

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

RULES GOVERNING THE DEVELOPMENT OF PROGRAMS TO INCREASE PARTICIPATION OF WOMEN, MINORITY, DISABLED VETERAN AND LESBIAN, GAY, BISEXUAL AND TRANSGENDER (LGBT) BUSINESS ENTERPRISES IN PROCUREMENT OF CONTRACTS FROM UTILITIES AS REQUIRED BY PUBLIC UTILITIES CODE SECTIONS 8281-8286

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D.05-12-023, D.06-08-031, D.11-05-019 and D.15-06-007.**

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## **1. GENERAL**

### **1.1. Intent**

- 1.1.1. Purpose - These rules implement California Public Utilities Code (Code) sections 8281-8286 which require the Commission to establish a procedure for the electrical, gas, water, wireless telecommunications service provider, and telephone corporation with gross annual revenues exceeding twenty-five million dollars (\$25,000,000) and their commission-regulated subsidiaries and affiliates to submit annual detailed and verifiable plans for increasing women-owned, minority-owned, disabled veteran-owned and LGBT-owned business enterprises' (WMDVLGBTBEs) procurement in all categories.
- 1.1.2. Revisions of Scope - These rules may be revised on the basis of experience gained in their application and/or changes in legislation. Utilities and other interested parties may individually or collectively file an application with the Commission for the purpose of amending these rules. Any such application shall clearly set forth the changes proposed and the supporting rationale.
- 1.1.3. Relief for Hardship - In cases where the application of any of these rules results in undue hardship or unreasonable expense to a utility, the utility may request relief by filing an application in accordance with the Commission's Rules of Practice and Procedure. Where the relief requested is of minor importance or temporary in nature, the utility may apply for such relief through an advice letter filing. Any advice letter filing must, at a minimum, be served on all parties on the service list of this proceeding.

### **1.2. Applicability**

These rules apply to all electrical, gas, water, wireless telecommunications service provider, and telephone corporation with gross annual revenues exceeding twenty-five million dollars (\$25,000,000) and their commission-regulated subsidiaries and affiliates.

### **1.3. Definitions**

- 1.3.1. "Commission" means the California Public Utilities Commission as provided for in Article XII of the California Constitution.
- 1.3.2. "Women-owned business" means (1) a business enterprise (a) that is at least 51% owned by a woman or women or (b) if a publicly owned business, at least 51% of the stock of which is owned by one or more women, and (2) whose management and daily business operations are controlled by one or more of those individuals.
- 1.3.3. "Minority-owned business" means (1) a business enterprise (a) that is at least 51% owned by a minority individual or group(s) or (b) if a publicly owned business, at least 51 % of the stock of which is owned by one or more minority groups, and (2) whose management and daily business operations are controlled by one or more of those individuals. The contracting utility shall presume that minority includes, but is not limited to, African Americans, Hispanic Americans, Native Americans, Asian Pacific Americans, and other groups, as defined herein.
- 1.3.4. "LGBT-owned business" means (1) a business enterprise (a) that is at least 51% owned by a lesbian, gay, bisexual, or transgender person or persons or (b) if a publicly owned business, at least 51 % of the stock of which is owned by one or more lesbian, gay, bisexual, or transgender persons; and (2) whose management and daily business operations are controlled by one or more of those individuals.
- 1.3.5. "WMLGBTBE" means a women-owned, minority-owned and/or LGBT-owned business enterprise. Under these rules, a woman, a minority and/or an LGBT person owning such an enterprise must be either U.S. citizens or legal

aliens with permanent residence status in the United States.

- 1.3.6. Disabled veteran refers to a veteran of the military, naval or air service of the United States with a service-connected disability who is a resident of the State of California.
- 1.3.7. Disabled veteran-owned business enterprise is defined in detail in Section 4 of this General Order.
- 1.3.8. "WMDVLGBTBE" means a women-owned, minority-owned, disabled veteran-owned and/or LGBT-owned business enterprise.
- 1.3.9. African American person, for purposes of this General Order, refers to a person having origins in any black racial groups of Africa.
- 1.3.10. Hispanic American person, for purposes of this General Order, refers to a person of Mexican, Puerto Rican, Cuban, South or Central American, Caribbean, and other Spanish culture or origin.
- 1.3.11. Native American person, for purposes of this General Order, 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.
- 1.3.12. Asian Pacific American person, for purposes of this General Order, 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.
- 1.3.13. Other groups, or individuals, found to be disadvantaged by the Small Business Administration pursuant to Section 8(a) of Small Business Act as amended (15 U.S.C. 637 (a)), or the Secretary of Commerce pursuant to Section 5 of Executive Order 11625.
- 1.3.14. "Control" means exercising the power to make policy decisions.
- 1.3.15. To "operate" means to be actively involved in the day-to-day management. It is not enough to merely be an officer or director.
- 1.3.16. "Goal" means a target which, when achieved, indicates progress in a preferred direction. A goal is neither a requirement nor a quota.
- 1.3.17. "Excluded category" means a category of products or services which may be removed from the dollar base used to establish goals, pursuant to former Section 8.5 of this General Order, because of the established unavailability of WMDVLGBTBEs capable of supplying those products or services.
- 1.3.18. "Short-term goal" means a goal applicable to a period of one (1) year.
- 1.3.19. "Mid-term goal" means a goal applicable to a period of three (3) years.
- 1.3.20. "Long-term goal" means a goal applicable to a period of five (5) years.
- 1.3.21. "Utility" means all electrical, gas, water, wireless telecommunications service provider, and telephone corporation with gross annual revenues exceeding twenty-five million dollars (\$25,000,000) and their commission-regulated subsidiaries and affiliates.
- 1.3.22. The "Clearinghouse" means a Commission-supervised program that shall conduct WMLGBTBE verifications and maintain a database of WMDVLGBTBEs for the use of utilities and the Commission.
- 1.3.23. "Subcontract" means 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):

1.3.23.1. 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

1.3.23.2. Under which any portion of the contractor's obligation under any one or more contracts is performed, undertaken or assumed.

