San Francisco Water Power Sewer

Services of the San Francisco Public Utilities Commission

CleanPowerSF

SUPPLIER DIVERSITY

2025 ANNUAL REPORT, 2026 ANNUAL PLAN

MARCH 2, 2026

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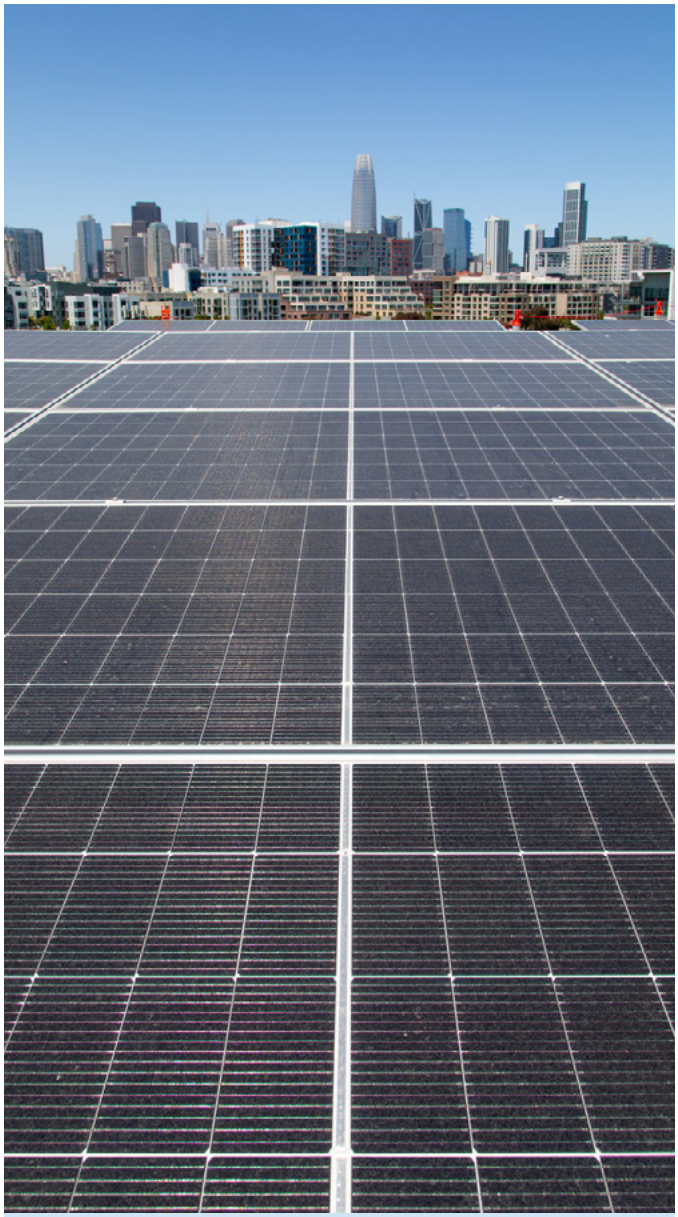
INTRODUCTION

CleanPowerSF, San Francisco's Community Choice Aggregation (CCA) program, has been serving customers since 2016. Authorized under State law, the CCA program allows cities and counties to provide additional choice in the sources of energy generated and delivered to residents and businesses. Under the CleanPowerSF program, Pacific Gas and Electric continues to maintain the distribution network used by CleanPowerSF customers, respond to outages, meter customers, issue bills, and collect payments, while CleanPowerSF offers San Franciscans a cleaner alternative for power generation with stable and competitive rates.

CleanPowerSF is operated by the San Francisco Public Utilities Commission (SFPUC), a department of the City and County of San Francisco (City or San Francisco). The SFPUC is overseen by a Commission, which consists of five members, nominated by the Mayor of San Francisco and approved by the Board of Supervisors. The Commission provides operational oversight in areas such as rates and charges for services, approval of contracts, and organizational policy. As a program of the SFPUC, CleanPowerSF is guided by and subject to the policies of the City as well as the SFPUC.

The SFPUC employs 2,500 people spanning eight California counties from San Francisco to Tuolumne County. SFPUC provides retail drinking water and wastewater services to the City of San Francisco, wholesale water to three Bay Area counties, and clean power to CleanPowerSF and Hetch Hetchy Power customers. SFPUC's mission is to provide customers with high quality, efficient and reliable water, power, and sewer services in a manner that is inclusive of environmental and community interests and sustains the resources entrusted to our care.

The SFPUC has a 15-year commitment to environmental and social justice to prevent, mitigate, and lessen disproportionate environmental impacts of our activities on communities in all SFPUC service areas, including CleanPowerSF, and to ensure that public benefits are shared across all communities.



Our mission

To provide our customers with high-quality, efficient and reliable water, power and sewer services in a manner that values environmental and community interests and sustains the resources entrusted to our care.

