

2024 ANNUAL REPORT

2025 ANNUAL PLAN

SUPPLIER DIVERSITY



TABLE OF CONTENTS

03 Introduction

- 04 Letter from the Director
- 04 About San José Clean Energy (SJCE)
- 05 SJCE By the Numbers
- 05 Report Background

Annual Report

- 06 9.1.1 Description of Supplier Diversity Program Activities
- 16 9.1.2 Supplier Diversity Results of Goods and Services (Non-Power Purchases) if Procured
- 18 9.1.2 Description of Diverse Suppliers with Majority Workforce in California
- 18 9.1.3 Supplier Diversity Program Expenses
- 19 9.1.5 Description of Prime Contractors' Utilization of Diverse Subcontractors
- 19 9.1.5 New Diverse Prime and Subcontractor Utilization
- 19 9.1.6 List of Supplier Diversity Complaints Received and Current Status
- 20 9.1.9 Description of Supplier Diversity Activities and Progress in Power (Energy) Procurement
- 21 9.1.9 Supplier Diversity Results in Power (Energy) Procurement

Annual Plan

- 22 10.2 Description of Supplier Diversity Program Activities Planned for the Next Calendar Year
- 23 10.2 Plans to Encourage Prime Contractors to Subcontract Small, Local and Diverse Businesses

Appendix

- 23 SJCE Association Memberships
- 23 SJCE Key Sponsorships

Cover Photo: Street art mural at San Pedro Square co-created by members of the public, SJ Downtown Association, and Local Color – a women-owned non-profit organization that supports local artists and creatives. SJCE collaborated with Local Color in 2024 to design SJCE's "You've Got Great Energy" tagline and t-shirt.

INTRODUCTION

San José Clean Energy (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 with transparency and accessibility, while also offering community programs and local control.

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.



Progress

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



Integrity

We embrace honesty, accountability, and opportunities to improve.



Community

We energize and empower our neighbors through excellent customer service.

How It Works



SOURCE SJCE

Sourcing and building cleaner energy

GRID CALIFORNIA

Flowing clean energy into our state’s power supply

DELIVERY PG&E

Delivering energy, maintaining lines, serving customers

CUSTOMER YOU

Using cleaner energy, preserving the environment

A LETTER FROM THE DIRECTOR

With another year in the books, San José Clean Energy remains committed to our mission: providing 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 and Social 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.



Sincerely,

Zachary Struyk

Acting Director, San José Clean Energy

About San José Clean Energy (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.

SJCE By the Numbers

Nearly **350,000** customer accounts received 60% or 100% renewable energy in 2024

Over **97%** participation from eligible customers in San José in 2024

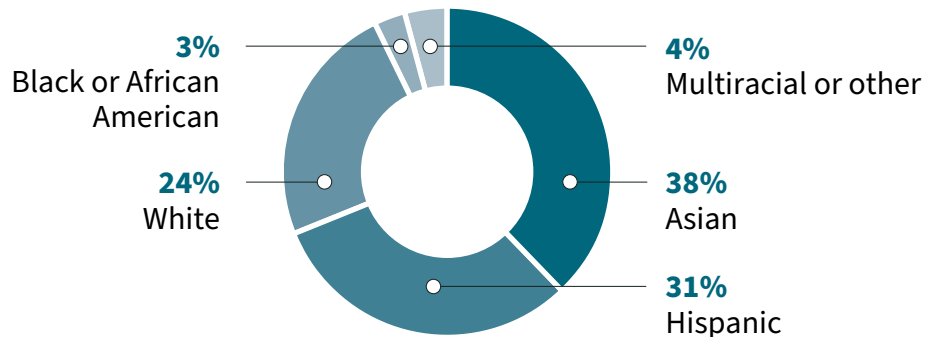
75,000 low-income customers saved an extra \$6M through SJ Cares in 2024

980 megawatts of new renewable energy and storage resources since 2019

Report Background

SJCE submits this report in accordance with SB 255 and participation with GO 156. This report reflects our spend activity in the 2024 calendar year and planned program activities for 2025.

