



# Supplier Diversity

2021 Annual Report & 2022 Annual Plan

Report to the California Public Utilities Commission

Sonoma Clean Power Authority  
March 1, 2022

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## CEO's Message

With the attack on the Capital last year and new voter restrictions, our nation is struggling to overcome white fear of our increasing racial diversity. In the face of this, our job is to press harder for progress toward social and racial equity.

In 2020, we lost the battle to restore affirmative action and entered into the COVID-19 pandemic. In 2021, we continued to fight on both fronts – for strategies to contract with minority, women, LGBT, and disabled veteran businesses, and for more equitable health and economic outcomes through COVID.

Through 2021, SCPA researched how other governments have increased social and racial equity through their procurement. We confirmed that emphasizing small and local businesses is important and that going beyond GO-156 is necessary. We also confirmed we are markedly different from for-profit utilities focused on construction and maintenance, and what works for IOUs isn't the same for CCAs.

SCPA continued to invest in local health solutions for workers by providing the seed funding to launch IsoCare, a novel non-profit created to educate, test, and get services for Latinos unable to work due to COVID infection. The group filled the gaps in County Health services by providing rapid tests, detailing support for how to isolate and quarantine in busy homes, providing education on how to care for children, and supportive access to medicine and food.

In 2021, SCPA began meeting with the National Utility Diversity Council and others to learn how our procurement can improve. SCPA learned that buying from GO-156 eligible power producers is probably not where we can make the biggest progress; virtually all producers are ineligible corporations. But we recently learned that working with those same suppliers to encourage their use of eligible contractors to construct and maintain generation equipment *could* be valuable. That work wouldn't be officially reported or recognized under GO-156, but it may prove to be the most impactful way SCPA can invest in eligible companies.

As we head into 2022, SCPA will continue to research how government agencies can best increase investments in diverse suppliers, and recommends that the CPUC host a workshop to help us share best practices among public power providers.



Geof Syphers, CEO



# 2021 Annual Report

Sonoma Clean Power Authority (SCPA) is a public power provider operating a Community Choice Aggregation or “CCA,” and the default electric service provider to all customers in Sonoma and Mendocino Counties except for the areas served by SCPA’s work in support of the Legislature’s objectives in SB 255 (Bradford, 2019).

SCPA’s mission is to safeguard the public against the ravages of the climate crisis, and its core activities are procuring wholesale electricity from diverse environmentally preferred sources and administering community programs to promote local energy security, resilience, and affordability.

The COVID-19 pandemic continues to expose the disparities between the working poor and those who could retreat from the world and still earn a living using the internet. Those disparities were layered on top of the hardships created by Sonoma and Mendocino County’s continuous years of destructive wildfires. In 2017, SCPA’s territory experienced the costliest wildfire in California’s history. In 2018, the Mendocino Complex fire burned for more than three months and was the largest wildfire in California history at the time. In 2019, SCPA customers experienced a massive multiple-day Public Safety Power Shutoff event, widespread natural gas shutoffs, and the Kincade Fire, which caused long-term massive evacuations and resulted in the largest wildfire in Sonoma County history. In 2020, SCPA customers endured the August Complex Fire in Mendocino County, which burned for four months and consumed more than one million acres, becoming the new largest ever in California’s modern recorded history. In 2021, our region breathed a brief sigh of relief when October rains ended the fire season, though delays in distribution line hardening remains a serious threat in 2022.

While the immediate impacts of these disasters hurt people of every kind, the long-term impacts have fallen hardest on those who were already marginalized, including the undocumented, the unsheltered, those without insurance, and those in poverty. These groups have disproportionately high percentages of Indigenous, Latino, and other non-white people, as well as single mothers in SCPA’s service territory.

For these reasons, SCPA’s Board continues to implement policies and directives to actively contribute to solving the interrelated crises of Climate and Racial/Social Inequity.

## 9.1.1 Description of Women, Minority Disabled Veterans, Lesbian, Gay, Bisexual, and Transexual Business Entities (WMDVLGBTBE) Activities in 2021

### Internal Actions

#### *Member City and County Policies*

This report focuses on the policies and actions of itself, but it is important to note that the member cities and counties of SCPA also have their own policies, resolutions and plans governing discrimination, human rights, contracting, and employment practices.

#### *SCPA's Governing Policies*

SCPA continues to increase the Authority's focus on racial and social equity. On August 6, 2020, SCPA's Governing Board (Board) directed staff to:

- Begin a five-year process to create and put into practice a comprehensive beginning with customer programs and community engagement, and with steady progress over time: adding power procurement, customer service, human resources, planning and analytics, governance, regulatory, compliance, finance and risk management.

*2021 Status: The Programs Equity Framework was presented to the Community Advisory Committee and the Board. Three public workshops were held (one in Spanish) to inform the final updated Programs Equity Framework Draft plans for Community Engagement were circulated for staff input.*

- Propose to the Board how SCPA should support the production of a report on state policies, law and utility code in the electric power industry which have caused racist outcomes. The focus will be on areas where SCPA has the potential to influence outcomes. Examples provided included:
  - Planning for the transition to all-electric homes and cars in a manner that does not disproportionately burden low-income customers with the stranded costs of PG&E's gas infrastructure.

*2021 Status: SCPA continued to engage legal and technical experts to research how California can phase out the use of natural gas while equitably allocating any remaining unrecovered costs associated with our gas infrastructure.*

- Ensuring SCPA's reliance on natural gas generators for system capacity does not cause the plants to deliver energy to the grid except when called by CAISO to serve unexpected and unscheduled load.

*2021 Status: SCPA has advocated for a 24/7 reliability standard to better match clean power resources with real-time load, and has begun using internal models that ensure the hourly reliance of the CAISO grid on natural gas generators is greatly reduced.*



- Prioritization of work to avoid or address PG&E PSPS events, and especially ways to avoid creating new disadvantaged communities due to increased usage of diesel generators.

*2021 Status: SCPA staff have met repeatedly with local cities where diesel generators were proposed by PG&E to supply power to whole substation loads. SCPA explored non-diesel alternatives and has opened key regulatory questions such as whether all loads should be supported (which could require massive diesel generators) or whether just critical loads should be supported. SCPA supported the submittal of a full-scale proposal for a primarily non-diesel PSPS microgrid for the City of Fort Bragg as part of the Distributed Generation-Enabled Microgrid Services (DGEMS) program. The SCPA Board adopted a policy governing microgrid power generation, ensuring that grid hardening and clean sources be thoroughly investigated prior to considering any new fossil sources for long-term applications, and that policy is governing several Remote Microgrids PG&E is constructing in partnership with SCPA.*

- Dedicate at least 50% of all community giving for the current fiscal year to non-profit organizations working locally to achieve racial and social equity.

*2021 Status: Work is complete.*

- SCPA reconfirmed its vision “Our region becomes a model for solving the climate crisis in a way that generates economic benefits, including for those who need it most”, and its existing pillars of “Innovative, Practical and Inclusive” seeking to “turn the tide on the climate crisis through bold ideas and practical programs.”


