



Utility Supplier Diversity Program

2020 Annual Report and 2021 Plan



Table of Contents

	Message From Our President	2
G.O. #156 Section	Annual Report	
9.1.1	Description of WMDVLGBTBE Program Activities During the Previous Calendar Year	3
9.1.2	WMDVLGBTBE Annual Results by Ethnicity	4
9.1.2	WMDVLGBTBE Direct Procurement by Product and Service Categories	5
9.1.2	WMDVLGBTBE Subcontractor Procurement by Product and Service Categories	6
9.1.2	WMDVLGBTBE Procurement by Standard Industrial Classification Categories	7/8
9.1.2	Number of WMDVLGBTBE Suppliers and Revenue Reported to the Clearinghouse	9
9.1.2	Description of Number of WMDVLGBTBE Suppliers with CA Majority Workforce	10
9.1.3	WMDVLGBTBE Program Expenses	10
9.1.3	Description of Progress in Meeting or Exceeding Set Goals	11
9.1.4	WMDVLGBTBE Results and Goals	11
9.1.5	Description of Prime Contractors Utilization of WMDVLGBTBE Subcontractors	11
9.1.5	Summary of Prime Contractor Utilization of WMDVLGBTBE Subcontractors	12
9.1.6	A List of WMDVLGBTBE Complaints Received and Current Status	12
9.1.7	Description of Efforts to Recruit WMDVLGBTBE Suppliers in Low Utilization Categories	12
	Annual Plan	
10.1.1	WMDVLGBTBE Annual SHORT, MID, AND LONG-TERM Goals	13
10.1.2	Description of WMDVLGBTBE Planned Program Activities for the Next Calendar Year	14
10.1.3	Plans for Recruiting WMDVLGBTBE Suppliers in Low Utilization Areas	14
10.1.4	Plans for Recruiting WMDVLGBTBE Suppliers Where Unavailable	14
10.1.5	Plans for Encouraging Prime Contractors to Subcontract to WMDVLGBTBE	14
10.1.6	Plans for Complying with WMDVLGBTBE Program Guidelines	15



Message From Our President

“ **At** Liberty, we recognize that our relationship with our customers goes beyond the sale and consumption of our product. We must also be an active, engaged member of the communities we serve.



This community engagement includes creating opportunities for businesses that represent and reflect the rich, diverse heritage and culture of California. The Utility Supplier Diversity Program (USDP) is a program that we have shared with other Liberty operations across the country, carrying the spirit of this initiative beyond our California borders.

In 2020, our parent company, Algonquin Power and Utilities Corporation, established and started rolling out a company-wide supplier diversity policy and program across the organization.

For over 16 years, we have participated in the California Public Utilities Commission’s (CPUC) USDP with our two Southern California regulated water utilities—Liberty Utilities (Park Water) Corp. and Liberty Utilities (Apple Valley Ranchos) Corp. Liberty Park Water operates three water systems in southeast Los Angeles County, serving the communities of Norwalk, Bellflower, Compton, and Lynwood, among others, and one water system in northeast Los Angeles County, service the community of La Canada. Liberty Apple Valley Ranchos serves about 50 square miles in the Town of Apple Valley, Victorville, and Yermo.

As part of the USDP, we continually develop ongoing business relationships with talented minority and women owned businesses, disabled veterans firms, as well as lesbian, gay, bisexual, and transgender business enterprises. We do this not just because the CPUC has established this worthwhile program, but because it is good business.

Our diversity efforts in 2020 saw great success. Last year we achieved 25.33 percent spend with diverse businesses, exceeding the CPUC’s target of 21.5 percent. We purchased about \$8.5 million in products and services from 37 diverse businesses.

We are committed to expanding and strengthening our relationships with our diverse suppliers and increasing our annual spend with diverse businesses.”

