

# Exhibit to Agenda Item #1c

2024 Proposed Workforce, Diversity & Inclusion Budget.

Board Finance & Audit Committee and Special SMUD Board of Directors Meeting  
Wednesday, November 8, 2023, scheduled to begin at 6:00 p.m.

SMUD Headquarters Building, Auditorium



# Workforce, Diversity & Inclusion 2024 Proposed Budget & Initiatives

**Jose Bodipo-Memba**

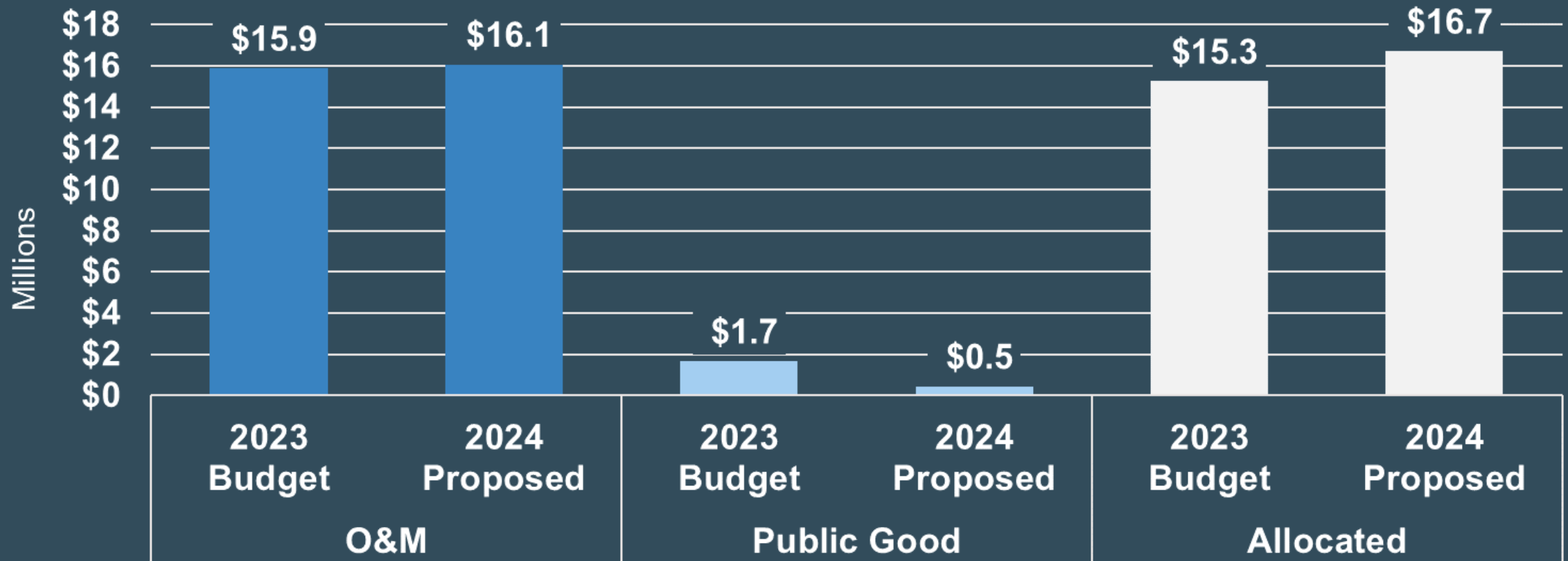
Chief Diversity Officer

# Workforce, Diversity & Inclusion

Corporate / Enterprise	Enterprise Strategy	Zero Carbon Energy Solutions	Customer & Community Services	Energy Delivery & Operations	Information Technology	Workforce, Diversity & Inclusion
Governance	Resource Strategy	Power Generation	Customer Experience Delivery	Transmission Planning & Operations	Enterprise Systems, Strategy & Governance	People Services & Strategies
Finance	Revenue Strategy	Advanced Energy Solutions	Customer Operations	Distribution Planning & Operations	Infrastructure Platform Services	Diversity, Equity & Inclusion
Legal, Government Affairs & Reliability Compliance	Customer & Grid Strategy	Grants, Research & New Business Development	Community Energy Services	Line Assets	Enterprise Solutions, Engineering & Emerging Technology	Sustainable Communities
Facilities, Security & Emergency Operations	Enterprise Prioritization	Commodity Procurement & Sales	Commercial Development & Solutions	Substation, Telecom, Network & Metering	Customer & Grid Operations Technology Center	
Procurement, Warehouse & Fleet		Commodity & Operations Settlements	Business Performance & Optimization	Strategic Services & Operations PMO	Cybersecurity	
Communications Marketing & Community Relations				Environmental, Safety & Real Estate Services		
Enterprise Affairs				Operational Excellence		