*2021 Status: No changes were made, as the vision and pillars reflect SCPA’s focus on increasing opportunities and outcomes for GO 156 target populations.*

### ***Bilingual and Bicultural Staff***

In 2021, SCPA continued improvements to its recruiting process to allow for a wider, more diverse pool of applicants to progress to the interview stages. SCPA also expanded efforts and outreach towards bilingual candidates (Spanish/English) and added several additional bilingual and bicultural staff with strong roots in our local community.

### ***Trainings and Workshops***

Beginning Starting in 2020 and persisting through today, SCPA management launched an effort to create a “Feedback Culture,” requiring all staff to take two courses on giving and receiving feedback, and then practicing giving feedback with other staff. This initiative was launched as part of an effort toward building a more inclusive environment where employees feel welcomed and invited to be the person they want to be at work. Another effort to allow employees an opportunity to gain perspective on DEI issues are monthly “lunch and learn from each other” meal breaks that consist of open discussions on various topics such as equity, racism, and discrimination. This casual format allows those present to share how they have been affected by specific issues, how they



responded, and/or ask for guidance from their peers on how to deal with sensitive issues. For example, during one of its weekly staff meetings, SCPA brought in Chuck Striplen, a California Indian (Mutsun) and Tribal Advisor and Liaison at the California Fish & Game Commission who is dedicated to the ascendancy of California Tribes in all areas of cultural and natural resource management to discuss current local issues Tribal Nations and their citizens are facing.

### ***Job Descriptions***

In 2021, SCPA continued updating and standardizing language in its new job descriptions to be more inclusive. For example, specific college degrees are no longer required when not absolutely necessary. Various combinations of experience and training may suffice in place of a college degree. This practice is known to help improve access to highly skilled employees who may not have enjoyed economic privilege during their school years. SCPA also established standard language it is using in all of its job descriptions which will be updated routinely to reflect evolving language and understanding. This statement currently reads as:

#### **DIVERSE, EQUITABLE AND INCLUSIVE WORKPLACE**

SCPA actively works to provide an inclusive work environment, where people of different ethnicities, national origins, native languages, races, skin colors, sexes, genders and gender identity, sexual orientations, ages, physical and mental abilities, genetics and ancestry, politics, religion, financial wealth and education feel welcome, safe and invited to fully participate at every level. SCPA further seeks to contribute to a more inclusive and equitable society through our actions, our communication, our policies and our investments. SCPA expects all its employees to contribute to these goals.

### ***Hiring Practices***

In 2020, SCPA reviewed best practices around California for hiring and advancement and identified a number of practices that SCPA is now using. In 2021, SCPA has continued implementing these best practices and adding to them. These include:

- Ensuring job advertisements and job descriptions include specific language welcoming the uniqueness and diversity in candidates.
- Ensuring the pool of candidates for a position includes diverse candidates.
- Ensuring the interviewing team/panel includes women and men and at least one other kind of diversity (e.g., gay/straight, Latino/Asian, older/younger, etc.). SCPA believes that when candidates experience SCPA as an inclusive place in interviews that experience can influence whether they consider working for SCPA.
- Use of language about how a candidate “adds to” the culture of SCPA rather than how a candidate “fits in,” to help create a welcoming atmosphere for all people regardless of background and also to help set an expectation that new staff should be valued because of their differences.



- A discussion before a final hiring decision is made to recall common biases and seek to overcome them. For example: white candidates are reportedly often hired based on their perceived potential, while Black candidates are reportedly often hired based on their demonstrated experience. By recalling this potential bias, it can help a hiring committee to consciously override it.

### ***Good Wages***

SCPA conducted two studies in 2020 to confirm it pays salaries to its employees that are fair and competitive. The first examined comparable positions across all of California's energy market in IOUs, CCAs and municipal utilities to ensure SCPA was competitive with regard to regional salaries. The second validated that SCPA's CEO earns less than four times SCPA's median employee.

In late 2020, SCPA participated in a multi-CCA salary and benefits benchmarking study conducted by Mercer Management. The results of the study, received in the first quarter of 2021, compared salaries and benefits with other CCA's, the utility industry, public agencies, and general business. They confirmed that SCPA's salaries and benefits were competitive and that SCPA pays good wages and offers generous employee benefits. In addition to more common benefits, SCPA provides a wellness stipend to support purchase of health-related items (sports equipment, gym memberships, etc.), four paid hours per month to volunteer in the community, a dog friendly office and accommodation for working parents and others to adjust schedules.

### ***Employee Advancement***

SCPA encouraged employees to apply for internal positions. Annual employee goal setting was enhanced starting in 2019 and continuing through 2021 to include specific personal goals, training on goal setting, and management review of each employee's goals. SCPA provided all employees free access to career related training in 2021. SCPA continued its support of continuing education with a \$3,500 per year (\$10,500 maximum benefit) for tuition and textbooks.

Every employee has a development plan developed with the assistance of their Director. These plans are updated bi-annually.


### ***Internal Baseline Survey***

SCPA conducted an anonymous staff survey to establish a baseline and track progress over the coming years. The survey included the following questions, ranked from Strongly Disagree to Strongly Agree on a 5-point scale:

Q1: I feel that there is a safe and welcoming environment at SCPA for me to have my voice heard and to be the person I want to be at work.

Q2: I feel comfortable and empowered to speak up when I observe something hurtful, offensive, or wrong.

Q3: I feel people of all cultures and backgrounds are respected and valued at SCPA.



Q4: I feel like managers at SCPA are good at providing feedback in ways that are supportive and help me learn and improve.

Q5: I see strong leadership support for continued Diversity Equity and Inclusion (DEI) work and education at SCPA.

Q6: I feel there is an environment for the free and open expression of ideas, opinions, and beliefs at SCPA.

Q7: I feel our customers and our whole community are represented well at SCPA.

Q8: I feel our community's needs are reflected in SCPA services, programs, education, and rates.

Q9: I feel SCPA has effective ways of communicating with and listening to our customers on important matters like billing and rates, customer programs and power resources.

SCPA will continue to seek anonymous feedback from staff to evaluate progress toward developing and maintaining an inclusive workplace.

### ***Setting the Tone at the Top***

Starting in April 2020, SCPA's CEO committed to spend one hour per day working on diversity, equity, and inclusion, and has continued to do so in 2021.

Management continued to hold discussions with staff on topics designed to foster inclusivity. An example discussion involved exploring the history of language in California's energy industry with racist origins, such as "grandfathering" (e.g., of net metering customers or other legacy rates). The phrase "grandfather clause" originally referred to provisions adopted by some U.S. States after the Civil War in an effort to disenfranchise African-American voters by requiring voters to pass literacy tests, while exempting those who were descendants of men who were eligible to vote prior to 1867. In effect, only those whose grandfathers could vote were allowed to vote, thus preventing the newly freed African Americans from voting altogether. SCPA stopped using the term in 2020, and after discussions with other CCAs and PG&E, a number of LSEs have agreed to stop using that term. SCPA continued to make this request in discussions with suppliers, regulators and LSEs in 2021.