Chris Alario
President, Liberty Utilities California

25.33%
Diverse
Business
Spend

**\$8.5
Million**
Diverse
Purchase

37
Diverse
Vendors

Description of WMDVLGBTBE Program Activities During the Previous Calendar Year



Internal Program Activities

2020 proved to be a year full of challenges, requiring Liberty's supplier diversity program to pivot constantly because of the changing environment and the ongoing impact of COVID-19.

Liberty's internal program activities were challenged like never before. Liberty found new ways to tackle these challenges, identify new opportunities, and work with existing and new diverse suppliers.

Even with most of Liberty's workforce working from home, Liberty kept moving forward and continued to build new supplier relationships along the way, utilizing diverse suppliers to help adapt to the changing circumstances.

Liberty continued to develop new relationships with prospective suppliers. Traditional meet and greet practices moved to online webinars, meetings, and matchmaking. However, the principles have remained the same – identifying, meeting, and understanding suppliers and their core business; matching them to Liberty's supply needs; and delivering value whether in the form of cost, quality, schedule, safety, or innovation.

External Program Activities

2020 shifted from the typical in-person events to virtual meet and greets.

Liberty worked with the California Water Association (CWA) and diverse suppliers through virtual meetings.

- USDP monthly meetings
- CWA – Water Acumen Training for Entrepreneurship Refinement (WATER) (four sessions)
- CWA "Meet the Primes" (supplier meet and greet)
- CWA – Community Based Organization Summit
- California Hispanic Chamber of Commerce Virtual Statewide Convention



			2020			
			Direct	Sub	Total \$	%
1	Minority Male	Asian Pacific American	\$417,886	\$0	\$417,886	1.17%
2		African American	\$0	\$0	\$0	0.00%
3		Hispanic American	\$1,817,554	\$0	\$1,817,554	5.08%
4		Native American	\$0	\$0	\$0	0.00%
5		Total Minority Male	\$2,235,439	\$0	\$2,235,439	6.25%
6	Minority Female	Asian Pacific American	\$7,424	\$0	\$7,424	0.02%
7		African American	\$70,268	\$0	\$70,268	0.20%
8		Hispanic American	\$91,905	\$465,938	\$557,843	1.56%
9		Native American	\$0	\$0	\$0	0.00%
10		Total Minority Female	\$169,597	\$465,938	\$635,535	1.78%
11	Total Minority Business Enterprise (MBE)		\$2,405,037	\$465,938	\$2,870,975	8.02%
12	Women Business Enterprise (WBE)		\$5,853,494	\$1,484	\$5,854,977	16.36%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$227,086	\$0	\$227,086	0.63%
14	Disabled Veteran Business Enterprise (DVBE)		\$110,260	\$0	\$110,260	0.31%
15	Other 8(a)*		\$0	\$0	\$0	0.00%
16	TOTAL WMDVLGBTBE		8,595,876	467,421	\$9,063,297	25.33%
17	Net Procurement**		\$35,783,773			

NOTE: * FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE
 ** NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS
 Direct - DIRECT PROCUREMENT
 Sub - SUBCONTRACTOR PROCUREMENT
 % - PERCENTAGE OF NET PROCUREMENT

WMDVLGBTBE Direct Procurement by Product and Service Categories

9.1.2

2020				Products		Services	
				\$	%	\$	%
1	Minority Male	Asian Pacific American	Direct	118,411.40	4.38%	299,474.58	0.91%
2		African American	Direct	-	0.00%	-	0.00%
3		Hispanic American	Direct	6,903.99	0.26%	1,810,649.51	5.47%
4		Native American	Direct	-	0.00%	-	0.00%
5		Total Minority Male	Direct	125,315.39	4.64%	2,110,124.09	6.38%
6	Minority Female	Asian Pacific American	Direct	-	0.00%	7,423.90	0.02%
7		African American	Direct	-	0.00%	70,268.21	0.21%
8		Hispanic American	Direct	54,962.08	2.03%	36,943.01	0.11%
9		Native American	Direct	-	0.00%	-	0.00%
10		Total Minority Female	Direct	54,962.08	2.03%	114,635.12	0.35%
11	Total Minority Business Enterprise (MBE)		Direct	180,277.47	6.67%	2,224,759.21	6.72%
12	Women Business Enterprise (WBE)		Direct	192,446.14	7.12%	5,661,047.85	17.11%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Direct	-	0.00%	227,085.62	0.69%
14	Disabled Veteran Business Enterprise (DVBE)		Direct	41,170.09	1.52%	69,089.48	0.21%
15	Other 8(a)*		Direct	-	-	-	-
16	TOTAL WMDVLGBTBE		Direct	413,893.70	15.32%	8,181,982.16	24.73%
17	Total Product Procurement					\$2,701,010	
18	Total Service Procurement					\$33,082,764	
19	Net Procurement**					\$35,783,773	
20	Total Number of WMDVLGBTBEs that Received Direct Spend						37

