

# Supplier Diversity

2020 Annual Report  
2021 Annual Plan



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**BEFORE THE PUBLIC  
UTILITIES COMMISSION OF  
THE STATE OF CALIFORNIA**

Order Instituting Rulemaking  
into Implementation of  
Public Utilities Code Sections  
366.2, 8286, 8281-8286  
Relating to Woman, Minority,  
Service-Disabled Veteran  
and Lesbian, Gay, Bisexual  
and Transgender Business  
Enterprises (WMDVLGBTBE) or  
Disadvantaged Business  
D.88-04-057 and R.87-02-026

**Central Coast Community  
Energy**

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March 1, 2021



# Chief Executive Officer's Message

2020 was a challenging and demanding year, with the COVID-19 pandemic disrupting ordinary life and disproportionately impacting our poor and disadvantaged communities. Central Coast Community Energy (3CE), like many organizations in California, is focused on helping to rebuild our economy and supporting resiliency while continuing our core mission of expanding renewable electricity generation.

In April 2020, 3CE's Policy Board unanimously approved a 50% reduction to generation rates for all customers for the months of May and June. The Board's quick action provided over \$24 million in immediate meaningful financial relief to our Central Coast communities when the impacts from the COVID-19 pandemic and shelter-in-place orders were most acute.

As the largest geographical Community Choice Aggregation (CCA) program in California, which comprises four counties and 29 cities from Santa Barbara County to Santa Cruz County, 3CE prides itself on being responsive, innovative, and accountable to our Boards, customers, and communities. While our primary role is to source clean and renewable electricity on behalf of over 400,000 residential, commercial and agricultural customers, we recognize the value and importance of connecting and supporting small, local, and diverse businesses throughout our service area.

3CE's stable competitive rates and ongoing commitment to small, local, and diverse businesses amplify 3CE's impact in our communities by supporting sustained and meaningful business opportunities for the Central Coast.

Since starting operations in March 2018, we have supported customers through \$50 million in electricity bill savings; contracted for over \$2.2 million in clean and renewable energy contracts; allocated over \$12 million for local investments in electrification energy programs; established a \$25 million energy resiliency fund in response to Public Safety Power Shutoffs; and contracted for over \$1.4 million with Central Coast businesses.

Moving forward, we will work with our Boards and stakeholders to further our commitment to diversity and inclusion in everything we do, including outreach to small, local, and diverse businesses and eliminating barriers to contracting with 3CE.



*Tom Habashi*

Tom Habashi  
Chief Executive Officer

# Executive Summary

This first Supplier Diversity Report, just two years after beginning operations, establishes a baseline foundation from which 3CE's investment and commitment to small, local, and diverse businesses can be measured.

3CE's 2020 data reflects the challenge of applying the California Public Utilities Commission's (the Commission) Supplier Diversity Program to Community Choice Aggregators (CCAs). As local public agencies, CCAs are constrained by Proposition 209's limitations that prevent public agencies from providing preference to bidders based on race, sex, color, ethnicity, or national origin. Next, the Commission's Supplier Diversity Program fails to reflect 3CE's impact on its diverse service area because only Commission Clearinghouse certified business entities can be reflected in the report.

As a result, 3CE's 2020 Supplier Diversity report does not include 3CE's small and local business suppliers or the numerous 3CE suppliers that self-identified as disadvantaged and diverse.

3CE's 2020 impact was, nevertheless, significant. 3CE engaged a variety of small, local, and diverse suppliers in areas such as its data management needs, technology system needs, office space, consulting services, and outreach efforts.

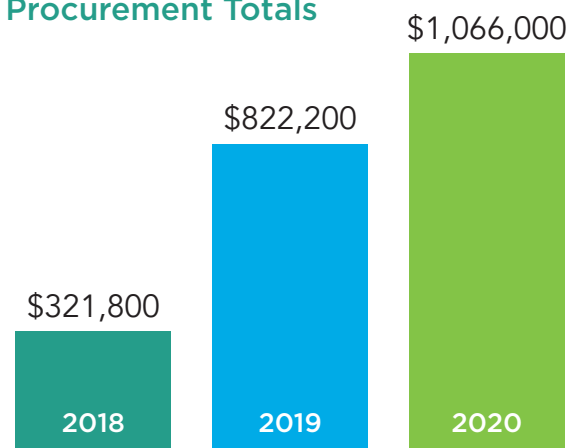
Internally, 3CE increased its efforts to recruit diverse candidates through extensive outreach and engagement. These efforts

have helped 3CE build a diverse and dynamic staff spread between two offices.

Externally, 3CE continued its extensive investment in strategic partnerships with over 35 chambers, minority business councils, and industry associations to promote and support small and local diverse businesses. These relationships were critical to pushing past traditional posting mechanisms to ensure 3CE's contracting opportunities were reaching small and local businesses.

2020 was a critical year for community investment with \$6.3 million dedicated to supporting energy programs focused on new housing electrification, school bus electrification, and agricultural electrification. 3CE created a \$25 million fund to support critical backup power supply for critical facilities throughout the Central Coast.

## Central Coast Community Energy 2020 Annual Service Area Procurement Totals

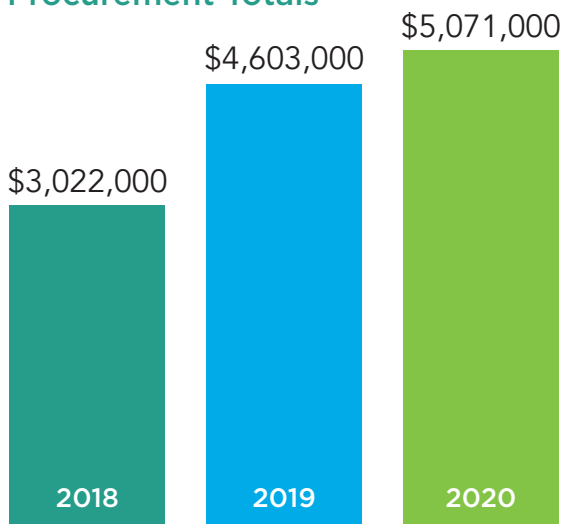


### EXECUTIVE SUMMARY (CONT.)

3CE contracted for nearly \$75,000 with entities self identifying as meeting the Commission's definition of disadvantaged, but only one of those self-identifying vendors was certified through the Clearinghouse. While not currently participating in the Commission's Clearinghouse, 3CE's small and local diverse suppliers benefit from 3CE's local investment. Moreover, these very same small and local businesses reinvest in their communities, increasing the impact of 3CE's initial investment.