SCPA management also continued to set expectations in 2021 that employees must do more than have "good intentions," but also be willing to listen to difficult and critical feedback on racial, ethnic, gender, cultural and other issues. SCPA's management has worked with an external trainer to help staff explore the difference between intent and impact, a key element of unraveling and reversing the unintended consequences of white privilege.

Additionally, SCPA's CEO has held regular "brown bag" lunches on topics concerning diversity and inclusion. The discussions encourage SCPA staff to share personal experiences and educate their colleagues on topics like gender identity, sexism, everyday experiences of life with brown skin, and differences in how we interact with people in authority.



### ***Supporting Incoming Diverse Board Members***

SCPA staff continues to engage with elected city councilmembers and county supervisors to brief them on public power and SCPA. As part of this work, SCPA staff make it clear that while staff do not select SCPA's Board Members, staff nevertheless welcome diverse representation and offer whatever training and support may be valuable to incoming Members, who often do not have an existing background in public power. One goal of this outreach is to make first-time elected officials feel more equal in their knowledge and understanding.

### ***Programs Equity Framework***

In 2021, SCPA organized an internal staff committee to lead SCPA's efforts to create a plan to improve access, value, and participation of environmental and social justice communities in SCPA's customer programs. The process is intimately based on Greenlining Institute's 2019 Equitable Building Electrification: A Framework for Powering Resilient Communities report. The Programs Equity Framework defines how SCPA works to improve access, value, and participation of environmental and social justice communities in SCPA's customer programs. SCPA launched its first full customer program dedicated to qualifying low-income customers in 2021, providing financial support to purchase electric bikes for transportation.

### ***Empower***

In 2021, SCPA's Board of Directors and Community Advisory Committee were introduced to the concept of Empower. Empower is an effort that is being made across to improve the relevance, reach, and impact of SCPA's community engagement, education, and outreach. With implementation set to begin in 2022, Empower will guide SCPA in prioritizing and allocating resources toward communities and customers that struggled to connect with. In addition to improving awareness around SCPA's existing services, benefits, and offerings, Empower will create more opportunities for public to provide input on SCPA's resource plans, help shape customer incentive ideas, request support for community projects, and access information through channels they trust. Empower has four areas for improvement: Building Partnerships, (2) Customer Education, (3) Focus on Equity, and (4) Engaging Youth.

### ***Solicitations - Local and Small Contractors and Suppliers***

In 2021, Staff is continuing to work on procurement efforts that focus on local suppliers. SCPA began including language in its solicitations to encourage diverse businesses to respond. SCPA also added as one of its many assessment criteria, the contributions by contractors to the local workforce and local economy which, in turn, supports local, small, and underrepresented contractors and businesses.

### ***Local Resource Plan RFOs***

SCPA issued a Local Resource Plan RFO in June 2021 to develop small-scale, local renewable and storage resources to support small scale developers. Many respondents to the RFO were local businesses which addressed SCPA's goal of contracting with small and local businesses as a way to steer ratepayer funds to businesses more likely to be eligible for GO-156 certification.



### *Other Solicitations*

SCPA submitted another RFP for contractors with experience in technical assistance and energy audits to commercial customers. In this RFP, SCPA encouraged minority-owned and women-owned businesses to respond to this solicitation.

## **External Activities**

### *Lake County Energy Support*


In 2021, SCPA supported Lake County in applying for federal and state grant funding to build local pumped hydro electric energy storage facilities. While Lake County does not have state-designated status for disadvantaged communities, it is the second poorest county in California and suffers a disproportionate impact from the power industry due to utility-caused fires, PSPS events and air quality impacts from power plants.

### *Diversity in Workforce Development*

SCPA has funded several local programs and partnerships to promote workforce opportunities to diverse populations, including:

- Expanded scope of work with Sonoma Water, who implements water and energy education for K-12 students in SCPA service territory to include internship and career exposure programs for students interested in the field of water/energy.
- Funded vocational training through the Switch electric vehicle program for nine local high schools in partnership with the Career Technical Education (CTE) Foundation. The program provides a free kit which is then built into a fully functioning street legal electric vehicle by the auto shop students. Students develop critical soft and technical skills and improve student connections to careers and local employers.
- Funded vocational green building education training through LIME Foundation's NextGen Trades Academy, a ten (10) class program that provides diverse vocational construction training and work/life skills to disadvantaged youth ages 16-24 in Sonoma County. The program trains and helps students find gainful employment in the trades fields and provide a workforce for local contractors. Green building education includes high-performance building measures, sustainable materials, water and energy efficiency, and electrification.
- Funded an additional \$50,000 toward the Spirit of Entrepreneurship Grant at Santa Rosa Junior College. Since the inaugural awarding to local Business & Entrepreneur students and growing the endowment beginning in the spring semester of 2019, SCPA has awarded five different sustainability minded student entrepreneurs a combined total of \$20,000. To date, SCPA funds have grown the endowment to a total of \$120,000 by the end of calendar year 2021.



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- Opened a 10,000 square foot Advanced Energy Center in downtown Santa Rosa, which was completed in 2021. The Center is a community hub for education, outreach, resources, product purchasing, contractor networking and a place to learn about building electrification. The Center offers technical trainings to contractors and SCPA customers in Spanish and English. These classes are free and include topics ranging from home electrification, energy storage, installation of innovative technologies and building controls. Technical courses are offered to a variety of tradespeople (HVAC technicians, general contractors, etc.) equipping them with the skills needed to design, install, and maintain advanced energy technologies. This space also acts as an event center available to diverse groups to host meetings and events, connecting those communities with our mission to combat climate change.
  - Hired a diverse group of paid interns for customer program administration, technical training and to help develop employment opportunities. Interns have led bilingual classes describing services offered by SCPA and lead tours of the Advanced Energy Center in multiple languages.
  - Implemented and awarded three \$5,000 college scholarships to provide financial support to students who demonstrated financial need to complete their education and who will soon be graduating and joining our community's workforce. Qualified applicants must have applied for FAFSA or the CA Dream Act, and must be pursuing a degree in Energy Management and Design, or another related environmental field within the Geography, Environmental, and Planning Department at Sonoma State University.

### ***Communicating in Local Languages and Dialects***

In 2021, SCPA produced nearly all its communications in Spanish and English for print, radio, social media, TV, digital, outdoor and its website, as well as throughout the Advanced Energy Center, and used translations in the most common local Spanish dialect from the Michoacán region of Mexico. For several years, SCPA's lead contact center representative on staff is bilingual/bicultural in Mexican Spanish. A second bilingual (Spanish) employee was hired in December 2021, who started in January 2022. Additionally, the Empower initiative calls for SCPA to provide more information and educational opportunities to customers in Spanish.


### ***Ensuring Responsible Community Giving***

SCPA updated its Community Giving program and guidelines to ensure that resources were being put toward the most pressing needs of its communities. Since July 2021, SCPA has centered its community donations around the following categories: (1) Groups advancing social justice and racial equity within marginalized communities, (2) Groups supporting local small businesses and workers affected by COVID-19, and (3) Groups supporting fire relief and fire mitigation efforts.