NOTE: * FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE

** NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS

Direct - DIRECT PROCUREMENT

Sub - SUBCONTRACTOR PROCUREMENT

% - PERCENTAGE OF NET PROCUREMENT

WMDVLGBTBE Subcontractor Procurement by Product and Service Categories

9.1.2

2020				Products		Services		Total	
				\$	%	\$	%	\$	%
1	Minority Male	Asian Pacific American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
2		African American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
3		Hispanic American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
4		Native American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
5		Total Minority Male	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
6	Minority Female	Asian Pacific American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
7		African American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
8		Hispanic American	Sub	\$0	0.00%	\$465,938	1.41%	\$465,938	1.30%
9		Native American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
10		Total Minority Female	Sub	\$0	0.00%	\$465,938	1.41%	\$465,938	1.30%
11	Total Minority Business Enterprise (MBE)		Sub	\$0	0.00%	\$465,938	1.41%	\$465,938	1.30%
12	Women Business Enterprise (WBE)		Sub	\$0	0.00%	\$1,484	0.00%	\$1,484	0.00%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Sub	\$0	\$0	\$0	0.00%	\$0	0.00%
14	Disabled Veteran Business Enterprise (DVBE)		Sub	\$0	\$0	\$0	0.00%	\$0	0.00%
15	Other 8(a)*		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
16	TOTAL WMDVLGBTBE		Sub	\$0	0.00%	\$467,421	1.41%	\$467,421	1.31%
17	Total Product Procurement			\$2,701,010					
18	Total Service Procurement			\$33,082,764					
19	Net Procurement**			\$35,783,773					

NOTE: * FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE
 ** NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS
 Direct - DIRECT PROCUREMENT
 Sub - SUBCONTRACTOR PROCUREMENT
 % - PERCENTAGE OF NET PROCUREMENT