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 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 all suppliers in the utility industry, including suppliers certified via the CPUC’s Supplier Clearinghouse. SJCE will continue its efforts to work with the City to support small, local, and diverse businesses and will continue to share information about the Clearinghouse and its benefits.



San José race/ethnicity representation



41% Foreign born population



59% Households speak a non-English language at home

ANNUAL REPORT

SECTION 9.1.1

Description of Supplier Diversity Program Activities

INTERNAL ACTIVITIES

This year, SJCE continued to make progress on its supplier diversity program and related activities:

Staff Engagement

Presentations to SJCE staff increased program awareness among new employees and staff developed a standard procedure guide to help contract managers implement inclusive outreach to prospective suppliers and enhance vendor data collection.

Process Improvements

The Risk and Contracts team added a step to the procurement process to ensure new vendors received the supplier diversity survey when completing their W-9s.

Requesting this information earlier in the process has helped with responsiveness to the vendor survey. SJCE continued to include supplier diversity reporting language in solicitations to increase program visibility and posts its RFPs on the Supplier Clearinghouse website. Supplier diversity staff established monthly meetings to monitor progress toward our annual goals, tracked as part of our Racial and Social Equity Action Plan.

Marketing and Outreach Materials

Staff created a new webpage to provide information and training materials to vendors interested in joining the clearinghouse and created materials shared at events with QR codes linking to the supplier diversity content page and our contracting opportunities.

For information about the CCA's Supplier Diversity Program, visit SanJoseCleanEnergy.org/supplier-diversity, email info@sanjosecleanenergy.org, or call 833-432-2454





Workforce Development

SJCE identified building a local and equitable workforce as an important part of its Programs Roadmap. SJCE is conducting research and collaborating with local unions, labor groups, contractor groups, trade schools, community colleges, and the City's Office of Economic Development and Cultural Affairs to understand how to support the building electrification workforce in San José.

Diversity, Equity, and Inclusion (DEI) Policies and Activities

Commitment to Equity

Equity is a key value and priority for SJCE. Promoting equity and affordability are guiding principles in developing our customer programs. In March 2024, SJCE added an Equity and Engagement Programs Specialist role to the Customer Programs team. The position is dedicated to assessing community needs, driving community engagement, working with community-based organizations, and implementing feedback in all program areas.

SJCE has incorporated action items, success measures, and challenges related to supplier diversity in the department's Racial and Social Equity Action Plan. The Racial Equity Committee meets regularly to support the plan's implementation.

SJCE is committed to advancing diversity, equity, and inclusion in its workforce, particularly through recruitment and hiring practices. As part of the Racial and Social Equity Action Plan, the department strives to ensure equitable access to job opportunities, especially for candidates from historically underrepresented and disadvantaged communities. SJCE's efforts include proactive outreach to attract applicants from diverse backgrounds by posting job opportunities on diverse job boards and websites. To incorporate a broad range of perspectives, professionals from diverse backgrounds are invited to participate in interview panels. Additionally, staff consistently review, simplify, and standardize job announcements to eliminate barriers that may hinder a diverse candidate pool. These initiatives align with SJCE's core values, reinforcing its commitment to fostering an inclusive workplace that reflects the community we serve.

"We envision a City of San José in which all people in our community and organization thrive and where no racial disparities exist.

Our mission is to support the City in embedding a racial equity practice and embody a culture that sustains it."

