2025 SUPPLIER DIVERSITY REPORT

SILICON VALLEY CLEAN ENERGY

March 2, 2026

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INTRODUCTION

Pursuant to General Order 156, Sections 9 and 10, Silicon Valley Clean Energy (SVCE) hereby submits its 2025 Annual Report on the Utilization of Women, Minority, Disabled Veteran, Persons with Disabilities, Lesbian, Gay, Bisexual, Transgender Business Enterprises (WMDVLGBTBE) and planned activities for 2026.

About Silicon Valley Clean Energy

SVCE is a community-owned agency serving the majority of Santa Clara County communities, acquiring renewable and clean electricity on behalf of more than 283,000 residential and commercial customers. As a public agency, net revenues are returned to the community to keep rates competitive and promote clean energy programs. Member jurisdictions include Campbell, Cupertino, Gilroy, Los Altos, Los Altos Hills, Los Gatos, Milpitas, Monte Sereno, Morgan Hill, Mountain View, Saratoga, Sunnyvale and unincorporated Santa Clara County. SVCE is guided by a Board of Directors, which is comprised of a representative from the governing body of each member community. For general information on SVCE, please visit: www.svcleanenergy.org.

SVCE is committed to reinvesting in and supporting our local communities. This includes over $203 million in customer bill savings since inception as well as approximately $138 million invested towards local programs. As a public agency, SVCE is prohibited from giving preferential treatment based on race, sex, color, ethnicity or national origin. Within its parameters, SVCE continues to focus on supporting small, local and diverse businesses and customers. The comprehensive transition of the SVCE service area to clean energy requires an all-hands-on-deck approach to ensure every member of the local workforce and community supports and benefits from the work.

Executive Summary

In 2025, the SVCE supplier diversity spend for non-power purchases totaled $353,909, representing 1.32% of net procurement. During the year, SVCE added two new local and California-based diverse suppliers, co-hosted the MCE *Certify and Amplify* event, added attended the CPUC 23rd Annual Supplier Diversity En Banc.

Representation Within SVCE Leadership

The SVCE Board of Directors reflects the diversity of the member communities they represent in the South Bay Area. Of the 26 Directors that sit on the SVCE Board, 10 are people of color and nine are women.

SVCE places a priority in fostering a diverse and inclusive environment for its staff. As with its Board, the SVCE leadership team at the staff-level includes diverse representation. Three of the nine members of SVCE's leadership team are people of color, including its CEO, CFO and Director of Government and Legislative Affairs. Four of nine members of the SVCE executive leadership team are women.

SVCE Executive Leadership

Monica Padillla
Chief Executive Officer

Amrit Singh
Chief Financial Officer/Director of Administrative Services

Kris Van Vactor
Director of Power Resources

Maren Wenzel
Director of Regulatory, Policy and Planning

Zoe Elizabeth
Director of Decarbonization Policy and Community Strategies

Scott Wrigglesworth
Director of Risk Management and Analytics

Justin Zagunis
Director of Decarbonization Programs and Policy

Bena Chang
Director of Government and Legislative Affairs

Nikolas Zanotto
Director of Operations

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Town of Los Altos Hills

Larry Klein, Vice Chair
City of Sunnyvale

Linda Swan
Town of Los Altos Hills *Alternate*

Murali Srinivasan
City of Sunnyvale *Alternate*

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City of Saratoga

Belal Aftab
City of Saratoga *Alternate*

Otto Lee
Santa Clara County

Margaret Abe-Khoga
Santa Clara County *Alternate*

SVCE is committed to inclusivity within its workforce, its supply chain and for its customers. The specific SVCE initiatives related to diversity and equity are described below.

Section 9.1.1 Supplier Diversity Program Activities During the Previous Calendar Year

EFFORTS TO INCREASE SUPPLIER DIVERSITY

2025 Supplier Diversity Activities

SVCE currently has 16 of its 67 staff who allocate a portion of their time to supplier diversity activities. This staff includes the Director of Customer Success, the Director of Government and Legislative Affairs and members of the Regulatory, Policy, Planning and Legislative, Power Resources, Customer Success, and Finance and Administration teams. Supplier diversity activities include procurement, data collection related to WMDVLGBTBE participation, and reporting on WMDVLGBTBE activities.

In addition to actions described above, SVCE staff continued efforts to expand its supplier diversity outreach and establish best practices for contracting with diverse suppliers. These efforts included participation at the CPUC Small and Diverse Business Expo, engagement with other CCAs and the CPUC to share opportunities and challenges related to supplier diversity, discussions with SVCE member agencies to champion supplier diversity and equity issues, meetings with local chambers of commerce, and outreach to community-based organizations.

SVCE maintained staffing levels focused on its Supplier Diversity program. During 2025, the Community Engagement Specialist increased the number of diverse suppliers supporting this work. In October 2025, the SVCE Compliance Manager and Community Engagement Specialist attended the CPUC Small and Diverse Business Expo and met with 93 diverse vendors. Through research conducted on the Supplier Clearinghouse, the SVCE Community Engagement Specialist successfully engaged one new certified supplier for marketing and promotional materials. SVCE is pleased to add Bizee Body, a certified woman-owned business in the Bay Area that provides customized promotional products, to its 2025 report. SVCE also added LCG Consulting, a certified minority-owned business based in Silicon Valley that provides competitive energy market modeling.