3CE invested nearly \$1.1 million locally in 2020, up from only \$322,000 in 2018. The impact is more significant throughout California where 3CE has invested more than \$5.07 million in 2020, an increase of over \$2 million since its start of operations in 2018.

### Central Coast Community Energy 2020 Annual California Procurement Totals



As 3CE formalizes policies around small and local diverse business outreach, we will encourage vendors to register with the Commission's Clearinghouse. Greater vendor registrations will improve 3CE's reporting capabilities, but more importantly will increase the visibility of 3CE's small and local vendors and enable other utilities not constrained by Prop 209 to target them in their procurement decisions.

3CE's 2020 small and local preference program will build a vendor registration portal to:

- identify, and strategically outreach to, small and local diverse businesses
- reduce barriers to participation in solicitations for goods and services
- incentivize small and local business participation in contracting opportunities

Overall, 3CE is poised to further advance procurement to small and local diverse businesses throughout the Central Coast as a critical component of the agency's mission to help reduce greenhouse gas emissions while stimulating the local economy.



# 3CE Investment & Activities in 2020

**109**

3CE-hosted outreach events

**35**

Memberships with small, local,  
and diverse organizations

**\$31,000**

Spent on local events  
& sponsorships

**\$74,656**

Spent on businesses self identifying as  
disadvantaged (\$12,042 certified)

**\$1.06 million**

Total 3CE spend in service area with  
local businesses

**12**

New hires (over 50% were women  
and minority)

**\$6.3 million**

Allocated to energy programs

**\$25 million**

Allocated for backup power supply at  
critical facilities



**Central Coast  
Community Energy  
(3CE) is a regional  
public agency  
that sources  
competitively priced  
electricity from  
clean and renewable  
energy resources.**



## CENTRAL COAST COMMUNITY ENERGY

3CE is locally controlled and governed by board members representing its constituent communities. Revenue generated by 3CE stays local and helps keep electricity rates affordable for customers, while funding innovative energy programs designed to lower greenhouse gas emissions and stimulate local economic development.

3CE serves more than 400,000 customers throughout the Central Coast, including residential, commercial, and agricultural customers in communities located within Monterey, San Benito, San Luis Obispo, Santa Barbara, and Santa Cruz counties.

## SENATE BILL 255

SB 255 (Bradford 2019) expands the Commission's Supplier Diversity Program by lowering the annual revenue threshold for participation from \$25 million to \$15 million and requiring CCAs to report specified information.

## CALIFORNIA PROPOSITION 209

In compliance with Proposition 209, CCAs do not give preferential treatment to bidders based on race, sex, color, ethnicity, or national origin. To comply with Proposition 209, CCAs may collect this information only after contracts are signed, and responses are kept separate from procurement decision makers, so that this information does not influence any current or future solicitation or selection processes.

3CE is committed to encouraging participation of small, local, and diverse businesses in all phases of procurement and contracting activity within the scope of current law.



## 9.1.1 Disadvantaged Business Program Activities During 2020

### INTERNAL ACTIVITIES

As a regional public agency established by our local communities, 3CE is committed to supporting small, local, and diverse businesses while ensuring a fair and transparent procurement process.

Our local businesses represent the communities that we serve, one of the most diverse in California. While Prop 209 limits 3CE to retroactively collecting information about disadvantaged business status, funds spent within 3CE's service area for services and energy programs have a significant impact. As discussed in Section 10.1.2, 3CE is building an internal vendor database of all suppliers and vendors to support our effort to contract with small and local vendors.

In addition to ensuring a fair and transparent procurement process, 3CE recognizes that the diversity of its workforce contributes to how 3CE (1) engages with disadvantaged communities; (2) understands the unique barriers that preclude disadvantaged businesses from securing contracting opportunities with 3CE; and (3) eliminates unintended bias in the selection and contracting processes. Accordingly, 3CE is committed to diversity and inclusion in its recruitment, selection, workforce development, and internal personnel policies.

3CE increases diversity in candidate recruitment and selection by critically examining minimum job qualifications, posting open positions with professional groups geared towards women and other minority candidates, and applying rigorous candidate selection processes, which include utilizing diverse selection committees.

3CE routinely evaluates internal policies and practices, including compensation, benefits, workplace accommodations, and training to ensure practices are aligned with a diverse and inclusive workplace.

In 2020, 3CE hired 12 new team members including seven women and comprised of four distinct ethnicities.

## EXTERNAL ACTIVITIES

3CE supports a wide array of community, business, and trade organizations that promote the growth and development of small and diverse businesses, as well as the health and economic well-being of disadvantaged communities across the 3CE service territory. As part of 3CE's ongoing commitment to economic vitality throughout the Central Coast, 3CE staff attended, sponsored, and facilitated over 100 events and external activities during 2020.

These opportunities enable 3CE to share resources and provide information about 3CE's energy programs available to eligible customers, utility payment assistance, and the benefits of using clean and renewable power.

In addition to supporting events, 3CE staff hosted virtual webinars, workshops, and public forums to bolster outreach and gather valuable feedback about community needs and priorities.

## KEY OUTREACH ACTIVITIES

### **3CE Webinars, Virtual Office Hours in English and Spanish**

3CE staff hosted dozens of virtual events to educate households and businesses about 3CE services and enrollment. To best accommodate all members of enrolling communities, events were offered during lunchtime hours, in the afternoon, and evenings. All events had at least one option entirely in Spanish.

While not directly focused on contracting opportunities, these outreach activities provided a critical introduction to 3CE and its business activities to our expansive and diverse service area.

### **Community Immigrant Services Network of Empowerment (CISNE) Round Table**

3CE staff participated in monthly round table meetings attended by regional non-profits and community organizations that support disadvantaged and underserved communities.

### **Field Farmworker Outreach Promotion**

In partnership with Univision, La Tricolor 99.5, and Entravision, 3CE is continuing its commitment to educating farmworkers, many of whom are part of the region's most ethnically diverse and disadvantaged communities. Although COVID-19 restrictions limited activities in 2020, 3CE continued meeting with the advisory group on a quarterly basis to provide updates, share resources, identify areas for improvement, and assist with the ongoing planning and preparation for 2021's program.



