



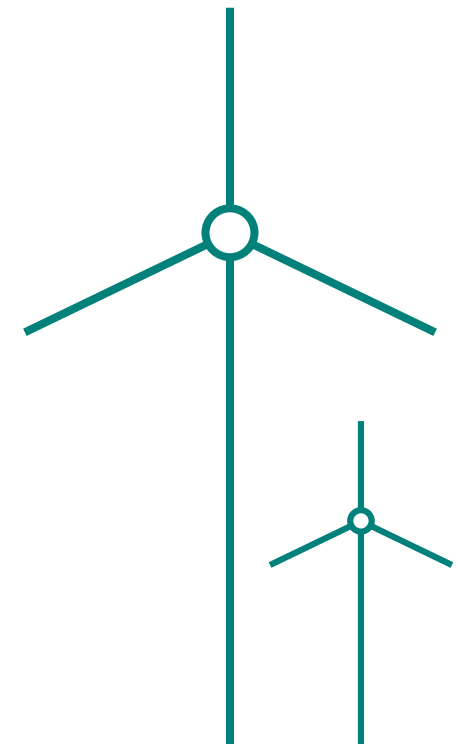
# Supplier Diversity

## 2023 Annual Report and 2024 Annual Plan



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Note: Section numbers utilized in this report correspond to the section numbers in General Order 156 of the California Public Utilities Commission.

# Message from the Chief Executive Officer



Clean Power Alliance was founded with the mission to build an inclusive clean energy future where everyone can join in making their communities cleaner and more sustainable. CPA has continued to strengthen our commitment to this fundamental principle, and it shapes our actions in serving the people who live and work in our communities.

CPA's focus on bolstering diversity and inclusion is reflected in our investments throughout the region and in our internal team. Externally, CPA reinvested in skills training to prepare workers for the green economy, including the rapidly growing transportation and electrification sectors. In 2023, we committed more than \$250k to workforce development and education funding to provide job pathways for underserved individuals.

We funded the Los Angeles Cleantech Incubator's course on electrical vehicle charger maintenance and provided battery storage training devices for a certification program in partnership with the Internal Brotherhood of Electrical Workers in Los Angeles and Oxnard. Our Voyager scholarship continues to provide community college students preparing for energy careers with funds to support their educational pursuits. Thus far, scholarships have been distributed to 84 students.

Internally, we recently launched employee-led resource groups so CPA staff can build community and create initiatives that foster inclusive culture. Our People & Culture team continues to pursue inclusive recruiting and staff development, including bias training for all employees.

Opportunities to provide affordable, renewable energy to underserved populations grew in 2023. A majority of CPA's partner communities have selected 100% Green Power as their preferred energy option. Low-income customers who live in these communities receive this

100% renewable energy at no added cost. CPA has invested more than \$20 million to offset costs for this program since serving our first customers. In 2024, as three new communities join CPA service at 100% Green, more than 7,200 eligible low-income customers may also benefit from CPA's equitable rate structure to ease their ability to join in their community's sustainability efforts.

Our Power Share program, which provides 100% renewable energy to low-income customers at a 20% bill discount throughout our service area, continues to be fully enrolled. We are now expanding access to 340 additional customers through a new local community solar project in the Basset and Avocado Heights communities, which will grow overall program enrollment to more than 6,500 customers.

Our Power Response program also expanded in 2023, to include a new enrollment program pathway called Home – which provides financial incentives to residents with manually operated devices to participate in saving energy when demand is high.

We look forward to working with our energy and non-energy suppliers in 2024 on initiatives to expand awareness and strengthen participation by diverse, small, and local subcontractors. More than 70% of CPA's non-energy spend goes to small business suppliers in Southern California.

We welcome input and feedback from our customers and community stakeholders on our efforts as we work to live up to our equity values.

**Ted Bardacke**  
CEO, Clean Power Alliance

# Introduction

Founded in 2017, Clean Power Alliance of Southern California (CPA) is a trailblazer in providing clean energy at competitive rates. With a customer base exceeding one million residential and commercial customers, representing three million individuals across Los Angeles and Ventura counties, CPA is the largest Community Choice Aggregator (CCA) and the fourth-largest load-serving entity in California.

Dedicated to environmental sustainability, CPA proudly supplies 100% renewable energy to over 650,000 customers, solidifying our position as the leading provider of renewable energy in the nation. We have secured 2,594 megawatts (MW) of renewable energy resources and 1,205 MW of new battery storage to date, making CPA a significant contributor to the development of a clean and reliable grid.

Ranked as the #1 green power provider by the U.S. Department of Energy's National Renewable Energy Laboratory in the NREL 2022 Utility Green Power Rankings, CPA's impact resonates across its 35 diverse member jurisdictions. Geographically and demographically varied, our member jurisdictions range from the City of Ojai (population of 7,590) to unincorporated Los Angeles County (population 1,022,167).

As of February 2023, over two-thirds of our member communities have chosen 100% renewable energy as the preferred energy option for residents and businesses in their jurisdictions, and through CPA Board direction, low-income customers who live in these communities receive this green energy at no added cost. Inclusivity is at the heart of CPA's mission, with approximately 23% of our customers benefiting from financial assistance programs for their

electricity bills through the statewide California Alternate Rates for Energy (CARE), Family Energy Rates Assistance (FERA), and Medical Baseline programs.

As a public, not-for-profit Joint Powers Authority (JPA), CPA operates under the governance of elected officials from each of its 35 member communities. Aligned with state laws and guided by the core values expressed in its Joint Powers Agreement, CPA's Board of Directors sets rates and procurement policies. These policies prioritize supplier and workforce diversity, fair treatment of employees, equitable economic development, and the promotion of healthy communities – all integral

to our overarching mission of building a clean, equitable, and sustainable energy system.

CPA submits this report annually in compliance with General Order 156 (GO 156) of the California Public Utilities Commission (CPUC) and the section numbers referenced in this report correspond to GO 156. It outlines our progress in procurement from women, minority, disabled veteran, and LGBT business enterprises (WMDVLGBTBE) and includes a comprehensive plan for engaging with small, local, and diverse business enterprises.