SFPUC was the first public utility in the nation to adopt Environmental Justice and Community Benefits policies that help guide its operations.[1] In doing so, SFPUC acknowledges our responsibility to develop a community benefits program that is intentional in its participation, supports programs and projects that are designed to benefit the community, applies to all of the SFPUC's operations and activities across our service area, and is sustainable, transparent, measurable, and accessible by stakeholders and SFPUC staff.

SFPUC partners with service area residents and local leaders to build strong, sustainable, and vibrant communities and is especially committed to working with communities in the neighborhoods most impacted by our operations. SFPUC addresses the needs of residents in our service area by focusing on key areas that make every community healthy and safe: Workforce Development, Education, Arts, Environmental Justice and Land Use, Neighborhood Revitalization, and Small Business Opportunities.

This report and plan describe CleanPowerSF's procurement of goods and services from small, local, and diverse business enterprises, including woman (WBE), minority (MBE), disabled veteran business enterprise (DVBE), persons with disability business enterprise (PDBE), and lesbian, gay, bisexual, and transgender (LGBTBE) business enterprises (WMDVLGBTBE), in accordance with Senate Bill (SB) 255 (Bradford, 2019). This bill, passed into law in September 2019, expanded the California Public Utilities Commission's (CPUC's) supplier diversity reporting program to include CCAs. General Order 156 (GO 156) established Supplier Diversity program guidelines to promote utility recruitment and use of women- and minority-owned business enterprises. Below, CleanPowerSF provides information in response to CPUC guidelines implementing SB 255, which direct CCAs to report on certain elements of GO 156.

2025 ANNUAL REPORT

Section 9.1.1 Description of Supplier Diversity Program Activities During the Previous Calendar Year[2]

CleanPowerSF diversity efforts are guided by City and SFPUC commitments to addressing long-standing systemic barriers faced by communities of color. Many of these polices have strived to create an equitable workplace and provide just services throughout the communities in which we operate. To the degree allowed by law, SFPUC leverages procurement processes to reflect the City's equity and diversity values. As explained in prior CleanPowerSF Supplier Diversity Reports, the City's efforts are tempered by Proposition 209, which prohibits governmental agencies from granting preferential treatment based on race, sex, color, ethnicity, or national origin in the award of public contracts.

San Francisco continually strives to engender a workplace that is diverse, equitable, and inclusive, while also building a supplier base that is both local and diverse. Since 2019, the City's equity and diversity efforts have been guided by San Francisco's citywide racial equity legislation, which mandated the creation of a Racial Equity Framework and required every department to develop a Racial Equity Action Plan (REAP). Following the SFPUC's adoption of our Racial Justice Resolution in 2020—which affirmed the agency's commitment to centering racial and social equity in our programs and resource allocation—the SFPUC advanced implementation of our REAP, originally developed in alignment with the Office of Racial Equity's framework. In 2025, REAP implementation continued alongside broader CleanPowerSF and SFPUC initiatives, including workforce-focused strategies and long-standing equity programs such as the Local Business Enterprise (LBE/14B) program and the Social Impact Partnership (SIP) program, both of which support inclusive economic participation and community benefit across the agency's operations.

Internal Programs and Activities

In 2025, the Racial Equity Diversity and Inclusion (REDI) team advanced a wide range of equity-focused initiatives across the SFPUC. The team continued implementing the agency's Racial Equity Action Plan, strengthened strategies to attract and retain an inclusive workforce, and expanded programs that support employee growth and engagement. Key efforts included expanding our cross-enterprise mentorship program, enhancing professional development opportunities, increasing visibility of apprenticeship pathways, including recruitment and retention initiatives.

The REDI team also deepened agencywide engagement through its Trust and Transparency Tour, visiting field and headquarters locations to share progress, gather feedback, and highlight opportunities for staff participation. Professional cohort trainings—spanning Racial Equity Leads, executive leadership, and senior management—provided both theoretical grounding and practical tools to integrate racial equity into daily work.

To further embed equity into organizational culture, REDI incorporated racial equity-related questions into the annual SFPUC Employee Voice survey, building on prior year survey efforts and making

it easier for staff to share their perspectives. Early findings show REDI programs are building stronger connections, deeper learning, and richer cultural celebration across the SFPUC. From heritage-month events and creative showcases to a robust mentoring cohort and thought-provoking Reading Club selections, staff came together to share experiences, build community, and deepen understanding. The highlights below capture the key moments that shaped an inclusive and engaging year.

Cultural Celebrations: Programs That Build Community and Inclusion

Arab American Heritage Month

- Hosted a staff panel spotlighting Arab American voices and lived experiences.
- Reinforced community-building through open dialogue and shared perspectives.