1.3.24. "Product and service categories" means 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.

## **2. VERIFICATION**

The following rules and guidelines shall be used to verify the eligibility of women-owned, minority-owned and LGBT-owned business enterprises (WMLGBTBEs) for participation in utility WMDVLGBTBE procurement programs.

- 2.1. The Clearinghouse described in Section 3 of this General Order shall supply a verification form to applicants. An applicant may complete the verification forms and return them to the Clearinghouse for processing and inclusion in the database. For an applicant for LGBT-owned business enterprise (LGBTBE) status, the Clearinghouse shall also comply with additional rules applicable to LGBTBEs set forth in Section 5 of this General Order and conduct verifications/certifications and renewals/recertifications of LGBTBEs in compliance with the directives set forth in D.15-06-007.
- 2.2. In assessing the suitability of a WMDVLGBTBE to bid for procurement contracts, a utility may require additional information or the completion of additional forms to comply with specific requirements created by the unique character of its business, such as insurance requirements, product and service codes, bonding limits, and so on. A utility may not, however, require such additional information in order to verify that a business is in fact a WMDVLGBTBE.
- 2.3. WMLGBTBEs shall be required to submit verification forms at least once every three years.
- 2.4. Completion of the verification application only initiates a verification of the business's WMLGBTBE status. Filing of an application does not guarantee verification.
- 2.5. The fact that a verified WMDVLGBTBE is included in the Clearinghouse database shall neither be construed as an endorsement of its ability to perform nor shall such inclusion guarantee it business with the utilities.
- 2.6. WMLGBTBE verification forms shall be available for inspection by the Commission.
- 2.7. Falsification of information on the verification form is subject to the penalties provided by Public Utilities Code section 8285.

## **3. CLEARINGHOUSE**

The Commission shall provide a clearinghouse for the sharing of WMDVLGBTBE identification and verification information.

- 3.1. The Commission may establish and operate such a clearinghouse internally or authorize, by decision or resolution, a utility-formed entity or arrangement to fund the operation of such a clearinghouse. In authorizing a utility-formed entity or arrangement, the Commission will specify sufficient terms and conditions to specify

how verifications and audits shall be performed and to ascertain and ensure that the Clearinghouse is operated in accordance with this General Order, Public Utilities Code sections 8281-8286, and other applicable legal requirements.

- 3.2. The primary purpose of the Clearinghouse shall be to audit and verify the status of WMLGBTBEs, and to establish and maintain a database of WMDVLGBTBEs that is accessible to the Commission and to participating utilities.
- 3.3. The Clearinghouse auditing and verification program shall preclude the need for an individual utility to audit and verify the status of the WMLGBTBEs it does business with.
- 3.4. The Clearinghouse shall distribute renewal verification forms to the WMLGBTBEs at least once every three years. If the renewal is not completed and returned within a reasonable time, the Clearinghouse shall notify the WMLGBTBE and utilities that the WMLGBTBE will not be listed as a verified WMLGBTBE in the shared database until the renewal is completed.
- 3.5. The Clearinghouse shall post on its internet site a calendar of utility procurement-related information sharing and educational events and activities scheduled by utilities in furtherance of legislative policy and this General Order, and may post additional information, or links to information, regarding procurement and/or educational opportunities.
- 3.6. In addition to the Clearinghouse, the Commission may approve third party agencies to perform verifications of WMLGBTBEs. The Clearinghouse is authorized to accept certifications by approved third party agencies, as appropriate, and to develop and implement a streamlined comparable agency verification process for any WMLGBTBE that already has a certification through an approved third party agency.<sup>2</sup> Once the Commission has approved applicable third party agency(ies), WMLGBTBE may choose between the options of either going directly to the Clearinghouse for verification or through an approved third party agency, followed by a streamlined comparable agency verification process with the Clearinghouse. If a WMLGBTBE already has a certification through an approved third party agency, they should apply to the Clearinghouse through a streamlined comparable agency verification process.

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<sup>2</sup> See e.g. D.06-08-031, and Resolution Exec. 001, dated July 9, 2009.

- 3.7. The following shall be the process for any verifying agency seeking to become a comparable verifying agency under this General Order:
  - (a) The requesting agency shall submit a detailed written request (Request) to the Commission's GO 156 Staff;
  - (b) The written Request shall include a detailed explanation showing that the requesting agency's objectives, eligibility requirements, required documentation, and review and certification processes are substantially similar to those of the Clearinghouse;
  - (c) The Commission's GO 156 Staff must evaluate the Request and make a recommendation to the Commission within 60 days of receiving a completed written Request; and

- (d) Upon review of the Request by GO 156 Staff and the Commission's consideration GO 156 Staff's Recommendation, if the Request is approved, the Commission will issue a resolution granting the requesting agency its comparable verifying agency status.

