



## **SUSTAINABLE WORKFORCE AND DIVERSITY POLICY: 011**

It is a priority interest of MCE to support sustainable workforce opportunities, local economic sustainability, and diversity inclusion through contracting for power resources, procuring goods and services, and implementing hiring initiatives within a framework of competitive service and the promotion of renewable energy, customer programs, and greenhouse gas reduction.

MCE will facilitate and encourage diversity and a sustainable workforce through its support for:

1. Fair compensation in direct hiring, renewable development projects, customer programs, and procurement services;
2. Development of locally generated renewable energy within the MCE service area;
3. Direct use of union members from multiple trades;
4. Quality training, apprenticeship, and pre-apprenticeship programs
5. Direct use of businesses local to the MCE service area
6. Development of California based job opportunities
7. Business and workforce initiatives located in low-income and disadvantaged communities;
8. Direct use of Disabled Veteran-owned and LGBT-owned Business Enterprises (DVBE);
9. Direct use of green and sustainable businesses; and
10. Use of direct hiring practices that promote diversity in the workplace.