Creatives Showcase

- Launched a new agency-wide talent celebration inspired by 2024's Black History Month performances.
- Colleagues shared their artistic talents—from music and dance to writing and visual art—strengthening connection beyond day-to-day work.

Latino Heritage Month

- Celebrated the national theme "Collective Heritage: Honoring the Past, Inspiring the Future" through a rich series of events.
- Featured acclaimed muralist Jet Martinez in a keynote talk at the San Francisco Public Library, highlighting Latino artistic traditions and contemporary expression.
- Brought staff together through a cultural potluck, building on the success of previous heritage-month gatherings.
- Encouraged exploration of SFPUC's art collection with a building-wide scavenger hunt focused on Latino artists.
- Partnered with affinity groups to host a three-part documentary series.

Mentoring Program

Mentorship That Builds Community and Careers

- Eighty-nine mentor–mentee pairs from throughout the agency, meeting monthly from February through July to support growth, connection, and shared learning across the agency.
- Mentors and mentees participated in eight professional development sessions on topics ranging from LinkedIn optimization to navigating City career pathways.
- REDI team hosted two speed "networking events" at agency headquarters strengthening cross-enterprise relationships and sparking new professional connections.

Impact Through Shared Experience

- Participants described the program as energizing, supportive, and transformative—creating space for honest conversations about goals, challenges, and career aspirations.
- Mentees reported increased confidence, clearer direction, and access to tools and resources that helped them map out next steps.
- Mentors highlighted the joy of giving back, the mutual learning that emerged from each pairing, and the renewed sense of purpose that came from supporting colleagues.

The Mentorship Program continues to grow as a cornerstone of professional development and community-building at SFPUC. Enrollment for the 2026 cohort opened in November 2025, inviting new mentors and mentees to join a program where everyone has something to gain and something to offer.

Staff engagement is a core component of the SFPUC's approach to fostering an environment of equity, inclusion, and belonging. Toward that end, Power Enterprise members of the REDI team created a one-day event for staff to deepen the practice and experience of diversity, equity, inclusion, and belonging. The P.O.W.E.R. Day Conference—Power of Workforce Engagement and Recognition—is a full day gathering focused on professional development, connection, and employee recognition. Hosted in San Francisco's Bayview neighborhood, the event features staff-led interactive workshops and shared learning experiences that strengthen collaboration and celebrate the contributions of Power staff. P.O.W.E.R. Day reflects SFPUC's commitment to investing in people and building a strong, engaged workforce.

External Programs and Activities

CleanPowerSF integrates principles of diversity, equity, inclusion, and belonging into our annual workplan and priorities. As part of this commitment, CleanPowerSF has developed an assessment tool to evaluate how external-facing customer programs and offerings align with environmental justice, equity, and diversity goals, while proactively identifying potential inequities or unintended burdens early in program design.

CleanPowerSF has also collaborated with SFPUC staff responsible for agencywide contracting and workforce development to identify opportunities and challenges for CleanPowerSF to increase the diversity of suppliers that share in our contracting opportunities. Through professional services and energy supply solicitations, CleanPowerSF staff participated in the following initiatives: Diversity, Equity, and Inclusion (DEI) scoring in solicitations; implementation of the SIP program in energy supply contracting; and implementation of San Francisco's LBE program for professional services. CleanPowerSF staff have also tracked citywide efforts to understand the gap in availability versus usage of qualified diverse businesses within San Francisco.

Customer Programs Environmental Justice, Equity, and Diversity Evaluation Tool

The REDI team worked with CleanPowerSF and the broader Power Enterprise team to develop the Customer Programs Environmental Justice, Equity, and Diversity Evaluation Plan and Tool. The Plan and Tool provide the Power Enterprise with a structured means to assess external-facing customer programs and offerings in alignment with departmental and City environmental justice, equity, and diversity goals and policies. Through the Plan and Tool, staff can examine how individual programs or offerings are conceived and selected, the needs they are intended to serve, their stated goals, and their ability to meet those goals equitably and effectively.

Social Impact Partnerships (SIP)