#### **4. DISABLED VETERANS**

The following rules and guidelines shall apply to service disabled veteran business enterprises (DVBE). "Disabled veteran" is defined in Section 1.3.6 of this General Order.

- 4.1. "Disabled veteran-owned business enterprise" means a business enterprise certified by the California Department of General Services as meeting all of the following requirements.
- 4.1.1. It is a sole proprietorship at least 51 percent owned by one or more disabled veterans or, in the case of a publicly owned business, at least 51 percent 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 percent 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 percent of the joint venture's management and control and earnings are held by one or more disabled veterans.
  - 4.1.2. The management and control of the daily business operations are by one or more disabled veterans. The disabled veterans who exercise management and control are not required to be the same disabled veterans as the owners of the business concern.
  - 4.1.3. 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.

- 4.2. Pursuant to Public Utilities Code section 8283(e)(2), DVBEs are verified/certified by the California State Department of General Services, Office of Small Business and Disabled Veterans Business Enterprise Services, and the Clearinghouse shall accept the verifications/certifications by the DGS as though the firm has been certified by the Clearinghouse and to include such DVBE firm in the Clearinghouse's database of the verified/certified WMDVBE firms.
- 4.3 In order to qualify as a DVBE, businesses must meet the criteria in Section 4.1 and must present a current certificate from the California State Department of General Services verifying that such criteria have been met.

## **5. LESBIAN, GAY, BISEXUAL AND/OR TRANSGENDER<sup>3</sup>**

The following additional rules and guidelines shall apply to LGBT-owned business enterprises (LGBTBEs).

- 5.1. By or before September 1, 2015, the Clearinghouse shall begin maintaining the database associated with the LGBTBEs for purposes of the Utilities' Supplier Diversity Program under this General Order.
- 5.2. By or before September 1, 2015, the Clearinghouse shall develop and implement verification/certification and renewal/recertification processes for the LGBTBEs that comply with D.15-06-007 and this General Order.
- 5.3. A business enterprise seeking verification/certification or renewal/recertification of its LGBTBE status may seek verification/certification or renewal/recertification through the Clearinghouse process, as soon as it is developed and implemented pursuant to D.15-06-007 and this General Order.

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<sup>3</sup> Former Section 5 has been deleted per D.98-11-030.

## **6. UTILITY IMPLEMENTATION**

Each utility's WMDVLGBTBE program shall be designed to ensure that WMDVLGBTBEs are

encouraged to become potential suppliers of products and services to the utilities subject to GO 156. Nothing in GO 156 authorizes or permits a utility to utilize set-asides, preferences, or quotas in administration of its WMDVLGBTBE program. The utility retains its authority to use its legitimate business judgment to select the supplier for a particular contract.

#### 6.1. Internal Utility Program Development

Each utility shall maintain an appropriately sized staff to provide overall WMDVLGBTBE program direction and guidance and to implement WMDVLGBTBE program requirements.

6.1.1. Each utility shall ensure that its employees with procurement responsibilities receive training in the implementation of its WMDVLGBTBE program.

#### 6.2. External Outreach

Each utility shall implement an outreach program to inform and recruit WMDVLGBTBEs to apply for procurement contracts.

6.2.1. Outreach activities may vary for each utility depending on its size, service territory, and specific lines of business. However, each utility shall at a minimum:

- (1) Actively seek out opportunities to identify WMDVLGBTBE contractors and to expand WMDVLGBTBE source pools;
- (2) Actively support the efforts of organizations experienced in the field who promote the interests of WMDVLGBTBE contractors;
- (3) Work with WMDVLGBTBE contractors to facilitate contracting relationships by explaining utility qualification requirements, bid and contracting procedures, materials requirements, invoicing and payment schedules, and other procurement practices and procedures;
- (4) At the request of any unsuccessful WMDVLGBTBE bidder, provide information concerning the relative range/ranking of the WMDVLGBTBE contractor's bid as contrasted with the successful bid. Information on additional selection criteria, such as warranty periods, maintenance costs, and delivery capability, shall be provided when requested if disclosure would not violate the proprietary nature of the specific contract element;
- (5) To the extent possible, make available to WMDVLGBTBE contractors lists of utility purchase/contract categories which offer them the best opportunity for success;
- (6) Encourage employees involved in procurement activities to break apart purchases and contracts as appropriate to accommodate the capabilities of WMDVLGBTBEs;
- (7) Summarize this General Order in its outreach program handouts. Such summaries shall state that WMDVLGBTBEs will be furnished a complete copy of this General Order upon request; and
- (8) Offer the same assistance set forth in Section 6.2 to non-WMDVLGBTBEs, upon request.

### 6.3. Subcontracting Program

Each utility shall establish and maintain a subcontracting program for the purpose of encouraging its prime contractors to utilize WMDVLGBTBE subcontractors.