# 2023 Annual Report

## 9.1.1 Description of Supplier Diversity Program Activities in 2023

In 2023, CPA continued its multifaceted approach to drive results for the following key initiatives:

- **Fostering Diversity in Contracting Opportunities:** CPA dedicated efforts to engage with and support a wide array of diverse businesses, creating a more inclusive environment for our contracting opportunities.
- **Expanding the High-Road Green Job Pipeline:** A significant focus was placed on nurturing a pipeline of high-road green jobs. These initiatives aim not only to create employment opportunities, but also to cultivate a diverse workforce capable of filling these roles. Our goal is to empower individuals to become leaders and contributors to tomorrow's green economy.
- **Promoting Diversity in Staff and Cultivating an Inclusive Organizational Culture:** CPA is committed to building a workforce that embraces its commitment to diversity. In 2023, we undertook initiatives to foster an inclusive and equitable organizational culture. This commitment aligns with our core values and bolsters our overarching mission.



## Internal Activities

### Supplier Diversity – Non-Energy Procurement

CPA's WMDVLGBTBE spend levels stayed strong in 2023, totaling \$741,069, representing purchasing from five GO 156-certified suppliers. Despite working with two new certified suppliers in 2023, spending remained relatively static (CPA's 2022 WMDVLGBTBE spend was \$789,231). This is attributable in part to the fact that two previously certified suppliers' certifications lapsed (which would have contributed an additional \$129,992). Our 2023 supplier survey (Appendix B) and a search of publicly available information identified at least 11 suppliers as "qualified" WMDVLGBTBE businesses which are not currently certified via the GO 156 Clearinghouse, representing a total of \$931,942 in additional purchasing in 2023.

We contacted 11 qualified but uncertified diverse suppliers to share information and encourage them to pursue certification through the CPUC Supplier Clearinghouse. Two out of the 11 suppliers, despite being qualified, faced challenges renewing their certification through the Supplier Clearinghouse in 2023 due to the requirements of the process. The other business owners who chose not to pursue certification cited reasons such as limited awareness of the certification program and uncertainty about the benefits associated with certification.

The majority (81%) of CPA's non-energy spend comes from suppliers located in California, with 74% of that spend concentrated in Southern California. Six suppliers are certified as small businesses by the State of California Department of General Services, and at least nine more qualify as small businesses although they are not currently certified.

Diverse Business Enterprise Spend			
Category	GO 156 Certified	Not GO 156 Certified*	Total
Minority Male (Asian Pacific American)	\$52,929	\$0	\$52,929
Minority Male (Hispanic American)	\$0	\$435,805	\$435,805
Minority Female (Hispanic American)	\$50,202	\$375	\$50,577
Women Business Enterprise	\$624,178	\$415,770	\$1,039,948
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	\$13,760	\$79,992	\$93,752
Disabled Veteran Business Enterprise (DVBE)	\$0	\$0	\$0
Persons with Disabilities Business Enterprise (DBE)	\$0	\$0	\$0
<b>Total Supplier Diversity Spend</b>	<b>\$741,069</b>	<b>\$931,942</b>	<b>\$1,673,011</b>
% of Non-Energy Procurement	4.28%	5.39%	9.67%

\*Suppliers self-identified as qualified for GO 156 certification but not currently certified.

Small Business Spend			
Category	Direct	% of Non-Energy Procurement	Number of Suppliers
DGS Certified*	\$1,167,887	6.80%	6
Qualified but not certified**	\$726,878	4.23%	9
<b>Total</b>	<b>\$1,894,765</b>	<b>11.03%</b>	<b>15</b>

\*Certified as a Small Business by the State of California Department of General Services (DGS).

\*\*Not certified but meets DGS Small Business certification requirements based on publicly available information.

Local Spend*			
Category	Direct	% of Non-Energy Procurement	Number of Suppliers
Los Angeles and Ventura Counties	\$2,027,643	11.72%	35
Southern California**	\$12,958,519	74.90%	43
California	\$14,106,168	81.53%	65


\*Businesses whose principal offices and workforces are located in the indicated areas.

\*\*Los Angeles, Ventura, Orange, San Bernardino, Riverside, and San Diego Counties.

**Additional activities aimed at encouraging diverse supplier participation in CPA contracting opportunities included:**

- Creating updated supplier diversity content for CPA's new diversity, equity, and inclusion (DEI) Strategic Plan, which includes supplier diversity as a pillar.
- Launching new tools to track outreach activities, with information on audience size and specific supplier diversity content.
- Continuing direct outreach to increase the number of Pre-Qualified Providers who respond to CPA's RFQ and are eligible for Task Order solicitations.
- Posting new solicitations on the Supplier Clearinghouse website.
- Developing updated questions about supplier diversity, use of diverse subcontractors, and workforce development policies and practices to incorporate in solicitation materials (for information only, not as selection criteria).
- Maintaining a policy of working with suppliers to negotiate contract provisions that reduce barriers for small businesses, such as waiving or reducing insurance requirements or implementing quick pay.

*Additional efforts are described below under External Activities.*



## Contracting with Clean Power Alliance

### Who We Are

Founded in 2017, Clean Power Alliance (CPA) is the locally operated electricity provider for 32 member jurisdictions across Southern California, including 30 cities and the unincorporated areas of Los Angeles and Ventura counties. CPA is the largest Community Choice Aggregator (CCA) in California and the fifth largest electricity provider in the state. We serve approximately 3 million residents and business and supply 100% renewable energy to more customers than any other power provider in the nation.

CPA operates as a public Joint Powers Authority, governed by a Board of Directors comprised of elected leaders from each of our member agencies.

### Commitment to Diversity, Equity and Sustainability

Utilizing our purchasing power, community connections, and industry leadership to advance equity and inclusion is core to CPA's purpose. As a public agency we cannot give preferential treatment based on race, ethnicity, gender or other classes as proscribed by Proposition 209. We are nevertheless committed to do everything in our power to promote supplier and workforce diversity and equitable economic development, and we view these goals as integral to our pursuit of clean energy and urgent climate action.




**We encourage diverse suppliers to explore contracting opportunities at CPA, and to reach out to us with questions and suggestions for how we can support you through the contracting process.**

### Procurement at Clean Power Alliance

Clean Power Alliance spends approximately \$750 million annually on power purchases and about \$20 million per year on non-energy purchasing. Since 2018, we have entered into 20 long-term power purchase agreements with energy developers, driving over \$1 billion in capital investments in renewable energy facilities, most of which are located in Southern California.

**Energy procurement.** CPA conducts Requests for Offers (RFO) for long-term renewable energy power purchase agreements on an annual or semi-annual basis. Energy projects are evaluated on criteria that include workforce development and community benefits as well as economic value, risk, environmental stewardship, and location. We strongly encourage energy developers to utilize and support small and diverse subcontractors. See next page for more information about our RFO process and selection criteria.