## KEY OUTREACH ACTIVITIES (CONT.)

### Hispanic Business Association of Paso Robles

3CE initiated regular meetings with the Hispanic Business Association of Paso Robles (HBA Paso) to focus support for small, local, and diverse businesses located in the southern portion of our service area. The HBA Paso effort replicates the successful Community Immigrant Services Network of Empowerment (CISNE) Round Table that is active in 3CE's northern service area.

### National Association of Women Business Owners, Central Coast Chapter

3CE participates in regular meetings, networking events, and webinars including:

- Entrepreneurship -The Capacity & Willingness to Manage and Business Perseverance Through Random and Extreme Odds
- Women and Racial Justice
- Will the Real Independent Contractor Please Stand Up?

## KEY SPONSORSHIPS & MEMBERSHIPS ORGANIZATIONS

### Monterey Bay Economic Partnership (MBEP)

3CE's CEO serves on the Board of Directors for MBEP, a regional organization focused on climate change, transportation, housing, workforce development, and equal access to broadband technology. 3CE participates regularly in MBEP's regional events including panel discussions, attending and sponsoring regional meetings, and virtual conferences including the following:

- 6th Annual Regional Economic Summit
- Housing Advocacy Networking Mixer
- Regional Housing Committee
- Virtual State of the Region
- Affordable Housing Summit

Additional outreach and sponsorship activities included the following organization types:

| TYPES OF EVENTS  | NUMBER OF EVENTS |
|--|------------------|
| Service Enrollment - Office Hours  | 19               |
| CBOs + Engagements to Disadvantaged Communities<br>(include 3 volunteer staff events and 5 farmer's markets) | 38               |
| Regional Resiliency - Climate Equity   | 12               |
| Member Agency Updates  | 33               |
| Economic Development (engagements and membership/sponsorships included)                                      | 79               |



## ENERGY PROGRAMS OUTREACH

3CE's focus on local control, clean energy, and community reinvestment uniquely positions us to equitably deploy GHG emission reducing energy programs in collaboration with member agencies, regional partners, our Community Advisory Council, and community organizations. We strategically target electrification of the transportation, building, and agriculture sectors – the biggest contributors to regional GHG emissions — and design programs that meet community priorities while simultaneously offering solutions across 3CE's entire service area.

Our expansive and continual community engagement is key to gathering valuable feedback that allows us to design programs that meet our diverse community's needs.

- **Building Electrification** – The transition from fossil fuels (natural gas, propane, etc.) to electricity for hot water heating, space heating/cooling, and cooking needs within residential and commercial buildings.
- **Transportation Electrification** – Fuel switching from petroleum-based fuels to electricity for light, medium, and heavy-duty vehicles, including support for electric vehicle charging infrastructure.
- **Agricultural Sector Electrification** – Supporting the agricultural industry to transition from diesel and other fossil fuel-powered equipment to all-electric equipment.
- **Community Resiliency** – Supporting energy infrastructure to maintain critical energy needs within communities impacted by prolonged power outages.

## KEY ENERGY PROGRAMS OUTREACH ACTIVITIES

### Community Advisory Council Meetings & Activity

3CE's 15-member Community Advisory Council (CAC) provides a direct point of engagement with the communities and the customers we serve. The CAC's current composition includes representatives with experience in organized labor, local environmental groups, sustainable planning, affordable housing development, the agricultural and tourism industries, energy efficiency, low-income customer assistance, as well as a current Air Pollution Control Officer and a former California Energy Commissioner. The trusted network, experience, and perspectives that the CAC members bring to 3CE help maintain the agency's capacity to help disadvantaged communities.

## KEY ENERGY PROGRAMS OUTREACH ACTIVITIES (CONT.)

### Community Program Design Workshops and Outreach

As part of a multi-step Energy Program design process, 3CE engaged its diverse community through a Community Priorities Survey and various workshops — available in English and Spanish — to determine where Energy Programs would have the most impact on GHG reduction and local economic stimulus.

From jobs, housing, electrification, and issues that deal specifically with electricity needs such as lowering costs, rate assistance, or solutions to prolonged power shutoffs — 3CE's outreach efforts sought to paint a clear picture on how 3CE can continue providing resources where they are needed most.

### Energy Program Concept Survey & Workshops

As a follow-up to assessing household as well as small, medium and large business priorities, 3CE staff surveyed and invited customers, community leaders, stakeholders, and elected officials who represent these constituent groups to share and hear ideas about programs that could directly address community priorities. In many cases, small businesses have known what they need to succeed but lack resources needed to formalize plans and put them into action. Sharing and evaluating program concepts is an ongoing effort at 3CE.

## 2020 ENERGY PROGRAMS

### Uninterruptible Power Supply (UPS) Fund Program

Established to mitigate the impacts of Public Power Safety Shutoff events across 3CE's communities, the UPS Fund Program provides reduced-cost financing opportunities for public sector customers to implement energy resiliency projects to support critical facilities. The UPS program leverages 3CE investment in local jobs, because 3CE's public sector partners stimulate the regional economy through local preference purchasing policies, local workforce requirements, and prevailing wage policies.





## 2020 ENERGY PROGRAMS (CONT.)

### Microgrid SmartConnect

The Microgrid SmartConnect Program addresses the negative impact that exceedingly long interconnection delays have had on small, local, and diverse businesses, as well as State goals of reducing GHG emissions. The Microgrid SmartConnect Program analyzes the value of building microgrids that would serve rural and diverse communities that have historically been unable to benefit from electrification technologies and program dollars to start or grow their business operations. The program seeks to unlock economic development opportunities and community resiliency by increasing the ability for rural communities to support more commercial, industrial, and agricultural jobs.

### New Construction Electrification Grant Program

In 2020, 3CE launched the New Construction Electrification Grant Program to provide incentives for local housing developers to construct all-electric multi-unit dwelling (MUD) housing projects across 3CE's service area. 3CE reserved over \$1.3 million in grant incentives. Approximately 75% of program funds were reserved for affordable housing developments to increase access to housing for low-income community members.

