



2025 Supplier Diversity Report & 2026 Annual Plan

Report to the California Public Utilities Commission

February 2026

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Note: *CCA — Community Choice Aggregators with gross annual California revenues exceeding \$15,000,000



A Letter from the Chief Executive Officer

At San Diego Community Power, we are working toward a future that is both sustainable and equitable. Since we began serving customers five years ago, we've grown significantly in both reach and impact.

Today, we are providing renewable, cost-competitive energy to nearly 1 million customers throughout the San Diego region, as well as introducing customer programs that reduce emissions, lower bills and bring resources to historically underserved communities.

This sustainable growth would not have been possible without the partnership of our suppliers — ongoing collaboration between San Diego Community Power staff and our network of suppliers has been and will continue to be integral to many of our successes.

Our procurement efforts offer us an opportunity to support small, diverse businesses and our local economy. In 2025, \$1.4 million of our procurement spend went to CPUC-certified diverse suppliers, and \$13 million to local suppliers.

Looking forward, we will continue to modernize our procurement efforts and develop a more mature Supplier Diversity Program. Critically, we will remain focused on what matters most to our customers: creating a sustainable and equitable San Diego region.

With the continued leadership of our Board of Directors, dedicated work of our staff and ongoing support of our suppliers and partners, San Diego Community Power is proud to power the path toward a cleaner, more resilient future.



Karin Burns

*Chief Executive Officer
San Diego Community Power*



Executive Summary

Throughout 2025, San Diego Community Power continued to build the foundational elements of its Supplier Diversity Program, in alignment with California Public Utilities Commission (CPUC) General Order 156, Senate Bill 255 and the race-neutral requirements of Proposition 209. As Community Power continues to grow, both as a public agency and regional energy provider, the organization continues to strengthen its procurement processes, improve data quality and expand internal capacity — all to ensure transparent and equitable access for all vendors.

To support these efforts, Community Power hired two additional Procurement Analysts to increase the efficiency of procurement activities, support contract routing and ensure consistent compliance with GO 156. The agency also continued development of its “How to Do Business with Community Power” resources and improved its vendor data collection processes, with more accurate reporting of spend with CPUC-certified diverse suppliers, local businesses, 8(a) firms and microbusinesses.

Looking ahead, Community Power will further modernize its Supplier Diversity Program by developing a multiyear roadmap that is aligned with GO 156 and SB 255, expanding vendor outreach and strengthening subcontractor reporting requirements. Nonenergy procurements will also transition to an online public solicitation platform, which will streamline procurement, increase transparency and improve access for small, local vendors.



Our Leadership Team



**Karin
Burns**

Chief Executive
Officer



**Eric
Washington**

Chief Financial
Officer/Treasurer*



**Jack
Clark**

Chief Operating
Officer



**Veera
Tyagi**

General Counsel



**Gordon
Samuel**

Chief Commercial
Officer

**Leadership data represents the 2025 reporting year. The CFO depicted in this report transitioned out of the role in early 2026.*



Q&A With the Senior Director of Public Affairs



Jen Lebron

Senior Director of Public Affairs

Q: How is Community Power working to make procurement more accessible for small, local and emerging businesses?

A: We know that small and local businesses often face barriers when it comes to public procurement, which is why in 2025, we took steps to ensure businesses can more easily access and understand our requirements. We made intentional improvements to our vendor onboarding process and streamlined the design of our “Solicitations” webpage. We plan to expand on these efforts in 2026 as we transition our nonenergy procurements to an online public solicitation platform, which will centralize opportunities and standardize the bidding and make it easier for small and emerging businesses to find and compete for our contracts.

Q: What role does supplier diversity play in Community Power’s long-term strategic goals?

A: Equity is a key tenant of Community Power’s mission, and supplier diversity is about ensuring equitable access to public contracting opportunities. While we operate under the requirements of Proposition 209, we are committed to reducing barriers for small, local and emerging businesses. We are intentional about outreach to local organizations that serve historically underserved populations and foster a procurement environment where all qualified vendors can compete fairly.

Q: What does responsible procurement mean for Community Power as a public agency?

A: Responsible procurement means stewarding public dollars with integrity, transparency and fairness. Every contract that we award must align with regulatory requirements as well as support our mission and deliver value for the people we serve. We owe it to our customers to invest their dollars wisely by working with organizations that deliver quality goods and services.



The San Diego Community Power Network

“Joining the Power Network is an opportunity for our organization to work with Community Power to serve our community. It will better equip us to connect our community to energy efficiency programs and resources while allowing us to help guide future Community Power endeavors.”

— Jean-Huy Tran, Viet Voices

Launched in 2025, the San Diego Community Power Network establishes a formal relationship between San Diego Community Power and other local organizations. Through a rolling Request for Qualifications (RFQ), nonprofits, community groups and nongovernmental organizations can apply to join the Power Network.

Once accepted, participants can enter into contracts to perform services on behalf of Community Power, such as outreach support and translation services. They are also encouraged to share feedback on Community Power offerings and shape advocacy efforts around sustainability.

The goals of the Power Network include:

- Building relationships with community leaders and creating a network of trusted partners
- Supporting the implementation of Community Power’s customer programs and other initiatives
- Contributing to a sustainable and equitable San Diego region



Group discussion between Power Network participants



Supplier Diversity Annual Report and Annual Plan

Description of Supplier Diversity Program Activities During the Previous Calendar Year

Community Power remains committed to its mission and vision to provide clean, affordable energy and invest in the communities we serve in pursuit of a sustainable and equitable future for our region. The agency's mission guides both internal and external activities across the Supplier Diversity Program, workforce development efforts and community engagement.