SVCE continues to identify opportunities to increase engagement with diverse groups within its service territory and regularly announces open business opportunities at events. At supplier diversity events, SVCE hosts an informational booth and directs vendors to a printed scan code linked to its solicitations webpage[1] where individuals can sign up for notifications. SVCE also provides a sign-up sheet for outreach emails and distributes printed materials highlighting current opportunities.

The SVCE Communications Specialist successfully co-hosted the virtual 2025 *Certify and Amplify* Event with the MCE Supplier Diversity Specialist, increasing awareness of contracting opportunities for diverse suppliers statewide. While MCE traditionally hosts the annual event, 2025 marked the second year SVCE participated as a co-host.

[1] https://svcleanenergy.org/solicitations

SVCE was proud to be part of the MCE event and co-host the seventh *Certify and Amplify* event on July 18, 2025. The SVCE Communications Specialist marketed the event to over 800 contacts, posted event information across the SVCE Facebook, Instagram, NextDoor, and LinkedIn platforms, and distributed the event recording to registered parties. Event speakers included CPUC Supplier Diversity Program Manager Stephanie Green, Founder and CEO of EquitiFy Dr. Vic Baker, and Jon Gaskell from the California Department of General Services. Event content included overviews of CCA operations, CCA support of local business opportunities, examples of current and past contracting opportunities, and enrollment guidance in the CPUC and other diverse supplier programs. The SVCE Communications Specialist also presented information on the SVCE customer base, service area, and goals, including local reinvestment. The recorded event remains available on multiple platforms to continue promoting the Supplier Clearinghouse and certification process.

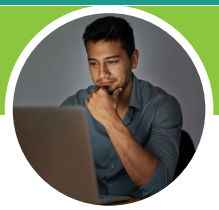
SVCE continues to post bids on the Supplier Clearinghouse, promote its Supplier Diversity Program on its solicitation page, include supplier diversity language in all Request for Offer (RFO) and Request for Proposal (RFP) documents, and highlight the program in its annual vendor survey. SVCE encourages contracting with local and small businesses whenever possible, particularly within its service territory.

Equitable Recruitment and Hiring

SB 1177 requires CCAs with annual gross California revenues exceeding $25M, and their commission-regulated subsidiaries and affiliates, to submit annually to the commission a report describing the employment of women, minority, disabled veteran, and LGBT individuals at all levels of employment within their organizations and describing the diversity, equity, and inclusion policies or activities that promote equitable recruitment and hiring, and would require those entities to furnish an annual report to the Commission regarding the implementation of related programs.

SVCE is committed to providing a safe and welcoming workplace environment, free from discrimination in employment, recruiting and selection based on race, color, religious creed, gender, genetic information, genetic characteristics, gender identity, gender expression, transgender status, religion, marital status, military status, age, national origin or ancestry, physical or mental disability, medical condition, sexual orientation, or any other consideration made unlawful by federal, state or local laws. SVCE complies with applicable laws prohibiting discrimination and considers itself to be an equal opportunity employer. Employment decisions are based on merit and business need.

In accordance with the California Fair Employment and Housing Act (FEHA) and the Americans with Disabilities Act (ADA), SVCE provides reasonable accommodations to a qualified employee or applicant with a disability if the employee or applicant is otherwise qualified to safely perform all of the essential functions of the position. SVCE makes reasonable accommodations when requested to comply with applicable laws ensuring equal employment opportunities to qualified individuals with a disability. These accommodations will be made for the known physical or mental disability of an applicant or an employee unless undue hardship would result in a direct threat to the health and safety or other job-related considerations that exist. SVCE does not discriminate against individuals with physical or mental disabilities regarding any employment practice, term, condition, or privilege of employment.



SVCE maintains a diverse workforce and is actively collecting demographic information for Equal Employment Opportunity (EEO) compliance purposes. At the time of this report submission, 33 of 67 SVCE employees are women.

Diverse Supplier Access to SVCE Solicitations

SVCE includes diverse supplier language in its RFO/RFP template, continues to market a Supplier Diversity webpage[2] on the SVCE site, explores sponsorship of additional diverse businesses, outreaches to vendors to share the CPUC diverse supplier portal and diverse supplier events, and continues to post bids directly to the CPUC Supplier Diversity Clearinghouse.

Diversity as a Key Organizational Priority

The SVCE focus on creating offers and solutions that enable participation and benefits to all of its customers guides and informs activities of departments throughout the agency. This includes operational and power procurement decisions, as well as the programs offered to SVCE customers and initiatives related to decarbonization and grid innovation.

Data Collection

As a Community Choice Aggregator, the vast majority of the SVCE operating budget (95%) is allocated to power supply and purchasing. SVCE endeavors to gain more visibility into the demographics of its supply chain. For the purposes of this report, SVCE requested participants disclose whether they are a diverse business enterprise in addition to requesting other related information. SVCE uses this opportunity to encourage its vendors who may be qualified as diverse suppliers but are not yet certified to use SVCE's resources to certify themselves with the CPUC.

SVCE does not give preferential treatment to WMDVLGBTBE, but uses collected data for information and reporting purposes. This marks the third year SVCE increased its outreach list to include all contracted vendors. The survey asks for the following information:

- Certification under GO 156 and certification date, if applicable.
- Applicable diverse categories if qualified but not GO 156 certified.
- Standardized Industrial Classification (SIC) codes for contracted products and services.
- Annual revenue reported to the Supplier Clearinghouse, if certified.
- Explanation for lack of certification, if applicable.
- Use of GO 156-certified subcontractors and anticipated subcontract amount.
- Hiring targets for WMDVLGBT individuals, if applicable.
- Participation in apprenticeship programs, local-hires, union labor, or multi-trade project labor agreements.
- Payment of prevailing wage rates or the equivalent, if applicable.