### Agricultural Electrification Grant Program

The Agriculture Electrification Grant pilot-program was implemented in 2020 to incentivize local agricultural businesses to replace fossil fuel powered equipment and purchase new electric agricultural equipment, which includes farm tools, irrigation pumps, vehicles, and other related equipment. A total of \$160,000 was reserved for eight electrification projects across 3CE's agricultural customers. This program reduces agricultural sector GHG emissions and reduces harmful pollutants from equipment that operates near farm workers.







## 9.1.2 Summary of Purchases

### WMDVLGBTBE ANNUAL RESULTS BY ETHNICITY

|  |                        | Direct<br>Procurement | Subcontractor<br>Procurement | Total \$ | Percentage of Net<br>Procurement |
|--|------------------------|-----------------------|------------------------------|----------|----------------------------------|
| Minority<br>Male   | Asian Pacific American | \$0                   | \$0                          | \$0      | 0%                               |
|  | African American       | \$0                   | \$0                          | \$0      | 0%                               |
|  | Hispanic American      | \$0                   | \$0                          | \$0      | 0%                               |
|  | Native American        | \$0                   | \$0                          | \$0      | 0%                               |
|  | Total Minority Male    | \$0                   | \$0                          | \$0      | 0%                               |
| Minority<br>Female   | Asian Pacific American | \$0                   | \$0                          | \$0      | 0%                               |
|  | African American       | \$0                   | \$0                          | \$0      | 0%                               |
|  | Hispanic American      | \$0                   | \$0                          | \$0      | 0%                               |
|  | Native American        | \$0                   | \$0                          | \$0      | 0%                               |
|  | Total Minority Female  | \$0                   | \$0                          | \$0      | 0%                               |
| Total Minority Business Enterprise (MBE)                         |                        | \$0                   | \$0                          | \$0      | 0%                               |
| Women Business Enterprise (WBE)                                  |                        | \$12,042              | \$0                          | \$12,042 | 100%                             |
| Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE) |                        | \$0                   | \$0                          | \$0      | 0%                               |
| Disabled Veteran Business Enterprise (DVBE)                      |                        | \$0                   | \$0                          | \$0      | 0%                               |
| Other 8(a)*  |                        | \$0                   | \$0                          | \$0      | 0%                               |
| Total WMDVLGBTBE   |                        | \$12,042              | \$0                          | \$12,042 | 100%                             |
| Net Procurement**  |                        | \$192,722,053         |                              |          |                                  |

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

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





## WMDVLGBTBE DIRECT PROCUREMENT BY PRODUCT AND SERVICE CATEGORIES

|  |                        | Products      |    | Services |      | Total    |      |
|--|------------------------|---------------|----|----------|------|----------|------|
|  |                        | \$            | %  | \$       | %    | \$       | %    |
| Minority Male  | Asian Pacific American | \$0           | 0% | \$0      | 0%   | \$0      | 0%   |
|  | African American       | \$0           | 0% | \$0      | 0%   | \$0      | 0%   |
|  | Hispanic American      | \$0           | 0% | \$0      | 0%   | \$0      | 0%   |
|  | Native American        | \$0           | 0% | \$0      | 0%   | \$0      | 0%   |
|  | Total Minority Male    | \$0           | 0% | \$0      | 0%   | \$0      | 0%   |
| Minority Female  | Asian Pacific American | \$0           | 0% | \$0      | 0%   | \$0      | 0%   |
|  | African American       | \$0           | 0% | \$0      | 0%   | \$0      | 0%   |
|  | Hispanic American      | \$0           | 0% | \$0      | 0%   | \$0      | 0%   |
|  | Native American        | \$0           | 0% | \$0      | 0%   | \$0      | 0%   |
|  | Total Minority Female  | \$0           | 0% | \$0      | 0%   | \$0      | 0%   |
| Total Minority Business Enterprise (MBE)                         |                        | \$0           | 0% | \$0      | 0%   | \$0      | 0%   |
| Women Business Enterprise (WBE)                                  |                        | \$0           | 0% | \$12,042 | 100% | \$12,042 | 100% |
| Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE) |                        | \$0           | 0% | \$0      | 0%   | \$0      | 0%   |
| Disabled Veteran Business Enterprise (DVBE)                      |                        | \$0           | 0% | \$0      | 0%   | \$0      | 0%   |
| Other 8(a)*  |                        | \$0           | 0% | \$0      | 0%   | \$0      | 0%   |
| Total WMDVLGBTBE   |                        | \$0           | 0% | \$12,042 | 100% | \$12,042 | 100% |
| Total Product Procurement  |                        | \$0           |    |          |      |          |      |
| Total Service Procurement  |                        | \$12,042      |    |          |      |          |      |
| Net Procurement**  |                        | \$192,722,053 |    |          |      |          |      |
| Total Number of WMDVLGBTBEs that Received Direct Spend           |                        | 1             |    |          |      |          |      |

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

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

## WMDVLGBTBE SUBCONTRACTOR PROCUREMENT BY PRODUCT AND SERVICE CATEGORIES

|  |                        | Products      |    | Services |    | Total |    |
|--|------------------------|---------------|----|----------|----|-------|----|
|  |                        | \$            | %  | \$       | %  | \$    | %  |
| Minority Male  | Asian Pacific American | \$0           | 0% | \$0      | 0% | \$0   | 0% |
|  | African American       | \$0           | 0% | \$0      | 0% | \$0   | 0% |
|  | Hispanic American      | \$0           | 0% | \$0      | 0% | \$0   | 0% |
|  | Native American        | \$0           | 0% | \$0      | 0% | \$0   | 0% |
|  | Total Minority Male    | \$0           | 0% | \$0      | 0% | \$0   | 0% |
| Minority Female  | Asian Pacific American | \$0           | 0% | \$0      | 0% | \$0   | 0% |
|  | African American       | \$0           | 0% | \$0      | 0% | \$0   | 0% |
|  | Hispanic American      | \$0           | 0% | \$0      | 0% | \$0   | 0% |
|  | Native American        | \$0           | 0% | \$0      | 0% | \$0   | 0% |
|  | Total Minority Female  | \$0           | 0% | \$0      | 0% | \$0   | 0% |
| Total Minority Business Enterprise (MBE)                         |                        | \$0           | 0% | \$0      | 0% | \$0   | 0% |
| Women Business Enterprise (WBE)                                  |                        | \$0           | 0% | \$0      | 0% | \$0   | 0% |
| Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE) |                        | \$0           | 0% | \$0      | 0% | \$0   | 0% |
| Disabled Veteran Business Enterprise (DVBE)                      |                        | \$0           | 0% | \$0      | 0% | \$0   | 0% |
| Other 8(a)*  |                        | \$0           | 0% | \$0      | 0% | \$0   | 0% |
| Total WMDVLGBTBE   |                        | \$0           | 0% | \$0      | 0% | \$0   | 0% |
| Total Product Procurement  |                        | \$0           |    |          |    |       |    |
| Total Service Procurement  |                        | \$0           |    |          |    |       |    |
| Net Procurement**  |                        | \$192,722,053 |    |          |    |       |    |

