

# Exhibit to Agenda Item #1c

2025 Proposed Workforce, Diversity & Enterprise Partnerships Budget.

Board Finance & Audit Committee and Special SMUD Board of Directors Meeting  
Thursday, November 7, 2024, scheduled to begin at 6:00 p.m.

SMUD Headquarters Building, Auditorium



# Workforce, Diversity & Enterprise Partnerships 2025 Proposed Budget & Initiatives

**Jose Bodipo-Memba**

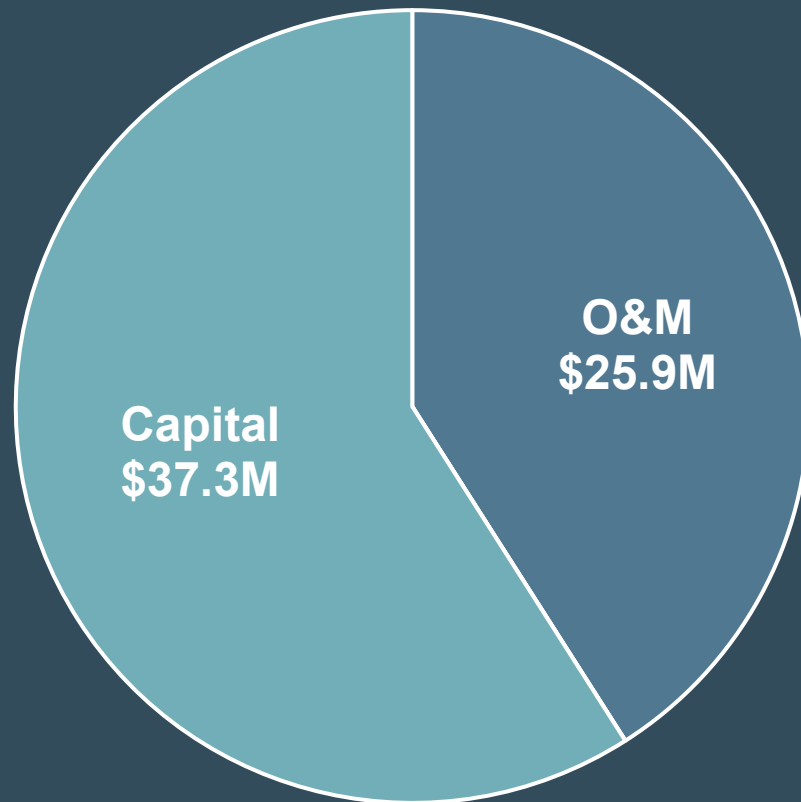
Chief Diversity Officer

# Workforce, Diversity & Enterprise Partnerships

Corporate	Zero Carbon Energy Solutions	Customer & Community Services	Energy Delivery & Operations	Information Technology	Workforce, Diversity & Enterprise Partnerships
Governance	Power Generation	Customer Success	Transmission Planning & Operations	Customer & Grid Operations Technology Center	People Services & Strategies
Finance & Strategy	Advanced Energy Solutions	Customer Operations & Assistance	Distribution Planning & Operations	Enterprise Systems, Strategy & Governance	Facilities, Security & Emergency Operations
Legal, Government Affairs & Contracts	Research & Development, Grants and Partnerships	Community Energy Services	Line Assets	AI, Automation & Customer Self-Service Technologies	DEIB, Learning & Sustainable Communities
Communications, Marketing & Community Relations	Resource & Market Planning and Settlements	Customer Experience Planning & Integration	Substation, Telecom, Network & Metering	Cybersecurity	Enterprise Change & Organizational Effectiveness
Enterprise Affairs	Customer & Grid Strategy	Business Intelligence & Operations Support	Strategic Services & Operations PMO	IT Infrastructure Platform Services	
			Environmental, Safety & Real Estate Services		
			Operational Excellence		
			Specialized Enterprise Initiatives		

# Workforce, Diversity & Enterprise Partnerships

## 2025 Proposed budget details



### O&M

Diversity, Equity, Inclusion, & Belonging (DEIB), Learning & Sustainable Communities

- Regional Workforce Development
- Community Impact Plan
- Economic Development
- Learning & Development

\$15 million

People Services & Strategies

- Talent Management

\$2 million

Facilities, Security, Emergency Preparedness & Response

\$7 million

### Capital

Folsom Administrative Operations Building

\$25 million

Facilities Projects

\$12 million



# Infrastructure Investment

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

- **Facility Asset Management and Maintenance**
  - Campus Retrofits, Replacements, and Upgrades
  - Campus Building and Landscaping Improvements
  - New Construction Projects
- **Security, Safety, and Emergency Operation Enhancements**
  - Substation Security
  - Campus Security Innovation
  - Field Threat Improvements
- **Folsom Administrative Operations Building**
  - Permitting
  - Design and Site Work



