



# SUPPLIER DIVERSITY REPORT 2024

 **MCE** Empowering  
Our Clean  
Energy Future  
CONTRA COSTA | MARIN | NAPA | SOLANO

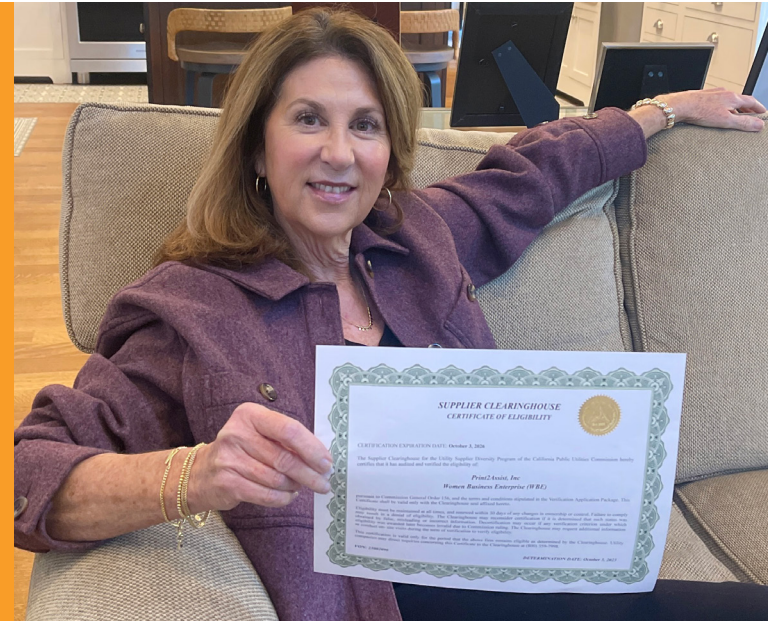
# MCE 2023 YEAR IN REVIEW

MCE made remarkable progress in 2023 toward creating an affordable, equitable, and reliable clean energy future. Working alongside partners, MCE continued to support small and diverse local businesses while advancing California's clean energy goals.

**\$3.78 million spent on diverse businesses**

**\$40.85 million spent on 12 certified small/micro businesses and 76 local businesses**

**50% more registrants at MCE's Certify and Amplify event**



## Supported Certification for Two Women Business Enterprises

**Spotlight:** Print2Assist (P2A) is a printing, promotional, and communication company that aims to provide exceptional customer service and quality products. After attending MCE's Certify & Amplify webinar, Karen MacLean submitted an application for P2A to become a certified Women Business Enterprise (WBE), and she was notified of approval to the Clearinghouse just a few weeks later.

*"I believe in MCE's mission for California to confront the climate crisis with renewable energy. These certifications help my business foster a culture of diversity and inclusion which drives success, growth and stronger partnerships."*

– Karen MacLean, Founder, Print2Assist



Cover photos clockwise from top right: Karen MacLean, Founder of Print2Assist at her home office, EV driver charges their car in San Rafael, an installer from ENSO upgrades a mini-split at a home in Pittsburg, staff at Ramar Foods, participant of MCE's SEM program.

# MCE HIGHLIGHTS

300,000 metric tons of CO<sub>2</sub>  
reduced since 2010

95% greenhouse gas-free  
since 2022

\$3 billion committed to over  
944 megawatts of new renewables  
since 2010

\$249 million in community  
reinvestment since 2010

586,000 customers served

6,300 California jobs supported  
resulting in over 1.6 million union  
labor hours since 2010

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*1 megawatt Byron Hot Springs Solar project in unincorporated Contra Costa County.*

# INTRODUCTION

MCE’s vision is to lead California to an equitable, clean, affordable, and reliable energy economy by serving as a model for community-based renewable energy, energy efficiency, and cutting-edge clean-tech products and programs.

MCE’s mission is to confront the climate crisis by eliminating fossil fuel greenhouse gas emissions, producing renewable energy, and creating equitable community benefits.

MCE is a not-for-profit, public agency that has been setting the standard for clean energy since 2010 with a peak load of 1,400 MW. MCE offers renewable power at stable rates, significantly reducing energy-related greenhouse gas emissions and enabling millions of dollars of reinvestment in local energy programs. MCE provides electricity service and innovative programs to more than 580,000 customer accounts, with more than 1.5 million residents and businesses in 37 member communities across four Bay Area counties: Contra Costa, Marin, Napa, and Solano.

**MCE has supported the Supplier Diversity Program since 2018.** These efforts are detailed in the [2021 Supplier Diversity Report](#), the first filing year after the passage of Senate Bill 255, which updated and strengthened the California Public Utilities Commission’s (CPUC) Supplier Diversity Program.

**MCE’s expenditures on certified diverse vendors in 2023 totaled \$3,783,300 while its expenditures on certified small businesses totaled \$572,319.**



Due in part to MCE’s Supplier Diversity efforts, the North Bay Business Journal awarded MCE a [Diversity in Business Award for its “exemplary dedication to diversity, equity, and belonging.”](#)

**In March 2023, MCE issued a [press release](#) to announce a \$4.6 million investment in small and diverse businesses and the launch of its 2023 Supplier Diversity Report.**



Photos clockwise from top left: MCE staff accept a Diversity in Business award from the North Bay Business Journal, Voyager 2 Wind Farm in Kern County, MCE’s 2023 Board Retreat.

# SECTION 9.1.1

## DESCRIPTION OF SUPPLIER DIVERSITY PROGRAM ACTIVITIES DURING THE PREVIOUS CALENDAR YEAR

### 2023 EXTERNAL ACTIVITIES

#### Annual Certify and Amplify Workshop

MCE's Supplier Diversity efforts focus on economic development and support for local businesses. The purpose is to educate and empower eligible local businesses to certify and increase awareness about the Supplier Diversity Clearinghouse.