Community Power's hiring and recruitment practices continue to focus on inclusivity, Equal Employment Opportunity and proactive outreach. The practices are designed to cultivate a workforce that not only reflects the diverse communities that Community Power serves, but also reinforces the agency's core values of fairness, access and opportunity.

To support data-driven decision making, Community Power leverages nonconfidential workforce data collected by the San Diego Workforce Partnership. The agency analyzes regional workforce trends, in-demand occupations, career pathways and high-growth industry sectors to inform its workforce planning, human resources strategies

and broader economic development initiatives. Aligning internal staffing approaches with regional labor market dynamics allows Community Power to support the economic vibrancy and long-term sustainability of the San Diego region.

Community Power dedicates a section of its "Solicitations" webpage for the California Public Utilities Commission (CPUC) Supplier Diversity Program: SDCommunityPower.org/Solicitations

Questions about the Supplier Diversity Program should be directed to:



Christopher Stephens

Procurement Manager

Email: NEP@SDCommunityPower.org

Phone: 888-382-0169



9.1.2: Supplier Diversity Procurement Results by Product and Service Categories (Non-Power Purchases) for Reporting Year 2025

		Direct Spend ¹ \$	Sub Spend ² \$	Total \$	%	Product Spend \$	Service Spend \$	Total \$	%	
1	Minority Male	African American	\$-	\$-	\$-	0.00%	\$-	\$-	\$-	0.00%
2		Asian Pacific American	\$160,416.69	\$-	\$160,416.69	0.78%	\$160,416.69	\$-	\$160,416.69	0.78%
3		Hispanic American	\$-	\$-	\$-	0.00%	\$-	\$-	\$-	0.00%
4		Native American	\$-	\$-	\$-	0.00%	\$-	\$-	\$-	0.00%
5		Total Minority Male	\$160,416.69	\$-	\$160,416.69	0.78%	\$160,416.69	\$-	\$160,416.69	0.78%
6	Minority Female	African American	\$-	\$-	\$-	0.00%	\$-	\$-	\$-	0.00%
7		Asian Pacific American	\$-	\$-	\$-	0.00%	\$-	\$-	\$-	0.00%
8		Hispanic American	\$-	\$-	\$-	0.00%	\$-	\$-	\$-	0.00%
9		Native American	\$-	\$-	\$-	0.00%	\$-	\$-	\$-	0.00%
10		Total Minority Female	\$-	\$-	\$-	0.00%	\$-	\$-	\$-	0.00%
11	Total Minority Business Enterprise (MBE)		\$160,416.69	\$-	\$160,416.69	0.78%	\$160,416.69	\$-	\$160,416.69	0.78%
12	Women Business Enterprise (WBE)		\$1,243,876.60	\$-	\$1,243,876.60	6.02%	\$-	\$1,243,876.60	\$1,243,876.60	6.02%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTE)		\$-	\$-	\$-	0.00%	\$-	\$-	\$-	0.00%
14	Disabled Veteran Business Enterprise (DVBE)		\$-	\$-	\$-	0.00%	\$-	\$-	\$-	0.00%
15	Persons with Disabilities Business Enterprise (DBE)		\$-	\$-	\$-	0.00%	\$-	\$-	\$-	0.00%
16	8(a)*		\$-	\$-	\$-	0.00%	\$-	\$-	\$-	0.00%
17	Total Supplier Diversity Spend		\$1,404,293.29	\$-	\$1,404,293.29	6.80%	\$160,416.69	\$1,243,876.60	\$1,404,293.29	6.80%
18	Net Procurement**		\$20,649,296.08							
19	Net Product Procurement		\$246,658.76							
20	Net Service Procurement		\$20,402,637.32							
21	Total Number of Diverse Suppliers That Received Direct Spend		7							

8(a) — businesses owned and controlled by persons found to be disadvantaged by the US Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 USC 637(a)) or the US 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.

¹Direct — Direct Procurement — when a CCA directly procures from a supplier

²Sub — 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



Supplier Diversity Annual Report and Annual Plan

Description of Supplier Workforce

Throughout 2025, Community Power made good-faith efforts to determine whether certified diverse suppliers that have contracts with the agency maintain a majority of their workforce in California.

Based on information available through the Supplier Clearinghouse, voluntary vendor disclosures and direct communication with suppliers, Community Power identified five diverse suppliers that have a majority of their workforce located in California. While these suppliers represent approximately 1.86% of Community Power's total supplier base, Community Power did not receive sufficient information from its suppliers to conclusively determine the average percentage of the workforce that resides in California — only confirmations from some suppliers that a majority of their workforce is California-based.

Community Power continues to seek improved avenues for collecting voluntary demographic data that would enable reporting on the diversity of the total contractor and subcontractor workforce. The agency is evaluating practical approaches to strengthen future reporting cycles, such as implementing a standardized supplier-workforce survey and expanding outreach, guidance and communication with suppliers. These efforts are intended to enhance data quality, improve supplier participation and support more transparent reporting in future cycles.