SIC Category	2020								Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Other 8(a)**
	Asian Pacific American		African American		Hispanic American		Native American						
	Male	Female	Male	Female	Male	Female	Male	Female					
9.Fishing, Hunting, and Trapping	\$												
	%	0.0%	0.0%	0.0%	0.0%	0.00%	0.0%	0.0%	0.0%	0.00%	0.00%	0.0%	0.0%
15.General Building Contractors	\$						2,500.00			2,500			
	%	0.0%	0.0%	0.0%	0.0%	0.00%	0.06%	0.0%	0.0%	0.06%	0.00%	0.0%	0.0%
16. Heavy Construction	\$	0	0	0	0	476,808	465,938	0	0	942,746	5,597,532	0	0
	%	0.0%	0.0%	0.0%	0.0%	4.53%	4.4%	0.0%	0.0%	8.95%	53.17%	0.0%	0.0%
17.Special Trade Contractors	\$	0	0	0	0	331,825	1,745	0	0	333,570	55,443	0	0
	%	0.0%	0.0%	0.0%	0.0%	40.14%	0.21%	0.0%	0.0%	40.35%	6.7%	0.0%	0.0%
23. Apparel & Other Textile Products	\$	0	0	0	0	0	0	0	0	0	892	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.00%	0.0%	0.0%
26. Paper & Allied Products	\$	0	0	0	0	0	0	0	0	0	1,691	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.00%	0.0%	0.0%
27.Printing & Publishing	\$	0	0	0	0	78,108	0	0	0	78,108	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	95.12%	0.0%	0.0%	0.0%	95.12%	0.00%	0.0%	0.0%
28.Chemicals and Allied Products	\$												
	%	0.0%	0.0%	0.0%	0.0%	0.00%	0.0%	0.0%	0.0%	0.00%	0.00%	0.0%	0.0%
29.Petroleum & Coal Products	\$												
	%	0.0%	0.0%	0.0%	0.0%	0.00%	0.0%	0.0%	0.0%	0.00%	0.00%	0.0%	0.0%
30.Rubber & Miscellaneous Plastics Products	\$												
	%	0.0%	0.0%	0.0%	0.0%	0.00%	0.0%	0.0%	0.0%	0.00%	0.00%	0.0%	0.0%
34.Fabricated Metal Products	\$	0	0	0	0	0	54,962	0	0	54,962	0	25277	0
	%	0.0%	0.0%	0.0%	0.00%	0.0%	35.14%	0.0%	0.0%	35.14%	0.00%	0.0%	0.0%
35.Industrial Machinery & Equipment	\$												
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.00%	0.0%	0.0%
36.Electronic & Other Electric Equipment	\$	0	0	0	0	1,712	32698	0	0	34,410	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	3.09%	0.0%	0.0%	0.0%	3.09%	0.0%	0.0%	0.0%
38. Instruments & Related Products	\$	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
39.Miscellaneous Manufacturing Industries	\$												
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
44.Water Transportation	\$	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Total Product Procurement	\$2,701,010
Total Service Procurement	\$33,082,764

Net Procurement***	\$35,783,773
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NOTE:**FIRMS WITH MULTIPLE MINORITY OWNERSHIP STATUS

**FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE

***NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS

TOTAL DOLLARS - TOTAL PROCUREMENT DOLLAR AMOUNT IN THE SPECIFIC SIC CATEGORY

% - PERCENTAGE OF TOTAL DOLLARS

WMDVLGBTBE Procurement by Standard Industrial Classification Categories (cont.)