Headquarters campus



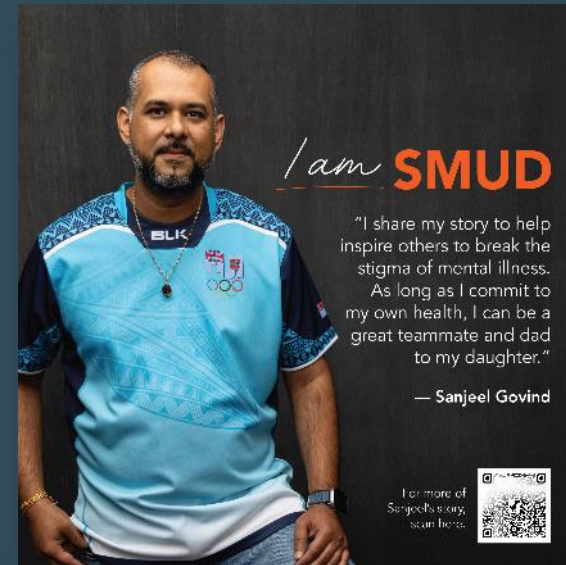
# Infrastructure Investment

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

- **Retention, Recruitment, Attraction & Professional Development Investment**
  - Strategic Workforce Planning
  - Inclusive Leadership Development and Career Training
  - Technology Enhancements
  - Zero Carbon and Technology Upskilling
- **Employee Inclusion and Belonging Enhancement**
  - Engagement Survey Action Planning
  - DEIB Plan Refresh
  - Employee Benefits Enhancements
  - Learning @SMUD
- **Enterprise Change Management**
  - Leadership Through Change Trainings
  - Focus on Improved Customer and Employee Experience



Learning @SMUD



I am SMUD campaign



# Zero Carbon Plan

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

- **Zero Carbon Asset Improvements**

- Electric Vehicle Charging Expansion
- Waste Management Enhancement
- Lighting Retrofits
- Hybrid Work Design and Technology Improvements
- Tree Foundation Partnership

- **Inclusive Regional Education & Workforce Development**

- Scholarships, On the Job Training, and Internship Partnerships
- Regional Workforce and Education Partnerships
- Equity Focused Education Outreach Pipeline
- Trades and Vocational Alignment and Partnerships



Education, workforce development, & asset improvements



# Zero Carbon Plan

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

- **Regional Sustainability Alignment on Grants & Partnerships**
  - K-16 Collaborative – Education and Workforce
  - We Prosper Together – California Jobs First
  - Grant Partnerships – Electrification Community Benefit
  - Los Rios Community College – Technology and Innovation
  - University Partnerships – Innovation and Sustainability



Partnership activations

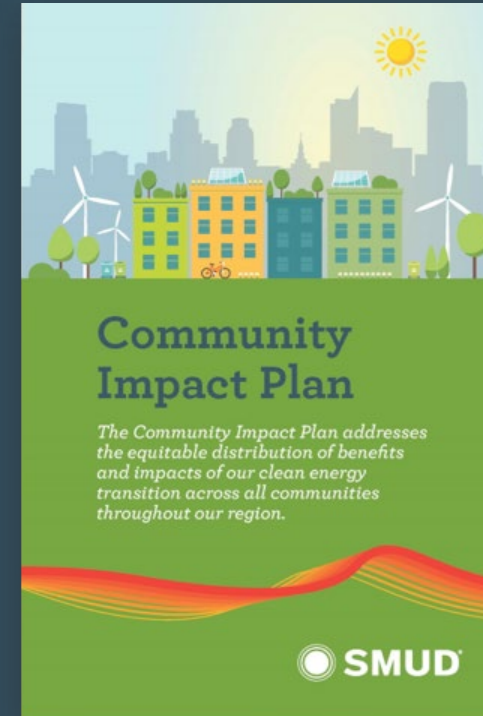




# Community Impact

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

- **Community Impact Plan**
  - Zero Carbon Regional Workforce
  - Gardenland Northgate Partnership with Hispanic Chamber
  - Contractor Workforce Pipeline- Electrician
  - Community Electrification Education
- **Sustainable Communities and Energy Equity Efforts**
  - Leveraging Community Partners for Collective Impact
  - Cultural Understanding and Connection
  - Shine Awards and Tree Foundation Partnerships
  - Improved Impact through Technology
- **Inclusive Economic Development Strategy**
  - Business Recruitment, Retention and Growth
  - Small Business Catalyst
  - Foster Entrepreneurism, Start Up and New Business Ecosystem
  - Regional Economic Development Initiative and Policy Leader



**Community Impact efforts**



# Community Impact

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

- **Anchor Partnerships**
  - Four Agency Collaborative
  - Sacramento State
  - UC Davis
  - Regional, Statewide and Industry Convener
  - IBEW and Regional Trades
- **Lead the Region, the Nation, & the World**
  - Maximize Zero Carbon Plan Community Benefit for All
  - Inclusive and Equitable Community Partnerships
  - Maintain status as the "employer of choice"
  - Champion Safety and Environmental Leadership
  - Drive Delivery on Regional Economic Priorities



Community Impact efforts