[2] https://svcleanenergy.org/supplier-diversity/

SVCE received an increased number of survey responses in 2025, including two prime contractors who identified as WMDVLGBTBE-qualified but not GO 156 certified.

EQUITABLE CUSTOMER ACCESS TO SVCE DECARBONIZATION PROGRAMS, MATERIALS, AND OUTREACH

Equity Is a Pillar in the SVCE Decarbonization Strategy & Programs Activities

Beyond providing clean electricity, SVCE delivers innovative programs to reduce greenhouse gas emissions and decarbonize local communities. SVCE programs enable customers to switch from using fossil fuels to using clean electricity in their homes, businesses, and vehicles. These programs are guided by multi-year strategic plans, including the ***Decarbonization Strategy & Programs Roadmap***[3] (2018), ***Electric Vehicle Joint Action Plan***[4] (2019), and ***Building Decarbonization Joint Action Plan***[5] (2020). These strategic plans all identify "Equity in Service" as a priority to help ensure that programs "serve the needs of the diverse customer base and geography" across the service area.

Electrifying homes, businesses, and vehicles at the cutting edge of the decarbonization movement has the potential to drive inequitable outcomes and limit participation in the benefits for SVCE customers. Some customers experience greater challenges in fuel switching to clean electricity, as this typically entails significant up-front financial investments and is often logistically easiest for certain housing and vehicle types. Some customers are historically not reached in language or with culturally appropriate messaging to make the value of engagement with a program clear and compelling. SVCE programs aim to provide a pathway for decarbonization for *all* customers, providing enhanced support to those who need it the most and may be historically disadvantaged.

As of 2025, SVCE has committed $138 million in program funds, of which $27.7 million is set aside for deeper support for low- and moderate-income customers. This targeted funding and support is on top of the ability of those customers to engage in the broader set of programs. This year, SVCE continued to expand its program offerings to make it easier and more financially feasible for historically underserved customers to electrify. This included providing:

- customized one-on-one assistance for electrification via phone and web services, accessible in Spanish, Vietnamese and tradtional Chinese;
- direct install contractor services for appliances, including a no-cost pathway for low-income customers;
- whole-home electrification focus, including improvements to home features like insulation or remediation that are not always covered by programs and can derail participation by customers with the most need;
- eligibility for tenants to participate in the direct install program;
- deed-restricted affordable housing multifamily direct install program.

[3] https://svcleanenergy.org/plans-policies-reports/#flipbook-df_39881/1/
[4] https://svcleanenergy.org/plans-policies-reports/#flipbook-df_39878/1/
[5] https://svcleanenergy.org/plans-policies-reports/#flipbook-df_39875/1/

Equity in Service: Reaching All Customers

The SVCE ***Program Equity Framework*** (2021) and staff trainings in 2023-2024 have provided guidance on program design, management, and evaluation to help staff effectively consider reaching all groups of customers throughout the program life cycle. In 2023-2024, SVCE staff completed three training modules guided by an external expert on Diversity, Equity, Inclusion, and Belonging (DEIB), which covered topics including DEI concepts and a shared language for communication and thinking; understanding race, class, geography, and environment/climate in SVCE's region; and incorporating DEIB concepts into SVCE programs to increase reach and impact.

In 2024-2025, SVCE staff formed an internal team to share and amplify lessons learned from first-hand experience implementing SVCE programs for customers that may find it harder to decarbonize due to economic, language, and social barriers. The team leveraged the learnings from the training and first-hand experience to reshape the 2021 Program Equity Framework into an updated *Framework for Reaching All Customers* (2025) (hereafter "Framework"). The updates to the Framework include:

- revised definitions to align with the state;
- updated step-by-step methodology to promote reaching all customers;
- clear metrics for use as screening criteria and for tracking engagement;
- clarity on how to use the Socioeconomic Vulnerability Index (SEVI)[6] indicator (described in the Equity Indicators section below);
- process for engaging stakeholders proactively; and
- language principles for developing communications and marketing to reach all customers.

In 2026, staff will focus on implementing the core elements of this Framework as part of programs and customer engagement opportunities.