9.1.2

SIC Category	2020										Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Other 8(a)**	Total WMDVLGBTBE	Total Dollars
	Asian Pacific American		African American		Hispanic American		Native American										
	Male	Female	Male	Female	Male	Female	Male	Female									
46.Pipelines, Except Natural Gas	\$					2,098.75					2,099		227,085.62	15,893.13		245,078	1,542,332
	%	0.0%	0.0%	0.0%	0.0%	0.14%		0.0%	0.0%	0.0%	0.14%	0.0%	14.72%	0.0%	0.0%	14.86%	
48.Communications	\$																122,046
	%	0.0%	0.0%	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
49.Electric, Gas & Sanitary Services	\$																6,418
	%	0.0%	0.0%	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
50.Wholesale Trade-Durable Goods	\$											50,974				50,974	1,306,439
	%	0.0%	0.0%	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%	0.0%	3.90%	0.0%	0.0%	0.0%	3.90%	
51.Wholesale Trade-Nondurable Goods	\$																134,540
	%	0.0%	0.0%	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
52.Building Materials & Gardening Supplies	\$																46,359
	%	0.0%	0.0%	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
53.General Merchandise Stores	\$																14,387
	%	0.0%	0.0%	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
54.Food Stores	\$																20,932
	%	0.0%	0.0%	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
55.Automotive Dealers & Service Stations	\$	116,585	0	0	0	0	0	0	0	0	116,585	140,374	0	0	0	256,959	306,918
	%	37.99%	0.0%	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%	37.99%	45.74%	0.0%	0.0%	0.0%	83.72%	
56.Apparel & Accessory Stores	\$																5,256
	%	0.0%	0.0%	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
57.Furniture & Homefurnishings Stores	\$																-
	%	0.0%	0.0%	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
58.Eating & Drinking Places	\$																662
	%	0.0%	0.0%	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
59.Miscellaneous Retail	\$	1,827	0	0	0	0	0	0	0	0	1,827	0	0	0	0	1,827	238,934
	%	0.76%	0.0%	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%	0.76%	0.0%	0.0%	0.0%	0.76%		
60.Depository Institutions	\$																425,510
	%	0.00%	0.0%	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%	0.00%	0.0%	0.0%	0.0%	0.00%		
61.Nondepository Institutions	\$																70,473
	%	0.00%	0.0%	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%	0.00%	0.0%	0.0%	0.0%	0.0%		
62.Security & Commodity Brokers	\$																1,475,510
	%	0.00%	0.0%	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%	0.00%	0.0%	0.0%	0.0%	0.0%		
63.Insurance Carriers	\$	0	0	0	0	0	0	0	0	0	0	7,865	0	0	0	7,865	15,565
	%	0.0%	0.0%	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%	0.0%	50.53%	0.0%	0.0%	50.53%		
65.Real Estate	\$																164,520
	%	0.0%	0.0%	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
70.Hotels & Other Lodging Places	\$																2,000
	%	0.0%	0.0%	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
73.Business Services	\$	43,363	0	0	70,268	597,699	0	0	0	0	711,330	206	0	69089	0	780,626	6,047,066
	%	0.72%	0.0%	0.0%	1.16%	9.88%		0.00%	0.0%	0.0%	11.76%	0.00%	0.0%	0.0%	12.91%		
75.Auto Repair, Services, & Parking	\$																155,439
	%	0.0%	0.0%	0.0%	0.0%	0.00%		0.00%	0.0%	0.0%	0.00%	0.0%	0.0%	0.0%	0.00%		
76.Miscellaneous Repair Services	\$	0	7,424	0	0	0	0	0	0	0	7,424	0	0	0	7,424	101,094	
	%	0.0%	7.34%	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%	7.34%	0.0%	0.0%	0.0%	7.34%		
79.Amusement & Recreation Services	\$																-
	%	0.0%	0.0%	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%	0.00%	0.0%	0.0%	0.0%	0.00%		
80.Health Services	\$																2,367
	%	0.0%	0.0%	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%	0.00%	0.0%	0.0%	0.0%	0.00%		
81.Legal Services	\$	256,111	0	0	0	0	0	0	0	0	256,111	0	0	0	256,111	5,357,907	
	%	4.78%	0.0%	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%	4.78%	0.0%	0.0%	0.0%	4.78%		
82.Education Services	\$																65,676
	%	0.0%	0.0%	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%	0.00%	0.0%	0.0%	0.0%	0.00%		
83.Social Services	\$																2,800
	%	0.0%	0.0%	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%	0.00%	0.0%	0.0%	0.0%	0.00%		
84.Museums, Botanical, Zoological Gardens	\$																-
	%	0.0%	0.0%	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%	0.00%	0.0%	0.0%	0.0%	0.00%		
86.Membership Organizations	\$																180
	%	0.0%	0.0%	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%	0.00%	0.0%	0.0%	0.0%	0.00%		
87.Engineering & Management Services	\$	0	0	0	0	74,947	0	0	0	0	74,947	0	0	0	74,947	815,172	
	%	0.0%	0.0%	0.0%	0.0%	9.19%		0.0%	0.0%	0.0%	9.19%	0.00%	0.0%	0.0%	9.19%		
89.Services, Not Elsewhere Classified	\$	0	0	0	254,356	0	0	0	0	0	254,356	0	0	0	254,356	939,260	
	%	0.0%	0.0%	0.0%	27.08%			0.0%	0.0%	0.0%	27.08%	0.00%	0.0%	0.0%	27.08%		
91.Executive, Legislative, & General	\$																52,223
	%	0.0%	0.0%	0.0%	0.0%	0.00%		0.0%	0.0%	0.0%	0.00%	0.00%	0.0%	0.0%	0.00%		
92. Justice, Public Order, & Safety	\$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	140
	%	0.0%	0.0%	0.0%	0.0%	0.00%		0.0%	0.0%	0.0%	0.00%	0.00%	0.0%	0.00%	0.00%		
93.Finance, Taxation & Monetary Policy	\$																10,415
	%	0.0%	0.0%	0.0%	0.0%	0.00%		0.0%	0.0%	0.0%	0.00%	0.00%	0.0%	0.0%	0.00%		
Total	\$	417,886	7,424	0	70,268	1,817,554	557,842.92	0	0	0	2,870,975	5,854,977	227,086	110,260	0	9,063,297	35,783,773
	%	1.17%	0.02%	0.00%	0.20%	5.08%	1.56%	0.00%	0.00%	8.02%	16.36%	0.63%	0.31%	0.00%	25.33%		

