0	$0	$0	$0	$0	$0	$0	0%
	Hispanic American	$0	$0	$0	$0	$0	$0	$0	0%
	Native American	$0	$0	$0	$0	$0	$0	$0	0%
	Total Minority Female	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**0%**
Total Minority Business Enterprise (MBE)		$0	$0	$0	$0	$0	$0	$0	0%
Women Business Enterprise (WBE)		$0	$0	$0	$0	$0	$0	$0	0%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		$0	$0	$0	$0	$0	$0	$0	0%
Disabled Veteran Business (DVBE)		$0	$0	$0	$0	$0	$0	$0	0%
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%
Total Supplier Diversity		**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**0%**
Net Power Procurement		**$297,199,551.18**							
Net Direct Power Purchases		**$297,199,551.18**							
Net Direct Fuels for Generation		**$0**							
Total Number of Diverse Suppliers		**0**							

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

2024 ANNUAL PLAN

In 2024, SJCE will conduct the following activities:

INTERNAL ACTIVITIES

- Continue to evaluate barriers to entry for small, local, and diverse suppliers and develop policies or programs to help reduce barriers; including reviewing preliminary and final results of the City's disparity study to improve SJCE's contracting policies and practices for small, local, and diverse suppliers. Relatedly, SJCE will meet with the City of San José Finance Department to discuss the results of the disparity study.
- Continue to collaborate with the City's Office of Racial Equity to learn best practices to improve the City's equity programs and expand SJCE's efforts to remove barriers to supplier diversity.
- Refine and implement activities in SJCE's Racial Equity Action Plan. Incorporate aspects of the Office of Racial Equity's Racial Equity Impact Analysis in planning process.
- Develop technical assistance and capacity building opportunities for small and local businesses. Offer supplier diversity material at marketing tabling events.
- Develop an internal vendor database to support our effort to communicate business opportunities with small and local vendors
- Track supplier diversity spend on a quarterly basis. Maintain a benchmark database to ensure consistent tracking of spend to support reporting efforts.
- Share contracting opportunities on the Supplier Clearinghouse bid board.

EXTERNAL ACTIVITIES

- Continue to educate current and prospective suppliers about the CPUC's Supplier Diversity Program and the CPUC's Supplier Clearinghouse.
- Represent SJCE at the 2024 CPUC Small Business Expo
- Continue to engage and collaborate with small and local businesses via various chambers of commerce, including the LGBTQ+ chambers of commerce, local business districts, community-based organizations, diversity leaders, diverse communities, and advocacy groups.
- Participate in energy industry association events and network to advance SJCE's supplier diversity efforts.
- Collaborate with other CCAs and share racial equity, diversity and inclusion program best practices among CCAs.
- Assess workforce development opportunities in program design to intentionally support small and local business communities.

SECTION 10.2

Description of Supplier Diversity program Activities Planned for the Next Calendar Year

SJCE will continue to develop its supplier diversity program to further engage and support the small, local, and diverse business community and promote greater equity and inclusion in programs, policies, and procurement practices. SJCE greatly appreciates the regular collaboration with fellow CCAs and CPUC staff in fostering new ideas and strategies to best implement our supplier diversity program.

SECTION 10.2

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

To the extent permitted by law, SJCE will encourage prime contractors to subcontract with diverse business. SJCE will continue to request information from prime contractors regarding their use of diverse suppliers via the voluntary supplier diversity survey. SJCE can also provide information about the CPUC's Supplier Diversity Program to encourage prime contractors to report their contracts with diverse suppliers.

APPENDIX

SJCE Association Memberships

- Association of Women in Water, Energy & Environment (AWWEE)
- Women of Renewable Industries and Sustainable Energy
- The American Association of Blacks in Energy
- Hispanics in Energy
- Asians in Energy

SJCE Key Sponsorships

- Acterra Financial Incentives Clinic Workshops
- California Association of Science Educators
- Climate Center Policy Summit
- NorCal Elite Veterans
- Sierra Club Guardians of Nature Gala
- Silicon Valley Youth Climate Action Leadership Summit
- Silicon Valley Leadership Group Energy Sustainability Summit
- Silicon Valley Pride
- Switch Is On
- VERGE 23 Climate Tech Conference

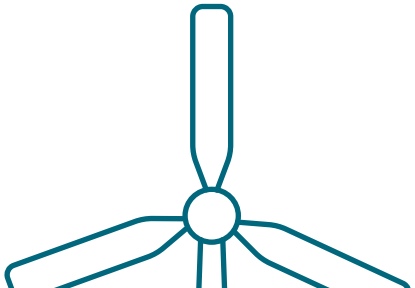
SJCE Fiscal Year 2023-2024 Racial Equity Action Plan: Supplier Diversity

Action Items

- Include supplier diversity reporting language in solicitations to increase visibility of supplier diversity certification and to improve collection of data.
- Continue to engage and collaborate with small and local businesses via ethnic chambers of commerce, LGBTQ+ chambers of commerce, local business districts, community-based organizations, diversity leaders, diverse communities, and advocacy groups.
- Provide technical assistance and capacity building opportunities for small and local businesses by encouraging small and local vendors to sign up as SJCE Small Business Partners, a voluntary registry to receive communications about City business opportunities, technical support and capacity building support.
- SJCE is a member of several energy associations that value diversity, equity and inclusion in the energy industry. Staff will participate in association events and network to advance SJCE's supplier diversity efforts.
- Discuss supplier diversity at a CED staff meeting, share plan, and provide training as needed to formalize process.

Success Measures

- Benchmark current supplier diversity.
- Measure benchmark against other CCAs.
- Increase the number of diverse suppliers.
- Track this annually and report progress in the CPUC report.
- Establish the Small Business Partners registry. Annually, increase number of registered businesses.

Challenges

Challenges to achieving this goal include designating time to ensure this work is prioritized and part of ongoing operations. To meet this challenge, we have allotted staff time to lead these action items. The staff meet regularly and mindfully delegate tasks related to the action items to encourage accountability.