Equity Indicators

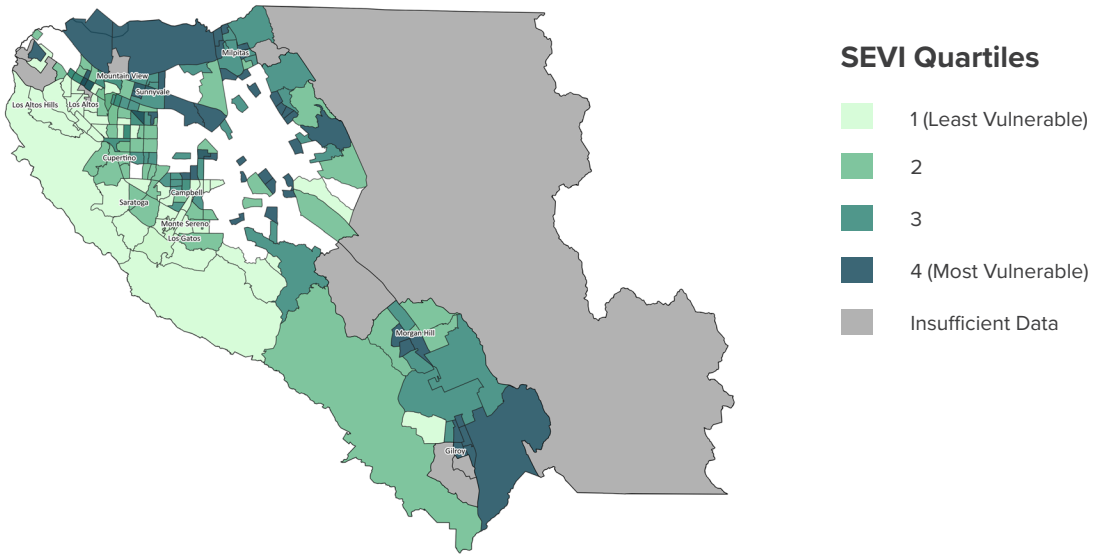
In the 2023 and 2024 Supplier Diversity Reports, SVCE described its use of a tailored version of the SEVI as our primary indicator of barriers to energy security and participation in decarbonization programs. With the revised Framework, SVCE has identified additional primary indicators that can be used as screening criteria for program eligibility. Some examples of primary indicators include participation in income-qualified programs (e.g., CARE/FERA enrollment), annual household income <80% of area median income for low-income customers and 80-150% of AMI for moderate-income customers, and affordable housing.

In addition, the Framework lists secondary indicators that can be used to track engagement in conjunction with the primary indicators. Some examples of secondary indicators include household size, age group, and languages spoken.

[6] SEVI captures education attainment, housing burden, linguistic isolation, poverty, and unemployment at the census tract level, and is developed by the CPUC. https://www.cpuc.ca.gov/industries-and-topics/electrical-energy/affordability/ar-sevi-analysis

SEVI is calculated for each census tract in the SVCE service territory and are separated into four quartiles based on SEVI scores, such that the first quartile indicates the least vulnerable census tracts and the fourth quartile indicates the most vulnerable census tracts. The SVCE data team led an internal training in 2024 to develop a more robust understanding among staff of the calculation and use of the SEVI indicator, in part due to a large number of new staff having been added to the team. SEVI continues to be used, as shown in Figure 1, along with CARE/FERA enrollment to understand where the most vulnerable customers in the SVCE service territory live.

Figure 1. SEVI Quartiles by Census Tract in SVCE Service Territory



Examples of Diversifying the Workforce and Improving Program Reach

Since 2019, SVCE has deployed more than 20 decarbonization programs for residential and business customers. These programs are often administered by third-party implementers hired by SVCE. As described in the 2024 Supplier Diversity Report, SVCE has contracts for program support with companies large and small, local and international, early-stage and late-stage, and minority-, LGBTQ+-, and woman-owned.

Similar to 2024, in addition to hiring diverse vendors, SVCE has continued to expand its efforts in 2025 to broaden its customer reach by implementing programs that provide deeper support for customers, particularly for populations that SVCE had historically not yet meaningfully engaged through programs. These populations include customers who typically do not have an easy pathway to decarbonization, such as low- and moderate-income customers, customers living in multifamily housing (particularly deed-restricted affordable), and customers with limited English-speaking abilities. Table 1 shows the interaction of SVCE programs with diverse audiences, including contractors and customers.

Table 1. Interaction of SVCE Programs With Diverse Audiences

Program Name	Diverse Audience					
	Low-Income	Moderate-Income	Multifamily	Affordable Housing	Non-English Speaking	Contractors
Contractor Training						•
Contractor Workshops						•
Home Rebates	•				•	
Assisted Home Upgrades (Rock Rabbit pilot)						•
Contractor Advisory Bench						•
Go Electric Advisor (GEA)	•	•	•	•	•	
EV Rebates	•		•	•	•	
Full-Service Home Upgrades	•	•			•	•
On-Bill Financing		•				•
Multifamily Retrofits	•		•	•		•

SVCE continues to engage with contractors and enhance engagement with diverse contractors, as described below. The goal is to create strong relationships with a diverse workforce who can, in turn, serve diverse communities.

In 2025, SVCE undertook the following efforts to expand engagement with a diverse, local workforce and better reach customers that current programs were not serving as well.

Engaging More Contractors

In 2025, SVCE led multiple efforts to support and engage a local and diverse set of contractors. Some examples are enumerated below.

- SVCE created an advisory 'contractor bench' called the Electrification Contractor Working Group, inviting seven contractors to share their first-hand experiences with electrification and advise SVCE on policy and program direction through a series of working group meetings. The wealth of information from this contractor bench has already been used to better inform SVCE staff on issues faced by the local workforce in participating in programs or generally doing electrification projects, including input on how SVCE might engage a broader set of contractors in this work.
- SVCE continued its implementation of the ***Contractor Training program,*** offering both the five-hour online course and a contractor "collaboration" bonus of $500 per project, for up to 10 projects in a calendar year (up to $5,000 per year). This bonus is available to any contractor who has completed the SVCE training and subsequently completes a heat pump installation project for a customer participating in the SVCE Home Rebates program. SVCE continued to experience an increase in participation in this program, reaching 77 new contractors trained and 284 collaboration bonuses this year (compared to 156 new contractors trained and 182 bonuses offered as of 2024). Additionally, 11 contractors reached the maximum bonus awards of $5,000 for 10 installations each in 2025.
- SVCE launched the Assisted Home Upgrades pilot program in early 2025, working with an app developer, ***Rock Rabbit***, to provide customers with a one-stop online app that can help apply for multiple rebate programs simultaneously. Rock Rabbit also recruits contractors, typically smaller "mom-and-pop" shops that have experience with heat pumps, to participate in the app and can offer customers quotes.