MCE held its fifth Certify and Amplify event on June 28, 2023. This annual workshop helps local businesses expand networks, connect to contracting opportunities, and build capacity.

#### Results

- » 90% of respondents reported being more confident in starting or completing the certification process.
- » One attendee said that as a result of the **"fantastic, straightforward and informative presentation,"** she started the application process right away.
- » MCE was introduced to Emerald Cities, which supports diverse subcontractors through their [E-Contractor Academy](#) with the goal of making the residential decarb sector "High Road." MCE met with them to discuss potential collaboration for next year to support program participants with certification and finding contracts.



#### Speakers

- » Stephanie Green, Supplier Diversity Program Manager, CPUC
- » Wayne Gross, Business Outreach Liaison, California Department of General Services
- » Dr. Vic Baker, Founder and CEO, EquitiFy

#### Event Highlights

- » 29 attendees with 50% more real-time attendees than in 2022
- » 17,000 views on targeted Facebook ads
- » Participation from other Community Choice Aggregators (CCAs) including Pioneer Community Energy, Silicon Valley Clean Energy, Central Coast Community Energy, Peninsula Clean Energy, and California Community Choice Association
- » Outreach to all qualified but not certified MCE vendors, resulted in four attending the event



Photos clockwise from top left: Stephanie Green, Supplier Diversity Program Manager, CPUC; Wayne Gross, Business Outreach Liaison, California Department of General Services; Dr. Vic Baker, Founder and CEO, EquitiFy; MCE Intern Mike Rodriguez promotes Certify and Amplify Workshop in a [social media video](#).

## CPUC Events

MCE joined other CCAs, CalCCA, and the CPUC quarterly to discuss supplier diversity efforts, frequently facilitating the discussion. The group addressed:

- » CCA representation at CPUC en bancs, seminars, and expos
- » Supplier diversity events such as MCE's Certify and Amplify
- » Milestones CCAs have reached throughout the year
- » The CPUC's GO 156 best practices suggestions. MCE identified seven relevant items from this list and created action items for all. Three have already been accomplished:
  1. Identifying the changing demographics in MCE's service territory, which will allow staff to identify any supplier diversity gaps and better meet the needs of our diverse customer base,
  2. Updating [MCE's Sustainable Workforce Guidelines](#) to include details of our supplier diversity policy and the rationale for supporting this initiative, and
  3. Sharing resources from the local Small Business Development Centers in MCE's service area during 2024's Certify and Amplify Webinar.

## MCE Programs That Support Small, Local, and Diverse Businesses

Since 2010, MCE has supported sustainable business practices and communities in its service area. MCE's support for local businesses focuses on clean energy programs and services tailored to the communities' needs.



## Energy Efficiency Bill Savings

MCE has administered ratepayer-funded energy efficiency programs since 2013. The CPUC approved MCE's 2024-2031 Business Plan and Energy Efficiency Portfolio Plan of programs in June 2023.\*

MCE's [Commercial Savings Program](#) offers no-cost energy assessments, start-to-finish project management, and generous rebates.

- » 38 projects installed in 2023 saved 781,754 kilowatt-hours annually

MCE's [Agricultural and Industrial Resource \(AIR\) Program](#) offers technical assistance, procurement support, incentives, and ongoing feedback on performance.

- » \$525,000 in rebates provided to over 50 customers since 2020



Photos from left to right: 0.65 megawatt Napa Self Storage solar project in Napa, an ENSO team member installs a new mini-split at a home in Pittsburg, Trinchero Winery participates in MCE's AIR Program.

\* See Decision (D.) 23-06-055.

EV Instant Rebate participant, Sandra, in Contra Costa County shows off her new car.



### Electric Vehicle (EV) and Charging Programs, Rates, and Rebates

MCE's [rebates for EV chargers](#) includes bonus incentives for stations connected to 100% renewable energy service. MCE rebates can be stacked with local and state incentives for additional funding.

- » 2,000 ports installed and committed at workplaces and multifamily properties since 2018
- » \$5.6 million spent and committed to rebates since 2018

### SPOTLIGHT



**Energy Conservation Options, a woman-minority-owned business in Alameda County, provides technical assistance for MCE's EV charging programs. With over 15 years of experience, they provide energy management and upgrade services.**

### MCE's Strategic Energy Management

MCE's [Strategic Energy Management \(SEM\) Program](#) helps businesses and property management organizations reduce operating costs and utility bills with little to no capital investment. To maximize financial incentives earned by saving energy and to build a stronger energy management culture, participants have access to a suite of tools at no cost, including virtual training, on-site assessments, and individual coaching.

- » Non-residential customers have adopted strategic energy management practices saving over \$1.3 million in energy bills and earning over \$260,000 in incentives since 2020

### MCE Power Hour

MCE's Power Hour convenes local businesses and key partners to learn about emerging topics in the electric power industry. In 2023 MCE held two Power Hour events that focused on MCE's Demand Response Program, Peak FLEXmarket, and innovative procurement strategies.

### Green Workforce Pathways

In 2020, MCE launched [Green Workforce Pathways](#) to help residential contractors train their staff on energy efficient technologies and increase their all-electric home installations.

- » \$1.5 million committed since 2020, helping to create more than 3,840 job hours

#### Benefits to contractors and their staff include:

- » **Stipends for contractors to train, hire, and retain new staff;**
- » **Matching job seekers with vetted contractors;**
- » **Career coaching for job seekers entering the green construction field; and,**
- » **Career-readiness training to prepare job seekers.**

MCE has supported workforce development with partners like RichmondBUILD, GRID Alternatives, Future Build, Marin City Community Development Corporation, Strategic Energy Innovations, Association for Energy Affordability, and Rising Sun Center for Opportunity.



Local projects from left to right: Cooley Quarry, Novato, MCE Solar Charge, San Rafael, Redwood Landfill, Novato, American Canyon Solar, American Canyon, MCE Solar One, Richmond.