### ***Seeking a Diverse Advisory Committee***

SCPA's recruitment for its Community Advisory Committee included concerted outreach to women and minority applicants through community organizations, colleges, and fellow





government agencies. In 2021, SCPA continued to utilize a three-member ad hoc committee of its Board to aid in recruiting and selecting members of the Community Advisory Committee, as it has since 2014. However, to date, applications from women, minority and other underrepresented community members continue to be rare. This is an identified area of focus for improvement in future years.

### ***Supporting Small Local Businesses***

SCPA hired over 120 small and local contractors to provide professional services in information technology, finance, commercial customer engagement, human resources, marketing, public relations, and legal. SCPA also hired local architects, contractors, and sub-contractors to design and construct SCPA's Advanced Energy Center and SCPA's office headquarters. Both projects are located in Santa Rosa. These projects represent a significant investment in the local economy in the amount of over \$12 million as well as supporting local jobs.

SCPA prioritizes hiring local contractors and vendors and encourages lead contractors to hire local sub-contractors. SCPA recognizes the importance of supporting small local businesses and the local economy through job creation, purchases of materials and supplies at local businesses and educational and training opportunities offered through SCPA's Programs staff. For one example, SCPA signed contracts in 2021 with over twenty local contractors for installing energy efficiency measures through the SCPA Advanced Energy Center, and that number is expected to increase in 2022. A priority of our contractor recruitment is to locate contractors who can service customers in remote communities within our territory.

### ***Actions Addressing the Intersection of Poverty and WMDVLGBTBE Populations***

#### **Food Insecurity**

Donations in response to COVID-19 related food insecurity, SCPA made donations to the following food banks:

- **Redwood Empire Food Bank - \$13,500**
- **Food For Thought - \$7,000**
- **Fort Bragg Food Bank - \$3,500**
- **Neighbors Organized Against Hunger (NOAH) Food Pantry - \$3,500**
- **Friends In Service Here (F.I.S.H.) of Santa Rosa - \$3,500**
- **North Coast Opportunities Caring Kitchen Project - \$3,500**
- **Willits Community Services & Food Bank - \$3,500**


SCPA also hosted and promoted quarterly drive-up food donation events throughout 2021, including comprehensive promotion and donations through the November and December holiday months. Additionally, food barrels encouraging donations from customers and the public were added at SCPA's Advanced Energy Center and Headquarters to collect donations year-round.

### ***Supporting CARE and FERA Customers***

SCPA customer programs set- metrics for participation by low-income CARE and FERA customers and often include increased incentive levels, which has had a modest impact of increasing low-income and minority participation in SCPA's territory. SCPA staff continue to research more effective ways to increase CARE and FERA customer participation because simple approaches of elevated incentives do not appear to be sufficient to reach targets.

In addition to older programs, like SCPA's DriveEV incentives for purchase of electric cars from 2016-2018, SCPA's 2021 programs offering an elevated CARE/FERA incentive include:

- **Lead Locally** - SCPA is administering a CEC grant that will provide incentives for the installation of electrification measures in local residences. All these incentives provide an additional amount for CARE/FERA customers.
- **Advanced Energy Build** - This program provides an incentive of \$4,500 for builders to provide new housing stock that is all electric. Affordable housing



units are provided with an additional \$1,500 incentive for single-family homes and an additional \$500 incentive per unit for affordable multifamily units.

- Bike Electric- A 2021 electric bike incentive in 2021 that provided a \$1,000 point of sale incentive on electric bicycles. Participants in the program were required to be low-income customers and eligibility was determined based on participation in a State or Federal low-income program, in addition to CARE/FERA.
- Multifamily Partnership- A partnership with the Bay Area Regional Energy Network (BayREN) launched in January 2022 where SCPA provides incentives for electrical panel upgrades in existing multifamily properties. The in-unit electrical panel upgrade provides additional incentives for low-income units.
- Arrearage Management Plan (AMP) - SCPA sent direct mail in Spanish and English to all SCPA customers eligible for AMP enrollment to increase enrollment for our low-income customers.

### ***Providing Incentives for Local Non-Profits to Purchase Electric Vehicles***

SCPA provides local non-profits incentives of \$12,500 towards the purchase of electric vehicles. To date, one dozen NGOs have participated, including several focused on empowering disadvantaged community groups, including the LIME Foundation,<sup>1</sup> Grid Alternatives,<sup>2</sup> PEP Housing,<sup>3</sup> and the PDI Surgery Center.<sup>4</sup> Other non-profits which have received incentives from this program include:

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<sup>1</sup> LIME Foundation serves the specific needs of the disadvantaged community across all ages and income levels by teaching vital skills in music, performing arts, construction careers, technology, and health.

<sup>2</sup> Grid Alternatives helps low-income communities and communities of color nationwide get affordable solar power and solar jobs.

<sup>3</sup> PEP Housing provides low-income seniors with affordable quality housing with supportive services and advocacy.

<sup>4</sup> PDI Surgery Center maintains a sustainable dentistry resource that will serve the low-income children of Northern California to provide prevention education and promote oral health.

- Agricultural Community Events Farmers Markets
- Green Acre Homes
- Grid Alternatives
- Land Paths
- LIME Foundation
- Mendocino Land Trust
- PDI Surgery Center
- PEP Housing
- Point Blue Conservation Science
- Sonoma County Medical Association
- Sonoma Ecology Center
- The Center for Environmental Stewardship


### ***Battery Rebate Program - Self-Generation Incentive Program***

SCPA has continued a program that pre-paid the Self-Generation Incentive Program (SGIP) rebate to residential customers and assisted commercial customers with the application for battery storage projects. The vast majority of the projects SCPA pre-funded were “equity resilience” projects. SCPA has committed over \$2.1M to this program and to date, has pre-funded over 100 local battery installations to make the installations easier for participants and contractors. Through this effort, SCPA hired a consultant to process the SGIP applications for customers and local contractors.

### ***Suspension of Billing Collections During COVID-19***

On March 4, 2020, Governor Newsom declared a statewide emergency due to an outbreak of a respiratory illness caused by COVID-19. In response, PG&E suspended disconnections and implemented flexible payment plans for all residential and small business customers. As adopted, D. 19-07-015 requires PG&E to implement the emergency disaster relief program “in the event the Governor of California or a President of the United States declares a state of emergency because a disaster has either resulted in the loss or disruption of the delivery or receipt of utility service and/or resulted in the degradation of the quality of utility service.” Though COVID-19 has not resulted in loss, disruption or degradation of electric service, SCPA understands that customers may be affected financially, whether diagnosed with the virus or not.

On March 16, 2020, Governor Newsom issued an Executive Order requesting the Commission to monitor the consumer protections offered by the utilities in response to



COVID-19. The Commission issued a letter to the investor-owned utilities on March 17, 2020 explaining that although COVID-19 has not resulted in the same disruptions or degradations to utility service as the recent wildfires, the utilities should immediately extend applicable protections provided for in D. 19-07-015 to impacted customers. Based on Governor Newsom's Executive Order on March 16th, SCPA implemented its "COVID-19 Emergency Consumer Protection Policy I.13" for its Residential and Non-Residential Customers experiencing financial hardship during the COVID-19 pandemic.