- Office of Racial and Social Equity



**California Renewables ↑
Portfolio Standard Report**

Citywide Policies

As a City department, SJCE is guided by several City policies and supported by the Office of Racial and Social Equity. In 2024, the City of San José’s Mayor and City Council unanimously adopted the Racial and Social Equity Ordinance and the Equity Values and Standards Policy, which reinforces the City’s commitment to equity and creates a framework to inform and guide decision making to demonstrate measurable improvements towards equitable outcomes. To learn more about these policies and standards, please visit: [Office of Racial and Social Equity](#)

With nearly 40% of residents born in another country, the City prioritizes inclusion and belonging. The City’s [Welcoming San José Plan 2.0](#) is a community-derived set of strategies aimed to facilitate and accelerate immigrant inclusion in civic, economic, linguistic, and social aspects of life in San José.

Non-Confidential Workforce Diversity Data

The City of San José reports workforce data to the Equal Employment Opportunity Commission as part of EEO-1 reporting. To view the most recent report, please visit: [Equal Employment Opportunity Plan \(EEO-1\) | City of San José](#)

SJCE also reports workforce data to the CPUC for its annual California Renewables Portfolio Standard report, which includes a section on RPS Workforce Development and Diversity. The most recent report can be found at the following link, with CCA workforce development described on page 99: [2024 California Renewables Portfolio Standard’s Annual Report](#)

Board Diversity Data

SJCE is a single jurisdiction CCA and is governed by the City of San José’s Mayor and City Council. City Council is comprised of publicly elected officials based on geographic districts and is representative of the diverse demographics of the residents they serve, which include large Vietnamese, Latinx, and Chinese populations. Please visit the City of San José’s website to learn about [The Mayor and Council Membership in 2024](#).

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:

- **Promote equity, increase affordability, and support Environmental Justice Communities**
- Reduce greenhouse gas emissions
- Align with Climate Smart San José – the City’s climate action plan
- Benefit customers and community

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

Over 800 households receive 100% solar energy and an extra 20% off their bill. This program, in partnership with the CPUC, 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.

Energy Efficiency

SJCE’s energy efficiency 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 up to 80-90% off energy-saving upgrades like replacing old HVAC systems and water heaters.

Electric Vehicles

SJCE is expanding access to charging infrastructure to



75,000

SJCE customers

receive an extra 10% off our monthly charges through our SJ Cares program

Over

800

households

receive 100% solar energy and an extra 20% off their bill



help more families switch to an electric vehicle by offering workshops and one-on-one electric vehicle (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.

Peak Rewards

SJCE’s Peak Rewards for Business program offers commercial and industrial customers an opportunity to get paid for reducing energy consumption during peak demand periods. By participating, businesses can alleviate stress on the electrical grid, which can help prevent power outages and support a stronger, more reliable grid.



\$12,000

The EcoHome Rebate

offers residents up to \$12,000 in rebates to electrify their homes

\$6,500

in incentives

offered, with up to \$5,500 for other home improvement additions.



EcoHome

The EcoHome Program offers San José residents a variety of resources to make clean energy home upgrades more accessible. The EcoHome Program offers three distinct resources: the EcoHome Rebate, the EcoHome Payment Plan, and the EcoHome Network. The EcoHome Rebate offers residents up to \$12,000 in rebates to electrify their homes. The program offers up to \$6,500 in incentives and up to \$5,500 for other home improvement additions like electric panel upgrades, attic insulation, or prewiring. The EcoHome Payment Plan assists with the upfront costs of installing electric heat pumps and is interest-free, with a no-money-down plan for up to \$5,000. The EcoHome Network helps homeowners find eligible contractors to purchase and install these home electrification projects.



**EXTERNAL ACTIVITIES:
SPOTLIGHT ON SUPPLIER DIVERSITY**

CPUC Small and Diverse Business Expo

SJCE attended the Small and Diverse Business Expo in April in South San Francisco. Staff learned from participants sharing their experiences during the panel discussions and tabled at the Expo, talking with dozens of diverse vendors and sharing SJCE contracting opportunities and processes.

In September, SJCE shared information about the supplier diversity program and how to receive updates in the [SJ Office of Economic Development Newsletter](#). The newsletter provides news and resources for San José entrepreneurs, small business owners and supporters of the local business and arts community.