## Local Renewable Energy Development

MCE’s [Feed-In Tariff \(FIT\) Plus Program](#) incentivizes the development of small-scale renewable energy projects in MCE’s service area. Projects must be between one and five megawatts, include 50% local labor, and use prevailing wage.

**MCE has 48 megawatts across 22 local projects, approximately half of which are FIT projects.**

## 2023 INTERNAL ACTIVITIES

**To improve supplier diversity data collection and reporting, MCE implemented the following new strategies.**

1. Responding to MCE’s supplier diversity form became a contractual requirement in MCE’s standard contract in 2023. To address challenges collecting vendor data, staff engaged vendors throughout the year to urge them to fill out MCE’s supplier diversity form. MCE called and emailed vendors, especially new ones, to provide high level support for their registration. Personal outreach resulted in a notable increase in vendor participation.

2. To identify subcontractor vendors working on MCE power projects, staff requested data from twenty-nine contractors on their subcontractors. Sixty-five subcontractors were identified. Three of them had already been certified, and an additional two may qualify for certification but have not completed the process. This process is outlined in section 9.1.5.

3. Staff is exploring an efficient automated way to cross-reference the Supplier Diversity Clearinghouse and the California Department of General Services Clearinghouse to streamline vendor identification. To be more efficient, staff is using a pre-built function in Excel to cross-reference the Clearinghouse to reduce the opportunity for human error.

MCE’s Board of Directors adopted a [Sustainable Workforce and Diversity Policy](#) in 2017 (Appendix A) and MCE implemented complimentary [Sustainable Workforce Guidelines](#) in 2022 (Appendix B). Together, these reinforce MCE’s commitment to develop local energy projects, quality workforce training, California jobs, and workforce initiatives in low-income and disadvantaged communities. They also bolster MCE’s commitment to work with sustainable businesses, businesses in CalEnviroScreen-designated “Disadvantaged Communities”; and disabled-veteran-owned businesses, whenever possible.

## Communicating Current and Upcoming Contracting Opportunities

Any business interested in working with MCE can provide their contact information and service type through MCE’s [solicitation web page](#). This page includes the following five categories of business services that MCE typically contracts for:

- » Community engagement, marketing, and creative and event production;
- » Energy efficiency, demand response, workforce development, EVs, and EV charging;

- » Non–energy related services and construction;
- » Technology, finance, and human resources; and,
- » Energy industry and procurement.

After indicating interest, a business is notified about relevant upcoming solicitations and opportunities to contract with MCE. MCE publicizes requests for proposals, requests for offers, and requests for qualifications on the solicitation web page.

MCE also distributes requests to the Supplier Diversity Clearinghouse website, industry clearinghouses, local publications, and partner agencies. This helps ensure certified diverse suppliers are aware of MCE contracting opportunities.

All of MCE’s 2023 solicitations were sent to the Supplier Diversity Clearinghouse. In 2023, MCE issued solicitations for the following services:

Type	Name	Public Views	In system Unique Viewers
Non Power Expenditure	MCE advertising services	0	3
	MCE grant writing and compliance support	15	16
	MCE EV charger replacement project	14	11
	MCE FLEX-Market Program implementation	6	4
Power Expenditures	MCE clean energy projects to combat climate change	21	10
	MCE to launch 2023 - open season request for offers	22	11
	MCE - Generation project opportunity design, build, operate & maintain	6	6



## Collecting Supplier Diversity Data

MCE’s data collection processes have continued to evolve to maximize effectiveness. In 2023, for the first time, staff moved away from a manual process of cross-referencing contracted vendors with the CPUC’s Clearinghouse by importing the entire Clearinghouse database into an excel sheet and running a simple

formula to identify eligible certified vendors. The same was done with the Department of General Services database of small and micro businesses. If the simple formula look up function identified a certified vendor, MCE staff counted them in this report.

In compliance with California Proposition 209, MCE does not give preferential treatment to bidders based on race, sex, color, ethnicity, or national origin. MCE collects this information only after contracts are signed. Responses are kept separate from procurement decision makers so as to not influence any current or future solicitation or selection processes. MCE has attempted to collect supplier diversity and labor practice information with a survey since 2019. As a result of the survey, MCE has determined there are contracts with nineteen vendors who are qualified but not yet certified.

Fifteen qualify as Woman-owned Business Enterprises, three as Minority Owned Business Enterprises and one as an LGBTQ Business Enterprise. Their services include grant writing, environmental consulting, staff benefits, marketing design, human resources consultants, lobbying, printing, and community workforce development partners.

**Together, they represented an additional \$364,325 in non-power expenditures in 2023. If included, MCE's total spend on diverse businesses in non-power services increases from \$1,306,057 to \$1,670,382 an increase from 5.2% to 6.6%.**

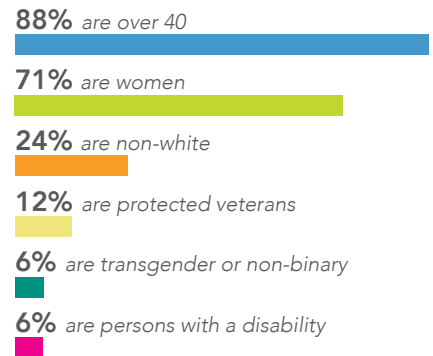
To better understand these vendor motivations, staff inquired why they had not yet pursued certification. Vendors cited the following reasons:

- » They had not heard about the program
- » They found the application process confusing or onerous
- » They allowed their previous certification to lapse due to a lack of benefit

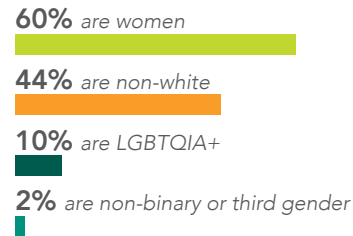
## MCE Demographics Survey

In 2023, MCE staff conducted a demographic survey of its Board of Directors and staff.