Reaching Non-English Speakers

The SVCE ***Go Electric Advisor (GEA) service*** grew in 2025 to reach more than 2,900 customers. The program provides multilingual service with a website that is translated into four languages and a call center with support in dozens of languages for customers who have questions about how to electrify, want support with applying for rebates, or want to plan their long-term electrification journey.

Serving Low-to Moderate-Income Customers with Deeper Support

- Since its launch in 2022, the SVCE ***Home Rebates program*** has routinely provided an additional $1,000 in rebates per measure to income-qualified customers for electrifying appliances in their homes.
- The SVCE ***Electric Vehicle Rebates program*** continued offering rebates of up to $2,000 for income-qualified customers (at or below 80% of area median income) at the point-of-sale at participating dealerships or after vehicle purchase. Rebates can be stacked on top of state and federal rebates and are intended to improve access to EVs for low-income and multifamily residents. With the news of federal EV tax credits going away, the SVCE program experienced a sharp increase in rebates claimed in fall 2025. To date, the program has paid out $678,000 to 339 low-income customers.
- SVCE continued implementation of its ***Full-Service Home Upgrades (FSHU) program***. This program provides contractors who offer direct installation services for whole home electrification at no-cost to low-income customers and with a cost-share to market-rate customers. Contractors handle the entire process of electrification from energy audits and scoping to installation to applying for rebates. These contractors can speak English and Spanish and operate only within California currently.
- Since 2020, SVCE has been collaborating with the State's TECH Clean CA program implementer in proposing a Tariffed On-Bill Pilot (TOB) to the CPUC. In 2025, SVCE collaborated with TECH to launch the ***On-Bill Financing Pilot program***, similar to the TOB pilot, to implement across its service territory. The program provides electrification upgrades to moderate-income customers, a group that often misses out on low-income programs but still struggles to participate in standard market-rate programs. This pilot handles repayment via utility bills and is structured such that customer charges are less than the bill savings achieved from electrification. Program enrollments have just begun as of November 2025.
- The SVCE ***Multifamily Retrofits program*** offers no-cost whole building electrification at select deed-restricted affordable multifamily housing sites in the SVCE service area. This program aims to improve access to electrification for low-income customers living at these sites. After incorporating feedback from the 2024 stakeholder workshops described in the previous Supplier Diversity Report, the program enrolled two pilot multifamily housing sites and began construction in 2025.

Advocating for Affordable Electrification for Customers

- Recently, SVCE successfully advocated for improved electrification-friendly utility allowance schedules for residents in affordable housing. From the 2024 stakeholder workshops for its ***Multifamily Retrofits program***, SVCE staff learned that outdated utility allowance schedules for electric heating are based on inefficient electric resistance systems. These schedules discourage property owners from adopting heat pumps despite their efficiency benefits. Recognizing this gap, SVCE advocated for actual energy savings from electrification to be accurately reflected in rent calculations at affordable properties. Subsequently, the Santa Clara County Housing Authority adopted its 2026 Utility Allowance Schedule, which favors electrification and applies countywide to all affordable housing properties.
- SVCE worked with PG&E to update electric baseline allowances automatically for customers with heat pump HVAC systems. A baseline allowance determines the amount of energy that customers receive at the lowest price. Standard electric allowances often do not align with usage in fully- or partially-electric homes, leading to higher costs in more expensive tiers for customers who electrify. In December 2025, SVCE and PG&E retroactively updated baseline allowances for 1,700 customers with heat pump HVAC systems, and moving forward baselines for new heat pump HVAC customers will be updated automatically. This change helps offset customer concerns regarding operational costs of electrification. Having SVCE handle this process directly with PG&E also ensures that every program participant gets this benefit, even if they otherwise might have encountered some barriers to making the switch (language, awareness, time available to call during working hours, etc.).

Supporting Small and Medium Businesses to Electrify

SVCE continued implementing its ***Business Rebate program***, which helps businesses, schools, and municipalities install heat pump water heaters, HVAC systems, and induction stoves. In general, business owners are overstretched with limited time to figure out what building improvements to make while continuing to turn a profit. To better support businesses, SVCE partnered with a non-profit to conduct site assessments and explore potential electrification retrofits at up to 30 interested businesses. This initiative helps businesses understand the opportunities and costs of electrification, allowing them to make informed decisions about their upgrades.

Understanding and Reaching Customers

Each year, SVCE conducts an extensive customer survey to better understand customer interests and awareness of electrification concepts. The information is used to inform appropriate customer outreach and marketing methods to reach target audiences. The survey results are stratified using the SEVI quartiles to provide more detailed insight into responses. The survey is also offered in the four main languages that SVCE translates for key service information and customer programs (English, Spanish, Chinese and Vietnamese). These results help with providing relevant customer resources and program information to specific customer segments who indicate needing more information before making electrification decisions.

In 2025, SVCE implemented a Spanish-language first marketing campaign to increase enrollment in its Home Rebates program. The campaign offered an opportunity to work through all the pieces needed to effectively design and market SVCE programs in another language. SVCE started with Spanish because it is the second most spoken language in the SVCE service area after English. Staff recognized that in past campaigns, even when content is translated into other languages, it has not resulted in commensurate applications in those languages. Limited applications submitted in other languages despite translation prompted staff to design a campaign with messaging and images that are culturally relevant to the audience – something that SVCE intends to continue in 2026.