SJCE promoted the CPUC Small and Diverse Business Expo and the CCA sponsored Certify and Amplify Webinars through its social media channels.



VERGE 24 Conference: Deploying Climate Tech at Scale

In partnership with fellow CCAs, SJCE sponsored the VERGE 24 Conference to display the Silicon Valley Clean Energy (SVCE) Dream Home, which is a mobile demonstration in the style of a tiny home that allows people to learn about and interact with electric equipment and appliances. VERGE 24 also gave SJCE the opportunity to network with a wide variety of diverse climate technology businesses and organizations.

**EXTERNAL ACTIVITIES:
SPOTLIGHT ON CBO PARTNERS AND EVENTS**

Grillin' and Chillin' with Local Businesses

Local businesses are the backbone of San José's diverse economy and culture. In the summer of 2024, SJCE sponsored the San José Chamber of Commerce's Annual Chamber BBQ where over 750 attendees — many of whom were local business owners — got together at History Park San José to network with fellow business owners and celebrate the rich heritage, dynamic culture, and pioneering spirit that makes San José so unique. At the event, SJCE staff shared information about SJCE with local businesses including Supplier Clearinghouse and City contracting opportunities.

Electrify Your Ride

In an effort to increase electric vehicle (EV) education in San José, SJCE organized an EV Expo + Ride & Drive in collaboration with Acterra and the San José Earthquakes. Hosted at PayPal Park, the event educated attendees about the affordability and benefits of EVs compared to traditional gas-powered vehicles. The event targeted low-income, Environmental Justice Communities (EJC), and Spanish and Vietnamese speaking communities. There were a total of 180 unique EV experiences, including eight community-based organizations and ten EV ambassadors who spoke about EVs, rebates, and incentives. Overall, the event helped bolster community confidence in EVs.



Lifting Up Young Leaders

Engaging and empowering the emerging young leaders of our community is an essential element of fighting climate change. In the fall of 2024, SJCE sponsored Silicon Valley Youth Climate Action's Leadership Summit, where hundreds of young leaders from diverse backgrounds came together to network with and learn from community stakeholders and industry leaders. The event featured multiple panels discussing various climate solutions and strategies, including the Energy panel, where SJCE's own Deputy Director, Lina Williams, was a speaker. The event also featured a plant-forward, sustainable food demo by chef and environmentalist Robbie Brown, where he showcased the versatility and efficiency of induction cooking.



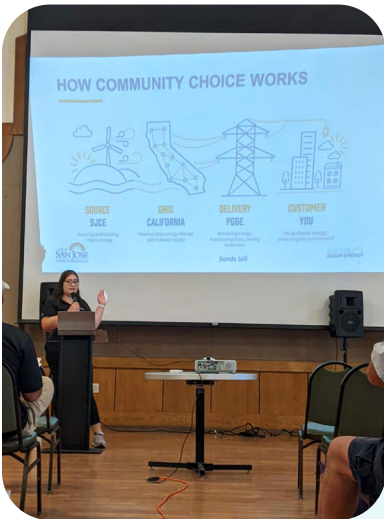
Celebrating Our Differences

The City of San José hosted a celebration in honor of Disability Awareness Day at City Hall's Rotunda. SJCE's participation in this celebration was a valuable opportunity to engage directly with some of San José's most vulnerable communities. Through conversations and resource sharing, SJCE was able to offer financial resources while also gaining deeper insights into the unique challenges faced by individuals with disabilities. This experience fostered stronger relationships and reinforced SJCE's commitment to ensuring underrepresented voices are given attention and opportunities to thrive.