### Board of Directors



### Staff\*



\* As self reported



Photos clockwise from top: MCE CEO Dawn Weisz and Chief of Staff Jamie Tuckey at the Cooley Quarry solar farm, MCE's staff retreat at the Marin Art and Garden Center.

## SECTION 9.1.2

### SUMMARY OF PURCHASES

MCE sent a supplier diversity survey (Appendix D) to vendors to collect data on certification status, barriers to certification, and their internal supplier diversity efforts. MCE will continue to expand its engagement strategy to increase the response rate for future reports.

The survey was previously used to collect partial subcontractor information but was not sufficient to yield information for this report. Following direction from the CPUC, when a vendor has more than one diverse certification, their spend is reported in a single category.



*MCE staff member Tyla Brown speaks to local Girl Scouts at Pinole's Earth Walk.*

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

		2023							
		Direct Spend <sup>1</sup> \$	Sub Spend <sup>2</sup> \$	Total \$	%	Product Spend \$	Service Spend \$	Total \$	%
<b>Minority Male</b>	African American	\$300		\$300			\$300	\$300	0.001%
	Asian Pacific American							\$-	
	Hispanic American							\$-	
	Native American							\$-	
	<b>Total Minority Male</b>	\$300		\$300				\$-	0.001%
<b>Minority Female</b>	African American	\$113,725		\$113,725			\$113,725	\$113,725	0.450%
	Asian Pacific American							\$-	
	Hispanic American	\$7,810		\$7,810			\$7,810	\$7,810	0.031%
	Native American							\$-	
	<b>Total Minority Female</b>	\$121,535		\$121,535			\$121,535	\$121,535	0.480%
<b>Total Minority Business Enterprise (MBE)</b>		<b>\$121,835</b>		<b>\$121,835</b>			<b>\$121,835</b>	<b>\$121,835</b>	<b>0.482%</b>
Women Business Enterprise (WBE)		\$1,177,785		\$1,177,785			\$1,177,785	\$1,177,785	4.656%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$6,437		\$6,437			\$6,437	\$6,437	0.025%
Disabled Veteran Business Enterprise (DVBE)								\$-	
Persons with Disabilities Business Enterprise (DBE)								\$-	
8(a)*								\$-	
<b>Total Supplier Diversity Spend</b>		<b>\$1,306,057</b>		<b>\$1,306,057</b>			<b>\$1,306,057</b>	<b>\$1,306,057</b>	<b>5.163%</b>
<b>Net Procurement**</b>		<b>\$25,298,034</b>							
<b>Net Product Procurement</b>		<b>\$4,443,300</b>							
<b>Net Service Procurement</b>		<b>\$20,854,733</b>							
<b>Total Number of Diverse Suppliers that Received Direct Spend</b>		<b>13</b>							

**NOTE:**

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

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

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

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

% - Percentage of Net Procurement.

## Description of Certified Vendors with Majority Workforce in California

The following certified vendors declare having a majority California workforce, as detailed in their Supplier Diversity Clearinghouse profiles:

Vendor	Supplier Diversity Clearinghouse Data
Bluestrike Environmental dba EcoShift	Yes
Calitho, Acme Press	Information Not Collected
Dr. Victor Baker, EquitiFy LLC	Yes
Energy 2001	Yes
Energy Conservation Options - Future Power Corporation	Information Not Collected
International Contact, Inc. - Multi-language Communications	Information Not Collected
Joseph F. Wiedman, Law Office of	No (incorrectly filed, should be Yes)
JSR Strategies	Yes
Lamb Consulting	Yes
Niemela Pappas & Associates	Yes
Print 2 Assist	Yes
Strategic Energy Innovations	Yes
Studio PR LLC	Yes

MCE contracted with several small businesses that are California-certified by the Department of General Services for a wide range of services, from security to landscaping to energy efficiency.

In 2023, MCE did business with 12 certified small or micro businesses. If these had indicators for diversity as well, their expenditures are excluded from the following number. The sum of expenditures with certified small/micro businesses without a marker for diversity was an additional \$572,319.

MCE defines "local" as businesses with their headquarters within MCE's four county area — Contra Costa, Marin, Napa, and Solano Counties.

**In 2023, MCE did business with 75 different local businesses totaling \$40,273,536**, for services including customer service call-center support, local energy production, videography, security, printing, marketing and design, environmental consultants, website support, electric vehicle services, accounting, community engagement, community workforce development, storage, coffee, newspapers, and lunch. Local vendors who either have diverse certification, small certification, or who are qualified for certification but have not completed the process are excluded from MCE's local spend.

**The largest portion of local expenditures was on goods and services related to procurement.**

» \$38,142,806 on eight local vendors representing 93.4% of the local and non-certified expenditures and 7.7% of MCE’s total power expenditures.

» \$2,130,729 on 67 local non-certified businesses not associated with power procurement.

» \$40,845,854 spent on small and local businesses.

	Small business	Suppliers	Local	Suppliers	Small & local	Small & local %
All	\$572,319	12	\$40,273,535	75	\$40,845,854	7.83%
Non-power	\$572,319	12	\$2,130,729	67	\$2,703,048	9.36%
Power	-	-	\$38,142,806	8	\$38,142,806	7.68%
<b>Net non-power</b>	<b>\$25,298,034</b>					
<b>Net power</b>	<b>\$496,122,657</b>					
<b>Net power+non</b>	<b>\$521,420,691</b>					

## MCE’s Diverse Suppliers

Diverse Suppliers	Qualification and Certification
Energy 2001	WBE
Bluestrike Environmental, d.b.a. EcoShift	WBE
Acme Press, d.b.a. Calitho	WBE
Lamb Consulting	WBE
Energy Conservation Options - Future Power Corp.	MBE & WBE
JSR Strategies	WBE
Joseph F. Wiedman, Law office of	LGBTBE
International Contact, Inc. - Multi-language Communications	MBE & WBE
Niemela Pappas & Associates	WBE
Strategic Energy Innovations	WBE
Studio PR LLC	WBE
Dr. Vic Baker, EquitiFy	MBE
Print2Assist	WBE

## SECTION 9.1.3

### SUPPLIER DIVERSITY PROGRAM EXPENSE

Expense Category	Year (Actual)
Wages	\$24,632
Other Employee Expenses	
Program Expenses	
Reporting Expenses	
Training Expenses	
Consultant Expenses	
Other Expenses	
<b>Total</b>	<b>\$24,632</b>

In 2023, these efforts included 16 staff and for a total of 415 hours, representing \$24,632.