- 6.3.1. The subcontracting program shall serve as an enhancement to, and not as a replacement for, the utility's WMDVLGBTBE prime contractor outreach program.
- 6.3.2. The subcontracting program shall apply to the following:
  - (1) Purchases/contracts exceeding \$500,000 for products and services;
  - (2) Construction contracts exceeding \$1,000,000; and
  - (3) Purchases/contracts which offer WMDVLGBTBE subcontracting opportunities, regardless of value, where appropriate.
- 6.3.3. The subcontracting program need not be applied to the procurement of products manufactured for general consumption, such as paper, pens, and the like.
- 6.3.4. Each utility shall encourage and assist its prime contractors to develop plans to increase the utilization of WMDVLGBTBEs as subcontractors. Prime contractors shall be encouraged to submit to the utility plans that include goals for the utilization of WMDVLGBTBEs as subcontractors. These plans may be incorporated into the contract between the utility and the prime contractor. The prime contractor may submit periodic reports on its compliance with the plan to the utility.
- 6.3.5. Each utility is encouraged to incorporate in all purchase orders, requests for bid proposals, and other appropriate procurement documents related to procurement efforts subject to the subcontracting program, a statement similar to the following:

**UTILIZATION OF BUSINESS ENTERPRISES  
OWNED BY WOMEN, MINORITY, DISABLED VETERAN  
AND LGBT PERSON**

- (1) It is the policy of the utility that business enterprises owned by women, minority, disabled veteran and LGBT person shall have the maximum practicable opportunity to participate in the performance of contracts. However, this policy shall not be used to exclude qualified non-WMDVLGBTBEs from participating in utility contracting.
  - (2) The contractor agrees to use his or her best efforts to carry out this policy in the award of subcontracts to the fullest extent consistent with the efficient performance of this contract.
  - (3) The contractor agrees to inform all prospective WMDVLGBTBE subcontractors of their opportunity to request from the Clearinghouse a verification application form and to return the completed form to the Clearinghouse for processing and inclusion in the database.
- 6.3.6. Each utility is encouraged to inform suppliers of products and services that suppliers' good faith efforts to subcontract with WMDVLGBTBEs is a factor that will be considered in the bid evaluation process. A statement to that effect could be included in all appropriate procurement documents.

- 6.3.7. Each utility shall monitor and include in its annual report to the Commission a summary of prime contractor progress in increasing the participation of WMDVLGBTBE subcontractors.
- 6.3.8. Each utility shall include in its annual plan a description of future plans for encouraging both prime contractors and grantees to engage WMDVLGBTBE subcontractors in all procurement categories which provide subcontracting opportunities.
- 6.3.9. Each utility may include awards to verified WMDVLGBTBE subcontractors in its WMLGBTBE results.

## **7. COMPLAINT PROCESS**

- 7.1 Complaints relating to this General Order shall be filed and appealed only pursuant to the procedure set forth in this Section 7. The Commission will not, however, entertain complaints which do not allege violations of any law, Commission rule, order, or decision, or utility tariff resulting from such Commission action, but which instead involve only general contract-related disputes, such as failure to win a contract award.

- 7.2. Complaints Concerning WMLGBTBE Verification Decisions

All complaints concerning a WMLGBTBE verification decision of the Clearinghouse for purposes of this General Order will be governed by the following procedures.

- 7.2.1. Business enterprises whose WMLGBTBE status has been denied by the Clearinghouse, or who have been deverified by the Clearinghouse, may appeal the decision to the Commission after exhausting their remedies under the internal appeal process implemented by the Clearinghouse, a copy of which will be provided by the Clearinghouse upon request by the affected business enterprise.
- 7.2.2. Third parties may file complaints challenging the WMLGBTBE status of businesses whose WMLGBTBE verification is pending, or who have already been verified by the Clearinghouse. Such complaints must: 1) be in writing and be addressed to the Clearinghouse; 2) set forth with specificity the grounds for the challenge in ordinary and concise language; 3) include the name and address of the complainant; and 4) be served on the affected WMLGBTBE. Such complaints may include supporting documentation.

The Clearinghouse will review third party complaints to determine whether there appears to be a factual basis for questioning the challenged party's WMLGBTBE status. If the Clearinghouse determines that there appears to be an insufficient factual basis for the complaint, it shall (a) inform the complainant and affected WMLGBTBE of this determination in writing within 20 business days of the receipt of the complaint and (b) inform the complainant of its right to appeal this determination to the Commission.

- 7.2.3. If the Clearinghouse determines that there appears to be a sufficient factual basis for questioning the challenged party's WMLGBTBE status, it shall require the challenged party to provide the Clearinghouse information sufficient to permit the evaluation of its WMLGBTBE status. Following a thorough review and

evaluation of the information presented by both parties, and an opportunity for each party to respond to the Clearinghouse's proposed resolution of the verification challenge, the Clearinghouse shall notify the parties of its final verification decision and of their right to appeal this decision to the Commission.<sup>4</sup>