**Non-energy procurement.** CPA's small staff collaborates with a wide range of vendors to support all aspects of our operations. Non-energy procurement of goods and services includes office equipment and supplies; event planning; information technology support; cybersecurity services; customer outreach; digital marketing; forecasting and rate design; engineering services; financial services; legal and regulatory compliance services; and staffing and human resources consulting. Individual contracts typically range from \$50,000 up to \$1,000,000.

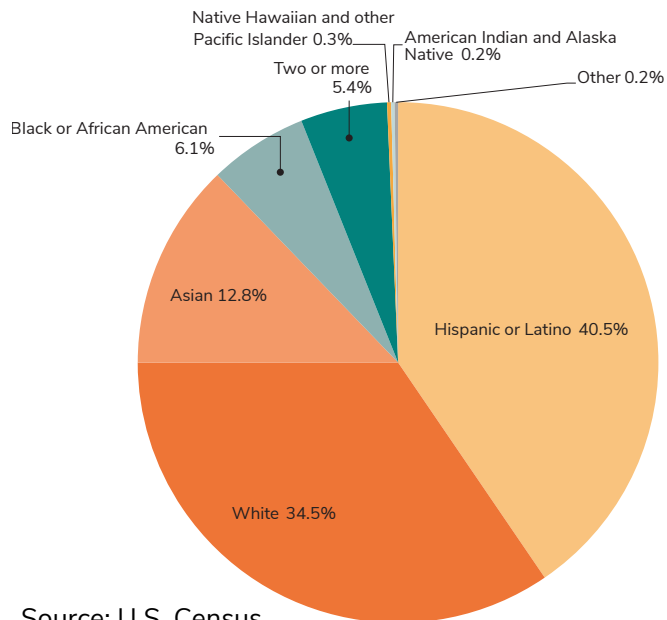
   [cleanpoweralliance.org](http://cleanpoweralliance.org)

## Internal Diversity, Equity, and Inclusion

In support of CPA's DEI Strategic plan, 2023 was spent focused on sustaining a diverse, equitable and inclusive environment for our staff. We ensured our overall hiring process was standardized and equitable, bolstered our feedback avenues to foster our culture of transparency, and launched Employee Resource Groups (ERGs) to ensure our staff have inclusive spaces.

CPA's Board of Directors includes 35 elected officials who are appointed by each member city or county's governing body, along with 55 alternate directors who include elected officials, agency staff and public members. The Board-appointed Community Advisory Committee (CAC) is comprised of 15 community leaders representing customers in each subregion of our service territory. CPA collected voluntary self-identification data from the Board which is summarized in Appendix A.

## RACE/ETHNICITY IN CPA SERVICE TERRITORY

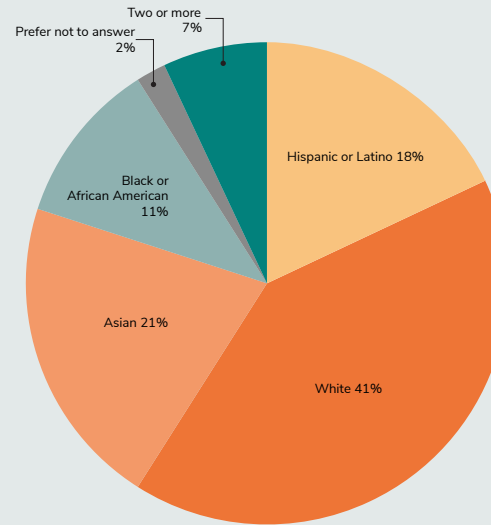


Source: U.S. Census

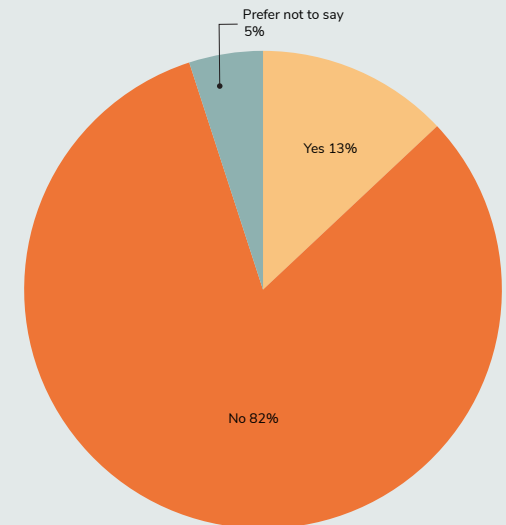
## CPA Staff Diversity\*

\*Based on voluntary self-reporting.

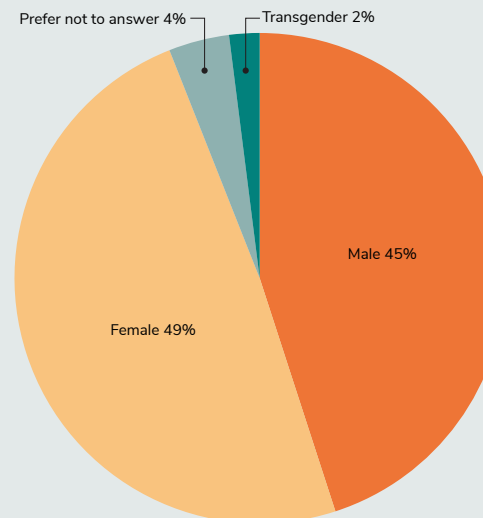
### RACE/ETHNICITY



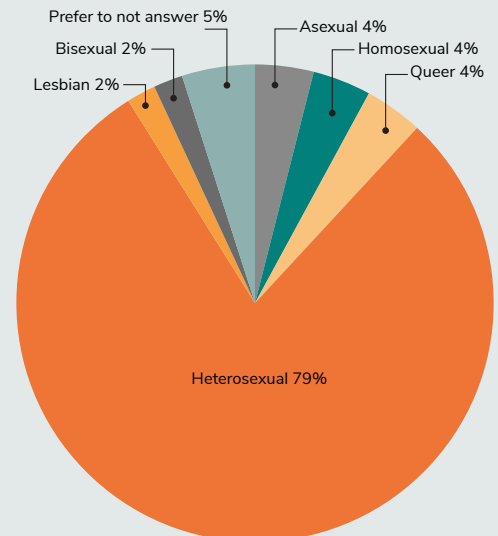
### DISABILITY



### GENDER



### LGBTQ





## External Activities

CPA is actively broadening its engagement with small, local, and diverse businesses. Our focus includes raising awareness of CPA and its contracting opportunities, investing in workforce development, and developing customer programs to support residents and small businesses, particularly in disadvantaged and low-income communities. These efforts align with CPA's commitment to creating a more inclusive and equitable energy landscape.