Supplier Diversity Annual Report and Annual Plan

Supplier Diversity Program Expenses

Expense Category	Year (Actual)
Wages	\$19,000.00
Other Employee Expenses	\$-
Program Expenses	\$-
Reporting Expenses	\$-
Training Expenses	\$-
Consultant Expenses	\$-
Other Expenses	\$-
Total	\$19,000.00



Supplier Diversity Annual Report and Annual Plan

Description of Prime Contractors Utilization of Diverse Subcontractors

To encourage prime contractors to strengthen their utilization of diverse subcontractors, Community Power requests that all prospective contractors review its updated 2025 Inclusive and Sustainable Workforce Policy. This policy supports Community Power's continued commitment to delivering measurable economic benefits to the region — including the creation of prevailing-wage jobs, investment in local workforce development and the maintenance of a stable, skilled and trained labor force. It also reaffirms Community Power's emphasis on supplier and workforce diversity, with particular focus on expanding access to opportunities for returning veterans and individuals from historically disadvantaged communities.

As part of the procurement and evaluation process, Community Power asks contractors to provide information about any subcontractors they intend to use in delivering the proposed goods or services. Community Power's 2025 Request for Proposals (RFP) template continues to include guidance on CPUC General Order 156 and reinforces the encouragement of diverse supplier participation within the legal parameters established by Proposition 209.



Supplier Diversity Annual Report and Annual Plan

New Diverse Prime and Subcontractor Utilization

Category	New Prime Contractors #	New Subcontractors #
Minority Male Business Enterprise	1	-
Minority Female Business Enterprise	0	-
Total Minority Business Enterprise (MBE)	1	-
Women Business Enterprise (WBE)	1	-
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0	-
Disabled Veteran Business Enterprise (DVBE)	0	-
Persons with Disabilities Business Enterprise (DBE)	0	-
8(a)	0	-
Total	2	-

List of Supplier Diversity Complaints Received and Current Status

In 2025, Community Power received no supplier diversity complaints.



9.1.9: Supplier Diversity Procurement Results in Power (Energy) Procurement for Reporting Year 2025

		Direct Power Purchases \$		Direct Fuels for Generation \$			Totals \$ ¹			% ²
		Renewable and Non-Renewable Power Products		Diesel	Nuclear	Natural Gas	Direct ³	Sub ⁴	Total \$ ⁵	
1	Minority Male	African American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
2		Asian Pacific American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
3		Hispanic American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
4		Native American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
5		Total Minority Male	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
6	Minority Female	African American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
7		Asian Pacific American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
8		Hispanic American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
9		Native American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
10		Total Minority Female	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
11	Total Minority Business Enterprise (MBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	
12	Women Business Enterprise (WBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	
14	Disabled Veteran Business Enterprise (DVBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	
15	Persons with Disabilities Business Enterprise (DBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	
16	8(a) ⁶		\$0	\$0	\$0	\$0	\$0	\$0	\$0	
17	Total Supplier Diversity Spend		\$0	\$0	\$0	\$0	\$0	\$0	\$0	
18	Net Power Procurement		\$586,267,583.00							
19	Net Direct Power Purchases		\$586,267,583.00							
20	Net Direct Fuels for Generation		\$0.00							
21	Total Number of Diverse Suppliers That Received Direct Spend		\$0.00							

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 — Direct Procurement — when a CCA directly procures from a supplier

⁴ Sub — 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 US Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the US Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13)



Supplier Diversity Annual Report and Annual Plan

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

In 2026, Community Power will continue strengthening its internal supplier diversity infrastructure to support long-term, sustainable growth in diverse supplier participation. Internally, Community Power will focus on four primary areas of development:

Implement Enhanced Internal Training and Guidance: Community Power will develop updated procurement staff training covering the CPUC Supplier Clearinghouse certification process, diverse supplier outreach best practices and the application of Proposition 209 compliance requirements. This training will support more consistent consideration of diverse suppliers across all solicitations.

Improve Internal Tools, Tracking and Reporting Processes: Community Power will refine its internal tracking tools to streamline data collection from vendors, improve reporting accuracy and monitor progress toward supplier diversity targets. This includes strengthening the capture of subcontractor data and increasing visibility of diverse spend across departments.

Integrate Supplier Diversity Earlier in Procurement Planning: Community Power will work with internal clients to incorporate supplier diversity considerations during early scoping phases of procurements. This includes flagging solicitations suitable for small or diverse business participation and identifying opportunities for subcontracting engagement.

Develop Collateral to Support Supplier Outreach: Community Power will develop new collateral for potential suppliers to support its supplier outreach efforts. This includes printed materials such as contact cards and fact sheets with information about contracting opportunities with Community Power.



Supplier Diversity Annual Report and Annual Plan

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

In 2026, Community Power will continue to strengthen its engagement with diverse suppliers and community stakeholders through expanded external outreach and visibility-building efforts. External program activities will focus on four key priorities:

Collaboration With Local Chambers and Business Organizations: Community Power will continue to partner with regional business chambers, including those representing small, local and diverse businesses, to elevate awareness of procurement opportunities. Community Power will pursue additional collaboration channels to expand its reach to emerging and underserved suppliers.

Provide Supplier Diversity Presentations and Participate in Community Events: Community Power will conduct educational presentations and participate in business expos, community events and vendor-focused gatherings to increase visibility of its procurement needs and support diverse supplier engagement. These events will help potential vendors understand how to do business with Community Power.

Support Access to CPUC Supplier Clearinghouse Certification and Events: Community Power will continue guiding new and existing vendors through the CPUC Supplier Clearinghouse certification process and will actively encourage vendor participation in CPUC-sponsored supplier events, including the 2026 Small and Diverse Business Expo and related matchmaking opportunities.