## SECTION 9.1.5

### DESCRIPTION OF PRIME CONTRACTORS UTILIZATION OF DIVERSE SUBCONTRACTORS

Below are self-declared descriptions from MCE's prime contractors about their work with diverse businesses and subcontractors:

- » SMUD has subcontracted some of their billing and data management services to TechNet, a SMUD SEED vendor and a WBE and MBE. While the amount spent is confidential, TechNet is SMUD's largest vendor through their contract with MCE. They receive a significant portion of MCE's dollars.
- » Keyes and Fox, LLC, reports using EQ Research as a subcontractor in their contract to MCE. EQ Research is 50% LGBTQ-owned and provided litigation support services to K&F. MCE's law firm is a member of the Center for Legal Inclusiveness, an NGO based in Denver (where one of their offices is located). K&F will host its first intern from the Wisconsin Bar's Diversity Program, where students from diverse backgrounds at Marquette University and UW-Madison's law school are able to obtain paid internships for the summer.
- » CLEAResult had 19% of their total goods and services come from diverse businesses in 2023. Of that, 71% of diverse spend in 2023 was with minority owned companies.

#### Summary of Prime Contractor Utilization of Certified Subcontractors

MCE will continue to engage with its prime suppliers to emphasize the importance of a robust and diverse supply chain and to encourage them to collect data on their subcontractors. Many of MCE's prime contractors are relatively small, and the majority of them do not use subcontractors in their work.

Three of MCE's power projects reported contracting with diverse business for their operations: a hydroelectric facility in Kern County, a landfill-gas-to-energy project in Marin County, and a solar project in San

Bernardino county. Of these three, all provided services that were not needed for MCE projects in 2023 but they were used on other projects. Primes gave the following reasons:

- » "We only needed their services in rebuilding the project, not for day to day operations. We used [their services] at another rebuild project."
- » "...We have been in Forced Outage status since the mudslide that took out PG&E's line. Emission tests are usually triggered off of fired hours so what may have been anticipated in 2023 will push into 2024. We used them at a couple of other locations on the West Coast."

## SECTION 9.1.6

### LIST OF SUPPLIER DIVERSITY COMPLAINTS RECEIVED AND CURRENT STATUS

In the last year, MCE received no complaints about its supplier diversity efforts.



*Geothermal energy is a reliable source of electricity, making it an obvious choice for the electric grid.*



# SECTION 9.1.9

## SUPPLIER DIVERSITY RESULTS IN POWER (ENERGY) PROCUREMENT

		Direct Power Purchases \$	Direct Fuels for Generation \$			Totals \$ <sup>1</sup>			% <sup>2</sup>
		Renewable and Non-Renewable Power Products	Diesel	Nuclear	Natural Gas	Direct <sup>3</sup>	Sub <sup>4</sup>	Total \$ <sup>5</sup>	
<b>Minority Male</b>	African American	\$-	\$-	\$-	\$-	\$-	\$-	\$-	
	Asian Pacific American	\$-	\$-	\$-	\$-	\$-	\$-	\$-	
	Hispanic American	\$-	\$-	\$-	\$-	\$-	\$-	\$-	
	Native American	\$-	\$-	\$-	\$-	\$-	\$-	\$-	
	Total Minority Male	\$-	\$-	\$-	\$-	\$-	\$-	\$-	
<b>Minority Female</b>	African American	\$-	\$-	\$-	\$-	\$-	\$-	\$-	
	Asian Pacific American	\$-	\$-	\$-	\$-	\$-	\$-	\$-	
	Hispanic American	\$-	\$-	\$-	\$-	\$-	\$-	\$-	
	Native American	\$-	\$-	\$-	\$-	\$-	\$-	\$-	
	Total Minority Female	\$-	\$-	\$-	\$-	\$-	\$-	\$-	
<b>Total Minority Business Enterprise (MBE)</b>		<b>\$-</b>	<b>\$-</b>	<b>\$-</b>	<b>\$-</b>	<b>\$-</b>	<b>\$-</b>	<b>\$-</b>	
Women Business Enterprise (WBE)		\$2,477,243	\$-	\$-	\$-	\$2,477,243	\$-	\$2,477,243	0.50%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$-	\$-	\$-	\$-	\$-	\$-	\$-	
Disabled Veteran Business Enterprise (DVBE)		\$-	\$-	\$-	\$-	\$-	\$-	\$-	
Persons with Disabilities Business Enterprise (DBE)		\$-	\$-	\$-	\$-	-	-	-	
8(a) <sup>6</sup>		\$-	\$-	\$-	\$-	\$-	\$-	\$-	
<b>Total Supplier Diversity</b>		<b>\$2,477,243</b>	<b>\$-</b>	<b>\$-</b>	<b>\$-</b>	<b>\$2,477,243</b>	<b>\$-</b>	<b>\$2,477,243</b>	<b>0.50%</b>
<b>Net Power Procurement</b>		<b>\$496,122,657</b>							
<b>Net Direct Power Purchases</b>		<b>\$496,122,657</b>							
<b>Net Direct Fuels for Generation</b>		<b>\$-</b>							
<b>Total Number of Diverse Suppliers</b>		<b>1</b>							

**NOTES:**

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

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

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

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

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

<sup>6</sup> 8(a) - Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

Most of a CCA's budget is spent on buying power. However, there's not much diversity in this area. Out of about 8,800 suppliers listed in the Supplier Clearinghouse, less than 0.5% are involved in electricity generation, and even fewer offer what a CCA needs. Many suppliers focus on other things like liquid fuels or circuit breakers. Since about 90% of a CCA's budget is spent in this area with little diversity it is challenging to increase spending on diverse suppliers.