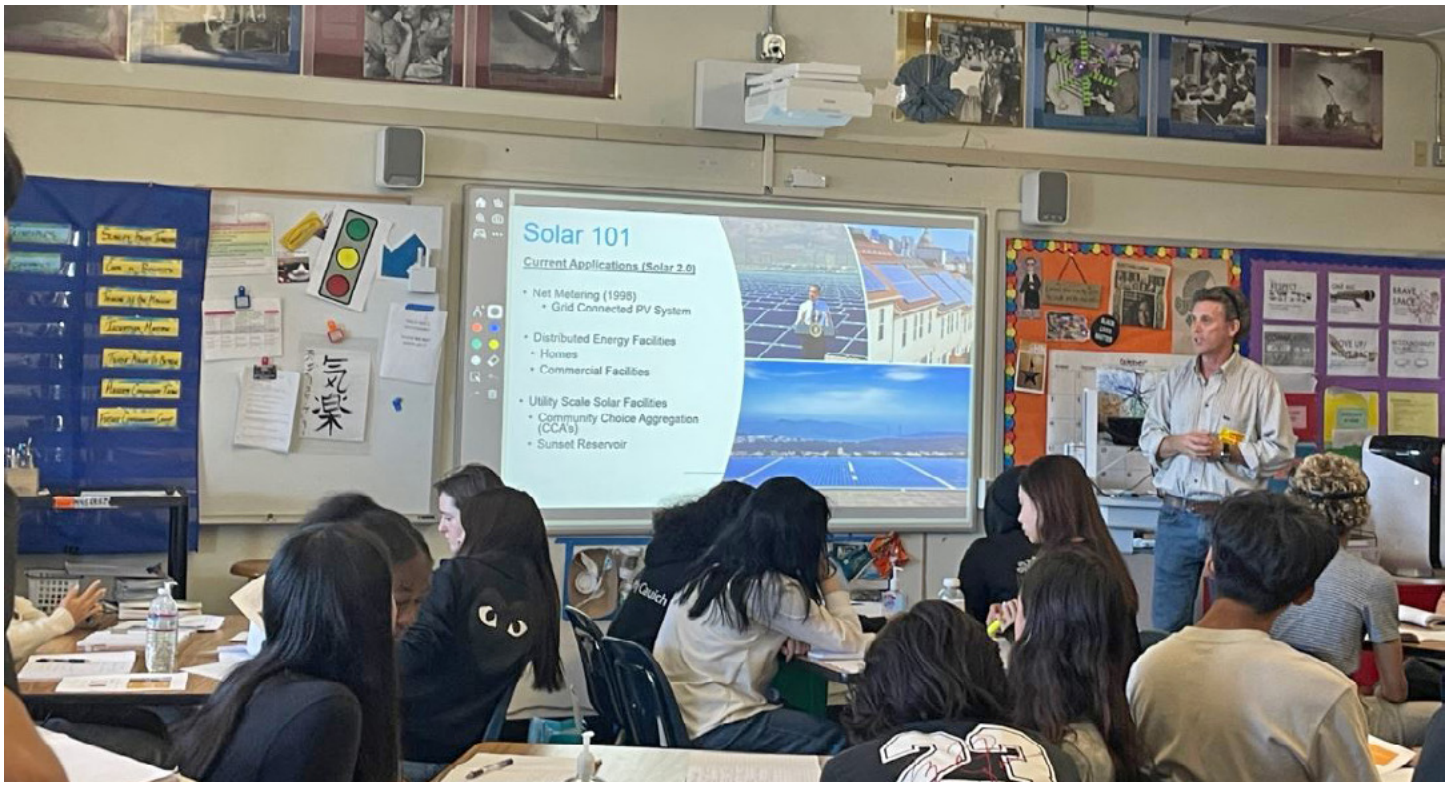
The SIP program brings together a contractor's social responsibility values with SFPUC's guiding policies – Environmental Justice, Community Benefits,[4] and Racial Justice.[3] Through the SIP program, SFPUC invites contractors to join the agency in being a good neighbor to the communities affected by the SFPUC's operations. Specified solicitations with anticipated contract values of $5 million or more include social impact criteria, giving the contracting community an opportunity to earn extra points during the bidding process for their demonstrated commitment to social impact activities, such as direct financial contributions, volunteer hours, and in-kind donations to local schools and nonprofits in the communities where SFPUC operates and provides services. Through the SIP program, firms voluntarily pledge financial contributions and/or volunteer hours. These commitments are delivered to nonprofit organizations and public education providers within an established timeframe.

Over the past several years, SIP proposals from contracts supporting CleanPowerSF have generated thousands of volunteer hours and over $660,338 in financial contributions and donations of products and goods.

As illustrated by just these four examples, SIP commitments have the potential to transform communities and individuals through meaningful programs and services that create positive social impact.

Table 1: Social Impact Partnership Commitments[5]

Partner	Function/Service	Delivered	Committed in FY 25–26	Volunteer Support	Community Impact Highlights
Calpine Community Energy	Meter data management and billing services	$256,738	$200,000		$21,738 to Children's Book Project and Hunters Point Family $235,000 toward climate and local initiatives
Siemens	As-needed services to support load projections/ calculations	$27,000	$40,400	269 hours committed	Support for small business effort La Cocina
NextEra	Renewable energy provider	$376,600	$40,400		Donation to Tipping Point for solar panel installation to reduce energy costs and support nonprofits
Intersect Power	Renewable energy provided		$267,500		



Professional Services and Requests for Offers

CleanPowerSF conducts solicitations for professional services to support customer engagement, communications, outreach, marketing, research, and more. Professional services contracts are subject to compliance with the City's Administrative Code Chapter 14B LBE subcontracting requirements. In alignment with the SFPUC's core mission, the agency seeks to promote diversity within contracting opportunities. SFPUC encourages proposals from bidders that commit not only to optimize the use of Micro-LBE, Small LBE, and San Francisco Small Business Administration (SBA)-certified firms but also to assemble contractor teams that reflect the diversity of the City and County of San Francisco. In 2025, CleanPowerSF staff continued to encourage project managers to use the Supplier Clearinghouse to reach out to a diverse set of suppliers and promote contracting opportunities.