Total Product Procurement	\$2,701,010
Total Service Procurement	\$33,082,764
Net Procurement**	\$35,783,773

NOTE: *FIRMS WITH MULT MINORITY OWNERSHIP STATUS
 **FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE
 ***NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS
 TOTAL DOLLARS - TOTAL PROCUREMENT DOLLAR AMOUNT IN THE SPECIFIC SIC CATEGORY
 % - PERCENTAGE OF TOTAL DOLLARS

Data on Number of Suppliers												
# WMDVLGBTBEs	Revenue Reported to CHS						Utility-Specific [Year] Summary					
	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total
Under \$1 million	5	5		2		12	17	14	1	3		35
Under \$5 million	4	8				12		2				2
Under \$10 million	5	2				7						
Above \$10 million	3	2	1			6						
TOTAL	17	17	1	2		37	17	16	1	3		37

Revenue and Payment Data												
WMDVLGBTBE \$M	Revenue Reported to CHS						Utility-Specific [Year] Summary					
	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total
Under \$1 million	1,326,250	1,150,297.73				2,476,548	78,522.19	137,328.84	227,085.62	110,259.57		553,196.22
Under \$5 million	10,402,226	21,539,960.16				31,942,186	587,602.67	1,530,804.80				2,118,407.47
Under \$10 million	28,327,566	16,938,211.00				45,265,777	931,561.89	4,302,712.15				5,234,274.04
Above \$10 million	2,880,946,884	165,000,000	12,000,000			3,057,946,884	549,623.85	140,374.28				689,998.13
TOTAL	2,921,002,926	204,628,468.89	12,000,000			3,137,631,395	2,147,310.60	6,111,220.07	227,085.62	110,259.57		8,595,875.86

NOTE: * FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE
 CHS: SUPPLIER CLEARINGHOUSE



Description of Number of WMDVLGBTBE Suppliers with CA Majority

9.1.2

Thirty-seven of Liberty's 39 suppliers are based in California with a total spend of \$8.5 million in 2020.

Liberty continues to increase its supplier pool at a steady pace, increasing from 37 in 2019 to 39 certified diverse suppliers in 2020.



WMDVLGBTBE Program Expenses

9.1.3

Expense Category	Year 2020
Wages	\$53,266
Other Employee Expenses	\$34,962
Program Expenses	\$13,504
Reporting Expenses	\$3,360
Training	\$0
Consultants	\$0
Other	\$11,057
TOTAL	\$116,149

Description of Progress in Meeting or Exceeding Set Goals

9.1.3

Liberty exceeded the CPUC set goal of 21.5% diverse business spend, achieving 25.3%.

Liberty's progress stems from an expanded vendor pool and new relationships, demonstrated with the increase in Liberty's supplier pool and new relationships.

WMDVLGBTBE Results and Goals

9.1.4

Category	2020 Results	2020 Goals
Minority Men	6.25%	10.00%
Minority Women	0.47%	1.50%
Minority Business Enterprise (MBE)	6.72%	15.00%
Women Business Enterprise (WBE)	16.36%	5.00%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0.63%	0.50%
Disabled Veteran Business (DVBE)	0.31%	1.50%
TOTAL WMDVLGBTBE	24.02%	22.00%

% - PERCENTAGE OF NET PROCUREMENT

Description of Prime Contractors Utilization of WMDVLGBTBE Subcontractors

9.1.5

2019 proved to be a milestone for Liberty in addressing subcontracting spend. Achieving 1.14% spend. 2020 proved that efforts to strengthen partnerships between prime contractors and sub-contractors continue to increase Liberty's goal of sustaining a quality program.