This table depicts annual power product results by ethnicity and Women-, Minority-, Disabled Veteran-, LGBT- Businesses Enterprises. For this report, MCE has included Resource Adequacy (RA) costs as non-renewable, despite having received some renewable RA through its Power Purchase Agreements. Per guidance from CPUC staff in 2020, hedges have been excluded from this chart.

## SECTION 10.2

### DESCRIPTION OF SUPPLIER DIVERSITY PROGRAM ACTIVITIES PLANNED FOR THE NEXT CALENDAR YEAR

In pursuit of supporting small, local, and diverse businesses, MCE looks forward to expanding its programs, policies, and efforts outlined in this report. Of particular interest is the sustained engagement and expansion of current plans that support the business community. Of particular note, in 2024:

On January 26, 2024, MCE staff presented at the CalCCA Equity Committee meeting about supplier diversity strategies and answered questions from other CCAs on how these efforts can be replicated across the state. MCE presented lessons learned from over five years of Certify and Amplify events, how to convey the benefits of certification to diverse businesses with limited bandwidth, and how to highlight diverse businesses in ways that prevent tokenization.

- » MCE will **host its annual Certify and Amplify workshop**. As in previous years, MCE will share an invitation through regular channels and partner CCAs to access a larger network of small and diverse businesses.
  - MCE will invite all vendors who qualify for GO 156 certification but are not yet certified to attend the Certify and Amplify workshops to learn more.
  - MCE will feature speakers from the CPUC and Department of General Services so business owners can learn about the certification process and benefits. MCE will invite an industry expert that has direct experience with certification in diversity, equity, and inclusion, such as Dr. Vic Baker, Founder and CEO, EquitiFy.
- » MCE will attend the **CPUC's Small Business Exposition in South San Francisco** and table a booth to share information about its programs and procurement opportunities with interested small, local, and diverse businesses.
- » MCE will launch a **Commercial Equity Program** as early as 2024, committing \$120,000 to support small commercial customers located in low-income and environmental and social justice\* communities. MCE will partner with local community based organizations and green business partners to design and promote efforts in the communities they serve.
- » In 2024, MCE and its partners GRID Alternatives and the Bay Area Air Quality Management District will test and offer a no-cost, turnkey EV charging installation program model for affordable multi-family properties in Marin County and the cities of Richmond, San Pablo, and Vallejo.



*A cohort of graduates from the LIME Foundation's NextGen Trades Academy in Santa Rosa, CA.*

\* CPUC, Environmental & Social Justice Action Plan version 2.0, (April 2022), p. 2, available at: <https://www.cpuc.ca.gov/esjactionplan/>.

From left: Chris Kubik, Jamie Tuckey, and Madeline Sarvey accept the Novato Chamber's 2023 Large Business of the Year award.



- » MCE will continue to **deepen relationships with chambers of commerce whose members are diverse**, and aim to build new relationships with those not yet reached. This will include sharing new Supplier Diversity videos that feature speakers from the CPUC, the Clearinghouse, and local businesses.
- » MCE will check in quarterly with non-responsive vendors and remind them to respond to the Supplier Diversity Survey (Appendix D) until a response is given.
- » MCE will continue its practice, begun in 2022, to **send all requests for proposals directly to the Supplier Diversity Clearinghouse** in order to share these opportunities with existing certified vendors.
- » MCE will **review its sponsorship and membership opportunities to increase engagement with diverse community-based organizations**. MCE currently targets at least 50% of its sponsorship budget towards events or organizations that focus on community equity.

» Outreach **within Spanish-speaking communities will include chambers of commerce, local television and radio, social media, and traditional news media**. MCE is a proud member of multiple chambers of commerce that engage directly with minority-owned businesses.

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

MCE is committed to prioritizing small, local and diverse businesses. MCE's Sustainable Workforce Guidelines (Appendix B) provide a framework for how MCE implements this established priority. MCE indicates a clear preference for bids that demonstrate contracts with community-based organizations and local associations serving state-designated disadvantaged and low-income communities.

In solicitation materials for energy procurement, projects located in MCE's service area require the prime contractor to have Project Labor Agreements and local hiring requirements to encourage contracting that benefits local communities and smaller businesses. MCE also gives preference to projects located within its service area. Additionally, any MCE-developed project is required to use a combination of local labor, union labor, apprentice, and pre-apprenticeship and follow prevailing wage compensation and benefits practices.

In administering energy efficiency programs, MCE focuses on supporting partnerships with organizations that offer workforce development opportunities in state-designated disadvantaged and low-income communities. As for operational services and supplies, MCE proactively seeks local businesses and businesses that have been Green Business certified and/or are headquartered in state-designated disadvantaged communities.

Starting in 2023, MCE began engaging primes to gather data on the subcontractors being used to set a baseline for the types of subcontractors already involved in MCE expenditures. MCE looks forward to improving data gathering processes to report out on future changes to the subcontractor base.

# APPENDIX A

## MCE POLICY 011: SUSTAINABLE WORKFORCE AND DIVERSITY POLICY

### Sustainable Workforce And Diversity Policy: 011

It is a priority interest of MCE to support sustainable workforce opportunities, local economic sustainability, and diversity inclusion through contracting for power resources, procuring goods and services, and implementing hiring initiatives within a framework of competitive service and the promotion of renewable energy, customer programs, and greenhouse gas reduction.