## Diverse Supplier Outreach

External activities in 2023 included:

- CPUC Business Expo: Participated in the CPUC's in-person Business Expo in Escondido and met with many of the 550+ registered attendees to discuss upcoming contracting opportunities with CPA.
- CPUC Panel Discussion: How to Navigate Procurement Opportunities with Community Choice Aggregators – CPA presented on a panel hosted by the CPUC that introduced supplier diversity representatives from CCAs to small and diverse suppliers to share information about supplier diversity programs.
- CPUC 21st Annual Supplier Diversity En Banc: Executive Panel – CPA's CEO, Ted Bardacke, participated in the CPUC's Supplier Diversity En Banc to discuss challenges, successes, and barriers faced by CCAs.
- Proactive Outreach – CPA currently engages with 180+ Community-Based Organizations (CBOs) in Los Angeles and Ventura counties. CPA conducted outreach to diverse chambers and business associations to publicize contracting opportunities, support supplier readiness, and encourage applications from small, local, and diverse suppliers.

**CPA has continued to conduct ongoing outreach in 2023 to hard-to-reach and underserved diverse small businesses and residential customers, leveraging our relationships with ethnic chambers, business associations, and community-based organizations across our service territory. CPA memberships and sponsorships of organizations that support small and diverse businesses include:**

- Association of Women in Water, Energy & Environment
- Beverly Hills Chamber of Commerce
- Carson Chamber of Commerce
- California Latino Journalists of California
- Central Coast Alliance United for a Sustainable Economy (CAUSE)
- Citizens' Climate Lobby, Ventura County
- Climate Reality Project – Los Angeles
- Climate Reality Project – Ventura
- Community Environmental Council
- El Concilio De Ventura
- Greater Conejo Valley Chamber of Commerce
- Greater Conejo Valley Chamber of Commerce – Legislative Roundtable
- Greater Los Angeles African American Chamber of Commerce
- Hawthorne Chamber of Commerce
- Los Angeles Cleantech Incubator (LACI)
- Los Angeles Area Chamber of Commerce
- Los Angeles Business Council
- Los Angeles Latino Chamber of Commerce
- Los Angeles LGBTQ Chamber of Commerce
- Merito Foundation
- Oxnard Chamber of Commerce
- Redondo Beach Chamber of Commerce
- Santa Monica Chamber of Commerce
- Santa Paula Chamber of Commerce
- Simi Valley Chamber of Commerce
- United States Green Building Council (USGBC) LA Chapter
- Ventura Chamber of Commerce
- Ventura County Regional Energy Alliance
- Ventura County Workforce Development Board – Clean Green Committee
- West Ventura County Business Association
- West Ventura County Business Association – Business Advocacy Committee
- West Ventura County Business Association – Latino Business Leaders



## Workforce Development

In 2021, CPA mapped out a plan for a four-year, \$1 million strategic investment in workforce development, funded in partnership with NextEra Energy Resources, that will equip workers to pursue family-supporting career-track “high road” jobs in the rapidly growing transportation and building electrification sectors. In 2021, three programs were chosen for the first two years of funding for \$398,500. The first program, a microgrid maintenance training program for low-income and unemployed or underemployed youth, in partnership with the Los Angeles Cleantech Incubator (LACI), was completed in June 2022. For the second two programs, CPA provided funding for classroom materials (training boards) for cybersecurity apprenticeship trainings for smart buildings and smart cities, in partnership with the International Brotherhood of Electrical Workers (IBEW) in Los Angeles and Oxnard. After numerous pandemic-related supply chain delays, the training boards were obtained in Q4 2023 and are expected to be deployed in classrooms in Q1 2024.

In July 2023, CPA’s Board approved \$254,330 in funding for a second round of workforce development funding with LACI and the IBEW, and for a continuation of the Voyager Scholarship program whose first round of awards was funded by the Voyager Wind Project. In October 2023, LACI launched the Program Management Training Course focused on EV charger maintenance. CPA funded the development of the course and provided stipends and internships for students upon completing it. All 34 students who participated in the course graduated. The second round of workforce development funding provided classroom materials (battery storage trainers) for the Energy Storage & Microgrid

Certification Program in partnership with the IBEW in Los Angeles and Oxnard. These battery storage trainers are expected to be procured and used in classrooms in Q1 2024. In addition, CPA is supporting the Carmen Ramirez Legacy Scholarship Fund, which awards scholarships to students who have graduated or will graduate from any Ventura County high school, accredited community college, or four-year college or university, and who will be pursuing a career in public service. The average scholarship award will range from \$1,000 to \$2,500.

In 2023, CPA continued its community college scholarship program in partnership with Terra-Gen, the developer of the Voyager Wind Project, which sells energy to CPA. The program has distributed

scholarships to 84 students pursuing energy career pathways at community colleges in Los Angeles and Ventura counties. To date, a total of \$90,000 in scholarship funding has been distributed, with additional rounds of funding to come in the Spring and Summer of 2024. In July 2023, CPA’s Board approved a second round of Voyager Scholarship funding with resources from CPA’s workforce development program funded by NextEra Resources. This second round of funding will provide \$105,000 for scholarships to community colleges.

CPA has received community benefit funding from a variety of power purchase agreements, including Arlington Energy Center, Estrella Solar, and Resurgence Solar.



## Customer Programs and Community Investments

In 2023, CPA launched, expanded, or continued existing offerings in three programmatic areas: 1) resiliency and grid management; 2) electrification; and 3) local energy procurement. Each program includes targeted economic opportunities and benefits for small, local, and diverse businesses, especially ones located in disadvantaged and hard-to-reach communities, thereby increasing the reach and impact of our programs on small, local, and diverse businesses.

CPA launched a third solicitation in December of 2022 for the remaining 5.97 MW of new, small-scale community renewable energy projects to be developed in disadvantaged communities in

Southern California through its Disadvantaged Communities-Green Tariff (DAC-GT) and Community Solar Green Tariff (CSGT) programs. As with all our energy procurement, diverse suppliers are encouraged to submit proposals, suppliers are encouraged to consider diverse subcontractors and promote workforce diversity, and bidder evaluation criteria include local workforce development, community benefits, and local job creation. CPA executed six power purchase agreements in September of 2023, filling both the DAC-GT and CSGT program capacities. CPA reached program enrollment capacity and has enrolled over 6,500 low-income residential customers in its DAC-GT program, known as Power Share, providing participants with 100% renewable electricity from local small-scale solar power with a 20% bill discount.