# Workforce, Diversity & Inclusion

## 2024 Proposed Budget





# Infrastructure Investment

Alignment to Strategic Direction: SD-4 SD-6 SD-8 SD-11 SD-14 SD-16 SD-17

## Deepen and Diversify Talent Pipeline

- Grow and expand internship, apprenticeship and scholarship programs
- Comprehensive Workforce Planning for today and 2030 Plan
- Invest in new technology to further enhance recruitment and retention
- Leverage partnerships to streamline Workforce Pathways Pipeline

## Enhance Employee Engagement and Belonging

- Commitment to Employee Resource Groups and DEIB Council
- Expanded career development and learning tools and programs
- DEIB Implementation Plan Metrics Tracking and benchmarking
- Continued expansion of language and cultural translation tools





# Infrastructure Investment

Alignment to Strategic Direction: SD-4 SD-6 SD-8 SD-11 SD-14 SD-16 SD-17

## Expand Investment in Career Development & Internal Mobility

- Zero Carbon Aligned Core Competencies and Succession Planning
- Leader Development Investment
- Increased Upskilling, Cross Training, and Mentoring





# Zero Carbon Plan

Alignment to Strategic Direction: SD-2 SD-3 SD-7 SD-9 SD-10 SD-19

## Zero Carbon Community Education

- Educate all customers about Zero Carbon Plan
- Grow youth and student STEM engagement to over 20,000+ students
- Commercial customer engagement and innovation pilots
- Meet communities where they are: outreach, engagement, and partnerships





# Zero Carbon Plan

Alignment to Strategic Direction: SD-2 SD-3 SD-7 SD-9 SD-10 SD-19

## Zero Carbon Workforce Planning

- Strategic workforce planning & Regional workforce development
- Internships, apprenticeships, & scholarships
- Diversity outreach & retention

## Inclusive Economic Development Strategy

- Grant Implementation & Regional Grant Strategy Alignment
- Public and Private Partnerships connecting Zero Carbon Economy to all communities
- Clean Energy Economic Development Partnerships
- Innovation & small business development, recruitment and retention







# Community Impact

Alignment to Strategic Direction: SD-5 SD-13 SD-15

## Community Impact Plan: Improving Equity

- Expand focused community electrification pilots leveraging data and community input
- Leverage data, partnerships, and trust to increase impact in overall region
- Grow customer awareness and access through cultural connections and comprehensive programs delivering workforce, economic, and improved quality of life

Small/Med Customer Market Development Accounts in Red/Orange Zones by Board Ward					
	Light Orange	Orange	Dark Orange	Red	Total
Ward 1	11	-	-	125	136
Ward 2	1	-	-	752	753
Ward 3	1,415	238	29	2,927	4,609
Ward 4	-	132	314	56	502
Ward 5	-	245	558	3,662	4,465
Ward 6	-	780	1,040	2,267	4,087
Ward 7	562	1,282	-	1,158	3,002
<b>Total</b>	<b>1,989</b>	<b>2,677</b>	<b>1,941</b>	<b>10,947</b>	<b>17,554</b>



# Community Impact

Alignment to Strategic Direction: SD-5 SD-13 SD-15

## Lead the Region, the Nation & the World

- Continue setting the bar for community engagement and partnership
- Maintain being an “employer of choice” through Total Rewards Offerings
- Align small business and underserved communities with Zero Carbon opportunities
- Establish & Implement Comprehensive Regional Workforce Blueprint



# Workforce, Diversity & Inclusion

## 2024 Proposed budget details

O&M \$16.1M	Public Good \$0.5M
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### Major Budget Items

#### Operations & Maintenance

- Sustainable Communities \$11.8 million
  - Regional Education Workforce Pipeline \$3.5 million
  - Community Impact Plan \$2.7 million
  - Economic Development \$0.7 million
- Talent Management \$2.3 million
- Data Analytics \$1.5 million
- Technology Improvements \$0.6 million

#### Public Good

- Shine Awards \$0.5 million