Expand Outreach to Subcontractors Through Competitive Solicitations: Community Power will encourage prime contractors to identify and engage diverse subcontractors in alignment with its Inclusive and Sustainable Workforce Policy and GO 156 objectives. Bidder engagement will include directing prospective primes to available diverse supplier directories and regional business networks.



Supplier Diversity Annual Report and Annual Plan

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

In 2026, Community Power will continue strengthening its efforts to encourage prime contractors to identify and engage small, local and diverse businesses as subcontractors. While Community Power does not have direct authority over how prime contractors structure their subcontracting relationships, the agency can influence outcomes by establishing clear expectations, improving access to resources and increasing communication throughout the procurement lifecycle. Community Power's 2026 plan focuses on three core strategies designed to expand opportunities for diverse subcontractors in alignment with GO 156 and the Inclusive and Sustainable Workforce Policy.

First, Community Power will strengthen expectations within its 2026 solicitation templates by expanding language that encourages primes to consider the use of certified diverse subcontractors when feasible. Solicitations will continue to request subcontractor information as part of proposal submissions, reinforcing Community Power's commitment to transparency and equitable access. This approach is intended to enhance visibility for subcontracting opportunities while maintaining compliance with Proposition 209.

Second, Community Power will provide tools and resources to help prime contractors identify qualified diverse subcontractors. This includes directing primes to the CPUC Supplier Clearinghouse, local business chambers and regional small business networks that maintain directories of certified diverse suppliers. By giving primes easier access to information and support, Community Power aims to reduce barriers and help contractors form new partnerships with diverse businesses across the region.

Third, Community Power will increase early engagement and communication with prime contractors, particularly for larger or more complex procurements that are more likely to involve subcontracting. This will involve encouraging primes to assess subcontracting opportunities earlier in the planning process, as well as sharing best practices and connecting interested primes with local organizations that support the small and diverse business community. These proactive steps are intended to expand the window of time in which diverse suppliers can meaningfully participate in teaming discussions.



GO 156 Section 1.3 Definitions*

Name	Definition	Acronym	Certification
Woman Business Enterprises	A business enterprise at least 51% owned by a woman or women, or if a publicly owned business, at least 51% of the stock owned by one or more women; and whose management and daily business operations are controlled by one or more of those individuals (GO 156 Section 1.3.3)	WBE	Supplier Clearinghouse
Minority Business Enterprises	A business enterprise at least 51% owned by a minority individual or group(s), or if a publicly owned business, at least 51 % of the stock owned by one or more minority groups; and whose management and daily business operations are controlled by one or more of those individuals Minority includes, but is not limited to, African Americans, Hispanic Americans, Native Americans, Asian Pacific Americans and other groups as defined in the GO (GO 156 Section 1.3.4)	MBE	Supplier Clearinghouse
Lesbian, Gay, Bisexual, Transgender (LGBT) Business Enterprise	A business enterprise at least 51% owned by a lesbian, gay, bisexual or transgender person or persons, or if a publicly owned business, at least 51% of the stock owned by one or more lesbian, gay, bisexual or transgender persons; and whose management and daily business operations are controlled by one or more of those individuals (GO Section 156 1.3.5)	LGBTBE	Supplier Clearinghouse
Persons with Disabilities Business Enterprise	A business enterprise at least 51% owned by a person or persons with a disability, or if a publicly owned business, at least 51 % of the stock owned by one or more persons with a disability; and whose management and daily business operations are controlled by one or more of those individuals (GO 156 Section 1.3.6)	DBE	Supplier Clearinghouse
Disabled Veteran Business Enterprises	<ol style="list-style-type: none"> 1) A sole proprietorship at least 51% owned by one or more disabled veterans or, in the case of a publicly owned business, at least 51% of its stock is owned by one or more disabled veterans; a subsidiary which is wholly owned by a parent corporation, but only if at least 51% of the voting stock of the parent corporation is owned by one or more disabled veterans; or a joint venture in which at least 51% of the joint venture's management and control and earnings are held by one or more disabled veterans 2) The management and control of the daily business operations are by one or more disabled veterans 3) A sole proprietorship, corporation or partnership with its home office located in the United States, which is not a branch or subsidiary of a foreign corporation, foreign firm or other foreign-based business (GO 156 Section 4.1) 	DVBE	Department of General Services (DGS)
Disabled Veteran	Refers to a veteran of the military, naval or air service of the United States with a service-connected disability and who is a resident of the State of California (GO 156 Section 1.3.7)		

* These definitions are not proposed amendments to Section 1.3 of GO 156 or the other Sections. The purpose of these definitions is to provide convenient reference in preparing GO 156 reports.