Summary of Prime Contractor Utilization of WMDVLGBTBE Subcontractors

9.1.5

Liberty increased the number of prime contractors and utilization of subcontractors. Liberty's increased subcontracting spend reflects the positive impact of collaborating with smaller diverse businesses.

A List of WMDVLGBTBE Complaints Received and Current Status

9.1.6

Liberty received no complaints in 2020.

Description of Efforts to Recruit WMDVLGBTBE Suppliers in low Utilization Areas

9.1.7

Liberty continues to work on underutilized categories and increased our spending in the following categories: African American, LGBTQ, and DVBE.

Liberty's internal champions and the supplier diversity program's continuous outreach development has made a positive impact in engaging and building relationships with potential suppliers in low utilization areas.

2021 PLAN

WMDVLGBTBE Annual SHORT, MID, LONG-TERM Goals

10.1.1

	Short-term 2021					Mid-term 2022					Long-term 2023				
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	WMDVLGBTBE	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	WMDVLGBTBE	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	WMDVLGBTBE
Service															
15. General Bldg. Contractors	0.00%	0.00%	0.00%	0.96%	0.96%	0.00%	0.00%	0.00%	0.96%	0.96%	0.00%	0.00%	0.00%	0.96%	0.96%
16. Heavy Construction, Except Building	5.34%	12.01%	0.67%	0.00%	18.02%	5.34%	12.01%	0.67%	0.00%	18.02%	5.34%	12.01%	0.67%	0.00%	18.02%
17. Special Trade Contractors	1.21%	0.00%	0.00%	0.00%	1.21%	1.21%	0.00%	0.00%	0.00%	1.21%	1.21%	0.00%	0.00%	0.00%	1.21%
63. Insurance Carriers	0.00%	0.04%	0.00%	0.00%	0.04%	0.00%	0.04%	0.00%	0.00%	0.04%	0.00%	0.04%	0.00%	0.00%	0.04%
73. Business Services	0.90%	0.31%	0.00%	0.00%	1.21%	0.90%	0.31%	0.00%	0.00%	1.21%	0.90%	0.31%	0.00%	0.00%	1.21%
76. Misc Repair services	0.01%	0.00%	0.00%	0.00%	0.01%	0.01%	0.00%	0.00%	0.00%	0.01%	0.01%	0.00%	0.00%	0.00%	0.01%
81. Legal services	0.17%	0.00%	0.50%	0.00%	0.67%	0.17%	0.00%	0.50%	0.00%	0.67%	0.17%	0.00%	0.50%	0.00%	0.67%
87. Engineering & Management Services	0.18%	0.13%	0.00%	0.00%	0.32%	0.18%	0.13%	0.00%	0.00%	0.32%	0.18%	0.13%	0.00%	0.00%	0.32%
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Subtotal	7.81%	12.50%	1.17%	0.96%	22.44%	7.81%	12.50%	1.17%	0.96%	22.44%	7.81%	12.50%	1.17%	0.96%	22.44%