SVCE integrated Weglot into its website in 2025 to enhance accessibility and user experience. This automatic translation tool not only allows SVCE to provide manual translations that align with customer language preference, but it also ensures that messaging remains consistent with the SVCE brand. Importantly, Weglot enables program applications in multiple languages, addressing a significant barrier that previously hindered potential customers from fully engaging in programs. SVCE continues to monitor the Weglot user experience. By removing language obstacles, SVCE aims to facilitate a smoother application process and encourage greater program participation. This aligns with the agency's plans to continue the development of non-English-first advertising campaigns to drive a diverse set of customers to these in-language program applications.

SVCE continues to provide in-language marketing materials such as creating language-specific webpages, program applications, advertising and digital media kits, which are shared with SVCE member jurisdictions. SVCE continues to work with local media outlets that reach popular languages in its service area.

Working With Local, Community Organizations

In 2025, SVCE continued working with the San Jose Conservation Corps (SJCC), a non-profit, which has a job training program that teaches at-risk young adults construction trades. Students end up in apprenticeship programs and go on to have union careers. As part of this program, SJCC builds tiny homes as an affordable and quick housing solution for unhoused people. This was a valuable partnership due to the mission of the organization and the opportunity to incorporate electrification into their education process. After a competitive solicitation process, SVCE also selected SJCC to store, transport and set up the Dream Home at community events, creating an ongoing job for their students through 2025.

SJCC's work on this project allowed SVCE to bring the Dream Home to 19 events throughout the SVCE service area since its launch in September 2024. SVCE estimates that the Dream Home reached approximately 4,500 customers during this period, more than doubling expected annual booth engagement. Due to organizational capacity, SJCC will no longer be able to transport the Dream Home in 2026, but they continue to assist SVCE with their industry knowledge and the transition to a new vendor for the Dream Home project.

SVCE continued working with local environmental non-profit, Acterra, in 2025 to help promote its income-qualified EV rebate program. The marketing plan for this program was informed by EV ownership data that showed low-income and people of color are not adopting EVs at the same rates as more affluent customers. The SVCE marketing and communications team created a plan to reach these communities, and with Acterra's support, held an EV showcase with the Dream Home at the La Ofrenda Festival in Gilroy, as well as a bilingual (English and Spanish) EV workshop at Gilroy High School. Both events had a lot of customer engagement and SVCE will continue targeted outreach tactics to promote this program.

In 2025, SVCE formed a strategic partnership with BREATHE CA, a local Community-Based Organization (CBO) with established connections to the communities SVCE is targeting for low-income program offers. This collaboration is designed to promote and educate underserved communities about SVCE programs and payment assistance resources. By working with BREATHE CA, which already has partnerships with other CBOs and non-profits, SVCE plans to enhance its outreach efforts and gain critical insights into the health impacts of indoor and outdoor pollution these communities face. Furthermore, this partnership provides SVCE with a unique opportunity to engage in meaningful dialogue, allowing the agency to listen and learn from customers and communities that have historically been underrepresented.

Additional engagement activities in 2025 included exploring ways to partner with Emerald Cities Collaborative to encourage contracting opportunities for women, BIPOC and other disadvantaged communities. SVCE attended another CCA's Emerald Cities E-Contractor Academy Graduation and Networking Event to gain insight on future workforce considerations. SVCE has provided translation services for contractor trainings and is exploring ways to integrate multi-language campaigns. SVCE is also participating as a member in various regional efforts that center equity in building electrification, such as the Bay Area Building Electrification High Road Training Partnership[7], which has equity as a key pillar of its workforce focus.

Promoting Energy Affordability Resources for Customers

To address the energy affordability issues customers face, in 2025, SVCE launched a targeted awareness campaign to ensure customers in need of payment assistance resources are aware of the programs available through the state (i.e. CARE/FERA). The campaign was two-fold and offered rate education resources so customers can learn more about taking advantage of time-of-use rates and other efficiency measures. The campaigns had a multi-cultural element, and started with a customer survey to gain additional insight into this audience. The survey was helpful in identifying the best places and community partner organizations to reach customers most in need of bill payment resources. The campaign materials, including outdoor ads on bus shelters and billboards, were placed in multiple languages, including all materials translated on the SVCE website. The results of the campaigns showed high engagement and SVCE customer data has shown an increase in eligible customers enrolled in CARE/FERA.

Advocating for Equitable Policies

In 2025, SVCE worked through its statewide trade association, CalCCA, on advocating for a number of bills to bring down electricity costs for all ratepayers including low-income customers. Examples include:

- Supporting AB 1207 (Irwin) which extension the Cap and Invest program. AB 1207 also included changing the timing of Climate Credits to coincide with the highest bill months of the year;
- Supporting AB 825 (Petrie-Norris) to create a governing body for regional energy markets, which are estimated to save ratepayers up to $1 billion annually; and
- SB 254 (Becker), an energy affordability omnibus bill that is designed to tackle cost drivers on utility bills including costs for wildfire mitigation and transmission.

[7]https://cwdb.ca.gov/wp-content/uploads/sites/43/2021/04/2021.HRTP_.RisingSun_ACCESSIBLE.pdf

Section 9.1.2 Supplier Diversity Procurement Results by Product and Service Categories (non-power purchases)

The tables below provide information on the SVCE WMDVLGBTBE annual results. In 2025, SVCE saw a 4.28% decrease in supplier diversity spend largely due to transferring consulting responsibilities of a minority-owned business to in-house.