GO 156 Section 1.3 Definitions*

Name	Definition	Acronym	Certification
African American	Refers to a person having origins in any black racial groups of Africa (GO 156 Section 1.3.9)	BA	
Asian Pacific American	Refers to a person having origin in Asia or the Indian subcontinent, including but not limited to, persons from Japan, China, the Philippines, Vietnam, Korea, Samoa, Guam, the US Trust Territories of the Pacific, Northern Marianas, Laos, Cambodia, Taiwan, India, Pakistan and Bangladesh (GO 156 Section 1.3.12)	APA	
Hispanic American	Refers to a person of Mexican, Puerto Rican, Cuban, South or Central American, Caribbean, and other Spanish culture or origin (GO 156 Section 1.3.10)	HA	
Native American	Refers to a person having origin in any of the original peoples of North America or the Hawaiian Islands, in particular, American Indians, Eskimos, Aleuts and Native Hawaiians (GO 156 Section 1.3.11)	NA	
Other Groups (8(a))	Persons found to be disadvantaged by the US 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)	8(a)	
Subcontract	Any agreement or arrangement between a contractor and any party or person (in which the parties do not stand in the relationship of an employer and an employee) for the furnishing of supplies or services for the use of real or personal property, including lease arrangements, which, in whole or in part, is necessary to the performance of any one or more contracts; or under which any portion of the contractor's obligation under any one or more contracts is performed, undertaken or assumed (GO 156 Section 1.3.23)	Sub	
Supplier Clearinghouse	A Commission-supervised program or entity that shall conduct certifications/verifications and maintain a database of eligible suppliers for the use of utilities and other covered entities under the Commission's Supplier Diversity Program (GO 156 Section 1.3.22)		
Commission	Refers to the California Public Utilities Commission, as provided for in Article XII of the California Constitution (GO 156 Section 1.3.1)	CPUC	

* These definitions are not proposed amendments to Section 1.3 of GO 156 or the other Sections. The purpose of these definitions is to provide convenient reference in preparing GO 156 reports.



GO 156 Section 1.3 Definitions*

Name	Definition	Acronym	Certification
Short-Term Goal	A goal applicable to a period of one (1) year (GO 156 Section 1.3.18)		
Mid-Term Goal	A goal applicable to a period of three (3) years (GO 156 Section 1.3.19)		
Long-Term Goal	A goal applicable to a period of five (5) years (GO 156 Section 1.3.20)		
Product and Service Categories	As defined by the Standard Industrial Classification (SIC) system maintained by the United States Department of Labor, Occupational Safety and Health Administration, as they currently read or as amended or as defined by any other updated classification system that supersedes the SIC system (GO 156 Section 1.3.24)		
Supplier Diversity	Refers to the inclusion of women, minority, disabled veteran, LGBT and persons with disabilities business enterprises in supply chains and procurement activities		
Diverse Business/Supplier	Refers to women, minority, disabled veteran, LGBT and persons with disabilities business enterprises		

* These definitions are not proposed amendments to Section 1.3 of GO 156 or the other Sections. The purpose of these definitions is to provide convenient reference in preparing GO 156 reports.



San Diego Community Power	Reporting Year: 2025	General Order (GO) 156
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San Diego Community Power	Reporting Year: 2025	GO 156 Section 9.1.1
Description of Supplier Diversity Program Activities During the Previous Calendar Year		

San Diego Community Power ("Community Power") remains committed to its mission and vision to provide affordable clean energy and invest in the community for an equitable and sustainable future. This organizational mission guides both internal and external activities across the supplier diversity program, workforce development, and community engagement.

Community Power’s hiring and recruitment practices continue to focus on inclusivity, proactive outreach, and equal employment opportunities, reflecting the diverse communities the organization serves. These practices are designed to cultivate a workforce that not only mirrors the region’s demographic strengths but also reinforces the organization’s values of fairness, access, and opportunity.

To support data-driven decision making, Community Power leverages non-confidential workforce data collected by the San Diego Workforce Partnership (SDWP). Community Power analyzes regional workforce trends, in-demand occupations, career pathways, and high-growth sectors to inform its workforce planning, human resources strategies, and broader community economic development initiatives. By aligning internal staffing approaches with regional labor market dynamics, Community Power helps support the economic vibrancy and long-term sustainability of the San Diego region.

Community Power also dedicates a section of it's webpage for the CPUC Supplier Diversity program at:
<https://sdcommunitypower.org/solicitations/>.

Questions regarding the supplier diversity program may be directed to:
 Christopher Stephens, Procurement Manager
 Email: nep@sdcommunitypower.org
 Phone: (888) 382-0169

Supplier Diversity Annual Report and Annual Plan

San Diego Community Power	Reporting Year: 2025	GO 156 Section 9.1.2
Supplier Diversity Procurement Results by Product and Service Categories (non-power purchases)		