**Empowering Communities:
EV Test Drive Event Connects Residents with Incentives & Resources**

SJCE, in collaboration with Breathe California, hosted a successful electric vehicle (EV) test drive event at Emma Prusch Farm Park, welcoming members of Environmental Justice Communities to explore the benefits of driving electric. Attendees had the opportunity to test drive EVs in a sales-free environment, learn about available rebates and incentives, and speak with experts about charging and maintenance. The event also offered free health and dental screenings, reinforcing a commitment to community well-being. By empowering residents with information and hands-on experience, the event helped make clean transportation more accessible and affordable for all.



Expanding Access to EV Ownership: Financial Incentives Clinic & EV Expo

SJCE and Acterra worked together to host a Financial Incentives Clinic and EV Expo at the Mayfair Community Center in San José. This bilingual event provided income-qualifying residents with valuable information on financial assistance programs, including the EV Federal Tax Credit and the Clean Cars for All grant. Attendees also had the opportunity to explore different EV models and connect with EV owner-volunteers to learn firsthand about the benefits of going electric. The event showcased how financial incentives can make EV ownership more accessible, reinforcing SJCE’s commitment to clean transportation and sustainability.

San José Clean Energy Celebrates Five Years of Powering a Sustainable Future

San José Clean Energy marked its fifth anniversary in February 2024 with a celebration at City Hall, highlighting its achievements in delivering clean and affordable electricity to nearly one million residents and businesses. The celebration included a special acknowledgment of those who helped SJCE become a reality, including community-based organizations, community leaders, councilmembers past and present, and City staff. Since its launch in 2019, SJCE has secured over one gigawatt of renewable energy and helped prevent nearly five million metric tons of greenhouse gas emissions. Committed to equity and affordability, SJCE continues to provide cost-saving programs, including expanded discounts for low-income customers and incentives for solar energy and electric vehicle adoption. As SJCE looks ahead to the next five years, it remains dedicated to reaching 100 percent carbon-neutral electricity by 2030 while ensuring all San José communities and businesses benefit from a cleaner, more sustainable future.

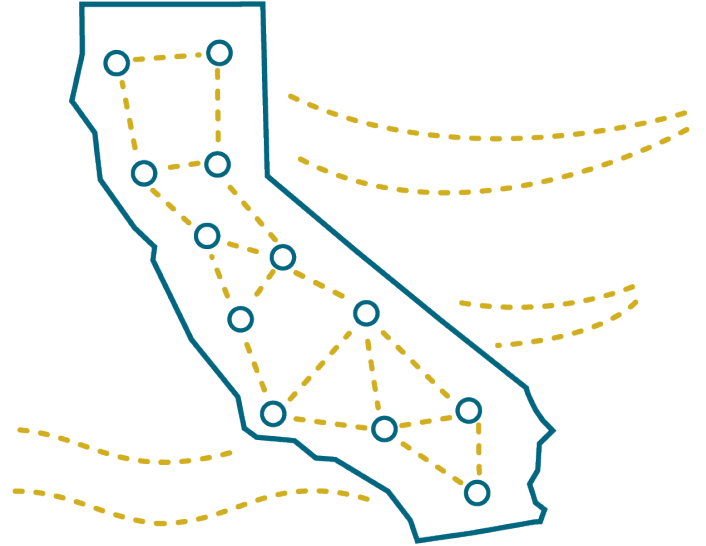


SECTION 9.1.2

Supplier Diversity Results of Goods and Services (Non-Power Purchases) if Procured

In 2024, SJCE increased its diverse supplier spend from the previous year, totaling \$200,988 with eight Supplier Clearinghouse certified suppliers. SJCE also spent an additional \$136,000 with eligible, but not Clearinghouse-certified, small and diverse businesses.

SJCE collects data on vendor certification status via a voluntary survey which is sent to vendors shortly after their contract is awarded or through a search of the supplier clearinghouse database. The following table shows the amount of spend with diverse certified vendors that provide goods or professional services to SJCE.



EXTERNAL ACTIVITIES: SPOTLIGHT ON CPUC CERTIFIED VENDORS



Ani & Cat is a small, local, women-owned business in San José. They offer full-service digital media services that help SJCE deliver vital information about programs, resources, and services.