CleanPowerSF also solicits for energy supplies from new or existing renewable energy resources. In both professional services and renewable energy supply solicitations, bidders may receive additional consideration for including their firm's internal DEI program plan in their proposal. Depending on the size and scope of the solicitation, bidders may also voluntarily commit to use their resources to make meaningful, positive impacts in communities through the SIP program. For most solicitations seeking contracts with new power supply projects, CleanPowerSF invites bidders to offer SIP proposals in the communities affected by the energy projects they construct and operate. The program is included as a component in professional services, alternative delivery construction (including design-build, construction manager/general contractor, or best value), and certain power supply solicitations with anticipated contract awards of $5 million and above. These solicitations apply bonus points for SIP commitment proposals, totaling up to five (5) percent of the total points allocated to the underlying technical portion of the RFP. Depending on the strength of a firm's SIP proposal, a firm can receive all, some, or none of these bonus points.

While CleanPowerSF and the broader agency have advertised contracts on the CPUC's Supplier Clearinghouse web site and entered into a number of professional services contracts with certified suppliers, SFPUC has no current energy supply contracts with such counterparties.

Local Business Enterprise (LBE)

Under San Francisco's 14B LBE ordinance, the City's Contract Monitoring Division provides certified local firms with business development and other contracting opportunity assistance. This support helps LBEs compete for the award of City contracts through the enforcement of bid discounts and rating bonuses, micro-set asides, and LBE subcontracting participation requirements. Contract Monitoring staff also conduct outreach, training, technical assistance, and other capacity-building programs for local business. CleanPowerSF identified three (3) LBEs and certified diverse suppliers who provided goods or services to CleanPowerSF in 2025.

Contracting Equity Study

In 2023, the Board of Supervisors adopted a resolution urging the City Administrator's Office to evaluate the effectiveness of the City's implementation of the LBE Program in encouraging the participation of local small businesses and addressing barriers that they face when trying to access the City's contract and procurement opportunities.[6] The study was designed to assess the utilization and availability of businesses in City contracting, identify marketplace and structural barriers that may limit firms' ability to compete for or secure City contracts, and develop actionable recommendations to strengthen City contracting processes and implementation of the LBE Program.

Following the contract award at the end of 2024, the City Administrator's Office engaged BBC Research and Consulting and its subconsultants, including San Francisco LBE IRML Consulting, to conduct the study, which began in January 2025 and is now approaching completion. The consultant analyzed City contracting and procurement data for awards made between July 1, 2020 and December 31, 2024 to understand the share of dollars awarded to local, small businesses. The study team conducted extensive quantitative and qualitative outreach, including surveys with hundreds of local businesses, in-depth interviews and focus groups with local business owners and business organizations to gather insights on marketplace conditions and perceptions about doing work with the City and other public agencies. With support from the City, the consultant hosted two public meetings in May 2025 to share information about the study and collect insights and feedback from community members. In 2026, the study's findings and recommendations are expected to inform future refinements to the City's contracting policies, procedures, and implementation of the LBE Program, with the goal of reducing identified barriers, improving access to contracting opportunities, and increasing equitable participation by local small businesses across City departments.

Composition of Workforce and Governance by Race/Ethnicity and Gender

Table 2 below delineates the race and gender composition of the SFPUC workforce in 2025:

Table 2. SFPUC Race/Ethnicity and Gender Composition

	Native American	Asian	Black	Filipino	Latino	Multiracial	White	Female	Male	Total
Workforce	15	665	209	184	328	85	1,014	828	1,672	2,500
Commission members	-	1	-	-	1	-	3	3	2	5

The SFPUC is overseen by a five-member policy body appointed by the Mayor of San Francisco. The Commission has "the exclusive charge of the construction, management, supervision, maintenance, extension, expansion, operation, use and control of all water, clean water and energy supplies and utilities of the City as well as the real, personal and financial assets, that are under the Commission's jurisdiction."[7] Commission members are nominated and appointed by the Mayor, subject to confirmation by the Board of Supervisors.