			[Year] of Report							
			Direct Spend ¹ \$	Sub Spend ² \$	Total \$	%	Product Spend \$	Service Spend \$	Total \$	%
1	Minority Male	African American	\$ -	\$ -	\$ -	0.00%	\$ -	\$ -	\$ -	0.00%
2		Asian Pacific American	\$ 160,416.69	\$ -	\$ 160,416.69	0.78%	\$ 160,416.69	\$ -	\$ 160,416.69	0.78%
3		Hispanic American	\$ -	\$ -	\$ -	0.00%	\$ -	\$ -	\$ -	0.00%
4		Native American	\$ -	\$ -	\$ -	0.00%	\$ -	\$ -	\$ -	0.00%
5		Total Minority Male	\$ 160,416.69	\$ -	\$ 160,416.69	0.78%	\$ 160,416.69	\$ -	\$ 160,416.69	0.78%
6	Minority Female	African American	\$ -	\$ -	\$ -	0.00%	\$ -	\$ -	\$ -	0.00%
7		Asian Pacific American	\$ -	\$ -	\$ -	0.00%	\$ -	\$ -	\$ -	0.00%
8		Hispanic American	\$ -	\$ -	\$ -	0.00%	\$ -	\$ -	\$ -	0.00%
9		Native American	\$ -	\$ -	\$ -	0.00%	\$ -	\$ -	\$ -	0.00%
10		Total Minority Female	\$ -	\$ -	\$ -	0.00%	\$ -	\$ -	\$ -	0.00%
11	Total Minority Business Enterprise (MBE)		\$ 160,416.69	\$ -	\$ 160,416.69	0.78%	\$ 160,416.69	\$ -	\$ 160,416.69	0.78%
12	Women Business Enterprise (WBE)		\$ 1,243,876.60	\$ -	\$ 1,243,876.60	6.02%	\$ -	\$ 1,243,876.60	\$ 1,243,876.60	6.02%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$ -	\$ -	\$ -	0.00%	\$ -	\$ -	\$ -	0.00%
14	Disabled Veteran Business Enterprise (DVBE)		\$ -	\$ -	\$ -	0.00%	\$ -	\$ -	\$ -	0.00%
15	Persons with Disabilities Business Enterprise (DBE)		\$ -	\$ -	\$ -	0.00%	\$ -	\$ -	\$ -	0.00%
16	8(a)*		\$ -	\$ -	\$ -	0.00%	\$ -	\$ -	\$ -	0.00%
17	Total Supplier Diversity Spend		\$ 1,404,293.29	\$ -	\$ 1,404,293.29	6.80%	\$ 160,416.69	\$ 1,243,876.60	\$ 1,404,293.29	6.80%
18	Net Procurement**					20,649,296.08				
19	Net Product Procurement					246,658.76				
20	Net Service Procurement					20,402,637.32				
21	Total Number of Diverse Suppliers that Received Direct Spend					7				

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.

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.

San Diego Community Power	Reporting Year: 2025	GO 156 Section 9.1.2
Description of Supplier Workforce		

Community Power made good-faith efforts throughout 2025 to determine whether certified diverse suppliers that have contracts with Community Power maintain a majority of their workforce in California. Based on information available through the Supplier Clearinghouse, voluntary vendor disclosures, and direct communication with suppliers, Community Power identified five diverse suppliers, representing approximately 1.86% of its total supplier base, that have a majority of their workforce located in California. However, Community Power did not receive sufficient information from suppliers to conclusively determine the average percentage of the workforce that resides in California—only confirmations from some suppliers that a majority of their workforce is California-based.

Similarly, Community Power continues to seek improved avenues for collecting voluntary demographic data that would enable reporting on the diversity of the total contractor and subcontractor workforce. To strengthen future reporting cycles, the organization is evaluating practical approaches such as implementing a standardized supplier-workforce survey and expanding outreach, guidance, and communication with suppliers. These efforts are intended to enhance data quality, improve supplier participation, and support more transparent reporting in future cycles.

San Diego Community Power	Reporting Year: 2025	GO 156 Section 9.1.3
Supplier Diversity Program Expense		

Expense Category	Year (Actual)
Wages	\$ 19,000.00
Other Employee Expenses	\$ -
Program Expenses	\$ -
Reporting Expenses	\$ -
Training Expenses	\$ -
Consultant Expenses	\$ -
Other Expenses	\$ -
Total	\$ 19,000.00

San Diego Community Power	Reporting Year: 2025	GO 156 Section 9.1.5
Description of Prime Contractors Utilization of Diverse Subcontractors		

To encourage prime contractors to strengthen their utilization of diverse subcontractors, Community Power requests that all prospective contractors review its updated 2025 Inclusive and Sustainable Workforce Policy. This policy supports Community Power’s continued commitment to delivering measurable economic benefits to the region, including the creation of prevailing-wage jobs, investment in local workforce development, and the maintenance of a stable, skilled, and trained labor force. It also reaffirms Community Power’s emphasis on supplier and workforce diversity, with particular focus on expanding access to opportunities for returning veterans and individuals from communities of concern.

As part of the procurement and evaluation process, Community Power asks contractors to provide information about any subcontractors they intend to use in delivering the proposed goods or services. Community Power’s 2025 Request for Proposals (RFP) template continues to include guidance on General Order 156 and reinforces the encouragement of diverse supplier participation within the legal parameters established by Proposition 209.

San Diego Community Power	Reporting Year: 2025	GO 156 Section 9.1.5
New Diverse Prime and Subcontractor Utilization		

Category	New Prime Contractors #	New Subcontractors #
Minority Male Business Enterprise	1	-
Minority Female Business Enterprise	0	-
Total Minority Business Enterprise (MBE)	1	-
Women Business Enterprise (WBE)	1	-
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0	-
Disabled Veteran Business Enterprise (DVBE)	0	-
Persons with Disabilities Business Enterprise (DBE)	0	-
8(a)	0	-
Total	2	-

NOTES:

* 8(a) - Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTPDBE.

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.

Direct - Means Direct Procurement: when a utility directly procures from a supplier.

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

San Diego Community Power	Reporting Year: 2025	GO 156 Section 9.1.6
List of Supplier Diversity Complaints Received and Current Status		

In 2025, Community Power received no supplier diversity complaints.

San Diego Community Power	Reporting Year: 2025	GO 156 Section 9.1.9
Description of Supplier Diversity Activities and Progress in Power (Energy) Procurement		

Community Power asks prospective contractors to review Community Power’s Inclusive and Sustainable Workforce Policy and to be aware of Community Power’s intent, within the limits of Prop 209, to increase the diversity of its suppliers. Community Power continues to utilize its Energy Bid Criteria, which invites suppliers to submit voluntary demographic information to support Community Power’s long-term financial success while delivering on its renewable energy mandates and goals.