Fun Fact: Ani & Cat designed this year’s Supplier Diversity Report!



THE JUSTICE COLLECTIVE

The Justice Collective is a social impact consulting firm that centers racial and social equity in organizational development. The Justice Collective conducted a racial equity training for SJCE staff in 2023 and has since hosted additional sessions for the city, which staff attended in 2024. SJCE helped bring awareness of the Clearinghouse to TJC and they became certified in 2024!



Energia is a certified women-owned consulting firm. Energia was hired to develop a building electrification programs roadmap for SJCE, including research to support equitable workforce development in San José.

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	\$8,726	\$0	\$8,726	0.07%	\$0	\$8,726	\$8,726	0.07%
	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	\$8,726	\$0	\$8,726	0.07%	\$0	\$8,726	\$8,726	0.07%
Minority Female	African American	\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
	Asian Pacific American	\$18,677	\$0	\$18,677	0.14%	\$18,677	\$0	\$18,677	0.14%
	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	\$18,677	\$0	\$18,677	0.14%	\$18,677	\$0	\$18,677	0.14%
Total Minority Business Enterprise (MBE)	\$27,403	\$0	\$27,403	0.21%	\$18,677	\$8,726	\$27,403	0.21%	
Women Business Enterprise (WBE)	\$166,096	\$0	\$166,096	1.24%	\$0	\$166,096	\$166,096	1.24%	
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	\$764	\$0	\$764	0.01%	\$0	\$764	\$764	0.01%	
Disabled Veteran Business Enterprise (DVBE)	\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%	
Persons with Disabilities Business Enterprise (DBE)	\$6,725	\$0	\$6,725	0.05%	\$6,725	\$0	\$6,725	0.05%	
8(a)*	\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%	
Total Supplier Diversity Spend	\$200,988	\$0	\$200,988	1.51%	\$25,402	\$175,586	\$200,988	1.51%	

\$13,346,369

Net Procurement**

\$2,235,863

Net Product Procurement

\$11,110,506

Net Service Procurement

8

Total Number of Diverse Suppliers that Received Direct Spend

NOTES:

* 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.

DESCRIPTION OF DIVERSE SUPPLIERS WITH MAJORITY WORKFORCE IN CALIFORNIA

In 2024, SJCE contracted with seven certified diverse vendors with a majority workforce located in CA. Through a manual search, SJCE found that the majority (about 65%) of its non-energy vendors are California businesses with offices based in CA. SJCE will integrate the new requirement to report the average CA-based workforce into its data collection.

SUPPORTING SMALL AND LOCAL BUSINESSES

SJCE partners with many small and local businesses for goods and services, with over a third of these vendors based in San José and Santa Clara County. The City remains committed to supporting local and small businesses through its [Local and Small Business Preference Policy](#), which applies to the procurement of supplies, materials, equipment, and services. To qualify as a local business, a company must have a San José Business Tax Certificate and an office in Santa Clara County. Additionally, businesses with no more than 35 employees are eligible for the small business preference.

SECTION 9.1.3

Supplier Diversity Program Expenses

This year, SJCE’s supplier diversity efforts focused on program implementation and attending local events.

2024 Supplier Diversity Program Expenses	
Expense Category	Dollars
Wages	\$18,600
Other Employee Expenses	\$0
Program Expenses	\$0
Reporting Expenses	\$2,000
Training Expenses	\$0
Consultant Expenses	\$0
Other Expenses	\$0
Total	\$20,600

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 replied. None of this year's respondents had subcontractors. SJCE has added supplier diversity reporting language to its RFPs 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 9.1.5

New Diverse Prime and Subcontractor Utilization

SJCE contracted with a total of 5 new diverse prime contractors in 2024. Additionally, SJCE contracted with a new women-owned business that is certified but not through the Clearinghouse.