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

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

| WMDVLGBTBE PROCUREMENT BY STANDARD INDUSTRIAL CATEGORIES |                        |        |                  |        |                   |        |                   |        |                                    |                                 |   |  |             |          |               |
|--|------------------------|--------|------------------|--------|-------------------|--------|-------------------|--------|------------------------------------|---------------------------------|---|--|-------------|----------|---------------|
|  | Asian Pacific American |        | African American |        | Hispanic American |        | Hispanic American |        | Minority Business Enterprise (MBE) | Women Business Enterprise (WBE) | Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTE) | Disabled Veterans Business Enterprise (DVBE) | Other 8(a)* | Total    | Total Dollars |
| SIC Category   | Male                   | Female | Male             | Female | Male              | Female | Male              | Female |                                    |                                 |   |  |             |          |               |
| 8742, 8748   | \$                     |        |                  |        |                   |        |                   |        |                                    | \$12,042                        |   |  |             | \$12,042 | \$12,042      |
|  | %                      |        |                  |        |                   |        |                   |        |                                    |                                 |   |  |             |          |               |
| Category 2   | \$                     |        |                  |        |                   |        |                   |        |                                    |                                 |   |  |             |          |               |
|  | %                      |        |                  |        |                   |        |                   |        |                                    |                                 |   |  |             |          |               |
| Category 3   | \$                     |        |                  |        |                   |        |                   |        |                                    |                                 |   |  |             |          |               |
|  | %                      |        |                  |        |                   |        |                   |        |                                    |                                 |   |  |             |          |               |
| Category 4   | \$                     |        |                  |        |                   |        |                   |        |                                    |                                 |   |  |             |          |               |
|  | %                      |        |                  |        |                   |        |                   |        |                                    |                                 |   |  |             |          |               |
| Category 5   | \$                     |        |                  |        |                   |        |                   |        |                                    |                                 |   |  |             |          |               |
|  | %                      |        |                  |        |                   |        |                   |        |                                    |                                 |   |  |             |          |               |
| Category 6   | \$                     |        |                  |        |                   |        |                   |        |                                    |                                 |   |  |             |          |               |
|  | %                      |        |                  |        |                   |        |                   |        |                                    |                                 |   |  |             |          |               |
| Category 7   | \$                     |        |                  |        |                   |        |                   |        |                                    |                                 |   |  |             |          |               |
|  | %                      |        |                  |        |                   |        |                   |        |                                    |                                 |   |  |             |          |               |
| Category 8   | \$                     |        |                  |        |                   |        |                   |        |                                    |                                 |   |  |             |          |               |
|  | %                      |        |                  |        |                   |        |                   |        |                                    |                                 |   |  |             |          |               |
| Category 9   | \$                     |        |                  |        |                   |        |                   |        |                                    |                                 |   |  |             |          |               |
|  | %                      |        |                  |        |                   |        |                   |        |                                    |                                 |   |  |             |          |               |
| Category 10  | \$                     |        |                  |        |                   |        |                   |        |                                    |                                 |   |  |             |          |               |
|  | %                      |        |                  |        |                   |        |                   |        |                                    |                                 |   |  |             |          |               |
| Total  | \$                     |        |                  |        |                   |        |                   |        |                                    | \$12,042                        |   |  |             | \$12,042 | \$12,042      |
|  | %                      |        |                  |        |                   |        |                   |        |                                    | 100%                            |   |  |             | 100%     | 100%          |
| Total Product Procurement                                |                        |        | \$0              |        |                   |        |                   |        |                                    |                                 |   |  |             |          |               |
| Total Service Procurement                                |                        |        | \$12,042         |        |                   |        |                   |        |                                    |                                 |   |  |             |          |               |
| Net Procurement**  |                        |        | \$192,722,053    |        |                   |        |                   |        |                                    |                                 |   |  |             |          |               |



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

3CE's only certified supplier is located in California and has a California majority workforce.

|                       | DATA ON NUMBER OF SUPPLIERS                |     |        |      |             |             |                               |     |        |      |             |             |
|-----------------------|--|-----|--------|------|-------------|-------------|-------------------------------|-----|--------|------|-------------|-------------|
|                       | Revenue Reported to Supplier Clearinghouse |     |        |      |             |             | Utility-Specific 2020 Summary |     |        |      |             |             |
| Number of WMDVLGBTBEs | MBE  | WBE | LGBTBE | DVBE | Other 8(a)* | Grand Total | MBE                           | WBE | LGBTBE | DVBE | Other 8(a)* | Grand Total |
| Under \$1 million     |  |     |        |      |             |             |                               |     |        |      |             |             |
| Under \$5 million     |  |     |        |      |             |             |                               |     |        |      |             |             |
| Under \$10 million    |  |     |        |      |             |             |                               |     |        |      |             |             |
| Above \$10 million    |  |     |        |      |             |             |                               |     |        |      |             |             |
| Total                 | 0  | 0   | 0      | 0    | 0           | 0           | 0                             | 1   | 0      | 0    | 0           | 0           |

|                    | DATA ON NUMBER OF SUPPLIERS                |     |        |      |             |             |                               |     |        |      |             |             |
|--------------------|--|-----|--------|------|-------------|-------------|-------------------------------|-----|--------|------|-------------|-------------|
|                    | Revenue Reported to Supplier Clearinghouse |     |        |      |             |             | Utility-Specific 2020 Summary |     |        |      |             |             |
| WMDVLGBTBE \$M     | MBE  | WBE | LGBTBE | DVBE | Other 8(a)* | Grand Total | MBE                           | WBE | LGBTBE | DVBE | Other 8(a)* | Grand Total |
| Under \$1 million  |  |     |        |      |             |             |                               |     |        |      |             |             |
| Under \$5 million  |  |     |        |      |             |             |                               |     |        |      |             |             |
| Under \$10 million |  |     |        |      |             |             |                               |     |        |      |             |             |
| Above \$10 million |  |     |        |      |             |             |                               |     |        |      |             |             |
| Total              | 0  | 0   | 0      | 0    | 0           | 0           | 0                             | 0   | 0      | 0    | 0           | 0           |