San Diego Community Power	Reporting Year: 2025	GO 156 Section 9.1.9
Supplier Diversity Results in Power (Energy) Procurement		

		Direct Power Purchases \$	Direct Fuels for Generation \$			Totals \$ ¹			% ²
		Renewable and Non-Renewable Power Products	Diesel	Nuclear	Natural Gas	Direct ³	Sub ⁴	Total \$ ⁵	
1	African American	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
2	Asian Pacific American	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
3	Hispanic American	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
4	Native American	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
5	Total Minority Male	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
6	African American	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
7	Asian Pacific American	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
8	Hispanic American	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
9	Native American	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
10	Total Minority Female	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
11	Total Minority Business Enterprise (MBE)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
12	Women Business Enterprise (WBE)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
14	Disabled Veteran Business Enterprise (DVBE)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
15	Persons with Disabilities Business Enterprises (DBE)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
16	8(a) ⁶	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
17	Total Supplier Diversity	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
18	Net Power Procurement	\$586,267,583.00							
19	Net Direct Power Purchases	\$586,267,583.00							
20	Net Direct Fuels for Generation	\$ -							
21	Total Number of Diverse Suppliers	\$ -							

NOTES:

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).

San Diego Community Power	Reporting Year: 2025	GO 156 Section 10.2
Description of Supplier Diversity Program Activities Planned for the Next Calendar Year		

In 2026, Community Power will continue strengthening its internal supplier diversity infrastructure to support long-term, sustainable growth in diverse supplier participation. Internally, Community Power will focus on four primary areas of development:

Implement Enhanced Internal Training and Guidance: Community Power will develop updated procurement staff training covering the CPUC Supplier Clearinghouse certification process, diverse supplier outreach best practices and the application of Proposition 209 compliance requirements. This training will support more consistent consideration of diverse suppliers across all solicitations.

Improve Internal Tools, Tracking and Reporting Processes: Community Power will refine its internal tracking tools to streamline data collection from vendors, improve reporting accuracy and monitor progress toward supplier diversity targets. This includes strengthening the capture of subcontractor data and increasing visibility of diverse spend across departments.

Integrate Supplier Diversity Earlier in Procurement Planning: Community Power will work with internal clients to incorporate supplier diversity considerations during early scoping phases of procurements. This includes flagging solicitations suitable for small or diverse business participation and identifying opportunities for subcontracting engagement.

Develop Collateral to Support Supplier Outreach: Community Power will develop new collateral for potential suppliers to support its supplier outreach efforts. This includes printed materials such as contact cards and fact sheets with information about contracting opportunities with Community Power.

In 2026, Community Power will continue to strengthen its engagement with diverse suppliers and community stakeholders through expanded external outreach and visibility-building efforts. External program activities will focus on four key priorities:

Collaboration With Local Chambers and Business Organizations: Community Power will continue to partner with regional business chambers, including those representing small, local and diverse businesses, to elevate awareness of procurement opportunities. Community Power will pursue additional collaboration channels to expand its reach to emerging and underserved suppliers.

Provide Supplier Diversity Presentations and Participate in Community Events: Community Power will conduct educational presentations and participate in business expos, community events and vendor-focused gatherings to increase visibility of its procurement needs and support diverse supplier engagement. These events will help potential vendors understand how to do business with Community Power.

Support Access to CPUC Supplier Clearinghouse Certification and Events: Community Power will continue guiding new and existing vendors through the CPUC Supplier Clearinghouse certification process and will actively encourage vendor participation in CPUC-sponsored supplier events, including the 2026 Small and Diverse Business Expo and related matchmaking opportunities.

Expand Outreach to Subcontractors Through Competitive Solicitations: Community Power will encourage prime contractors to identify and engage diverse subcontractors in alignment with its Inclusive and Sustainable Workforce Policy and GO 156 objectives. Bidder engagement will include directing prospective primes to available diverse supplier directories and regional business networks.

San Diego Community Power	Reporting Year: 2025	GO 156 Section 10.2
Plans to Encourage Prime Contractors to Subcontract Small, Local, and Diverse Businesses		

In 2026, Community Power will continue strengthening its efforts to encourage prime contractors to identify and engage small, local and diverse businesses as subcontractors. While Community Power does not have direct authority over how prime contractors structure their subcontracting relationships, the agency can influence outcomes by establishing clear expectations, improving access to resources and increasing communication throughout the procurement lifecycle. Community Power’s 2026 plan focuses on three core strategies designed to expand opportunities for diverse subcontractors in alignment with GO 156 and the Inclusive and Sustainable Workforce Policy.

First, Community Power will strengthen expectations within its 2026 solicitation templates by expanding language that encourages primes to consider the use of certified diverse subcontractors when feasible. Solicitations will continue to request subcontractor information as part of proposal submissions, reinforcing Community Power’s commitment to transparency and equitable access. This approach is intended to enhance visibility for subcontracting opportunities while maintaining compliance with Proposition 209.

Second, Community Power will provide tools and resources to help prime contractors identify qualified diverse subcontractors. This includes directing primes to the CPUC Supplier Clearinghouse, local business chambers and regional small business networks that maintain directories of certified diverse suppliers. By giving primes easier access to information and support, Community Power aims to reduce barriers and help contractors form new partnerships with diverse businesses across the region.