As of the end of 2025, the Commission was comprised of three women and two men. Each seat has a four-year term and membership qualifications. Seat 1 requires experience in environmental policy and an understanding of environmental justice issues and is filled by Commissioner Avni Jamdar, a woman of South Asian descent. Seat 2 requires experience in ratepayer or consumer advocacy and is occupied by Commissioner President Joshua Arce, a Latino man. Seat 3 requires experience in project finance and is filled by Commissioner Stephen E. Leveroni, a man of Italian descent. Seat 4 requires expertise in water systems, power systems, or public utility management and is occupied by Commissioner Kate H. Stacy, a white woman. Seat 5 is at-large and is occupied by Meghan Thurlow, a white woman.[8]

Joshua Arce
Commission President

Stephen E. Leveroni
Commission Vice President

Avni Jamdar
Commissioner

Kate H. Stacy
Commissioner

Meghan Thurlow
Commissioner

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

The tables below detail CleanPowerSF's purchasing activities with WMDVLGBTBE suppliers by ethnicity, product, and service category. As a program of the SFPUC, CleanPowerSF's non-power purchasing activities include both direct purchases from vendors as well as purchases from vendors of other SFPUC divisions on behalf of CleanPowerSF). In 2025, CleanPowerSF's procurement of non-energy related products and services from contractors certified in the Supplier Clearinghouse Database accounted for 2.01 percent of total spend in this area, down from 3.07 percent reported in 2024.

Gender	Ethnicity	Certification Type	Direct Spend[1]	Sub Spend[2]	Total Spend[2]	%	Product Spend	Service Spend	Total	%
Male	African American	Minority Business Enterprise	-	-	-	0.00%	-	-	-	0.00%
Male	Asian Pacific American	Minority Business Enterprise	-	-	-	0.00%	-	-	-	0.00%
Male	Hispanic American	Minority Business Enterprise	-	-	-	0.00%	-	-	-	0.00%
Male	Native American	Minority Business Enterprise	-	-	-	0.00%	-	-	-	0.00%
Male	**All**	**Total Minority Male**	**-**	**-**	**-**	**0.00%**	**-**	**-**	**-**	**0.00%**
Female	African American	Minority Business Enterprise	$135,370	-	$135,370	1.73%	-	$135,370	$135,370	1.73%
Female	Asian Pacific American	Minority Business Enterprise	$4,445	-	$4,445	0.06%	$1,597	$2,848	$4,445	0.06%
Female	Hispanic American	Minority Business Enterprise	-	-	-	0.00%	-	-	-	0.00%
Female	Native American	Minority Business Enterprise	-	-	-	0.00%	-	-	-	0.00%
Female	**All**	**Total Minority Female**	**$139,815**	**-**	**$139,815**	**1.78%**	**$1,597**	**$138,218**	**$139,815**	**1.78%**
All	All	Total Minority Business Enterprise (MBE)	$139,815	-	$139,815	1.78%	$1,597	$138,218	$139,815	1.78%
All	All	Women Business Enterprise (WBE)	$6,716	$10,000	$16,716	0.21%	$28	$16,688	$16,716	0.21%
All	All	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	-	-	-	0.00%	-	-	-	0.00%
All	All	Disabled Veteran Business Enterprise (DVBE)	-	-	-	0.00%	-	-	-	0.00%
All	All	Persons with Disabilities Business Enterprise (DBE)	$1,332	-	$1,332	0.02%	-	$1,332	$1,332	0.02%
All	All	8(a)*	-	-	-	0.00%	-	-	-	0.00%
All	**All**	**Total Supplier Diversity Spend**	**$147,863**	**$10,000**	**$157,863**	**2.01%**	**$1,624**	**$156,238**	**$157,863**	**2.01%**

Procurement Metric	Direct Spend[1]
Net Procurement**	$7,838,481
Net Product Procurement	$141,204
Net Service Procurement	$7,697,277
Total Number of Diverse Suppliers that Received Direct Spend	5

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 incudes purchase orders, non-purchase orders, and credit card dollars.

[1] Direct - Means Direct Procurement: when a CCA directly procures from a supplier.

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

% Percentage of Net Procurement.

Description of Diverse Suppliers with Majority Workforce in California

In 2025, CleanPowerSF conducted business with five (5) companies certified in the Supplier Clearinghouse Database and headquartered in California, which is from the same number of companies in 2024. It is assumed that suppliers listed in the clearinghouse, with California addresses, are California-based companies with a majority of their workforce located in California.

Average Percentage of the Direct Suppliers' and Subcontractors' Workforce that Resides in California

This year, staff developed and distributed a supplier survey to track labor data from our contractors' and their subcontractors' workforces. We expect to report this data in next year's annual report.

Contractor or Subcontractor Workforce Total Diversity

The labor tracking survey that staff developed and distributed to counterparties this year is expected to provide information on contractor and subcontractor workforce diversity.