- 7.2.4. During the pendency of a third party challenge of a verified WMLGBTBE, the presumption that the challenged party is a WMLGBTBE will remain in effect.
- 7.2.5. If a third party complaint does not include the minimum criteria set forth above, or if the third party rescinds its complaint, the Clearinghouse may review the complaint to determine whether it merits unilateral consideration by the Clearinghouse.
- 7.3. Commission Review of WMLGBTBE Verification Complaints<sup>5</sup>
  - 7.3.1. The complainant, within 20 days after the service of the final decision on the complaint by the Clearinghouse may serve a Notice of Appeal on the Clearinghouse, indicating the grounds for the appeal. The complainant shall also serve the Chief Administrative Law Judge and the appropriate Commission director. The appeal will not be docketed as a formal proceeding.
  - 7.3.2. The complainant and the Clearinghouse shall be the only parties to the appeal.
  - 7.3.3. The Chief Administrative Law Judge shall designate an Administrative Law Judge to hear the appeal of the complaint.
  - 7.3.4. Appeals of complaints will be heard in the Commission's San Francisco or Los Angeles courtrooms as scheduled by the assigned Administrative Law Judge.
  - 7.3.5. The Administrative Law Judge shall schedule and notice the appeal for hearing between 10 and 20 days after being assigned to hear the complaint. The Administrative Law Judge may, for good cause shown or upon agreement of the parties, grant a reasonable continuance of the hearing.
  - 7.3.6. A party may order a transcript of the hearing, but the party shall pay the cost of the transcript in accordance with the Commission's usual procedures.
  - 7.3.7. A party shall be entitled to the services of an interpreter at the Commission's expense upon written request to the assigned Administrative Law Judge no less than three business days prior to the hearing.
  - 7.3.8. A party may be represented at the hearing by an attorney or other representative, but such representation will be at the party's sole expense.

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<sup>4</sup> See also Resolution ALJ-299, dated July 2, 2014.

<sup>5</sup> See *Ibid.*

- 7.3.9. At the hearing, the complainant shall open and close. The Administrative Law Judge may, in his or her discretion, alter the order of presentation. Formal rules of evidence do not apply, and all relevant and reliable evidence may be received in the discretion of the Administrative Law Judge.
- 7.3.10. Ordinarily, the appeal shall be submitted at the close of the hearing. In the Administrative Law Judge's discretion, the record may be kept open for a



reasonable period to permit a party to submit additional evidence or argument.

- 7.3.11. The Administrative Law Judge shall issue an order resolving the appeal no later than 30 days after the appeal is submitted, and the order will be placed on the Commission's first available agenda, consistent with the Commission's applicable rules.
- 7.3.12. From the date the Notice of Appeal is served to and including the date the Commission's final order is mailed, neither party (or an attorney or agent acting in behalf of a party) shall engage in an ex parte communication with a Commissioner, a Commissioner's advisor, or an Administrative Law Judge except for procedural or scheduling purposes.

## **8. GOALS**

Each utility shall set substantial and verifiable short-term (one year), mid-term (three years), and long-term (five years) goals for the utilization of WMLGBTBEs. Goals shall be set annually for each major product and service category which provides opportunities for procurement. "Substantial Goals" mean goals which are realistic and clearly demonstrate a utility's commitment to encourage the participation of WMDVLGBTBEs in utility purchases and contracts.

Each utility shall comply with all general requirements set forth in this section 8.

For the LGBTBEs, additional LGBT-specific requirements are set forth in section 8.3 of this General Order. To the extent that the utilities believe there is/are inconsistency(ies) between general requirements of the utilities under section 8 and LGBTBE requirements specific to LGBTBEs under section 8.3, the utilities are excused from the general requirements of section 8 and shall instead comply with the LGBT-specific requirements of section 8.3. If there is any additional guidance required, the utilities shall confer with the Commission's General Order 156 staff.

- 8.1. The utilities shall consider the following factors in setting their goals:
  - 8.1.1. Total utility purchasing and/or contracting projections;
  - 8.1.2. Availability of WMDVLGBTBEs and competitiveness in the geographical area served by the utility;
  - 8.1.3. Market dynamics based on historical data and trends; and
  - 8.1.4. Other appropriate factors which would increase the WMDVLGBTBEs' share of utility business.
- 8.2. Each utility shall establish initial minimum long-term goals for each major category of products and services the utility purchases from outside vendors of not less than 15% for minority owned business enterprises and not less than 5% for women owned business enterprises. For the purposes of this section, contracts with minority women-owned business enterprises can be counted toward either the minority-owned business enterprise goal or the women-owned business enterprise goal, but not toward both. Similarly, contracts with disabled veteran business enterprises can be counted either as disabled veteran business enterprise procurement or the appropriate women or minority business enterprise goal, but not toward both. The goal for Disabled Veteran Business Enterprise (DVBE) participation in procurement programs of the participating utilities is set at 1.5%, effective January 1, 1997.
- 8.3. In setting the target percentage goal(s) for the LGBTBEs' participation in procurement programs of the participating utilities, we establish a five-year plan, starting the date of the issuance of D.15-06-007, and framework to gather data and experience to set a meaningful target goal for LGBTBE procurement under this General Order. The utilities shall do the following:

- 8.3.1. In 2015, the first year of implementation of the LGBTBEs' inclusion in this General Order 156 Program, the utilities shall focus on integrating Assembly Bill 1678 requirements by identifying the LGBTBEs, services, and areas of need for which there are such qualifying LGBTBEs as well as any and all other effective outreach efforts to build the LGBTBE pool;
- 8.3.2. During the first five years of implementing the LGBTBEs' inclusion in this General Order 156 Program, the Commission should not set any numerically-based goals and targets for LGBTBE procurement;
- 8.3.3. During the first three years of implementing the LGBTBEs' inclusion in the General Order 156 Program, the utilities shall be excused from setting their own numerically-based goals and targets for LGBTBEs and instead focus their efforts on the following foundational and outreach activities:
  - (1) Updating corporate supplier diversity policy to include LGBTBEs and affirming the utilities' commitment to this policy.
  - (2) Establishing a process for recruiting and utilizing LGBTBEs.
  - (3) Integrating LGBTBEs into their corporate talent pool of suppliers.
  - (4) Working with NGLCC, local chapters, and/or any other groups, as appropriate, in developing an enhanced understanding on how to conduct effective outreach to the LGBTBE community for the utilities' procurement and supplier diversity staff.
  - (5) Developing targeted outreach programs for LGBTBEs in order to increase their knowledge and participation in the utilities' supplier diversity program.
  - (6) Monitoring the progress and effectiveness of the utilities' targeted outreach programs for LGBTBEs in order to increase their knowledge and participation in the utilities' supplier diversity program.
  - (7) Ensuring LGBTBEs suppliers are informed of available technical assistance and capacity building programs for enhancing the supplier's business acumen.
  - (8) Working with NGLCC, local chapters, and/or any other groups, as appropriate, to identify areas of the utilities' program where the program is underperforming or underutilized in contracting LGBTBE and continually improving ways to enhance performance and increase the LGBTBE talent pool.
  - (9) Updating processes, procedures and systems to support LGBTBE inclusion in procurement.
- 8.3.4. For the 2016, 2017 and 2018 annual reports and plans, the utilities shall prepare and submit the required detailed annual plans and reports with the proposed short- and long-term goals and timetables required by Section 9 and 10 of this e amended GO 156 and Code section 8283, subsections (a), (b) and (c), and set non-numerically-based targets and goals which track the above outlined activities (outlined above in section 8.3.3.) and report on the related program challenges, accomplishments, timetables and progress towards those non-numerically-based targets and goals.
- 8.3.5. After the first three years and starting annually with the 2019 annual reports and plans, the utilities shall, for LGBTBEs:

- (1) Report on the non-numerically-based targets and goals including reports on the above activities (outlined above in section 8.3.3);
- (2) Establish numerically-based targets and goals for LGBTBE procurement;
- (3) Provide updates to the previously proposed short- and long-term goals and timetables from the prior year's annual report and plan for the LGBTBE procurement; and
- (4) Update those numerically-based targets/goals based on the experience to date, database of qualifying entities and needs of the utilities.

8.3.6. By January 1, 2021, the utilities shall hold a public workshop and based thereon file a joint report and recommendation for the Commission's review of whether the Commission should, going forward, set a numerically-based percentage target goal, as appropriate, for LGBTBE procurement and seek relief, if appropriate, from the requirement to annually report on the non-numerically-based targets and goals including reports on the above activities (outlined above in section 8.3.3).

8.3.7. The Commission's Supplier Diversity Program staff overseeing the amended General Order 156 program shall continuously monitor the annual reports, plans and Clearinghouse activities, and by January 1, 2021 or as soon as practicable thereafter, present to the Commission, during its 2021 en banc session, a report and a recommendation for setting a meaningful target goal for the utilities' LGBTBE procurement based on the utilities' reports, plans and experiences.

8.4. The specification of initial long-term goals in this section shall not prevent the utilities from seeking to reach parity with public agencies, which the Legislature found in Public Utilities Code section 8281(b)(1)(B) are awarding 30% or more of their contracts to WMLGBTBEs.

8.5. Goals shall also be established for both minority women-owned business enterprises and non-minority women-owned business enterprises. These goals are to be a subset of the overall goal for WMBEs established by Section 8.2 (initially 20% for both women-owned business enterprises and minority-owned business enterprises). These goals are intended to ensure that utilities do not direct their WMBE procurement programs toward non-minority women- and minority men-owned business enterprises to the detriment or exclusion of minority women-owned business enterprises.

- 8.6. Goals shall be set for each major category of products or services. Goals need not be set for products or services which fall within an "excluded category" created by a utility pursuant to former Section 8.5.<sup>6</sup>
- 8.7. A utility may no longer create an "excluded category" of products and services for compliance with this General Order. However, for each major category of products and services where the minimum long-term goals required by Section 8.2 are not met, the utility shall include a comprehensive discussion and detailed description of any efforts made to find or recruit WMDVLGBTBE suppliers of products or services in areas where WMDVLGBTBE suppliers are currently the only available procurement method. The utility may also explain in detail in its annual report how its ability to meet its WMDVLGBTBE goals are affected because WMDVLGBTBE's capable of supplying certain products and services are unavailable, or because sole source procurement is the only available procurement method. In this explanatory section, the utility may also include data with exclusions pursuant to former Section 8.5.<sup>7</sup> If such data is necessary to more fully explain why it has not been able to eliminate exclusions, provided that the utility's report must contain the data without exclusions in the first sentence.
- 8.8. A utility which is presently purchasing products or services from affiliates may, subtract the dollars paid to affiliates for these products or services from the total dollars used as the basis for establishing goals for purchases from WMDVLGBTBEs of these categories of products or services, provided that the utility encourages the affiliate to establish an appropriate subcontracting program where such affiliate employs subcontractors. Any utility which takes advantage of this section must in its annual report to the Commission state whether the affiliates have established a subcontracting program and describe the results of any such program. The utility's annual plan must describe any future plans to encourage such a sub-contracting program. This section applies only to those utilities which are purchasing products or services from affiliates as of the effective date of the General Order adopted on May 30, 1988.

