

# Supplier Diversity Update

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Supplier Diversity Program Manager | California Water Service  
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CPUC / Joint Utilities  
**SAN RAMON**  
small/diverse  
**BUSINESS  
EXPO**

California Public Utilities  
Commission and the Utility  
Companies Present the  
CPUC/Joint Utilities San  
Ramon Business Expo

**FREE TO ATTEND**



**When:**  
November 1, 2018  
7:30 a.m. - 1 p.m.



Roundhouse Conference  
Center  
2600 Camino Ramon  
San Ramon, CA 94583

2018

Goal

25%  
21.5%



## California Water Service

Lunch & Learn Sessions C-10 Contractors

Hosting Workshops



## San Jose Water Company

Instituted internal, working level, Champion's Network

Supplier Diversity transformation program, poised to expand to other SJW Group locations.



## California American Water

2018 First Year Meeting all Category Goals

Implemented Use of DBE Requirement Statement



## Liberty Utilities

Exceeding CPUC's Goal since 2011

Full-Time Supplier Diversity Manager for California in 2019





# Golden State Water Company

Compensation incentive programs include Supplier Diversity as a target

Monthly communications with Senior Executives to review goal status, and adverse changes for achieving Supplier Diversity targets.

SD Manager continuously informed about Senior Leadership's needs, supporting external efforts for matchmaking, and events.

2016, 2017 & 2018

21.5%  
MBE 15%  
WBE 5%  
DVBE 1.5%



# Suburban Water Systems

CWA SD Leader: 2016, 2017 and 2018

Every Manager supports the program, and reaches out with bid opportunities for inclusion.

Participated in +60 events in 2018, recognizing the bigger picture

Certain spend percentage tied to management incentives

2018

49.7%

SCE 46.7%

PG&E 41.4%



# San Gabriel Valley Water Company

2<sup>nd</sup> Best CWA Performer

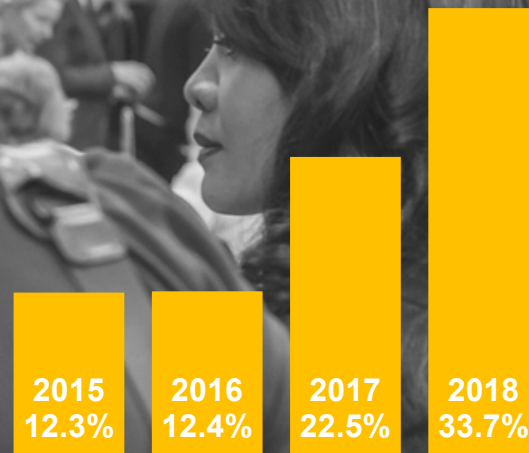
Review of internal structure and adjustments to benefit Supplier Diversity

Continuously seek and add diverse vendors

Involvement and support from management

Continuous supplier diversity education to internal staff and management

**SAN GABRIEL VALLEY**  
WATER COMPANY







In Conclusion

Seek

Compensation

Education

Informed

Management

Internal

Support