MCE will facilitate and encourage diversity and a sustainable workforce through its support for:

1. Fair compensation in direct hiring, renewable development projects, customer programs, and procurement services;
2. Development of locally generated renewable energy within the MCE service area;
3. Direct use of union members from multiple trades;
4. Quality training, apprenticeship, and pre-apprenticeship programs;
5. Direct use of businesses local to the MCE service area;
6. Development of California based job opportunities;
7. Business and workforce initiatives located in low-income and disadvantaged communities;
8. Direct use of Disabled Veteran-owned Business Enterprises (DVBE) and LGBT-owned Business Enterprises (LGBTBE);
9. Direct use of green and sustainable businesses; and
10. Use of direct hiring practices that promote diversity in the workplace.

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# APPENDIX B

## MCE POLICY 011: SUSTAINABLE WORKFORCE AND DIVERSITY POLICY

### MCE Sustainable Workforce Guidelines

MCE's Sustainable Workforce and Diversity Policy: 011 established priority interests of MCE supporting sustainable workforce opportunities, local economic sustainability, and diversity through contracting for power resources, procuring goods and services, and implementing hiring initiatives. These principles are considered within a framework of competitive service and the promotion of renewable energy, customer programs, and greenhouse gas reduction. These guidelines demonstrate how MCE implements those principles in its daily activities.

### Power Purchase Agreements with Third Parties

MCE executes Power Purchase Agreements (PPAs) as a result of various procurement activities, including formal solicitations or Requests for Offers (RFOs), bi-lateral negotiations, and standard offer programs. The most frequent means of procurement are through MCE's Open Season Solicitation, which is an annual process, and MCE's Feed-in Tariff Plus Program, which is first-come, first-served for qualified applicants.

Relevant information submitted by bidders will be used to evaluate proposed projects with the goal of promoting union labor and Project Labor Agreements (PLAs), multi-trade collaboration, and support of workers and communities where contracted projects will be located. When possible, MCE shall give preference to projects located within MCE's service area and community-based organizations and local associations serving disadvantaged and low-income communities. Below are the requirements MCE has established for participation in each procurement process:

## **Open Season Solicitation**

**Union Labor:** MCE has three tiers of requirements for union labor depending on the location of proposed projects:

1. Projects within Contra Costa County: Projects located in Contra Costa County must adhere to the terms of the PLA between MCE and International Brotherhood of Electrical Workers (IBEW) Local 302, dated June 20, 2017.
2. Projects within MCE's service area but outside of Contra Costa County: Any project within MCE's service area but outside of Contra Costa County must participate in a PLA of similar scope and requirements with participating unions for workforce hired as described in the PLA referenced above.
3. Projects outside of MCE's service area: MCE encourages bidders outside of MCE's service area to enter into project labor agreements of similar scope and requirements with participating unions for workforce as described in the PLA referenced above. Projects outside of MCE's service area are required to comply with any local hire and/or union labor requirements specific to the city, town, or jurisdiction where the proposed project is located.

**Prevailing Wage:** Open Season requires that all contractors and subcontractors pay a minimum of Prevailing Wage, as set forth in the California Labor Code, during the development phase of project development.

**Local Hire:** For projects located in MCE's service area, 50% of work hours are required to come from permanent residents who reside within the same county as the project. Supplier Diversity and Labor Practices: As part of its bid requirements, MCE collects information regarding supplier diversity and labor practices from project developers and their subcontractors regarding past, current and/or planned efforts and policies. Respondents are required to submit a Labor Practices questionnaire and Supplier Diversity questionnaire so that MCE can comply with the reporting requirements of Senate Bill 255.

**Optional Elements:** While not required, MCE requests Open Season bidders to submit proposals that are of interest to MCE, its member

communities and project adjacent communities. These areas include information about PLAs, contractors and subcontractors owned by disabled Veterans, local hire plans, projects located in disadvantaged communities (as defined by the California Environmental Protection Agency using the current version of CalEnviroScreen), local sourcing of materials and equipment, proposals for local community benefits, and support of workforce development initiatives.

**Responsible Procurement:** MCE will not accept any proposals for projects that rely on equipment or resources built with forced labor.

## **Feed-in Tariff Plus**

As with Open Season, MCE's FIT Plus program adheres to the same requirements for 1) union labor, 2) prevailing wage, 3) local hire, and 4) supplier diversity and labor practices.

## **MCE Owned or MCE Led Generation Projects**

Any renewable development project that is developed by MCE qualifies as a public works project and requires prevailing wages to be paid. MCE strives to support local businesses, union labor, apprentice and pre-apprenticeship programs through multi-trade agreements and/or through multiple agreements for workforce development. Each contractor or subcontractor performing work on any MCE-developed project shall be required to use a combination of local labor, union labor, apprentice, and pre-apprenticeship and shall follow prevailing wage compensation and benefits practices. Apprenticeship programs must have been approved by the State Department of Apprenticeship Standards. For any MCE owned development projects, the public works rules will apply. MCE shall require contractors to disclose their GO 156 Clearinghouse certification and efforts to work with DVBE and LGBTBE companies. MCE will make all reasonable efforts to give preference to community-based organizations and local associations serving disadvantaged and low-income communities.

## **Customer Programs**

MCE strives to support local businesses, union labor, and local apprenticeship programs in the implementation of its customer

programs. In administering energy efficiency programs, MCE shall support partnerships with organizations that offer workforce development opportunities in disadvantaged and low-income communities. Contractors are required to submit a Supplier Diversity questionnaire, disclosing their GO 156 Clearinghouse certification status and other diversity efforts, so that MCE can comply with the reporting requirements of Senate Bill 255.

### **Services and Supplies**

MCE strives to support local business and fair compensation in the purchase of services and supplies for the agency. MCE shall proactively seek services from local businesses and businesses that have been Green Business certified and/or are taking steps to protect the environment and are headquartered in disadvantaged communities. Contractors are required to submit a Supplier Diversity questionnaire, disclosing their GO 156 Clearinghouse certification status and other diversity efforts, so that MCE can comply with the reporting requirements of Senate Bill 255. MCE will make all reasonable efforts to give preference to community-based organizations and local associations serving disadvantaged and low-income communities.

