

# ODOT's Strategic Action Plan Update

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December 04, 2023

# What is the Strategic Action Plan?

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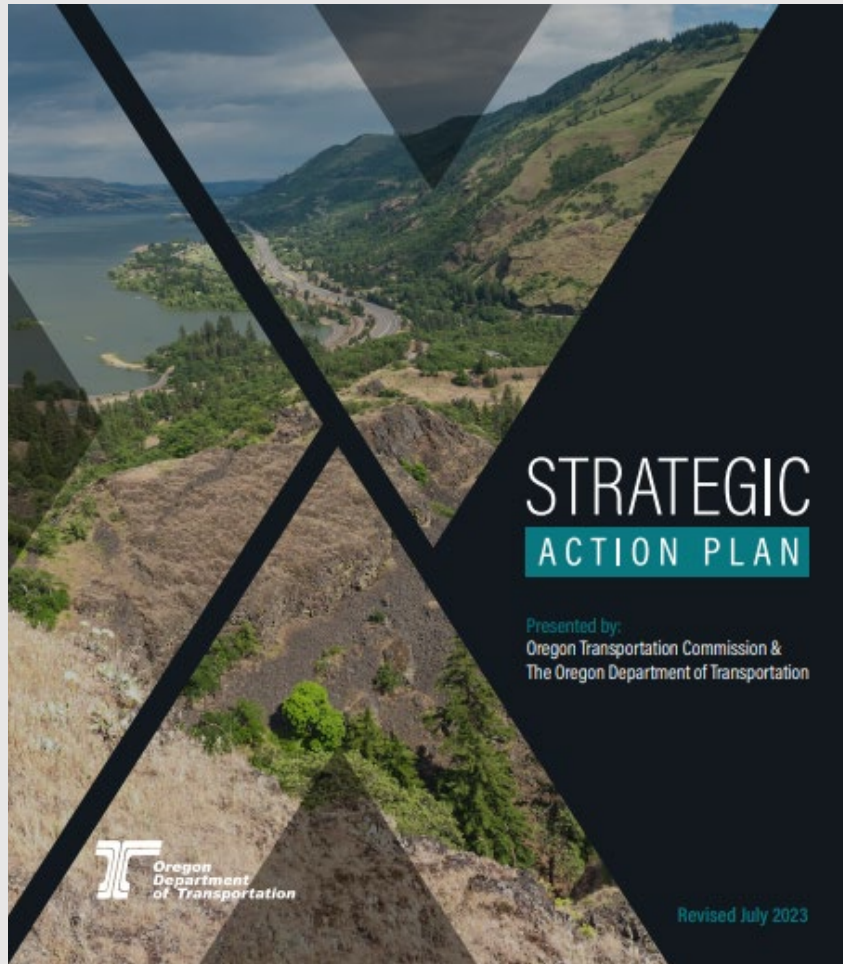
## What it is:

- OTC and ODOT document describing ODOT's priorities
- Covers near term actions (3-5 years)
- Identifies measurable outcomes

## What it is not:

- Long-term policy
- Comprehensive list of all agency programs, activities and investments

# Why was the Strategic Action Plan created?



- Operationalizes long term policy/plans with short term actions
- Communicates priorities with external partners, such as the Governor's Office, Legislators and the public to see how we are doing business
- Demonstrates ODOT is forward-leaning (e.g., climate and equity)
- Increases transparency and accountability (short-term performance metrics)

# Key Accomplishments from 2021 & 2022

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## Increase our Workforce Diversity

- Strengthened training and intern programs to reduce employment barriers and improve opportunity
- Established baseline for belonging in the Employee Engagement Survey
  - Survey will be conducted regularly
  - Launched tools to create a more equitable hiring process
  - Documented best practices for interviews and launched Panel Interview Training





# Key Accomplishments from 2021 & 2022

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## More Dollars to Historically Underutilized Businesses

- Delivered a 5-year action plan outlining how we propose to embed equity into procurement processes and diversify the workforce on projects (fulfilling Executive Order 22-15)
- FY 2022 22.44% of federally funded contracting went to DBEs, equaling \$199 million.



# 2024-2028 SAP Strategic Priorities

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## Sufficient and Reliable Funding

Seek sufficient and reliable funding to support a modern transportation system and a fiscally sound ODOT.



## Equity

Prioritize diversity, equity, and inclusion by identifying and addressing systemic barriers to ensure all Oregonians benefit from transportation services and investments.



## Modern Transportation System

Build, maintain, and operate a modern, multimodal transportation system to serve all Oregonians, address climate change, and help Oregon communities and economies thrive.

# 2024-2028 SAP Outcome Areas

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- **Promote Sustainable, Resilient and Reliable Funding**
- **Improve Safety to Reduce Persons Killed or Seriously injured**
- **Provide Excellent Customer Service**
- **Preserve Transportation Assets**
- **Maximize Value & use of ODOT's Data Assets to Inform People, Processes & Programs**
- **Build and Equip a Diverse and Inclusive Workforce**
- **Implement Decision-Making Processes to Improve Equitable Outcomes**
- **Reduce Emissions and Electrify Oregon's Transportation System**
- **Improve Access to Active and Public Transportation**
- **Reduce Congestion in the Portland Region**

# Next Steps

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- SAP Draft - Partner review
- OTC workshop(s)
- Early 2024 - OTC approval