Those protections are still in place and SCPA has not transferred any customers back to PG&E service for non-payment of charges since March 2020. SCPA is also participating the California Department of Community Services & Development's California Arrearage Payment Program (CAPP) to provide financial assistance for SCPA customers to reduce past-due energy bill balances that increased during the COVID-19 pandemic.

### *Geographic and Demographic Inclusion and Outreach*

SCPA advocated for state and federal funds in renewable energy integration to be allocated to poorer areas, such as rural Sonoma and Mendocino Counties. An example from 2021 is SCPA's successful allocation of 25% of the \$750,000 in funds for Mendocino County from the California Energy Commission (CEC) and SCPA going towards disadvantaged communities (DAC) as defined by CalEnviroScreen 3.0, low-income communities (LIC) as defined by AB 1550, and 25% of the \$6 million in funds for Sonoma County from the CEC, SCPA and the Northern Sonoma County Air Pollution Control District going towards unincorporated areas of Sonoma County as part of the Sonoma Coast Incentive Project, a project of the CEC's California Electric Vehicle Infrastructure Project (CALeVIP). In 2020, SCPA ran the only CALeVIP program in California that provided an additional incentive of \$1,000 for projects located in unincorporated areas as a method of driving charging infrastructure investment in rural/coastal communities.

### *Community Outreach*

SCPA continued to make donations to benefit the Petaluma Education Foundation, Sonoma County Farm Bureau, Mendocino County Farm Bureau, Boys and Girls Clubs, Sonoma Valley Vintners and Growers, The Children's Museum and others dedicated to helping build and maintain healthy communities.

SCPA donated \$1,500 to the Sonoma County Grape Growers Foundations (SCGGF) inaugural fundraising event aimed to support the agricultural workforce in five key areas: Affordable Housing, Childcare, Education, Healthcare, and Workforce Development.

In addition to SCPA's work on food insecurity (previously described), SCPA's Community Outreach supported the following:



- **The LIME Foundation Believe in the Dream**

- **Fundraiser - \$2,000**

- SCP is an ongoing sponsor of The LIME Foundation, whose Mission is to serve the specific needs of the disadvantaged community across all ages and income levels by collaborating with key community leaders. Those served by The LIME Foundation learn vital skills to harness individual potential in music, performing arts, construction careers, technology, and health.

- **Membership in Los Cien - \$8,000**

- Los Cien serves as a liaison between the Latino community and the wider community by helping to create dialogue and common understanding, cultivating current and future leadership through education and civic engagement, and conducting educational and charitable activities that are consistent with this purpose.

- **Membership to Hispanic Chamber of Commerce of Sonoma County - \$250**

- Promoting growth and prosperity of Hispanic businesses in Sonoma County

- **Fiesta de la Independencia Event Sponsor - \$3,000**

- Celebrating Latino Heritage Month

## 9.1.2 Summary of Purchases

In 2021, SCPA secured four additional GO 156 certified vendors as a result of outreach to current contracted vendors and providing an information sheet on the GO 156 Program which explains the benefits of certification. SCPA also issued a Local Resource Plan RFO to develop small-scale, local renewable, and storage resources. This solicitation encouraged small scale developers to respond and served as a way to begin to steer ratepayer funds towards diverse-owned business entities. SCPA also added language in RFOs and solicitations to encourage diverse businesses to respond. In 2022, SCPA expects to continue increasing its GO 156 contracting by encouraging contracted suppliers to participate in the Supplier Diversity Program and issuing solicitations similar to the 2021 Local Resource Plan.

It is important to note that the GO 156 results PG&E achieves through generation expenses are paid by SCPA customers but are not reported in SCPA's GO 156 2021 Report. On this last point, there is a lack of clarity about how to treat GO 156 reporting for



matters that SCPA pays PG&E to provide, such as billing services, and more significantly for the power supply contracts where SCPA's customers fully pay PG&E. SCPA's customers' generation costs include all of the above-market expenses associated with every contract in PG&E's supply portfolio executed prior to 2015, as well as the utility-owned generation which provides profits for utility shareholders. Both of these costs are included in the Power Charge Indifference Adjustment (PCIA).

As CCA customers are charged the same amount of above market costs as bundled service customers, it would be most accurate for CCAs to report their share of those utility contracts under GO 156. However, this would be cumbersome and SCPA recommends against adding this pointless complexity. Instead, SCPA advocates that our customer's share of total generation charges be recognized as contributing to PG&E's GO 156 results. By being held liable for PG&E's above market costs through PCIA, SCPA customers financially support investments attributed to PG&E in their GO 156 report.

# WMDVLGBTBE Annual Results by Ethnicity<sup>5</sup>

SCPA		2021 Report		G.O. #156 Sec. 9.1.2		
WMDVLGBTBE Annual Results by Ethnicity						
		2021 Report				
		Direct	Sub	Total \$	%	
1	Minority Male	Asian Pacific American	\$0	\$0	\$0	0.00%
2		African American	\$0	\$0	\$0	0.00%
3		Hispanic American	\$141,685.17	\$0	\$141,685.17	0.48%
4		Native American	\$0	\$0	\$0	0.00%
5		Total Minority Male	\$141,685.17	\$0	\$141,685.17	0.48%
6	Minority Female	Asian Pacific American	\$0	\$0	\$0	0.00%
7		African American	\$0	\$0	\$0	0.00%
8		Hispanic American	\$11,000.00	\$0	\$11,000.00	0.04%
9		Native American	\$0	\$0	\$0	0.00%
10		Total Minority Female	\$11,000.00	\$0	\$11,000.00	0.04%
11	Total Minority Business Enterprise (MBE)		\$152,685.17	\$0	\$152,685.17	0.52%
12	Women Business Enterprise (WBE)		\$45,776.21	\$0	\$45,776.21	0.16%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$2,699.00	\$0	\$2,699.00	0.01%
14	Disabled Veteran Business Enterprise (DVBE)		\$0	\$0	\$0	0.00%
15	Other 8(a)*		\$0	\$0	\$0	0.00%
16	<b>TOTAL WMDVLGBTBE</b>		<b>\$201,160.38</b>	<b>\$0</b>	<b>\$201,160.38</b>	<b>0.68%</b>
17	<b>Net Procurement**</b>		<b>\$29,464,649.61</b>			

NOTE: \* FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE  
 \*\* NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS  
 Direct - DIRECT PROCUREMENT  
 Sub - SUBCONTRACTOR PROCUREMENT  
 % - PERCENTAGE OF NET PROCUREMENT

<sup>5</sup> Note - all calculations of "Net Procurement" in the following tables exclude power procurement costs, EXCEPT for the table titled "Annual Power Product Results by Ethnicity and WMDVLGBTBE Certification."