It should be noted that the SVCE supplier diversity activities are shared with PG&E, because SVCE customers pay part of all generation charges to PG&E for its legacy supply contracts through the Power Charge Indifference Adjustment or PCIA fee, including power supply contracts. SVCE also pays PG&E for customer billing. Those numbers are not reflected in this report.

			2025							
			Direct Spend[1] $	Sub Spend[2] $	Total $	%	Product Spend $	Service Spend $	Total $	%
1	Minority Male	African American	$26,564	$0	$26,564	0.10%	$0	$26,564	$26,564	0.10%
2		Asian Pacific American	$0	$0	$0	0	$0	$0	$0	0
3		Hispanic American	$72,143	$0	$72,143	0.27%	$0	$72,143	$72,143	0.27%
4		Native American	$0	$0	$0	0	$0	$0	$0	0
5		Total Minority Male	$98,707	$0	$98,707	0.37%	$0	$98,707	$98,707	0.37%
6	Minority Female	African American	$0	$0	$0	0	$0	$0	$0	0
7		Asian Pacific American	$0	$0	$0	0	$0	$0	$0	0
8		Hispanic American	$0	$0	$0	0	$0	$0	$0	0
9		Native American	$0	$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)		$98,707	$0	$98,707	0.37%	$0	$98,707	$98,707	0.37%
12	Women Business Enterprise (WBE)		$255,203	$0	$255,203	0.95%	$0	$255,203	$255,203	0.95%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		$0	$0	$0	0.0%	$0	$0	$0	0.0%
14	Disabled Veteran Business Enterprise (DVBE)		$0	$0	$0	0	$0	$0	$0	0
15	Persons with Disabilities Business Enterprises (DBE)		$0	$0	$0	0	$0	$0	$0	0
	8(a)[6]		$0	$0	$0	0	$0	$0	$0	0
17	**Total Supplier Diversity Spend**		**$353,910**	**$0**	**$353,910**	**1.32%**	**$0**	**$353,910**	**$353,910**	**1.32%**
18	**Net Procurement**		**$26,764,143**							
19	**Net Product Procurement**		**$1,647,553**							
20	**Net Service Procurement**		**$25,116,590**							
21	**Total Number of Diverse Suppliers**		**6**							

Section 9.1.2 Diverse Suppliers With Majority Workforce in California

100% of the WMDVLGBTBEs contracted by Silicon Valley Clean Energy in 2025 have the majority of their workforce in California. Some activities of these in-state vendors are closely aligned with the equity framework mentioned in Section 9.1.1.

California-based Diverse Business Enterprises

- **Ecology Action of Santa Cruz** provides innovative environmental services.
- **Finaloption Corp** doing business as Pacific Printing is a local commercial printer.
- **Strategic Energy Innovations** provides sustainability solutions.
- **Way To Be Designs LLC** provides promotional items.

New California-based Diverse Business Enterprise

- **Bizee Body** doing business as iPromoteu provides promotional items.
- **LCG Consulting** provides competitive energy market modeling.

Section 9.1.3 Supplier Diversity Program Expense

SVCE	2025	GO 156 Section 9.1.3
Supplier Diversity Program Expense		
Expense Category	**2025 (Actual)**	
Wages	$23,375	
Other Employee Expenses	0	
Program Expenses	0	
Reporting Expenses	0	
Training Expenses	0	
Consultant Expenses	0	
Other Expenses	0	
Total	**$23,375**	

Overall, all of SVCE's six diverse suppliers are entirely California-based with six in Northern California, and five in the Bay Area with one locally in Silicon Valley territory, based on location data from the Supplier Clearinghouse.

Section 9.1.5 Prime Contractors Utilization of Diverse Subcontractors

None of the WMDVLGBTBE that contract with SVCE reported the use of WMDVLGBTBE subcontractors.

As discussed above, over 95 percent of SVCE's operating budget is allocated to power supply and purchasing. SVCE surveyed all contracted vendors. No respondents confirmed that they used diverse subcontractors. One vendor previously indicated its qualification.

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		
Total Minority Business Enterprise (MBE)	1	
Women Business Enterprise (WBE)	1	
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		
Disabled Veteran Business Enterprise (DVBE)		
Persons with Disabilities Business Enterprise (DBE)		
8(a)		
Total	2	

Section 9.1.6 List of Supplier Diversity Complaints Received and Current Status

SVCE has not received any complaints from WMDVLGBTBE.

Section 9.1.9 Supplier Diversity Activities and Progress in Power Procurement

Diversity within power procurement remains limited. SVCE continues to include supplier diversity language on its website and solicitation materials to promote awareness of the Supplier Clearinghouse, the CPUC central supplier database, and to encourage certification for WMDVLGBTBE firms. SVCE also requests that respondents who execute a contract complete a

supplier diversity questionnaire. As a public agency and consistent with state law, SVCE does not use this information in the selection process; rather, it is used to comply with CPUC reporting requirements, pursuant to GO 156. SVCE promotes its Supplier Diversity page to educate the public and vendors on supplier diversity activities.