CPA continued to partner with the California Energy Commission to distribute rebate funding in Ventura County and Los Angeles County for Level 2 electric vehicle (EV) charging rebates through CALeVIP. This program will provide funding for approximately 720 Level 2 connectors and 25 DC fast chargers in Ventura County, and 3,300 Level 2 connectors in Los Angeles County. At least 50% of these funds will go to EV chargers in low-income and disadvantaged communities.

In 2023, Clean Power Alliance launched more opportunities for customers to participate in our Power Response program. CPA's Power Response Program is a demand response program where participants receive financial incentives for managing their electricity use. The program encourages customers to reduce energy usage when electricity consumption is anticipated to be high, and the grid may come under stress. The Power Response program now includes four distinct opportunities to participate: "Smart Home," which allows residents to register networked smart devices that are auto-adjusted during energy saving events; "Home," for residents who can manually adjust appliances to conserve; "Commercial Leaders," a way for businesses and public sector customers to receive incentives for their environmental leadership; and "Multifamily Community," where property owners and residents can unite in reducing energy to earn money and create healthier communities. Working with our program implementer, AutoGrid, and in collaboration with the equipment manufacturers, we are able to directly manage the enrolled devices and notify enrolled households to manually reduce during events in order to reduce load. In 2023, approximately 1,800 devices and 1,700 homes were enrolled in the Power Response Program. Of those enrollments, nearly 1,000 of the households were income-qualified customers under CARE or FERA rates or located in disadvantaged communities.

The Power Ready Program is a community benefit offered to CPA's member agencies to make a public building that serves a critical community purpose energy-resilient by installing a solar and



battery-storage microgrid system so that there is a backup source of renewable energy during an outage. CPA is providing this benefit at no cost to member agencies and making participation easy by contracting directly with a developer. In 2023, 11 member agency sites across Los Angeles County and Ventura County were included in CPA's Request for Offers which solicited Power Purchase Agreement (PPA) proposals from qualified developers. CPA's Energy Committee has approved the selection of a Shortlist and Waitlist developer and to proceed with PPA negotiations. The developer will build, finance, own, operate, and maintain behind-the-meter battery microgrid systems. As with all our procurement, diverse suppliers are encouraged to submit proposals, companies are encouraged to consider diverse subcontractors and promote workforce diversity, and bidder evaluation criteria include local workforce development, community benefits, and job creation.

In Q1 of 2023, CPA selected a vendor to launch the Reach Code Program for Building and Transportation Electrification. This program will work to assist member agencies to adopt new construction and existing building reach codes as well as providing research on future avenues for CPA to support electrification efforts. CPA selected TRC and its DBE vendor to implement the Reach Code Program due to its experience running similar programs for other CCAs and their commitment to utilizing local subcontractors for outreach efforts in member communities.

CPA is preparing for the launch of the Energized Communities program in Spring 2024 to support our member agencies with technical assistance and funding incentives to advance resiliency and grid management, electrification, and/or local procurement. The program aims to accelerate electrification of fleets and vehicles, and building decarbonization, within member agencies' operations or communities. The Energized Communities program will offer a selection of options for member agencies to choose from, as well as a grant opportunity for innovative projects in our communities.

To initiate this effort, in December 2023, CPA issued an RFP for services to implement the first project on Electric Fleet Transition services. This was followed by the release of the next RFP in January 2024 for Building Electrification Assistance services. A third RFP for Community EV Charging services will be released in Q3 2024 once member agencies indicate which project they elect to participate in. The Energized Communities program is expected to launch in April 2024, with member agencies selecting one of the three projects to receive funding and technical assistance from CPA over a three-year period. The Innovation Grant is expected to open in Q3 2024, and member agencies will have two opportunities to submit a project for funding to support innovative decarbonization projects and/or efforts to streamline electrification across our communities.

## Supplier Diversity Program Website Address And Contact Information

[cleanpoweralliance.org/supplier-diversity](https://cleanpoweralliance.org/supplier-diversity)

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## 9.1.2 Supplier Diversity Results Of Goods And Services (Non-Power Purchases)

		Direct Spend <sup>1</sup> \$	Sub Spend <sup>2</sup> \$	Total \$	%	Product Spend \$	Service Spend \$	Total \$	%
<b>Minority Male</b>	African American	\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
	Asian Pacific American	\$52,929	\$0	\$52,929	0.31%	\$0	\$52,929	\$52,929	0.31%
	Hispanic American	\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
	Native American	\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
	<b>Total Minority Male</b>	\$52,929	\$0	\$52,929	0.31%	\$0	\$52,929	\$52,929	0.31%
<b>Minority Female</b>	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	\$50,202	\$0	\$50,202	0.00%	\$0	\$50,202	\$50,202	0.00%
	Native American	\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
	<b>Total Minority Female</b>	\$50,202	\$0	\$50,202	0.00%	\$0	\$50,202	\$50,202	0.00%
<b>Total Minority Business Enterprise (MBE)</b>		\$103,131	\$0	\$103,131	0.60%	\$0	\$103,131	\$103,131	0.60%
<b>Women Business Enterprise (WBE)</b>		\$624,178	\$0	\$624,178	3.61%	\$0	\$624,178	\$624,178	3.61%
<b>Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)</b>		\$13,760	\$0	\$13,760	0.08%	\$0	\$13,760	\$13,760	0.08%
<b>Disabled Veteran Business Enterprise (DVBE)</b>		\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
<b>Persons with Disabilities Business Enterprise (DBE)</b>		\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
<b>Other 8(a)*</b>		\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%
<b>Total Supplier Diversity Spend</b>		\$741,069	\$0	\$741,069	4.28%	\$0	\$741,069	\$741,069	4.28%
<b>Net Procurement**</b>				\$17,301,783					
<b>Net Product Procurement</b>				\$263,601					
<b>Net Service Procurement</b>				\$17,038,182					
<b>Total Number of Diverse Suppliers that Received Direct Spend</b>				5					

\* 8(a) - Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

\*\* Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

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

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

% - Percentage of Net Procurement.

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

All five of CPA's GO 156 certified suppliers are based in California. In power procurement, CPA prioritizes projects located in California and in CPA's service territory. The counterparties for seven of the twelve long-term contracts CPA entered into in 2023, including 17.5 MW of new renewable generation, are located in California.