# WMDVLGBTBE Direct Procurement by Product and Service Categories

SCPA	2021 Report	G.O. #156 Sec. 9.1.2
WMDVLGBTBE Direct Procurement by Product and Service Categories		

			Products		Services		Total		
			\$	%	\$	%	\$	%	
1	Minority Male	Asian Pacific American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
2		African American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
3		Hispanic American	Direct	\$27,398.87	0.09%	\$114,287.17	0.39%	\$133,782.87	0.48%
4		Native American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
5		Total Minority Male	Direct	\$27,398.87	0.09%	\$114,287.17	0.39%	\$133,782.87	0.48%
6	Minority Female	Asian Pacific American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
7		African American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
8		Hispanic American	Direct	\$0	0.00%	\$11,000	0.04%	\$0	0.00%
9		Native American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
10		Total Minority Female	Direct	\$0	0.00%	\$11,000	0.04%	\$11,000.00	0.04%
11	Total Minority Business Enterprise (MBE)		Direct	\$27,398.87	0.09%	\$125,287	0.43%	\$152,685.17	0.52%
12	Women Business Enterprise (WBE)		Direct	\$0	0.00%	\$45,776	0.16%	\$45,776.21	0.16%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Direct	\$0	0.00%	\$2,699	0.01%	\$2,699.00	0.01%
14	Disabled Veteran Business Enterprise (DVBE)		Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
15	Other 8(a)*		Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
16	<b>TOTAL WMDVLGBTBE</b>		<b>Direct</b>	<b>\$27,398.87</b>	<b>0.09%</b>	<b>\$173,762.38</b>	<b>0.59%</b>	<b>\$201,160.38</b>	<b>0.68%</b>

17	Total Product Procurement	\$0
18	Total Service Procurement	\$0
19	Net Procurement**	\$29,464,649.61
20	Total Number of WMDVLGBTBEs that Received Direct Spend	6

NOTE: \* FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE  
 \*\* NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS  
 Direct - DIRECT PROCUREMENT  
 Sub - SUBCONTRACTOR PROCUREMENT  
 % - PERCENTAGE OF NET PROCUREMENT

# WMDVLGBTBE Subcontractor Procurement by Product and Service Categories

SCPA		2021 Report				G.O. #156 Sec. 9.1.2			
WMDVLGBTBE Subcontractor Procurement by Product and Service Categories									
				Products		Services		Total	
				\$	%	\$	%	\$	%
1	Minority Male	Asian Pacific American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
2		African American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
3		Hispanic American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
4		Native American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
5		Total Minority Male	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
6	Minority Female	Asian Pacific American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
7		African American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
8		Hispanic American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
9		Native American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
10		Total Minority Female	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
11	Total Minority Business Enterprise (MBE)		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
12	Women Business Enterprise (WBE)		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
14	Disabled Veteran Business Enterprise (DVBE)		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
15	Other 8(a)*		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
16	<b>TOTAL WMDVLGBTBE</b>		<b>Sub</b>	<b>\$0</b>	<b>0.00%</b>	<b>\$0</b>	<b>0.00%</b>	<b>\$0</b>	<b>0.00%</b>
17	Total Product Procurement			\$0					
18	Total Service Procurement			\$0					
19	Net Procurement**			\$29,464,649.61					

NOTE: \* FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE  
 \*\* NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS  
 Direct - DIRECT PROCUREMENT  
 Sub - SUBCONTRACTOR PROCUREMENT  
 % - PERCENTAGE OF NET PROCUREMENT

SCPA reviewed all costs to contractors, subcontractors and down the supply chain to ensure we included costs of all organizations that are GO 156 certified. SCPA has not found subcontractors that are GO 156 certified in our supply chain.



# WMDVLGBTBE Procurement by Standard Industrial Categories

SCPA	2021 Report	G. O. #156 Sec 9.1.2
WMDVLGBTBE Procurement by Standard Industrial Categories		

SIC Category	Asian Pacific American		African American		Hispanic American		Native American		Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Other 8(a)**	Total WMDVLGBTBE	Total Dollars
	Male	Female	Male	Female	Male	Female	Male	Female							
3993 Advertising Specialities	\$									\$32,976.21				\$32,976	
	%									0.11%				0.11%	
7311 Advertising Agencies	\$				\$133,782.87									\$133,782.87	
	%				0.45%									0.45%	
8111 Legal Services	\$										\$2,699.00			\$2,699.00	
	%										0.01%			0.01%	
8299 Professional and Management Development Training	\$									\$12,800.00				\$12,800.00	
	%									0.04%				0.04%	
8742 Marketing Consulting	\$						\$11,000							\$11,000.00	
	%						0.04%							0.04%	
8999 Environmental Consultants	\$				\$7,902.30									\$7,902.30	
	%				0.03%									0.03%	
Category 7	\$														
	%														
Category 8	\$														
	%														
Category 9	\$														
	%														
Category 10	\$														
	%														
<b>TOTAL</b>	\$				\$141,685.17	\$ 11,000.00				\$45,776.21	\$2,699.00			\$201,160.38	
	%				0.48%	0.04%				0.16%	0.01%			0.68%	

Total Product Procurement	\$0
Total Service Procurement	\$0
<b>Net Procurement***</b>	<b>\$29,464,649.61</b>

NOTE: FIRMS WITH MULT MINORITY OWNERSHIP STATUS  
 \*\*FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE  
 \*\*\*NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS  
 TOTAL DOLLARS - TOTAL PROCUREMENT DOLLAR AMOUNT IN THE SPECIFIC SIC CATEGORY  
 % - PERCENTAGE OF TOTAL DOLLARS

## Number of WMDVLGBTBE Suppliers and Revenue Reported to the Clearinghouse

This section is not applicable to CCAs.

## Number of WMDVLGBTBEs with majority of workforce working in California

SCPA does not have sufficient information to report on whether the majority of the workforce of its WMDVLGBTBE are working in California, however, all of the WMDVLGBTBE vendors SCPA hired in 2021 are based in California.

SCPA	2021 Report	G.O. #156 Sec. 9.1.3
WMDVLGBTBE Program Expenses		

Expense Category	Year (Actual)
Wages	\$8,785
Other Employee Expenses	\$0
Program Expenses	\$0
Reporting Expenses	\$0
Training	\$0
Consultants	\$0
Other	\$0
<b>TOTAL</b>	<b>\$8,785</b>

## 9.1.4 Description of Progress in Meeting or Exceeding Set Goals

This section is not applicable to CCAs.

SCPA		2021 Report					G.O. #156 Sec. 9.1.5	
Summary of Prime Contractor Utilization of WMDVLGBTBE Subcontractors								
	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Other 8(a)*	TOTAL WMDVLGBTBE
<b>Direct \$</b>	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<b>Subcontracting \$</b>	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<b>Total \$</b>	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<b>Direct %</b>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Subcontracting %</b>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Total %</b>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Net Procurement**</b>	\$29,464,649.61							

NOTE: \*FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE

\*\*NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS

% - PERCENTAGE OF NET PROCUREMENT

Direct - DIRECT PROCUREMENT

Sub - SUBCONTRACTOR PROCUREMENT

In 2021, SCPA Began including language in its RFOs to encourage diverse businesses to respond to solicitations. In certain RFOs, SCPA considered qualitative measures to assess contractors' contributions to the local workforce and local economy by supporting local, small, and underrepresented contractors.