To expand outreach to diverse businesses, SVCE continues to post its RFO/RFP bids directly to the Supplier Clearinghouse, increasing visibility of contract opportunities for certified diverse suppliers. SVCE also surveys its power vendors to foster awareness of the Supplier Diversity program and encourage certification among eligible suppliers. Prior survey results showed one of its power vendors is working on registering as a disabled veteran-owned business, while others reported sustainable workforce policies and multi-trade project labor agreements (PLAs) in place. In addition, two vendors indicated eligibility for diverse certification.

Section 9.1.9 **Supplier Diversity Results in Power 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	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	
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	
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 (LGBTBE)		$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 Enterprises (DBE)		$0	$0	$0	$0	0	0	0	
	8(a) [6]									
17	**Total Supplier Diversity**		**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	
18	**Net Power Procurement**		**$314,027,169**							
19	**Net Direct Power Purchases**		**$314,027,169**							
20	**Net Direct Fuels for Generation**		**$0**							
21	**Total Number of Diverse Suppliers**		**0**							

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

EFFORTS TO INCREASE SUPPLIER DIVERSITY

2026 Supplier Diversity Activities Expanding SVCE's Supply Chain

In 2026, SVCE will continue to identify strategies for soliciting diverse suppliers across all aspects of its business and utilize the CPUC's GO 156 Supplier Clearinghouse to identify WMDVLGBTBE. SVCE will continue to work closely with its trade association, CalCCA, other CCAs and CPUC staff to share best practices in expanding and diversifying its supply chain.

Promoting Equitable Recruitment and Hiring

In 2025, SVCE's Human Resources Director explored JobTarget, a platform with a DiversityPost option, which sends open roles to over 25 diversity job boards and increases exposure of the agency to diverse candidates. DiversityPost reaches women, minorities, disabled veteran, persons with disabilities, the LGBTQ community, and older workers. SVCE will continue its efforts to promote equitable hiring in 2026.

Increasing Staffing Capacity to Support Equity Goals

As a regional public agency, SVCE places a priority on working with local partners within its service territory to achieve its decarbonization and equity goals. In 2025, the SVCE Marketing Manager expanded SVCE engagement with the Hispanic community.

EXPANDING EQUITABLE CUSTOMER ACCESS

Expanding Program Offerings that can Reach All Customers

In 2026, SVCE plans to continue implementing programs, with a focus on expanding its newly launched programs described in Section 9.1, including:

- Continue service to multilingual customers through the GEA program and Home
- Rebates program.
- Use Contractor Bench findings to guide further contractor engagement.
- Continue enrolling income-qualified and market-rate customers through the Full-Service Home Upgrades program to provide contractor direct installation services for whole home electrification.
- Expand enrollments in the On-Bill Financing Pilot program for moderate-income customers to receive whole home electrification upgrades. This program will test the efficacy of canvassing by a local Community- Based Organization to recruit interested customers.
- Complete the first 2-3 project sites in the Multifamily Retrofits program. SVCE will participate in customer and property management education and engagement about the operation and maintenance of the new equipment as well as enrollment in an all-electric electricity rate for additional savings.

SVCE recognizes that the cost of electrification typically includes the up-front capital cost for the installation and equipment as well as the ongoing operational cost of using the appliances and switching from gas to electricity. As SVCE continues to explore its strategic focus area of affordability, it is also looking at customer bill impacts to help find ways to offset operational costs of electrification.

Continued Focus on Bill Payment Assistance Resources for Customers

Starting in 2020, the SVCE Board of Directors has offered an additional discount in the form of bill credits to income-qualified CARE/FERA customers. 2026 will be the sixth year that SVCE provides these additional credits, having already distributed $19M through this initiative to date. Since 2021, SVCE has participated in PG&E's Arrearage Management Plan (AMP) program that offers payment plans and debt forgiveness to CARE and FERA customers behind their payments, so they are not disconnected. Customers enrolled in AMP will have up to 12 months of previously accrued charges paid by PG&E for each on-time payment made in full when enrolled in the plan.

SVCE will continue its customer outreach efforts focused on affordability. The agency will execute an outreach campaign, including partnering with local non-profits organizations, to try and get customers eligible, but not enrolled in CARE/FERA, to enroll or take advantage of various payment assistance resources.

Advocating for Equitable Policies

In 2026, SVCE will continue to engage policymakers at the legislative and regulatory level to advocate for policies that ensure affordable rates for our customers, equitable access to clean energy, and ensure all communities in SVCE's service territory benefit from the state's decarbonization efforts.

Section 10.2 Plans to Encourage Prime Contractors to Subcontract Small, Local, and Diverse Businesses

SVCE participated in the CPUC Small and Diverse Business Expo, attended the CPUC 23rd Annual Supplier Diversity En Banc, and co-hosted MCE's Certify and Amplify event. The SVCE Community Engagement Specialist and Compliance Manager provided information on partnering with SVCE, and the SVCE Communications Specialist served as a speaker and co-host for the Annual Certify and Amplify event. Through these efforts, SVCE shared best practices for navigating opportunities with CCAs and continues to engage with the CPUC and other CCAs to exchange insights on strategies to support small, local, and diverse businesses.

In 2026, SVCE will continue to collaborate with the CPUC, other CCAs and local business chambers to increase partnerships with small, local and diverse businesses. Planned efforts include providing educational training on DEI, representing SVCE at supplier diversity events and regulatory proceedings, and promoting the SVCE Supplier Diversity webpage to diverse businesses and networks through all solicitations. The SVCE Compliance Manager and Community Engagement Specialist plan to attend the CPUC Small and Diverse Business Expo and Annual Supplier Diversity En Banc this year.

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