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<sup>6</sup> Pursuant to D.03-11-024, the Commission previously revised GO 156 and, in part, added the current modified version of the section 8.7 above. The former Section 8.5, referred above, refers to prior section 8.5 of GO 156, before the Commission adopted D.03-11-024, which provided:

A utility may create an "excluded category" of products or services where it is clearly evident that WMDVBEs do not provide a specific product or service, or that sole source procurement is the only available procurement method. The utility shall bear the burden of demonstrating the unavailability of WMDVBEs capable of supplying such products or services. Because there may in the future be WMDVBEs capable of supplying products or services in an excluded category, the utility must justify in its annual report the continued existence of its excluded category. Excluded categories must be noted in the utility's annual report to the Commission on WMDVBE program progress and future plans.

<sup>7</sup> See *supra*, footnote 6.

- 8.9. Goals for each specific product or service category shall be expressed as a percentage of total dollars awarded by a utility to outside vendors in that category; however, where appropriate, non-numeric goals may also be included.
- 8.10. Overall program goals shall be expressed as a percentage of total dollars awarded to outside vendors in all categories of products and services purchased by a utility other than products and services which are included in a fuel procurement base established pursuant to Section 8.11.
- 8.11. Payments to other utilities and franchise tax fees, other taxes and postage need not be included in the standard procurement base used to establish goals.
- 8.12. Each utility may establish a separate fuel procurement base for reporting progress and establishing goals for procurement of fuels from WMDVLGBTBEs. Utilities choosing to report fuel purchases separately from the purchase of other products and services must follow the guidelines set forth below:
  - 8.12.1. Fuel used to power vehicles, heat utility facilities, and supply emergency generators may not be included in the fuel procurement base. Such fuel must be included in the standard procurement base used to establish goals, unless the fuel is purchased from another utility and thus subject to the exclusion authorized herein;
  - 8.12.2. The fuel procurement base must, at a minimum, include all purchases of natural gas from domestic on-shore natural gas markets;
  - 8.12.3. Utilities which purchase from WMDVLGBTBE suppliers fuels other than domestic onshore natural gas must include such purchases in the fuel procurement base because Section 8.7 of this amended General Order does not permit utilities to exclude product and services categories for which there are available WMDVLGBTBEs; and
  - 8.12.4. Utilities may exclude purchases of fuel other than domestic onshore natural gas if such fuel qualifies for an exclusion under former Section 8.5<sup>8</sup> and if the utility plans for and reports on progress in increasing the procurement of such fuels from WMDVLGBTBEs.
- 8.13. Each utility shall make special efforts to increase utilization and encourage entry into the marketplace of WMDVLGBTBEs in product or service categories where there has been low utilization of WMDVLGBTBEs, such as legal and financial services, fuel procurement, and areas that are considered technical in nature.
- 8.14. No penalty shall be imposed for failure of any utility to meet and/or exceed goals.
- 8.15. Utilities shall report their goals in their annual plans.

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<sup>8</sup> *Ibid.*

## **9. ANNUAL REPORT**

Utilities shall serve an electronic copy on the on the Executive Director, by March 1 of each year, an Annual Report on their WMDVLGBTBE Program.

- 9.1. The Annual Report shall contain at least the following elements:

- 9.1.1. A description of WMDVLGBTBE program activities engaged in during the previous calendar year. This description shall include both internal and external activities, and include the approximate amount of funding, to the extent available, directly expended on development and distribution of technical assistance to small and diverse businesses.
- 9.1.2. A summary of WMDVLGBTBE purchases and/or contracts, with breakdowns by ethnicity, product and service categories compared with total utility contract dollars awarded to outside vendors in those categories, and with information regarding the total number of WMDVLGBTBEs with contracts, and the dollars awarded to such WMDVLGBTBEs. Each utility shall report the number of WMDVLGBTBEs who have the majority of their workforce working in California, to the extent such information is readily accessible. Each utility shall also report the number of WMDVLGBTBEs that received direct spend during the reporting year.
- 9.1.3. An itemization of WMDVLGBTBE program expenses provided in the format required by Attachment A to D.95-12-045 or in an approved updated format in compliance with D.15-06-007.
- 9.1.4. A description of progress in meeting or exceeding set goals and an explanation of any circumstances that may have caused the utility to fall short of its goals.
- 9.1.5. A summary of prime contractor utilization of WMDVLGBTBE subcontractors.
- 9.1.6. A list of WMDVLGBTBE complaints received during the past year, accompanied by a brief description of the nature of each complaint and its resolution or current status.
- 9.1.7. A description of any efforts made to recruit WMDVLGBTBE suppliers of products or services in procurement categories where WMDVLGBTBE utilization has been low, such as legal and financial services, fuel procurement, and areas that are considered highly technical in nature.
- 9.1.8. Utilities shall retain all documents and data they rely on in preparing their WMDVLGBTBE annual report for the longer of either three years or in conformance with the utilities' individual document retention policies, and shall provide these documents and data to the Commission upon request.
- 9.1.9. Utilities shall summarize WMDVLGBTBE purchases and/or contracts in product and service categories that include renewable and non-renewable energy, wireless communications, broadband, smart grid, rail projects and electronic procurement, in addition to their current reporting categories. Utilities have discretion to segregate overlapped dollars. Utilities shall report renewable and nonrenewable energy procurement in a manner similar to their reporting of fuel procurement.
- 9.1.10. The Commission's Division of Water and Audits, shall commence an audit program in 2012 wherein at least one annual GO 156 report will be randomly selected every two years for one industry group and audited to confirm that the most recently reported WMDVLGBTBE spend is accurate. The Audit Division will determine a random selection process and audit methodology to perform the audit, commencing with the energy industry, followed by telecommunications,

then water, in subsequent two-year periods, to be repeated in that order.