9.1.3 Supplier Diversity Program Expenses

Several CleanPowerSF-funded employees contribute to SB 255-related activities, but none are exclusively dedicated to SB 255-related work. It is important to note that other diversity-related expenses are not included in the table below. CleanPowerSF, as a subdivision of SFPUC and San Francisco, uses and relies on a variety of City diversity programs, including the City's LBE program, SFPUC's LBE program, and SFPUC's SIP program.

Expense Category	2025 (Actual)
Wages	$21,922.57
Other Employee Expenses	$6,476.20
Program Expenses	$-
Reporting Expenses	$-
Training Expenses	$7,719.02
Consultant Expenses	$-
Other Expenses	$-
Total	**$36,117.79**

9.1.5 Description of Prime Contractors Utilization of Diverse Subcontractors

CleanPowerSF has contracted with Calpine Energy Solutions to provide data management and billing services. Calpine partners with See Change Institute, a woman-owned research firm composed of leading experts from around the country and globe, as well as a certified WBE in the Supplier Clearinghouse Directory. The See Change Institute works with government, private, and non-profit organizations on strategy, implementation, and evaluation of climate, energy, and behavior change programs. In 2025, CleanPowerSF worked with See Change Institute staff to research customer behavior regarding their purchase and installation of electrification measures such as heat pumps, batteries, or electric vehicle chargers. Many customers who adopt these technologies do not switch to rate plans that are designed to encourage efficient electric energy usage. Additionally, CleanPowerSF staff engaged with project managers and procurement staff to increase their awareness of using the Supplier Clearinghouse to reach out to diverse subcontractors about power solicitations. There were no unique, new prime contractors and subcontractors certified pursuant to GO 156 that CleanPowerSF contracted with during reporting year 2025.

9.1.6 List of Supplier Diversity Complaints Received and Current Status

CleanPowerSF did not receive any WMDVLGBTBE complaints related to its supplier diversity program in 2025.

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

CleanPowerSF worked to recruit suppliers in power procurement by generating lists of diverse suppliers from the Supplier Clearinghouse and including them on outreach lists for power supply solicitations. CleanPowerSF posted a solicitation for long-term energy supplies to the Supplier Clearinghouse.

This solicitation resulted in two power purchase agreements from renewable energy project developers that were executed in 2025. Neither of the suppliers were certified in the clearinghouse. CleanPowerSF also distributed instructions for project managers on how to use the Supplier Clearinghouse to generate outreach lists and post future Requests for Proposals.

Supplier Diversity Results in Power (Energy) Procurement

Gender	Ethnicity	Certification Type	Renewable and Non-Renewable Power Products	Diesel	Nuclear	Natural Gas	Direct[3] Total	Sub[4] Total	Total[5] Spend	% Total
Male	African American	Minority Business Enterprise	$0	$0	$0	$0	$0	$0	$0	0.00%
Male	Asian Pacific American	Minority Business Enterprise	$0	$0	$0	$0	$0	$0	$0	0.00%
Male	Hispanic American	Minority Business Enterprise	$0	$0	$0	$0	$0	$0	$0	0.00%
Male	Native American	Minority Business Enterprise	$0	$0	$0	$0	$0	$0	$0	0.00%
Male	**All**	**Total Minority Male**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**0.00%**
Female	African American	Minority Business Enterprise	$0	$0	$0	$0	$0	$0	$0	0.00%
Female	Asian Pacific American	Minority Business Enterprise	$0	$0	$0	$0	$0	$0	$0	0.00%
Female	Hispanic American	Minority Business Enterprise	$0	$0	$0	$0	$0	$0	$0	0.00%
Female	Native American	Minority Business Enterprise	$0	$0	$0	$0	$0	$0	$0	0.00%
Female	**All**	**Total Minority Female**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**0.00%**
All	All	Total Minority Business Enterprise (MBE)	$0	$0	$0	$0	$0	$0	$0	0.00%
All	All	Women Business Enterprise (WBE)	$0	$0	$0	$0	$0	$0	$0	0.00%
All	All	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	$0	$0	$0	$0	$0	$0	$0	0.00%
All	All	Disabled Veteran Business Enterprise (DVBE)	$0	$0	$0	$0	$0	$0	$0	0.00%
All	All	Persons with Disabilities Business Enterprise (DBE)	$0	$0	$0	$0	$0	$0	$0	0.00%
All	All	8(a)*	$0	$0	$0	$0	$0	$0	$0	0.00%
All	**All**	**Total Supplier Diversity Spend**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**0.00%**

Procurement Metric	Direct Spend[1]
Net Power Procurement	$167,264,186
Net Direct Power Purchases	$167,264,186
Net Direct Fuels for Generation	$0
Total Number of Diverse Suppliers	0

NOTE:

1. Excludes purchases from the California Independent System Operator (CAISO), utilities, federal entities, state entities, municipalities and cooperatives.
2. % - Percentage of Net Procurement.
3. Includes Direct Power Purchases and Direct Fuels for Generation. Direct - Means Direct Procurement: when a CCA directly procures from a supplier.
4. Sub - Means Subcontractor Procurement: when a prime contractor, in contract with a CCA, procures from a subcontractor to fulfil its contractual obligation(s).
5. "Total" does not include pre-commercial development (COD) subcontracting values.
6. 8(a) - Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

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

In 2026, CleanPowerSF is continuing to leverage and build upon the programs, policies, and efforts outlined in this report to further the goals of supplier diversity and equity. While CleanPowerSF has improved our data collection practices, additional efforts are needed to enhance internal awareness and integrate Supplier Diversity into procurement practices, as well as deepen engagement and support for our small, local, and diverse business community. Priorities for 2026 are summarized below.

Planned Internal Activities

CleanPowerSF and SFPUC have initiated a number of programs geared toward improving workforce racial equity by starting to work with activities required citywide, SFPUC, and CleanPowerSF. Additional efforts will be implemented in later phases.

Racial Equity Diversity and Inclusion Activities

Agency-wide Mentoring Program

The SFPUC's Mentoring Program wrapped up its second year of operations and recruited for new mentors and mentees in November 2025. The cohort has been selected and recently kicked off the 2026 year. The annual program runs for six (6) months (first half of the year) to foster a community of intentional partnerships focused on employee professional growth and development for both mentees and mentors.

Completion of Office of Racial Equity Required Report on Agency-wide Progress

In 2025, the REDI team launched the report that will develop practical recommendations to the executive team and is expected to be completed September 2026. The REDI team is expanding the Affinity/Employee Resource Groups after the first group that went through the process has been formalized. The supervisor academy is planning to start cohorts for a revised academy that includes equity and inclusivity practices in 2026.

Goods, Services, and Energy Procurement

CleanPowerSF is continuing our efforts to improve supplier diversity, including:

- Participating in the citywide contracting equity study to analyze San Francisco's contracting to small and local businesses;
- Incorporating Supplier Clearinghouse information into CleanPowerSF solicitation outreach to supplier lists and advertising open solicitations in the Supplier Clearinghouse;
- Coordinating with the City's Contracts Monitoring Division and continuing to support CleanPowerSF prime contractor use of LBE subcontractors in professional services, including the 14B LBE Program and PUC-LBE programs, potentially using the SFPUC's Contractor Assistance Center to promote LBE opportunities;
- Surveying ways to reach existing CleanPowerSF suppliers to educate them about the Supplier Clearinghouse and the value of certification;
- Collaborating with other CCAs on outreach and education efforts; and
- Exploring how to structure energy solicitations to attract contractors and suppliers who represent disadvantaged communities;
- Working with teams throughout the SFPUC that contract on behalf of CleanPowerSF and use diverse vendors to have those vendors certified in the Supplier Clearinghouse;
- Coordinating quarterly check-ins with staff throughout the SFPUC and City to monitor and advance CleanPowerSF's supplier diversity efforts.

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

This section is not applicable to CCAs.

ENDNOTES

1. San Francisco Public Utilities Commission, "Community Benefits Approach," https://sfpuc.org/about-us/who-we-are/community-benefits-approach, accessed December 8, 2025.

2. This reference and following similar references are to the various reporting section of CPUC General Order 156, https://www.cpuc.ca.gov/-/media/cpuc-website/divisions/news-and-outreach/documents/bco/go-156-d22-04-035.pdf, accessed December 8, 2025.

3. San Francisco Public Utilities Commission, "Environmental Justice Policy, Commission Resolution 09-0170," October 13, 2009, https://sfpuc.org/sites/default/files/about-us/policies-reports/Environmental-Justice-Policy_OCT2009.pdf, accessed December 8, 2025.

4. San Francisco Public Utilities Commission, "Community Benefits Policy," https://sfpuc.org/about-us/policies-plans/community-benefits-policy, accessed December 8, 2025.

5. San Francisco Public Utilities Commission, "Social Impact Partnership dashboard," https://www.sfpuc.gov/construction-contracts/contract-opportunities-payments/social-impact-partnership-program/sip. accessed February 27, 2026.

6. San Francisco Board of Supervisors Resolution No. 026-23, https://sfgov.legistar.com/View.ashx?M=F&ID=11642295&GUID=63A7A22C-0135-4FB7-BF91-C8E56FFE898E, accessed December 9, 2025.

7. City and County of San Francisco Charter, Section 4.112. Public Utilities Commission, https://codelibrary.amlegal.com/codes/san_francisco/latest/sf_charter/0-0-0-282, accessed January 15, 2026.

8. San Francisco Public Utilities Commission, "SFPUC Commission," https://www.sfpuc.gov/about-us/boards-commissions-committees/sfpuc-commission, accessed on December 9, 2025.

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