

Strategic Planning Update

Environmental Quality Commission

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What is strategic planning?



It is an ongoing process.



Identifies our agency priorities.



Identifies how we will accomplish our priorities.



Identifies how we will monitor and evaluate our progress accomplishing our priorities.

Governor Kotek Expectations

- Agency Strategic and DEI plans delivered by June 2024
- Core elements:
 - Vision
 - Mission
 - Values
 - Equity Statement
 - Tribal Goal
 - Goals, strategies, metrics

Strategic plan

Vision

What future we are trying to create?

Mission

What is our purpose?

Values

What fundamental beliefs do we live by?

Goals and Outcomes

What do we need to devote resources, attention and creativity to accomplish?



Our invitation

Benefits of an antiracist strategic plan

Traditional strategic plan benefits

- Sets agency **priorities**
- Define agency **values**
- Makes it easier to ask for **resources**
- Helps DEQ **communicate** about its work
- Builds **credibility**
- Increased **cooperation**
- A tool for **measuring** our work

Additional benefits of antiracist strategic plan

- Prioritize **Diversity, Equity and Inclusion** in the agency's internal work
- Help shift DEQ culture to a **culture of care**
- Help DEQ transform into a **more diverse workforce**
- Incorporate and prioritize **environmental justice** in all agency work
- Build capacity for **thoughtful, antiracist community engagement**
- Hold ourselves **accountable to our values**
- **Break down silos** within the agency

Strategic Planning Highlights

- A commitment to creating an anti-racist strategic plan
- Training and continued facilitation/coaching support from ETC centered in anti-racism and equity
- Implementation of equity-based decision-making processes, approaches and facilitation practices
- Strategic planning communications team
- We've begun our internal engagement!

Internal engagement approach

- Focus of engagement
 - Groups that have been underrepresented and unheard in the past
 - Center voices of most impacted
 - Groups at DEQ with least power
- Opportunities for the agency to ask questions, make suggestions
- Regular communication through Q-Net, DEQ Digest
- Consider all feedback under the antiracist process described above

Information we are working with moving forward

- Internal Engagement
- Organizational Assessment
- Governor's Office tools
- 2021 Environmental Scan
- Open letter from BIPOC staff

Discussion

- What questions do you have?
- What opportunities do you see for DEQ in our approach to strategic planning?
- What do you want to hear at future updates?
- Is there anything you'd like us to consider?