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

## 9.1.3 Disadvantaged Business Program Expenses

| Expense Category        | 2020 Estimated Actuals |
|-------------------------|------------------------|
| Wages                   | \$15,571               |
| Other Employee Expenses | \$2,748                |
| Program Expenses        | \$0                    |
| Reporting Expenses      | \$0                    |
| Training                | \$0                    |
| Consultants             | \$0                    |
| Other                   | \$0                    |
| <b>Total</b>            | <b>\$18,319</b>        |

3CE's Disadvantaged Supplier reporting expenses are, and will likely continue to be, minimal.

This reality reflects the limitations of Prop 209 that restrict local government agencies from collecting information on disadvantaged businesses only after contracting or selection decisions have been made. The limited dollars spent on reporting activities in no way reflects 3CE's tireless commitment to spurring the local economy and fostering contracting opportunities for small, local, and diverse businesses.

As detailed in other sections, 3CE invests heavily in community outreach, advertising, training, and development to serve as a partner in economic development that benefits our diverse businesses and to ensure the community is aware of energy program offerings and contracting opportunities for goods and services, as well as power procurement.

By way of example, 3CE directly engaged local business and landowners to ensure they were aware of the California Energy Commission's (CEC) CALeVIP program and directed them to the program and the benefits on-site electric vehicle infrastructure could bring to their business.

Similarly, in anticipation for its local-only power procurement request for offers, 3CE facilitated introductions between developers and local landowners interested in leasing land for local renewable energy generation.

## 9.1.5 Summary of Prime Contractor Utilization of Disadvantaged Subcontractors

3CE is committed to developing meaningful contracting opportunities for diverse businesses in all phases of contracting activities within the limits of existing law.

Without the owned assets, infrastructure, and facilities of a typical utility, 3CE's commitment is reflected primarily in its procurement of new clean and renewable resources and its local electrification program investments. We have contracted for over 453 MW of new generation and 192 MW of storage. Our commitment to reach 100% of demand from clean and renewable resources by 2030 requires a significant acceleration of new projects. In 2021, 3CE expects to contract for at least another 410 MW of generation and 56 MW of storage. We will see two to three new projects operating each year for the foreseeable future and are committed to evaluating and exploring local generation opportunities.

In addition to encouraging and assisting project developers and identifying opportunities for diverse subcontractors, 3CE is actively working to facilitate contracting opportunities within its service area. 3CE issued a RFO for resources to be sited in its local service area and performed significant outreach to connect project developers, landowners, and engineers.





## 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 Disadvantaged Subcontractors |
|--------------------------|---------------|-----------------|------------------------------------|---------------------------------|--|--|-------------|------------------------------------|
| <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%            | 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>Net Procurement**</b> | \$192,722,053 |                 |                                    |                                 |  |  |             |                                    |





## 9.1.6 Disadvantaged Business Complaints Received

3CE is unaware of any complaints.

## 9.1.9 Additional Activities

3CE's activities supporting small and local diverse businesses are described in Section 9.1.1.

## 9.1.11 Disadvantaged Business Fuel Procurement

3CE does not have any owned power plants or power purchase agreements which would require us to provide fuel for the generators. Thus, 3CE does not have fuel procurement to report.

# Not Applicable Sections

## 9.1.4 DISADVANTAGED BUSINESS RESULTS AND GOALS

This section is not applicable to 3CE.

## 9.1.7 EFFORTS TO RECRUIT DISADVANTAGED SUPPLIER IN LOW UTILIZATION CATEGORIES

This section is not applicable to 3CE.

## 9.1.8 RETENTION OF ALL DOCUMENTS/DATA

This section is not applicable to 3CE.

# Annual Plan



## 10.1.2 Small, Local, and Diverse Business Planned Program Activities for 2021

3CE recognizes the significant impact its purchasing activities has on our local economy and is actively engaged in implementing and refining a comprehensive plan to increase participation and contracting opportunities for small and local diverse businesses. 3CE's internal and external activities that will further emphasize small and local procurement in 2021 include:

1. identification of, and outreach to, small and local diverse businesses
2. reducing barriers to participation
3. incentivizing small and local diverse business participation

These components are implemented differently when applied to the power supply procurement and non-power supply purchasing.

### 2021 PLANNED INTERNAL ACTIVITIES

3CE is committed to expanding our database of small and local vendors, providing staff training, and reinforcing the organization's commitment to inclusivity and increasing contracting opportunities for small and local diverse businesses.

In 2021, 3CE is actively working on the following key projects to improve our internal support for small and local diverse suppliers:

**Cost of Service Rate Making** – In 2021, 3CE will establish a simplified rate structure that reflects a more price equitable, competitive, fair, and predictable experience for customers. Decoupling from investor owned utility rate-setting will provide a fairer and more understandable rate structure for non-residential customers, including small and local diverse businesses. 3CE will provide workshops with member agencies, local business, and economic development organizations to support small and local diverse businesses' transition to the new cost of service rate structure.

**Diverse Business Engagement** – 3CE is engaging with local economic development partnerships and diverse business chambers to build and leverage relationships to spur additional contracting opportunities for small and local diverse businesses.



**Small and Local Vendor Registry** – 3CE’s vendor database will enable direct outreach to small and local suppliers regarding contracting opportunities with 3CE. It will improve 3CE’s outreach by allowing 3CE to better understand which contracting opportunities the vendor engages in, whether the vendor is successful, and identifying potential barriers to participation in 3CE contracting opportunities.