### **Direct Hiring**

MCE shall use reasonable efforts to recruit local employees and graduates of local programs, schools, colleges, and universities. MCE strives to provide fair and equitable compensation for its employees that aligns with regional market indicators for compensation levels for each position. MCE has developed job descriptions to reflect the education and experience necessary to perform essential job functions, and distributes job announcements to improve greater access to job opportunities by historically underrepresented groups, conduct anonymous reviews for screening of applicants, ensure diversity on interviewing and hiring panels, and salary reviews for compliance with gender pay equity laws.

## **APPENDIX C**

### **MCE SOLICITATION MANAGEMENT GUIDELINES FOR DISTRIBUTION LISTS**

#### **Solicitation Management Guidelines for Distribution Lists**

Create your list in spreadsheet format, using either Microsoft Excel or Google Sheets. Include the following columns: company name, contact name, contact email. List only one email address per cell. If you would like your solicitation to be posted to a third-party website using an online portal, list all web addresses first.

If your solicitation is related to one or more of the following categories, reach out to [admin@mceCleanEnergy.org](mailto:admin@mceCleanEnergy.org) to request the list of vendors who have signed up to get notified of upcoming solicitations via MCE's website. Include these vendors in your list.

- » Public Affairs, Marketing and Creative or Event Production
- » Technology and Analytics, Finance, or Human Resources
- » Non-Energy Related Services or Construction
- » Energy Industry or Procurement
- » Energy Efficiency, Demand Response, Workforce Development, Electric Vehicles, or EV Charging

Staff are encouraged to perform a keyword search through the Supplier Clearinghouse. Searching the Supplier Clearinghouse can direct you to additional potential vendors who are certified women, minority, LGBT, and disabled veteran-owned businesses – expanding the reach of your solicitation while helping to promote MCE's supplier diversity goals!



**Search by Business Description**

BUSINESS DESCRIPTION

Tip: Try just a few letters of a keyword.

The Contracts Team does not review distribution lists. After drafting your list, double check for duplicate and incorrect email addresses. Finalize your list before solicitation distribution. Sending to additional parties after initial distribution can appear as though MCE is giving preferential treatment.

Solicitation materials are posted to MCE’s website. If you identify additional parties after distribution, please direct them to the “RFPs and Solicitations” page.

# APPENDIX D

## MCE SUPPLIER DIVERSITY SURVEY

### MCE Supplier Diversity Survey 2022

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

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

**Business Name \***

**Email address \***

**In which State is your business located? \***

**In which City/Town is your business located? \***

**Is your business certified under General Order 156 (GO 156)? \***

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

**Did your business use subcontractors for your MCE contract? \***

If applicable, please describe any hiring targets your business has for minority-owned, women-owned, LGBTQ-owned, disabled-owned, or disabled veteran-owned subcontractors.

**Does your business have a history of using apprenticeship programs, local-hires, union labor, or multi-trade project labor agreements? \***

Local hires can be defined as labor sourced from within MCE's service area which includes the towns, cities, and unincorporated counties of Marin, Napa, Contra Costa, and Solano.

- Yes, apprenticeship programs in this recent contract with MCE
- Yes, local labor in this recent contract with MCE
- Yes, union labor in this recent contract with MCE
- Yes, multi-trade PLA in this recent contract with MCE
- Yes, apprenticeship programs but not in this contract with MCE
- Yes, history of local hire but not in this contract with MCE
- Yes, history of union labor but not in this contract with MCE
- Yes, history of multi-trade PLA but not in this contract with MCE
- Majority of workforce is California-based, but not local to MCE service area
- None of the above

If you answered yes to the previous question, please describe your history with labor agreements, union labor, multi-trade labor, apprenticeship labor, or how many local workers/businesses you employ for your contract with MCE.

**Does your business pay workers prevailing wage rates or the equivalent? \***

Prevailing wage in California is required by state law for all workers employed on public works projects and determined by the California Department of Industrial Relations according to the type of work and location of the project. To see the latest prevailing wage rates, go to [www.dir.ca.gov/Public-Works/Prevailing-Wage.html](http://www.dir.ca.gov/Public-Works/Prevailing-Wage.html)

Is there anything else you'd like to add? If you'd like for us to promote your survey participation on our social media, please include your handles here.

# APPENDIX E

## MCE'S QUALIFIED BUT NOT YET CERTIFIED VENDORS

Vendor	Possible Certification
Carrot Fertility	WBE
Colantuono, Highsmith & Whatley, PC	LGBTBE
Cool the Earth	WBE & Local
Crook Beales Design	WBE & Local
Elpis Consulting	MBE & WBE
Finesse the Future	WBE & Local
Hurley Write	WBE
Julie's Hummus Bar & Grill	WBE & Local
Kreativz	WBE & Local
Lemonly	WBE
Monica Simpson	WBE
Palace Market	WBE & Local
Pista sa Nayan	MBE & Local
Puesto - Veranda	MBE & Local
Pupuseria Y Comedor La Esperanza	MBE & Local
Remy Bogdanovich	WBE & Local
Susan Moxley	WBE
Taryn Gray-Delahunty	WBE

Legend:

Local: Locally-Owned Business Enterprise

LGBTBE: Lesbian, Gay, Bisexual, Transgender Business Enterprise

MBE: Minority Business Enterprise

WBE: Women Business Enterprise





MCE is a not-for-profit public electricity provider, offering Bay Area customers renewable energy and local energy programs since 2010.

## PROUDLY SERVING 37 MEMBER COMMUNITIES



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Stay in touch: [@mceCleanEnergy](https://twitter.com/mceCleanEnergy)