Category	New Prime Contractors #	New Subcontractors #
Minority Male Business Enterprise	0	0
Minority Female Business Enterprise	0	0
Total Minority Business Enterprise (MBE)	0	0
Women Business Enterprise (WBE)	4	0
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0	0
Disabled Veteran Business Enterprise (DVBE)	0	0
Persons with Disabilities Business Enterprise (DBE)	1	0
8(a)	0	0
Total	5	0

SECTION 9.1.6

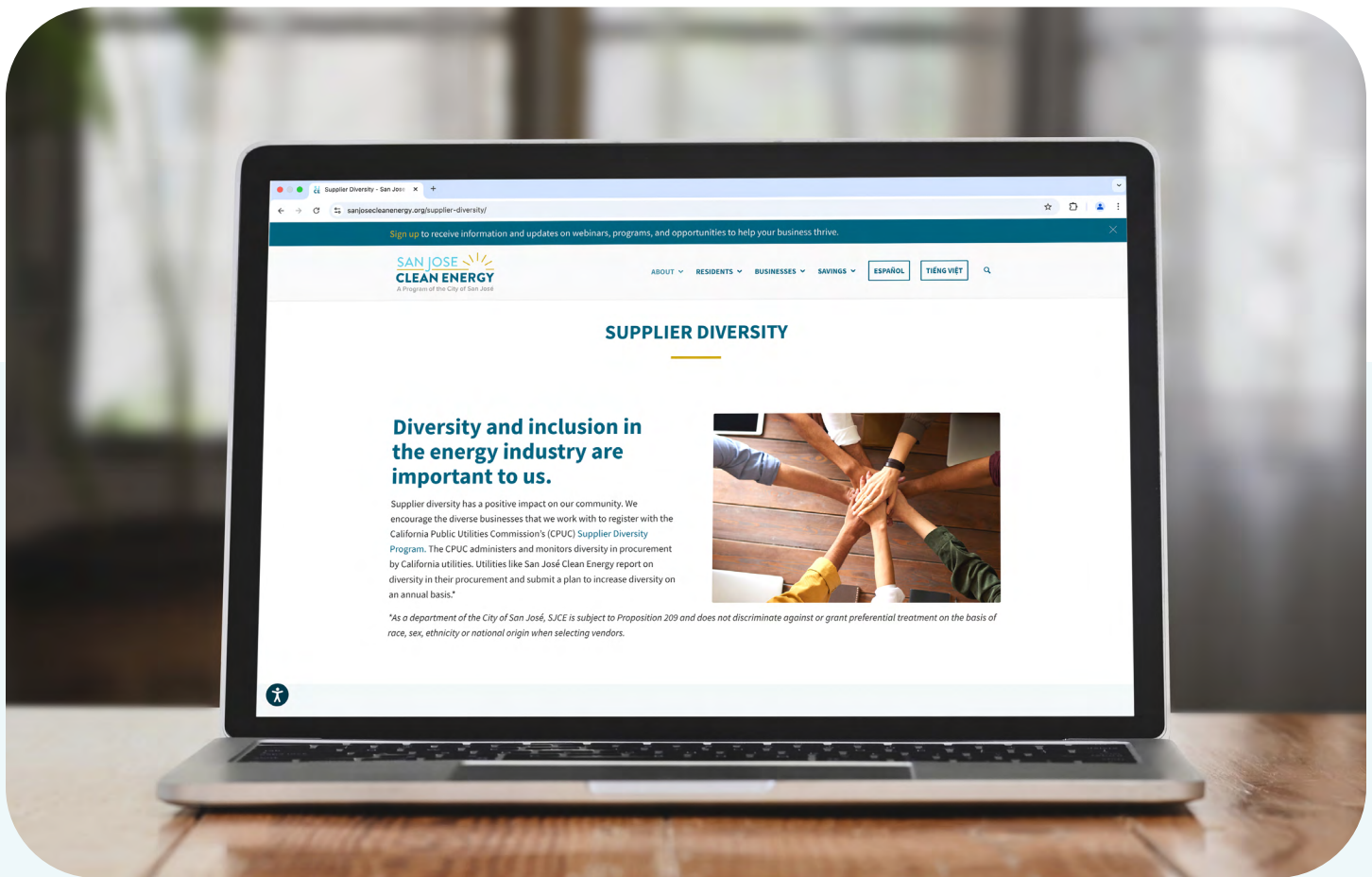
List of Supplier Diversity Complaints Received and Current Status

SJCE received no complaints from diverse suppliers in 2024.