**Diverse and Inclusive Workforce** – 3CE is committed to ensuring a diverse and inclusive workforce supportive of small and local businesses that reflect the suppliers in the communities we serve. 3CE’s recruitment and hiring practices support the agency’s goal to promote an inclusive and diverse workplace culture:

- **Hiring Practices and Diverse Talent Pipelines** – Within the limits of current law, 3CE seeks to develop diverse talent pipelines that reach traditionally unrepresented professional groups and educational institutions.
- **Compensation and Job Classifications** – 3CE is conducting a biennial compensation study to ensure our compensation and benefits are competitive with the relevant job market for comparable positions. Additionally, 3CE is reviewing its job classifications and job descriptions to promote a vibrant and effective organization, which includes ensuring educational requirements are appropriate for the job, or that relevant experience can substitute for formal education.



### 2021 PLANNED INTERNAL ACTIVITIES (CONT.)

**Internship Program** – In 2021, 3CE will establish internship opportunities for students from local community colleges and universities that serve traditionally underserved communities. 3CE will introduce students to meaningful learning opportunities in both local government and the electric procurement industry while helping to develop future talent for our clean energy economy.

**Diversity and Unconscious Bias Training** – 3CE is committed to providing employee training, including diversity and unconscious bias training, to further recognize and address barriers, stigmas, and systemic institutions that limit small and local diverse businesses' participation in 3CE contracting opportunities.

**Intentional Policy Setting** – 3CE's Policy and Operations Boards, its Community Advisory Council, and staff are committed to establishing comprehensive policies reconfirming 3CE's commitment to small and local diverse businesses. Policies will include local preference policies, evaluating and defining selection criteria for power procurement contracting and program development, workforce development, and economic development.



## 2021 PLANNED EXTERNAL ACTIVITIES

3CE's 2021 external activities complement its internal efforts to identify, support, and incentivize the participation of small and local diverse businesses with 3CE contracting opportunities. 3CE's 2021 outreach program will expand outreach to diverse business chambers and community-based organizations to include networking opportunities and activities that administer technical assistance and/or offer capacity building activities to suppliers in the small and local business community.

Our planned external activities include, but will not be limited to:

- Engaging with local chapters of diverse business and key supplier associations such as the following:

|  |   |
|--|---|
| American Association of Blacks in Energy       | National Utilities Diversity Council        |
| California Black Chamber of Commerce           | U.S. Veterans Business Alliance             |
| National LGBT Chamber of Commerce              | Veterans In Business Network                |
| National Minority Supplier Development Council | Women's Business Enterprise Council Pacific |

- Providing training to small and local diverse businesses on how to register with 3CE to receive information about contracting opportunities
- Targeted outreach focused on increasing, identifying, and reducing barriers to contracting opportunities for small and local diverse businesses
- Partnering with advocacy and community-based organizations to grant small and local businesses platform opportunities to gain greater visibility
- Provide training related to the Commission's Clearinghouse registration and the benefits it provides for small and local diverse businesses

3CE includes preference criteria for local projects as part of its standard power procurement processes. In 2021, 3CE is increasing its commitment by specifically soliciting local projects. As part of that effort, 3CE developed specific requirements and evaluation criteria to value a project's impact on the local economy. 3CE supported local developers through bidders' conferences and facilitating introductions and opportunities for renewable energy professionals.

3CE's extensive energy programs represent a significant opportunity to address several State goals, including the reduction of greenhouse gases, accelerating the transition to a green economy, and increasing contracting opportunities for small and local diverse businesses.

3CE's 2021 energy programs will address barriers to contracting with 3CE by encouraging coordination with member agencies' programing and access to training and financing opportunities.



## FUTURE ENERGY PROGRAM DEVELOPMENT

3CE staff, in collaboration with the Community Advisory Council (CAC), is working to redevelop 3CE's suite of energy programs with the goal of increasing input and community involvement in the development of energy programs. Equity, support for low-income customers, workforce development, and economic development will all be key components of the design criteria for future energy program implementation.

## 2021 ENERGY PROGRAMS

**New Construction Electrification Grant Program** – In 2021, 3CE committed \$2.2 million toward the New Construction Electrification Grant Program serving two distinct tracts. First, the program provides nearly \$2.1 million for local housing developers to construct all-electric housing projects across 3CE's service area. A minimum of 75% of funding will be allocated to affordable housing projects. The second tract sets aside \$125,000 to assist customers seeking to rebuild all-electric homes following the 2020 lightning wildfires in Santa Cruz and Monterey Counties.

3CE is working with the local planning agencies, architects, and developers to increase opportunities for electrification and to encourage the utilization of small and local diverse businesses in the planning, design, and construction of these new projects.

**Agricultural Electrification Grant Program** – 3CE is providing \$400,000 in incentives for local agricultural businesses to replace fossil fuel powered equipment and purchase new electric equipment.

3CE conducts dynamic outreach ensuring the Agricultural Electrification Grant Program opportunity is available to small and local diverse farm operations as well as the larger operations. 3CE promotes small and local dealers as partners for the program.

**EV Incentive and Infrastructure Programs** – Electric vehicle (EV) adoption is critical to addressing the significant GHG emission reductions in the transportation sector. In 2021, 3CE will work with member agencies and regional partners to promote both EV adoption and increased EV infrastructure in the disadvantaged communities spread throughout our rural service area.

3CE committed \$755,000 toward its EV incentive program through June 2021 and anticipates developing a second incentive program corresponding with 3CE's fiscal year starting in October 2021. The current incentive program is available to both residential and business customers.



**EV Incentive and Infrastructure Programs (cont.)**

Further, 3CE is working with regional partners to continue its EV infrastructure efforts through the California Electric Vehicle Infrastructure Project (CALeVIP). The infrastructure commitments benefit small and local businesses by bringing charging capabilities on-site and supporting the small and local diverse businesses that install and maintain the equipment.

**Electrification Education Grant Program** – In 2021, 3CE is implementing a \$285,000 grant program to fund and support electrification education and green workforce development projects within 3CE communities. Funds will be reserved for non-profit organizations, community-based organizations, or public agencies to build and implement projects aimed at education/training of local tradespeople and the general public to further greater GHG emission reductions through electrification.

Workforce development and training for mid-stream and ancillary trades (including plumbers, electricians, mechanics, appliance salespersons, installers, and repair people) are essential to ensuring electric alternatives to fossil fuel vehicles and appliances are normalized and supported.

