



***UPDATED DRAFT
November 16, 2017***

SUSTAINABLE WORKFORCE AND DIVERSITY POLICY: 011

It is a priority interest of MCE to support sustainable workforce opportunities, local economic sustainability, and diversity 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 shall 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. Direct use of union members from multiple trades;
3. Quality training, apprenticeship, and pre-apprenticeship programs;
4. Business and workforce initiatives located in low-income and disadvantaged communities;
5. Direct use of businesses local to the MCE service area;
6. Development of locally generated renewable energy within the MCE service area;
7. Development of California-based job opportunities;
8. Direct use of Disabled Veteran-owned and Lesbian, Gay, Bisexual, and Transgender-owned Business Enterprises;
9. Direct use of green and sustainable businesses; and
10. Use of direct hiring practices that promote diversity in the workplace.