Third, Community Power will increase early engagement and communication with prime contractors, particularly for larger or more complex procurements that are more likely to involve subcontracting. This will involve encouraging primes to assess subcontracting opportunities earlier in the planning process, as well as sharing best practices and connecting interested primes with local organizations that support the small and diverse business community. These proactive steps are intended to expand the window of time in which diverse suppliers can meaningfully participate in teaming discussions.

GO 156 Section 1.3 Definitions*

Name	Definition	Acronym	Certification
Woman Business Enterprises	A business enterprise at least 51% owned by a woman or women, or if a publicly owned business, at least 51% of the stock owned by one or more women; and whose management and daily business operations are controlled by one or more of those individuals (GO 156 Section 1.3.3).	WBE	Supplier Clearinghouse
Minority Business Enterprises	A business enterprise at least 51% owned by a minority individual or group(s), or if a publicly owned business, at least 51 % of the stock owned by one or more minority groups; and whose management and daily business operations are controlled by one or more of those individuals. Minority includes, but is not limited to, African Americans, Hispanic Americans, Native Americans, Asian Pacific Americans, and other groups as defined in the GO (GO 156 Section 1.3.4).	MBE	Supplier Clearinghouse
Lesbian, Gay, Bisexual, Transgender (LGBT) Business Enterprise	A business enterprise at least 51% owned by a lesbian, gay, bisexual, or transgender person or persons, or if a publicly owned business, at least 51% of the stock owned by one or more lesbian, gay, bisexual, or transgender persons; and whose management and daily business operations are controlled by one or more of those individuals (GO Section 156 1.3.5).	LGBTBE	Supplier Clearinghouse
Persons with Disabilities Business Enterprise	A business enterprise at least 51% owned by a person or persons with a disability, or if a publicly owned business, at least 51 % of the stock owned by one or more persons with a disability; and whose management and daily business operations are controlled by one or more of those individuals (GO 156 Section 1.3.6)	DBE	Supplier Clearinghouse
Disabled Veteran Business Enterprises	1) It is a sole proprietorship at least 51% owned by one or more disabled veterans or, in the case of a publicly owned business, at least 51% of its stock is owned by one or more disabled veterans; a subsidiary which is wholly owned by a parent corporation, but only if at least 51% of the voting stock of the parent corporation is owned by one or more disabled veterans; or a joint venture in which at least 51% of the joint venture's management and control and earnings are held by one or more disabled veterans. (2) The management and control of the daily business operations are by one or more disabled veterans. (3) It is a sole proprietorship, corporation, or partnership with its home office located in the United States, which is not a branch or subsidiary of a foreign corporation, foreign firm, or other foreign-based business (GO 156 Section 4.1).	DVBE	Department of General Services (DGS)
Disabled Veteran	Refers to a veteran of the military, naval or air service of the United States with a service-connected disability and who is a resident of the State of California (GO 156 Section 1.3.7).		
African American	Refers to a person having origins in any black racial groups of Africa (GO 156 Section 1.3.9)	BA	
Asian Pacific American	Refers to a person having origin in Asia or the Indian subcontinent, including, but not limited to, persons from Japan, China, the Philippines, Vietnam, Korea, Samoa, Guam, the U.S. Trust Territories of the Pacific, Northern Marianas, Laos, Cambodia, Taiwan, India, Pakistan, and Bangladesh (GO 156 Section 1.3.12).	APA	
Hispanic American	Refers to a person of Mexican, Puerto Rican, Cuban, South or Central American, Caribbean, and other Spanish culture or origin (GO 156 Section 1.3.10).	HA	
Native American	Refers to a person having origin in any of the original peoples of North America or the Hawaiian Islands, in particular, American Indians, Eskimos, Aleuts, and Native Hawaiians (GO 156 Section 1.3.11).	NA	

Other Groups (8(a))	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).	8(a)	
Subcontract	Any agreement or arrangement between a contractor and any party or person (in which the parties do not stand in the relationship of an employer and an employee): for the furnishing of supplies or services for the use of real or personal property, including lease arrangements, which, in whole or in part, is necessary to the performance of any one or more contracts; or under which any portion of the contractor's obligation under any one or more contracts is performed, undertaken or assumed (GO 156 Section 1.3.23).	Sub	
Supplier Clearinghouse	A Commission-supervised program or entity that shall conduct certifications/verifications and maintain a database of eligible suppliers for the use of utilities and other covered entities under the Commission's Supplier Diversity Program (GO 156 Section 1.3.22).		
Commission	Refers to the California Public Utilities Commission, as provided for in Article XII of the California Constitution (GO 156 Section 1.3.1).	CPUC	
Short-Term Goal	A goal applicable to a period of one (1) year (GO 156 Section 1.3.18).		
Mid-Term Goal	A goal applicable to a period of three (3) years (GO 156 Section 1.3.19).		
Long-Term Goal	A goal applicable to a period of five (5) years (GO 156 Section 1.3.20).		
Product and Service Categories	As defined by the Standard Industrial Classification (SIC) system maintained by the United States Department of Labor, Occupational Safety and Health Administration, as they currently read or as amended or as defined by any other updated classification system that supersedes the SIC system (GO 156 Section 1.3.24).		
Supplier Diversity	Refers to the inclusion of women, minority, disabled veteran, LGBT, and persons with disabilities business enterprises in supply chains and procurement activities		
Diverse Business/Supplier	Refers to women, minority, disabled veteran, LGBT, and persons with disabilities business enterprises		