**Residential Electrification Incentive Program** – Electrification of the existing building stock is vital to reducing GHG emissions from the built environment. In 2021, 3CE will provide incentives to electrify home appliances and equipment, such as replacing natural gas water heaters with heat pump water heaters. This program is anticipated to drive market demand for local vendors, contractors, and ancillary services for the installation of all-electric equipment and electrical panel upgrades.

**Reach Code Incentive Program** – 3CE offers \$15,000 incentive to any 3CE member jurisdiction (city or county) to adopt and codify building codes that promote electrification. Reach codes implemented by municipalities can generate opportunities for small and diverse businesses by driving electrification and electric vehicle infrastructure demand.

**Residential Resiliency Incentive Program** – To provide energy resiliency to those customers most at risk during Public Safety Power Shutoffs, 3CE is investing \$1 million for incentives for battery-backup power. This incentive program will be available for low-income medical baseline customers with a focus on providing energy resiliency in disadvantaged communities.

**Zero Emissions School Bus Program** – In 2021, 3CE committed \$2.2 million to offer incentives to local public school districts for the purchase of all-electric school buses to replace traditional diesel buses. 3CE prioritizes incentive awards for schools located in disadvantaged communities. Significant fleet electrification encourages additional capital investment from owners to update maintenance facilities and train their maintenance workforce to support these new technologies.

# Not Applicable Sections

## 10.1.1 Disadvantaged Business Annual Goals

This section is not applicable to 3CE.

## 10.1.3 Recruiting Disadvantaged Suppliers in Low Underutilization Areas

This section is not applicable to 3CE.

## 10.1.4 Recruiting Disadvantaged Suppliers Where Unavailable

This section is not applicable to 3CE.

## 10.1.5 Encouraging Prime Contractors to Subcontract Disadvantaged Suppliers

This section is not applicable to 3CE.

## 10.1.6 Complying with the Disadvantaged Business Program Guidelines

This section is not applicable to 3CE.





# Appendix

## 9.1.1 Outreach and Sponsorship Organizations Full List

5Cities Homeless Coalition  
Allan Hancock College  
Association of Women in Water,  
Energy, and the Environment  
Behavioral Health Agency SLO  
Bike SLO County  
Boys & Girls Club of the Mid Central Coast  
CAPSLO, INC  
Carmel Chamber of Commerce  
Carmel Valley Chamber of Commerce  
Carmel Valley Partners  
Cause  
Center for Family Strengthening  
Central Coast Climate Collaborative  
Chamber of Commerce of San Luis Obispo  
Community Action Commission of Santa Barbara Co  
Community Action Partnership San Luis Obispo  
Community Environmental Council  
Community Immigrant Network Services of  
Empowerment (CINSE)  
Congressman Salud Carbajal  
Cuesta College Latino Leadership Network  
Cuesta College Monarch Center  
Economic Vitality Corp.  
Ecology Action  
ECOSLO  
Entravision Comm Inc.  
First Five Paso  
Fund for Santa Barbara Inc.  
Gala Inc.  
Grower-Shipper Association of Central California  
Highlands Church  
Hispanic Business Association  
Hourglass Project - SLO  
Independent Living Resource Center  
Jack's Helping Hand, Inc.  
Just Communities  
Latino Outreach Council



Latinx & Indigenous Migrant COVID-19  
 Response Task Force  
 Lideres Campesinas Santa Maria  
 Management Trust Paso Robles  
 Monterey Bay Economic Partnership  
 Mixteco Indigena Community Organizing Project  
 Monterey Bay Aquarium Foundation Inc.  
 Monterey Co Vinters & Growers Association  
 Monterey County Business Council Inc  
 Monterey County Farm Bureau (Parent Account)  
 Monterey Hospitality Association  
 Monterey Peninsula Chamber of Commerce  
 Morro Bay Chamber of Commerce  
 NAACP San Luis Obispo County Chapter  
 National Association of Women Business  
 Owners  
 Natividad Center LLC (Parent Account)  
 North County Newcomer's Club  
 North Monterey County School District  
 North San Luis Obispo County Association of  
 Realtors  
 Orcutt Lions Club Inc.  
 Paso Robles Chamber of Commerce  
 Paso Robles Library  
 Paso Robles Main Street Association  
 Paso Robles Public Schools  
 Paso Robles Republican Women Federated  
 Paso Robles Youth Arts Foundation  
 People's Self-Help Housing  
 Pismo Beach Rotary  
 Premier HOA Management  
 Promotores Collaborative San Luis Obispo  
 Regeneración Pájaro Valley Climate Action  
 Rotary Club of the Five Cities Eco  
 Rotary of Arroyo Grande  
 Rotary of Paso Robles Noon  
 Rotary of Paso Robles Sunrise  
 Salinas Valley Area Chamber of Commerce  
 San Benito County Business Council  
 San Benito County Farm Bureau  
 Salinas Valley Energy Forum  
 Salinas Valley Virtual Housing Resource Fair  
 San Luis Obispo Association of Realtors  
 San Luis Obispo County Farm Bureau  
 Santa Barbara Bike Coalition  
 Santa Barbara County Action Network  
 Santa Barbara County Farm Bureau  
 Santa Barbara County Promotores Network  
 Santa Barbara Foundation  
 Santa Barbara Open Streets  
 Santa Barbara Vintners Association  
 Santa Cruz Area Chamber of Commerce  
 Santa Maria Library  
 Santa Maria Noontimers Lions Club  
 Santa Maria Rotary South  
 Santa Maria Sunrisers Lions Club  
 Santa Maria Valley Chamber of Commerce  
 Santa Maria Valley YMCA  
 Santa Ynez Valley People Helping People  
 Santa Ynez Valley Rotary  
 SLO Chamber of Commerce  
 SLO Climate Coalition  
 SLO County Community Foundation Inc.  
 SLO Legal Assistance Foundation  
 Solvang Rotary Club  
 South County Chambers of Commerce  
 St. John Neumann Catholic Church  
 St. Rose of Lima Catholic Church  
 Sunrise Terrace  
 The Little House by the Park  
 Transitions Mental Health  
 Transportation Agency Monterey  
 Tri-County Regional Energy Network (3C-Ren)  
 United Farm Workers of America Inc.  
 United Way of San Luis Obispo County  
 Vikings of Solvang  
 YMCA





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