## 9.1.6 List of WMDVLGBTBE Complaints Received

SCPA did not receive any formal complaints related to its Supplier Diversity program in 2021.

## 9.1.7 Description of Efforts to Recruit WMDVLGBTBE Suppliers in Low Utilization Areas

This section is not applicable to CCAs.



### **9.1.8 Retention of All Documents/Data**

This section is not applicable to CCAs.

### **9.1.9 Additional WMDVLGBTBE Activity**

All of SCPA's 2021 activities supporting WMDVLGBT enterprises are described in Section 9.1.1.

### **9.1.10 Retention of All Documents/Data**

This section is not applicable to CCAs.

### **9.1.11 WMDVLGBTBE Fuel Procurement**

In 2021, SCPA did not procure electricity from a CPUC Utility Supplier Diversity Program certified entity.





## Addendum Table: Small & Local Business Procurement

SCPA				2021 Report			
Small & Local Business Procurement for CCAs							
(in Dollars and as a Percentage of Total Non-Power Procurement Costs)							
Small Business Procurement (\$)	%	Local Business Procurement (\$)	%	Small & Local Total Procurement (\$)	Small & Local Total Procurement %	Total Net Procurement (\$)	Certification Verification
\$708,738.83	2.41%	\$7,629,528.38	26.89%	\$8,058,157.35	27.35%	\$29,464,649.61	DGS small / micro business program

SCPA worked with CPUC staff and other CCAs to create the “Small & Local Business Procurement for CCAs” table to document procurement from small and local businesses.

SCPA defines “Small Business” as businesses that have California Department of General Services “Small Business” and “Micro Business” certification and appear on the Cal eProcure vendor list available at <https://caleprocure.ca.gov/pages/PublicSearch/supplier-search.aspx>.

SCPA defines “Local Business” as businesses with their headquarters located within Sonoma and Mendocino County borders.

“Small” and “Local” business procurements do not include power procurement.



## 2022 Annual Plan

SCPA's progress with diversity, equity and inclusion will continue in 2022, with a continuation of the 2020 activities and some notable additions.

In 2021, SCPA continued focusing on building awareness, learning about diversity, studying language and history, and planning for a longer effort. In 2022, SCPA will continue putting plans into action and developing a results-based approach.

### 10.1.1 WMDVLGBTBE Annual Short-, Mid- and Long-Term Goals by Product and Service Category

This section is not applicable to CCAs.

### 10.1.2 Description of WMDVLGBTBE Internal and External Activities for 2022

#### Internal Activities

SCPA plans to continue to develop and build on internal activities conducted in 2021 and will work to identify strategies to increase diversity in supplier and contractor participation. SCPA will also continue its focus on small local businesses as a key method of achieving many of the GO 156 objectives within the limitations of Proposition 209.

#### *Plan to Support Racial and Social Equity*

In 2022, SCPA will continue to implement its comprehensive plan to support racial and social equity in all aspects of the Authority: Customer Programs and Community Engagement. SCPA will also continue the work it began in 2021 on sections for Customer Service and Human Resources.


With Empower guiding the community education, engagement, and outreach strategies, more resources will be directed toward targeting SCPA's most impacted, underrepresented, and vulnerable customers.

#### *Strategy to Equitably Phase Out Natural Gas in Buildings*

SCPA will continue to research options for minimizing stranded asset costs from phasing out the use of natural gas in buildings and fairly allocating the remaining burden. This project has no definite timeline, but SCPA intends to have options to share and discuss in the future.

#### *Advocacy to Prevent Excess Natural Gas Power*

SCPA will continue to advocate at the CPUC and at the CAISO to ensure that natural gas power plants are only dispatched when required for system reliability, and not on a



mandatory basis when selling capacity. SCPA's vision is to limit the air pollution in power plant communities and the total greenhouse gas emissions of California's electric industry through encouraging capacity-only contracts when load serving entities have diverse non-fossil resources which can reasonably meet all hours of forecast load.

### ***Diesel Alternatives to PSPS Events***

In 2022, SCPA will continue to invest considerable staff time researching alternatives to diesel generators to provide essential power during PG&E's PSPS to avoid creating new disadvantaged communities. In addition to directly working on power sources with PG&E, this work will include continuing to expand SCPA's technical capacity to identify and propose transmission and distribution grid modifications that will eliminate the need for most PSPS events.

### ***Bilingual and Bicultural Staff***

In 2022, SCPA will continue its work to add diversity to its staff at every level of the organization, focusing on the goal of improving knowledge of our community's needs, creating communication channels with underserved populations, and improving SCPA's effectiveness with solving the climate crisis through more diverse ideas.

### ***Training and Workshops***

SCPA plans to hire another DEI trainer to work with staff on implementing DEI practices more deeply into SCPA's culture.


SCPA held three public workshops, including one in Spanish, to seek public input on the Programs Equity Framework and Community Engagement Plan.

During 2021, SCPA invited public input on Empower at three Board of Directors meetings and two Community Advisory Committee meetings. Opportunities for the public to comment and ask questions about SCPA's Empower guidelines and efforts will continue in 2022.

### ***Hiring Practices***

In 2022, SCPA will continue to follow best practices for building a diverse team, including:

- Ensuring job advertisements and job descriptions include specific language welcoming the uniqueness and diversity in candidates.
- Ensuring the pool of candidates for a position includes a diverse group of candidates.
- Ensuring the interviewing team/panel includes women and men and at least one other kind of diversity (e.g., gay/straight, Latino/Asian, older/younger, etc). SCPA believes that when candidates experience SCPA as an inclusive place in interviews, that experience can influence whether they consider working for SCPA.
- A discussion before a final hiring decision is made to recall common biases and seek to overcome them. For example: white candidates are reportedly often



hired based on their perceived potential, while Black candidates are reportedly often hired based on their demonstrated experience. By recalling this potential bias, it can help a hiring committee to consciously override it.

SCPA will also continue to use blind resume screening by removing names and references to age, gender, race, national origin and more, seeking to remove unconscious bias from initial candidate screening. The unredacted resumes are only revealed to the hiring managers during the final two rounds of interviews.

### ***Good Wages***

SCPA will continue to survey California's energy industry and local costs of living to ensure it provides wages and benefits that allow a high standard of living.

### ***Employee Advancement***

SCPA will continue all 2021 activities.

## **External Activities**


### ***Programs Equity Framework - Implementation***

In 2022, SCPA will put its new Programs Equity Framework into action. The Framework seeks to create a process by which SCPA's customer programs are designed, implemented and evaluated with the goal of being practical and inclusive of environmental and social justice communities.