SECTION 9.1.9

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

SJCE spends about 95% of its operating budget on buying power. There are very few diverse energy suppliers and several challenges to increasing supplier diversity in energy procurement. SJCE has information about the Supplier Clearinghouse on its procurement webpage and in its solicitation materials to promote awareness of the Supplier Clearinghouse. The following table depicts SJCE’s power procurement with certified vendors.



[SJCE Supplier Diversity Webpage](#) ↑

SECTION 9.1.9

Supplier Diversity Results in Power (Energy) Procurement

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

<p>\$319,720,004 Net Power Procurement</p>	<p>\$319,720,004 Net Direct Power Purchases</p>	<p>\$0 Net Direct Fuels for Generation</p>	<p>0 Total Number of Diverse Suppliers that Received Direct Spend</p>
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NOTES:

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 fulfill its contractual obligation(s).
5. "Total" does not include pre-commercial development (COD) subcontracting values.
6. 8(a) - Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

2025 ANNUAL PLAN

SECTION 10.2

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

In 2025, SJCE plans to conduct the following activities as part of its supplier diversity program efforts:

INTERNAL ACTIVITIES

- Provide annual training to staff on the supplier diversity program and how to use the Supplier Clearinghouse.
- Hold quarterly meetings with division leads to review program implementation and vendor outreach efforts.
- Continue to collaborate on Supplier Diversity with other City departments, such as the Office of Economic Development and Cultural Affairs, the Purchasing Department, the Fiscal Office, and the Office of Racial and Social Equity.
- Track outreach activities and the distribution of supplier diversity-related information.
- Maintain internal database and continue outreach to small and local businesses that signed up for SJCE's Small Business Partners, a voluntary registry to receive communications about City business opportunities, technical support and capacity building support.
- Share contracting opportunities on the Supplier Clearinghouse bid board.

EXTERNAL ACTIVITIES

- Continue to educate suppliers by providing technical support on certification by collaborating with other CCAs and sharing supplier diversity events to our networks.
- Present to current local chamber partners and at the Small Business Advisory Committee.
- Develop and share a two-page supplier diversity highlights report with small and local businesses.
- Attend local chamber events and share information about Supplier Clearinghouse.
- Represent SJCE at the 2025 Small and Diverse Business Expo and En Banc.
- Develop and implement outreach plan to engage business associations and chambers.



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 businesses. 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. SJCE will continue to develop its supplier diversity program to further engage and support its small, local, and diverse business community and promote greater equity and inclusion in procurement practices.

APPENDIX

SJCE Association Memberships

- Association of Women in Water, Energy & Environment (AWWEE)
- Hispanic/Latino Professionals Association
- The American Association of Blacks in Energy
- Women of Renewable Industries and Sustainable Energy

SJCE Key Sponsorships

- AWWEE Conference Sponsorship
- AWWEE Annual Sponsorship
- Breathe California
- Cal Matters Conference
- Cal Matters Coffee Bar Sponsorship
- The Climate Center Policy Summit
- LEAN Energy US
- San Jose Chamber of Commerce Membership
- San Jose Chamber of Commerce Annual BBQ
- Sierra Club's Annual Guardians of Nature Gala
- Silicon Valley Pride
- Silicon Valley Reads
- Silicon Valley Youth Climate Action Leadership Summit
- VERGE 24 Climate Tech Conference