	Short-term 2021					Mid-term 2022					Long-term 2023				
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	WMDVLGBTBE	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	WMDVLGBTBE	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	WMDVLGBTBE
Product															
27. Printing & Publishing	0.16%	0.00%	0.00%	0.00%	0.16%	0.16%	0.00%	0.00%	0.00%	0.16%	0.16%	0.00%	0.00%	0.00%	0.16%
35. Industrial Machinery & Equipment	0.00%	0.02%	0.00%	0.00%	0.02%	0.00%	0.02%	0.00%	0.00%	0.02%	0.00%	0.02%	0.00%	0.00%	0.02%
36. Electronic and other Electrical Equipment	0.36%	0.00%	0.00%	1.00%	0.36%	0.36%	0.00%	0.00%	1.00%	0.36%	0.36%	0.00%	0.00%	1.00%	0.36%
46. Pipelines Except Natural Gas	0.02%	0.00%	0.00%	0.00%	0.02%	0.02%	0.00%	0.00%	0.00%	0.02%	0.02%	0.00%	0.00%	0.00%	0.02%
50. Wholesale Trade & Industrial Goods	0.53%	3.93%	0.00%	0.00%	4.46%	0.53%	3.93%	0.00%	0.00%	4.46%	0.53%	3.93%	0.00%	0.00%	4.46%
55. Automotive Dealers & Service Stations	0.00%	0.36%	0.00%	0.00%	0.36%	0.00%	0.36%	0.00%	0.00%	0.36%	0.00%	0.36%	0.00%	0.00%	0.36%
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Subtotal	1.07%	4.30%	0.00%	1.00%	6.37%	1.07%	4.30%	0.00%	1.00%	6.37%	1.07%	4.30%	0.00%	1.00%	6.37%

Description of WMDVLGBTBE Planned Program Activities for the Next Calendar Year

10.1.2

Internal

Planned activities for 2021 will include adjusting Liberty practices through the development of standard operating procedures related to procurement of goods and services, along with continued employee participation as internal champions for supplier diversity.

External

Liberty has requested its internal stakeholders to increase participation in outreach activities to target diverse suppliers who meet Liberty's new and continuing needs for products and services.

As part of CWA's diversity team, Liberty continues to collaborate, review, and adjust its approach. This collaboration expands Liberty's outreach to a broader audience.

Liberty and its fellow water utilities continue to make positive strides by continually evaluating practices in place and adapting to the current world, recognizing the importance of virtual collaboration and understanding shifting industry needs.

Plans for Recruiting WMDVLGBTBE Suppliers in Low Utilization Areas

10.1.3

Liberty's internal diversity program will continue to work with prime suppliers.

To further increase underutilized areas, Liberty will work with certifying organizations, Community Business Organizations (CBOs), and similar groups to develop and host diverse supplier events and to enable them to better assess supplier needs within the company.

Plans for Recruiting WMDVLGBTBE Suppliers Where Unavailable

10.1.4

Liberty will continue to evaluate recruiting diverse suppliers where unavailable.

Liberty will continually communicate with new suppliers to see if opportunities for certification are possible.

Plans for Encouraging Prime Contractors to Subcontract WMDVLGBTBE

10.1.5

Encouraging subcontracting through prime contractors is challenging, but Liberty continues to show progress.

Regularly educating prime contractors to help drive Liberty's supplier diversity initiative is proving positive. Liberty increased its subcontracting spend by 52% in 2020.

Plans for Complying with WMDVLGBTBE Program Guidelines

10.1.6

Liberty's continued delivery of results demonstrates that its internal champions play a major role in driving this program forward through their participation in outreach events and advising of their upcoming needs for matchmaking events or bids.

In 2021, Liberty will focus on further developing and supporting its work with the internal champions and implementing and working within a companywide procurement framework. Liberty will continue to meet and strive to exceed goals as defined in G.O. 156.

Supplier Spotlight – High Desert Underground

High Desert Underground (HDU), a woman-owned family business headquartered in Apple Valley, California, has been in pipeline construction for many years. Expanding through general contracting and pipeline infrastructure, HDU has worked with Ft. Irwin, Edwards AFB, Yorba Linda, Riverside, Highland, and Needles.

HDU has partnered with Liberty Utilities Apple Valley for over 20 years, focusing on efficient water construction services to support the utility.

Over these many years, HDU has worked on multiple projects varying in size and scale, up to \$7 million, bringing economic benefit to its surrounding community.

HDU makes safety and reliable customer service a standard business practice. It is a business that values relationships, meets its customers' needs, and values its customers' ideas.



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Liberty[™]

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