The following actions are either underway or are under development for 2022:

- Continuing to provide customers with our current offers and incentive programs
- Introducing programs currently in the development stage
- Building relationships with community organizations
- Engaging with our community to better understand their needs and priorities by:
  - attending public events, listening to community priorities and sharing that information across SCPA
  - hosting education classes
  - inviting people to the Advanced Energy Center
  - inviting comments and feedback through our website.
- Seeking feedback on how our current, past, and upcoming programs can best meet the needs of our community and customers by:
  - meeting with community organizations
  - talking with customers and documenting their responses



- 
- conducting surveys
  - developing customer focus groups
  - Provide funding for paid focus groups and community involvement related to customer offers and incentive programs.

In 2021, SCPA surveyed staff on the perceived success of SCPA's programs. The survey responses identified what people care about.

People are more likely to participate if a program does the following:

- provides tangible benefits
- is easy to participate in and makes their lives easier
- does not require upfront cost
- provides clear benefit to the community and the planet
- fits within their lifestyle and housing situation (such as renting)
- supports their self-identification, beliefs, and values
- supports new and trending ideas and technologies
- lines up with the timing of decision points (such as needing a new car, water heater, etc.), and
- helps with the costs of electric vehicles and opportunities to charge them

This survey will be used as a reference point in engaging with the community. Community outreach will include:

- Developing new program strategies and goals with the community
- Partnering with community organizations to better align decisions with community needs and priorities
- Creating metrics for all programs with a plan for tracking metrics
- Listening for further community and customer needs that we can address through our role as the local electricity provider and to better inform future goals

Using the tracking and metrics plans, SCPA will make sure there is a constant feedback loop. This will improve the reach and impact of current and future programs. SCPA will adjust the offers and incentives as needed to make sure they reach the intended customers and deliver benefits.

This undertaking will constitute a significant effort and will lead to many sub-goals for 2022 and beyond, as will be reported in future GO 156 reports.



## ***Community Education and Engagement - Implementation***

In 2022, SCPA will continue inviting public feedback and discussion by its Board of Directors and Community Advisory Committee on the Empower initiative. As part of implementation, SCPA will develop specific strategies around the four focus areas for improvement: (1) Building Partnerships, (2) Customer Education, (3) Focus on Equity, and (4) Engaging Youth.

With the guidance of its Governing Board and community members, SCPA will identify priority areas within SCPA's service territory for concentrated outreach and marketing funds, and work to establish connections with new (meaning no existing relationship with SCPA) nonprofits, public entities, or service providers.

Building community trust is crucial to widening participation in SCPA's services and programs across different demographic groups. Community trust is also key to SCPA achieving its external diversity and equity goals.

Like the Programs Equity Framework, Empower will be a significant effort and will lead to many sub-goals for 2022.

## ***Actions Addressing the Intersection of Poverty and WMDVLGBTBE Populations***

### ***Food Insecurity***

In 2022, SCPA will continue its strong partnerships with community-based organizations by raising awareness and donations to fight local food insecurity. These activities will include hosting regular Drive-up Donation Food Drives and making and promoting donations to food banks throughout SCPA's service territory. SCPA dedicates its year end marketing campaigns and dollars to promote holiday themed food and fund drives to local area food banks, and makes donations to several food banks in both Sonoma and Mendocino counties. SCPA is a year-round sponsor of Redwood Empire Banks' food barrels which collect donations of canned food at hundreds of locations around SCPA's service territory.

### ***Supporting CARE and FERA Customers***

SCPA plans to offer information to customers about programs that can help with one-time payments such as the REACH and LIHEAP programs. Local contact service representatives are also available to help customers learn more about these programs in English and Spanish. SCPA is also partnering with PG&E on the Arrearage Management Plans (AMP) program to help CARE and FERA customers catch up on their back electric bills so they are not disconnected.

SCPA will continue its 2021 activities in support of CARE and FERA customer participation in programs, and will add at least one significant new program for CARE and FERA customers. SCPA launched a program in 2021 that offers up to \$10,000 and 0% financing for residential energy retrofit projects. SCPA will continue this program in 2022. The financing is repaid by a line-item charge on customer's electricity bills over a period of up to ten years. The goal of this program is to reduce the up-front costs for customers that might not be able to afford to retrofit their homes otherwise, and to extend credit to customers who do not have good access to loans.



## ***Geographic and Demographic Inclusion and Outreach***

SCPA has discussed the specific challenges its customers face in poor households and rural areas with lack of access to broadband – a problem made more significant during COVID-19, when children could not participate in online schooling and adults had few options for working from home. While SCPA has not identified a role for the Authority to aid in securing broadband, it will continue to explore how this critical service could be more widely accessible.

Through the Empower initiative, SCPA plans to partner with local organizations, nonprofits, and public agencies that are currently working with underserved residents, and in geographic areas that lack infrastructure, resources, and basic services. These partnerships will enable SCPA to better understand community needs and offer support where appropriate.

### **10.1.3 Plans for Recruiting WMDVLGBTBE Suppliers in Low Utilization Areas**

This section is not applicable to CCAs.

### **10.1.4 Plans for Recruiting WMDVLGBTBE Suppliers Where Unavailable**

This section is not applicable to CCAs.

### **10.1.5 Plans for Encouraging Prime Contractors to Subcontract WMDVLGBTBE Suppliers**

This section is not applicable to CCAs.

### **10.1.6 Plans for Complying with WMDVLGBTBE Program Guidelines**

This section is not applicable to CCAs.



## Policy Barriers to More Effective GO 156 Results

As noted in External Policy Advocacy earlier in this report, SCPA supported placing a measure on the November 2020 ballot to repeal Proposition 209. The legislature voted favorably, but the voters ultimately voted down the measure, meaning that governments in California are still prevented from considering race, sex or ethnicity when hiring employees and contracting.

One effect of the November 2020 election is that certain barriers remain to achieving GO 156 goals and more generally to achieving greater racial, gender, and ethnic equity in the state. These barriers are chiefly:

The effect is that the GO 156 Clearinghouse is an incomplete and somewhat ineffective solution for public agencies because it leaves out critical equity metrics local governments identify, such as small and local businesses, businesses operating in disadvantaged neighborhoods, businesses hiring ex-convicts, and other similar objectives. In general, governments operate outside of GO 156 and set up their own independent processes and programs to ensure compliance with Prop 209. Such independent programs are also helpful in ensuring that locally identified community needs are addressed.

The Clearinghouse introduces a legal grey area because of its emphasis on race and gender - two classes of criteria that are expressly disallowed for governments to consider in hiring and contracting. The grey area can cause governments to bear additional risk and cost associated with challenges under Proposition 209. When SCPA designed and launched its successful electric vehicle discount program, the increased incentive levels for CARE and FERA customers were scrutinized as a potential Proposition 209 violation because our region has a modest correlation between poverty and SCPA's non-white population. The legal expenses of researching and defending the program fell on SCPA, which added cost and risk.

Additionally, SCPA notes that even with its efforts to inform business partners about Supplier Clearinghouse certification, not all chose to register with the Supplier Clearinghouse database even if they met certification requirements. SCPA is therefore underreporting the number of WMDVLGBTBE with whom SCPA contracts. SCPA looks forward to continue working with its business partners and the CPUC to improve Supplier Clearinghouse reporting requirements to better reflect procurement with WMDVLGBT business entities.



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