### 9.1.3 Supplier Diversity Program Expense

Expense Category	Total \$
Wages	\$30,225
Other Employee Expenses	\$1,720
Program Expenses	\$8,867
Reporting Expenses	\$1,500
Training Expenses	\$0
Consultant Expenses	\$0
Other Expenses	\$0
Total	\$42,312

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

In 2023, no suppliers have reported the utilization of GO 156 certified suppliers as subcontractors. In the realm of non-power purchases, this is attributed, in part, to the relatively modest scope of work typically procured from CPA's non-power suppliers. Many of these suppliers operate in a manner where the scope of work can be effectively managed by a single entity, eliminating the need for subcontractors.

For power purchases, suppliers engaged in or selected through the CPA RFO process showcase a different trend. The majority of bidders expressed plans to incorporate GO 156 certified subcontractors into their projects. Notably, nearly

all these bidders demonstrated initiatives aimed at promoting workforce diversity within their operations. Examples of the initiatives reported by bidders included community workforce initiatives, grant investments, and the use of questionnaires to assess potential partnerships. This underscores a positive trend toward inclusivity and diversity within the sphere of power purchases, aligning with CPA's commitment to fostering a diverse supplier network.

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

CPA has received no WMDVLGBTBE complaints.



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

CPA spent \$788,762,946 on electricity purchases in 2023, representing 98% of CPA's total direct spend.

In its most recent Clean Energy Request for Offers (RFO) in 2023, CPA found that 59% of bidders had plans to utilize GO 156 subcontractors, and 80% had initiatives in place to promote workforce diversity. One supplier bidding for the 2023 RFO was GO 156 certified. To date, no supplier that has been selected through the CPA RFO process has been GO 156 certified and none has reported utilizing GO 156 certified subcontractors.

In 2023, CPA continued to communicate to energy suppliers that while, pursuant to Proposition 209, we do not give preferential treatment based on race, sex, color, ethnicity, or national origin, CPA encourages minority-owned, women-owned, veteran-owned, and local businesses to respond to all solicitations. CPA also encourages energy suppliers to expand their own outreach and consideration of diverse subcontractors.

CPA continues to leverage its purchasing power to help create high-quality jobs and careers through a rigorous power procurement selection process. CPA prioritizes projects that utilize project labor agreements, targeted-hire, union labor, or multi-trade labor agreements, including requirements for state-apprenticeship graduates, and requires projects to commit to these hiring practices in its power purchase agreements. All of CPA's new-build contracts since November 2019 have included project labor agreements.

CPA also prioritizes projects that would create jobs or spur other economic benefits

in disadvantaged communities and prioritizes projects located in California. CPA's long-term contracts have generated approximately 4,400 construction jobs to date, helping to lay a foundation of skills and experience that can help seed a new generation of diverse entrepreneurs and small business owners.



The 100 MW / 400 MWh Luna battery storage facility came online in August 2022 and provides enough energy to power roughly 75,000 Southern California homes for four hours every day.

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

		Direct Power Purchases \$	Direct Fuels for Generation \$			Totals \$ <sup>1</sup>			% <sup>2</sup>
		Renewable and Non-Renewable Power Products	Diesel	Nuclear	Natural Gas	Direct <sup>3</sup>	Sub <sup>4</sup>	Total \$ <sup>5</sup>	
<b>Minority Male</b>	African American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
	Asian Pacific American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
	Hispanic American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
	Native American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
	Total Minority Male	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
<b>Minority Female</b>	African American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
	Asian Pacific American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
	Hispanic American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
	Native American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
	Total Minority Female	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
<b>Total Minority Business Enterprise (MBE)</b>		\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
<b>Women Business Enterprise (WBE)</b>		\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
<b>Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)</b>		\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
<b>Disabled Veteran Business Enterprise (DVBE)</b>		\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
<b>Persons with Disabilities Business Enterprise (DBE)</b>		\$0	\$0	\$0	0.00%	\$0	\$0	\$0	0.00%
<b>Other 8(a)*</b>		\$0	0.00%	\$0	0.00%	\$0	0.00%		
<b>Total Supplier Diversity Spend</b>		\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
<b>Net Procurement**</b>		\$788,762,946							
<b>Net Direct Power Purchases</b>		\$788,762,946							
<b>Net Direct Fuels for Generation</b>		\$0							
<b>Total Number of Diverse Suppliers</b>		0							

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

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

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

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

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

<sup>6</sup> 8(a) - Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act.



# 2024 Annual Plan

## Planned Internal and External Activities

CPA's Diversity, Equity, and Inclusion (DEI) plan has three pillars: 1) Supplier Diversity, 2) Customer Programs and Community Investments, and 3) Internal Diversity, Equity, and Inclusion. Our planned 2024 Supplier Diversity activities are described below, along with related and supporting activities from the other two pillar areas.

### 10.1.2 Description of Supplier Diversity Program Activities Planned

#### Internal Diversity, Equity and Inclusion

Diversity, equity, and inclusion efforts are fundamental to the work we do at CPA. We will continue to pursue our DEI strategic plans, from recruiting and staff development to the ongoing cultivation of an inclusive and equitable organizational culture that informs our work and supports the building of a just and sustainable clean energy future.

#### Internal DEI activities in 2024 will include:

- Implementation of People & Culture initiatives: implementation of interview bias training for all staff, and complete implementation of our performance and engagement platform to include transparent feedback avenues.
- Launch of Employee Resource Groups (ERGs) to support inclusive spaces where staff can build community and create initiatives that foster culture at CPA.
- Continued work by an established internal DEI team with representation from CPA's leadership, energy procurement, and non-energy procurement teams.



## Supplier Diversity and Workforce Development

In 2024, CPA's commitment to supplier diversity outreach initiatives will persist and grow. CPA aims to extend its endeavors to heighten awareness regarding contracting opportunities with small, local, and diverse businesses. The focus will be on identifying and eliminating barriers that hinder the participation of small and diverse businesses in CPA solicitations and contracting processes. Additionally, efforts will be directed towards fostering workforce growth in the clean energy sector, as well as advocating for the development of local, small, and diverse businesses opportunities. The forthcoming and continuous activities for 2024 include:

### Procurement Processes

- Hosting quarterly virtual events to meet with interested suppliers and explain contracting processes and opportunities with CPA.
- Implementing new tools to improve the tracking of outreach and follow up efforts.
- Educating internal stakeholders on resources available for connecting with local suppliers for upcoming projects.
- Identifying new forums for posting solicitations in order to widen the supplier audience.
- Continuing to consider contracting terms that reduce barriers for small businesses, such as waiving or reducing insurance requirements or quick pay.
- Expanding communication of upcoming contracting opportunities through local and diverse business networks.
- Collecting data annually on supplier diversity through solicitation materials and supplier surveys.