9.1.11. Each utility which elects to report fuel procurement separately must file with the Executive Director by March 1 of each year, a separate detailed and verifiable report on WMDVLGBTBE participation in fuel markets. These reports must include, at a minimum, the results of purchases in each fuel category.

(a) Each utility shall report purchases by:

- (1) Market origin and fuel type;
- (2) Volume and dollar magnitude;
- (3) Term of sale, *e.g.*, spot, intermediate, long term; and
- (4) Ethnicity and gender of the supplier.

(b) Each utility shall provide:

- (1) An explanation of how existing and/or changing market conditions are affecting the utility's ability to meet or exceed its WMDVLGBTBE goals for fuel;
- (2) A comprehensive description of the specific out-reach programs used to seek WMDVLGBTBE fuel suppliers in each market in which fuel is purchased; and
- (3) A justification for any exclusion of a specific fuel category from the utility's fuel procurement base.

9.2. This General Order is not intended to permit erosion of WMDVLGBTBE programs and reporting presently engaged in by a utility.

9.3. Nothing in this General Order shall prohibit any utility from breaking down specific categories further than presently required (for example, reporting contracts awarded to Filipino Americans separately from those awarded to Asian Pacific Americans, or reporting male and female results within minority-owned classifications).

9.4. In the annual reporting of the LGBTBE procurement, the utilities shall comply with all general requirements set forth in this section 9 and the additional LGBT-specific requirements set forth in section 8.3 of this General Order. To the extent that the utilities believe there is/are inconsistency(ies) between general reporting requirement of the utilities under section 9 and reporting requirements specific to LGBTBEs under section 8.3, the utilities are excused from the general requirements of section 9 and shall instead comply with the LGBT-specific requirements of section 8.3. If there is any additional guidance required, the utilities shall confer with the Commission's General Order 156 staff.

## **10. ANNUAL PLAN**

Utilities shall serve an electronic copy of its Annual Plan on the Executive Director, by March 1 of each year, a detailed and verifiable plan for encouraging women, minority, disabled veteran and LGBT business enterprises procurement in all categories.

- 10.1. The Annual Plan shall contain at least the following elements:
  - 10.1.1. Short, mid, and long term goals set as required by Section 8, *supra*;
  - 10.1.2. A description of WMDVLGBTBE program activities planned for the next calendar year. This description shall include both internal and external activities;
  - 10.1.3. Plans for recruiting WMDVLGBTBE suppliers of products or services where WMDVLGBTBE utilization has been low, such as legal and financial services, fuel procurement, and areas that are considered highly technical in nature.
  - 10.1.4. Plans for seeking and or recruiting WMDVLGBTBE suppliers of products or services where WMDVLGBTBE suppliers are currently unavailable.
  - 10.1.5. Plans for encouraging both prime contractors and grantees to engage WMDVLGBTBEs in subcontracts in all categories which provide subcontracting opportunities.
  - 10.1.6. Plans for complying with the WMDVLGBTBE program guidelines established by the Commission as required by Public Utilities Code section 8283(c). The Executive Director's Office will be responsible for developing, periodically refining, and recommending such guidelines for the Commission's adoption in an appropriate procedural forum.
- 10.2. In the annual plans for the LGBTBE procurement, the utilities shall comply with all general requirements set forth in this section 10 and the additional LGBT-specific requirements set forth in section 8.3 of this General Order. To the extent that the utilities believe there is/are inconsistency(ies) between general requirement for the utilities under section 10 and LGBT-specific requirements under section 8.3, the utilities shall also refer to section 8.3 of this General Order. To the extent that the utilities believe there is/are inconsistency(ies) between this section's requirement and requirements specific to LGBTBEs under section 8.3, the utilities are excused from the general requirements of section 10 and shall instead comply with the LGBT-specific requirements of section 8.3. If there is any additional guidance required, the utilities shall confer with the Commission's General Order 156 staff.

## **11. COMMISSION REPORT**

The Commission shall provide an annual report to the Legislature beginning in January, 1989, on the progress of activities under-taken by each utility to implement Public Utilities Code sections 8281 through 8286 and this General Order, as required by Section 8283 (e).

- 11.1. In this report, the Commission shall recommend a program for carrying out the policy declared in the above-mentioned sections of the Public Utilities Code, together with recommendations for legislation it deems necessary or desirable to further that policy.
- 11.2. This report shall include recommendations to the utilities for the achievement of maximum results in implementing legislative policy and this General Order.



- 11.3. The Commission shall hold an annual en banc hearing or other proceeding in order to provide utilities and members of the public, including community based organizations, the opportunity to share ideas and make recommendations for effectively implementing legislative policy and this General Order.

Approved and dated June 11, 2015, at San Francisco, California.

PUBLIC UTILITIES COMMISSION STATE OF CALIFORNIA

By Timothy Sullivan, *Acting Executive Director*