### Diverse Supplier Outreach

- Sustaining and broadening partnerships and sponsorships with local and ethnic chambers, business associations, and professional groups.
- Working in tandem with CPA's Community Advisory Committee to pinpoint and pursue opportunities for enhanced involvement with local and ethnic chambers and business associations. This includes active participation in economic development and business advocacy committees, as well as joint efforts on outreach and training events tailored for local, small, and diverse businesses interested in becoming CPA suppliers.
- Coordinating with member agencies to organize diverse supplier outreach and training events, along with the creation of promotional materials.
- Participating in the CPUC/Joint Utilities Business Expo and supporting similar regional events in collaboration with member agencies, chambers, CCAs, energy partners, and other entities.
- Upholding efforts in outreach, advocacy, and support for diverse supplier certification through the CPUC Supplier Clearinghouse.



CPA funded the first cohort of students in the Los Angeles Cleantech Incubator's microgrid maintenance program to provide skills training to operate, deploy and maintain microgrid components and software.

### Workforce Development

- Continuing workforce development initiatives to grow the pipeline of diverse workers on green career pathways that support families and create opportunities for business ownership and wealth accumulation.
- Continuing the prioritization of labor agreements and workforce development in the selection of renewable energy supply and storage projects, to continue raising the bar for creation of "high road" jobs that support diverse workforces.

## Customer Programs and Community Investments

Every CPA program tracks spending and benefits to small, local, and diverse businesses, particularly those that support the local economy and jobs in disadvantaged communities.

Metrics include the number of small and diverse businesses reached and enrolled in customer programs and total program spend (e.g. rebates, incentives, bill discounts) going to small and diverse businesses and residential customers in disadvantaged and low-income communities.

**CPA customer programs that will have significant and ongoing impacts on disadvantaged and low-income communities and small and diverse businesses and residential customers within our service territory in 2024 include:**

- Power Share, CPA's DAC-GT program. CPA will continue to serve eligible customers to receive 100% renewable energy along with a 20% bill discount, in addition to continuing efforts to procure new DAC-GT renewable generation resources that provide job creation, workforce development, and other community benefits to disadvantaged communities.
- Community Solar. CPA's Community Solar Green Tariff (CSGT) program is working with member agencies and local community-based organizations to raise awareness of the opportunity to develop and sponsor small-scale community solar projects in disadvantaged communities and enroll low-income residents to receive 100% renewable energy from these projects at a 20% bill discount.

- CALeVIP (California Electric Vehicle Incentive Program). CPA will continue its partnership with the California Energy Commission to distribute rebate funding for publicly accessible electric vehicle charging infrastructure in Ventura County and Los Angeles County. Each program reserves a minimum of 50% of funding for disadvantaged and low-income communities.
- Power Ready Critical Facilities Clean Backup Program. CPA's Power Ready program will support community resilience by installing solar and clean energy storage systems in jurisdictions served by CPA to power critical community facilities during grid outages.
- Power Response, CPA's demand response program, provides residents and businesses with incentives to reduce electricity use during peak hours when grid stress, energy prices, and greenhouse gas emissions are highest. The program provides added incentives for business and residential participants in disadvantaged low-income communities.

**Other Customer Programs and Community Investment activities planned for 2024 that support our supplier diversity priorities include:**

- CPA will launch a Battery Storage Incentive Program in Feb 2024. This program will provide an incentive to CPA residential customers who install an eligible battery storage system that is paired with solar PV. The base incentive amount will be \$750, with an additional \$250 (totaling \$1,000) for residential customers who are on a CARE, FERA, or MBL rate. Battery systems must be at least 5 kWh in size and an approved model under SGIP's Verified Equipment List to qualify for the incentive.

- CPA will begin the development of an Energy Advisor program that aims to launch in Q2 of 2024. This program will provide a concierge service to residential and small business customers to advance energy efficiency and electrification projects with less confusion and to leverage federal, state, and local funding opportunities. This program is intended to reach customers across all of CPA's diverse communities and provide customized technical support in native languages such as English, Spanish, and Chinese.
- Expanded membership, sponsorships and engagement with local organizations that help raise awareness of CPA and CPA contracting opportunities among small, local, and diverse businesses, such as the Ventura County Regional Energy Alliance and the Los Angeles Cleantech Incubator.
- Continuation of our Community Benefits Grant Program in collaboration with our billing and data management partner, Calpine Energy Solutions. This grant provided over \$280,000 in funding to local CBOs in 2023, for programs and projects that will take place in 2024. Some of these grants support our supplier diversity priorities, including funding for Grid Alternatives to deploy no-cost solar installations on low-income households while connecting communities with hands on job training; and funding to support equitable access to STEM learning, especially to those members of the public from marginalized and BIPOC communities, and under-resourced neighborhoods.
- Active leadership and participation in important local, regional, and statewide forums on diversity, equity, and inclusion.
- Participation in local events with a broad community and small business engagement. A sample of recent events includes regional sponsorship of the statewide Clean Air Day, regional sponsorship of National Drive Electric Week, and sponsorship and participation at 15 community Earth Day fairs and events in April.

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

CPA remains proactive in fostering a robust and diverse supply chain by encouraging prime contractors to engage with small, local, and diverse businesses. A key aspect of this initiative involves encouraging contractors to collect data on their subcontractors, allowing for a more comprehensive understanding of the impact of this spending on our certified subcontractor base.

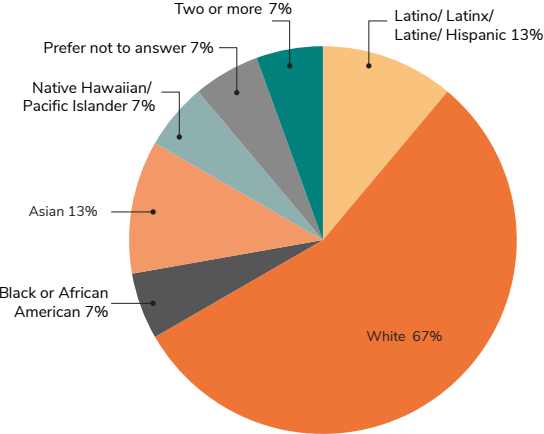
CPA is committed to continuous improvement, including refinement of its data collection practices. This commitment reflects our dedication to transparency and accountability, aiming to gain insights into the tangible outcomes of our efforts to encourage diversity within the subcontracting ecosystem. By actively engaging prime contractors and refining data collection practices, CPA strives to strengthen the impact of its supplier diversity initiatives and contribute to a more inclusive and equitable business environment.



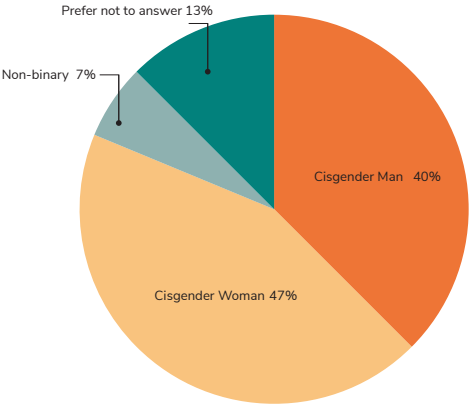
# APPENDIX A: CPA Board of Directors Self-Identification

## CPA Board of Directors

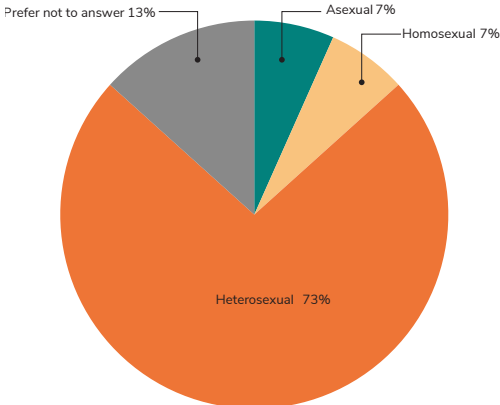
RACE/ETHNICITY



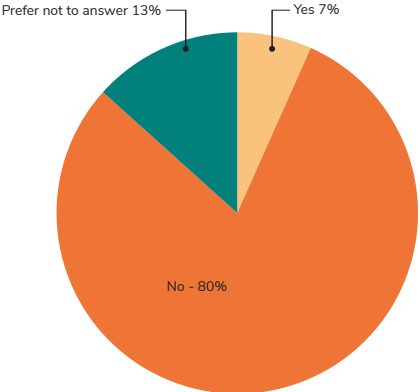
GENDER



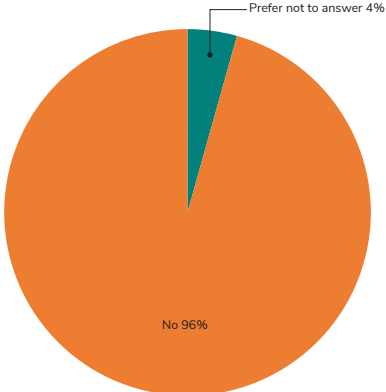
LGBTQ



DISABILITY



VETERAN



# Appendix B – CPA Voluntary Supplier Diversity Survey

## CPA Supplier Diversity Survey

Please note that not all questions may apply to your business. For the questions that do not apply, please skip them or answer "Not Applicable" or "Decline to State."

Pursuant to Proposition 209, CPA does not give preferential treatment based on race, sex, color, ethnicity, or national origin. Providing information in these categories is optional and will not impact your participation in any future CPA solicitation selection process. Responses are collected for informational and reporting purposes only pursuant to Senate Bill (SB) 255.

\*Required

1. Business Name\*

2. Email Address\*

3. Where is your business located/headquartered?

4. Is your business certified under General Order 156 (GO 156)? GO 156 is a California Public Utilities Commission ruling that requires utility entities to report annually on their contracts with majority women-owned, minority-owned, disabled veteran-owned and LGBT-owned business enterprises (WMDVLGBTBEs) in all categories. Qualified businesses become GO 156 Certified through the CPUC and are then added to the GO 156 Clearinghouse database at [www.thesupplierclearinghouse.com](http://www.thesupplierclearinghouse.com)\*

Yes

No

Qualified as a WMDVLGBTBE but not GO 156 certified

5. If you answered "yes" to Question 4, when does your certification expire?

6. If you answered "yes" or "qualified, but not certified" to Question 4, in which categories are you certified or qualified? Please choose all that apply.

Minority Owned

Women Owned

LGBT Owned

Disabled Veteran Owned

Small Business Enterprise, as defined by 8(d) of the Small Business Act

7. If your business is a minority-owned business enterprise, what GO156 certification or qualification does your business fall under?

Black American

Hispanic American

Asian Pacific American

Native American

8. Please list the Standardized Industrial Code (SIC) of the products and services your business offers. Search for your SIC in the "Commodity Codes" search bar, here: <https://sch.thesupplierclearinghouse.com/FrontEnd/SearchCertifiedDirectory.asp>.

9. If certified under GO 156, please list your annual business revenue as reported to the CPUC Supplier Clearinghouse. You may check your CPUC Supplier Clearinghouse status here: <https://sch.thesupplierclearinghouse.com/FrontEnd/SearchCertifiedDirectory.asp>.

10. If your business is qualified, but not GO 156 certified, please identify the reasons for not completing the certification process?

11. If your business has used GO 156 certified subcontractors for your CPA contract, please include a list of your subcontractor business names, if the subcontract is for products or services, and the anticipated subcontract amount. Example: Electrical Design Technology, Inc.; products (batteries); \$100,000.

12. If applicable, please describe any hiring policies your business has for using small, local, and/or economically disadvantaged subcontractors or for using subcontractors that qualify for the GO 156 Supplier Clearinghouse.

13. Does your business have a history of using apprenticeship programs, local-hires, union labor, or multi-trade project labor agreements? Local hires can be defined as labor-sourced from within CPA's service area.

- Yes, apprenticeship programs in this recent contract with CPA
- Yes, local labor in this recent contract with CPA
- Yes, union labor in this recent contract with CPA
- Yes, multi-trade PLA in this recent contract with CPA
- Yes, apprenticeship programs but not in this contract with CPA
- Yes, history of local hire but not in this contract with CPA
- Yes, history of union labor but not in this contract with CPA
- Yes, history of multi-trade PLA but not in this contract with CPA
- Uses California-based labor, but not local to CPA's service areas
- None of the above
- Not applicable

14. Are you a small business? Please refer to the Small Business Association' Size Standards tool for more information: <https://www.sba.gov/size-standards>.

- Yes
- No

15. If you answered "yes" to Question 14, please describe your history with labor agreements, union labor, multi-trade labor, apprenticeship labor, or how many local workers/businesses you employ for your contract with CPA.

16. Is there any additional feedback that you would like to provide to CPA at this time?

17. Does the bidder have formal initiatives to promote diversity, equity, and inclusion among its workforce?

18. If the answer to question 33 is "Yes", please explain and provide supporting documentation.

19. Has the bidder adopted formal Environmental, Social, and Governance (ESG) goals?

20. If the answer to question 36 is "Yes", please explain and provide supporting documentation.