



Office of Governor
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EO 25-26 AGENCY WORKPLANS: EXECUTIVE SUMMARY

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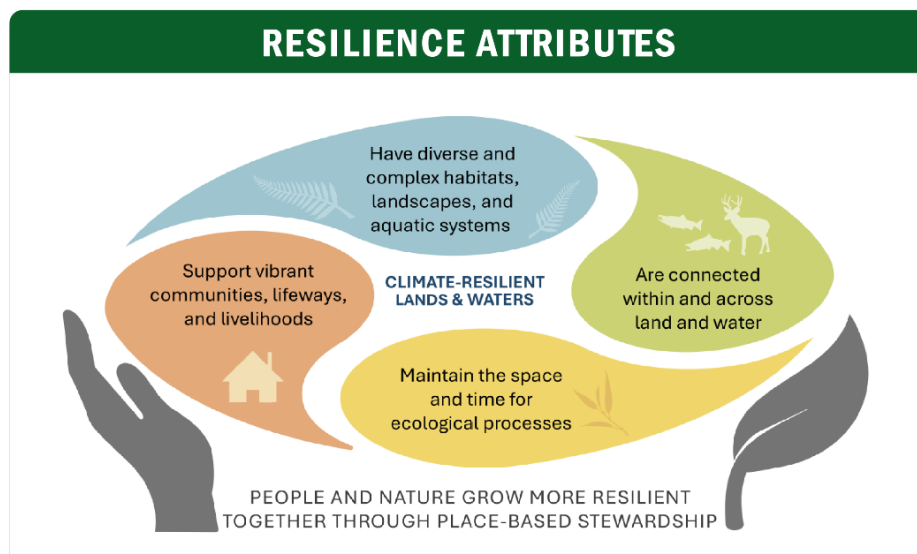
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Executive Summary: Coordinated Action to Strengthen the Resilience of Oregon's Lands and Waters (EO 25-26)

Oregon's lands and waters form an interconnected system that supports ecosystems, communities and economies across the state. Forests, rangelands, estuaries, rivers, working farms, transportation corridors, and coastal shorelines each play essential roles. They store carbon, regulate water, support fish, wildlife and First Foods, sustain livelihoods, move people and goods, and buffer communities from the effects of a changing climate. Ecosystems, communities, and economies in Oregon face growing risks from climate-related impacts such as long-term drought, catastrophic wildfire and wildfire smoke, sea level rise, destructive flood events, as well as other stressors like habitat loss, invasive species, and disease.

In recognition of the importance of building the resilience of these systems and communities to climate-related disruptions, Governor Kotek issued Executive Order (EO) 25-26 on October 21, 2025. EO 25-26 directs Oregon's natural resource agencies to work collaboratively toward the shared goal of strengthening the resilience of Oregon's natural and working lands and waters. EO 25-26 recognizes that resilience does not mean preserving things exactly as they are; instead, it means protecting the ability of lands, waters and people to cope, adapt, and/or transform in response to a changing climate and to continue to support essential functions even as conditions change.

The first step in implementing EO 25-26 was to define key resilience attributes, i.e. the characteristics of lands and waters that are currently resilient to impacts from climate change and therefore able to deliver multiple benefits that are likely to persist under future climate conditions; or are capable of achieving multiple benefits of high resilience in the face of changing conditions if supported by restoration, enhancement or reconnection. After much conversation and deliberation, the following four resiliency attributes were developed to guide the implementation of EO 25-26 by natural resource agencies:



1. Connectivity within and across land and water to facilitate the movement of organisms and ecological processes.
2. Diverse and complex habitats, landscapes, and aquatic systems that provide options for native species and human communities to respond to change and disturbance.
3. Flood, fire, and other natural processes have the space and time to sustain key ecological functions.
4. Natural and working lands and waters support, and are supported by, vibrant human communities, lifeways, and livelihoods.

This executive summary distills core elements from workplans prepared by 14 state agencies and the Columbia Gorge Commission to implement the directives of EO 25-26. The summary provides a clear overview of shared priorities and demonstrates how agencies are aligning programs, tools and investments to advance the resilience of lands, waters and communities. The workplans focus on maximizing resilience gains from existing resources while positioning agencies to take advantage of new opportunities as they arise. The workplans focus on the existing and upcoming budget cycle (2026-2029) and will be updated in advance of the 2029-2031 budget development process.

While individual agency workplans vary based on each agency's mission and responsibilities (and may not include all elements noted below), together they reflect a coordinated statewide vision-- integrated, science driven, partnership centered and focused on building long-term resilience. Where possible, the work of Oregon's natural resource agencies leverages work done by others such as Tribal Nations, landowners, federal and local governments, universities, and non-governmental organizations and philanthropic partners. Collectively, these efforts strengthen Oregon's capacity to adapt to change while protecting the values Oregonians share and support the EO's goal to **protect, conserve, connect, or restore 10% of Oregon's lands and waters within ten years.**

Core Themes of 2027-2029 Agency Workplans

1. Advance Protection, Restoration and Stewardship Actions Across Priority Oregon Waters and Landscapes

Across forests, rangelands, farms, estuaries, rivers, near-shore environments, transportation corridors, state parks, coastal dunes, and wildlife habitats, agencies are implementing or preparing to implement large-scale actions that strengthen the four statewide resilience attributes.

Actions include:



Connectivity across land, sea, water, and sky

Protecting cold-water refugia, increasing fish passage, restoring riparian corridors and floodplains, protecting and restoring wildlife corridors, protecting coastal habitats, supporting healthy forest landscapes, and mitigating hazards in a key transportation corridor.

Diversity and complexity of habitats and landscapes

Restoring kelp ecosystems, sage-grouse habitat, oak and grassland systems, tidal wetlands, estuaries, beaver habitat, rangelands, and aquatic systems affected by contaminants, and systems affected by invasive species.



Ecological process function

Pursuing landscape-scale native plant restoration, prescribed and cultural burning, climate-aligned reforestation, groundwater and watershed protection, removal of structural barriers, and actions that allow rivers, forests, dunes, and estuaries to adjust naturally to disturbance.

Community and livelihood resilience

Respecting Tribal sovereignty and supporting the health, abundance, and access to First Foods. Supporting rural stewardship, transportation reliability, drinking-water resilience, smoke-readiness, wildfire-adaptation, hazard mitigation planning, and community leadership—ensuring communities can thrive while adapting to change.



2. Improve and Expand Access to Programs that Support Land and Water Managers in Building Resilience

Workplans show consistent agency commitment to addressing technical, regulatory, and financial barriers, reducing timelines, and modernizing rules and policies to enable restoration, stewardship, climate-smart forestry, water-quality protection, coastal resilience, and wildfire adaptation.

Efforts include:

- Enhancing outreach and communication with land and water managers seeking information on state technical and financial assistance to support resilience projects on natural and working lands;
- Streamlining removal-fill, fish passage, riparian and terrestrial restoration, and tidal project permitting;
- Increasing forest resilience by modernizing forest-practice and prescribed-fire policies;
- Integrating resilience attributes into grant making and planning;
- Expanding wetland and conservation mitigation banking;
- Innovating approaches for water reuse, aquifer storage and recovery and aquifer recharge;
- Collaborating with Tribal Nations to further the integration of Indigenous knowledge; and
- Supporting local governments and communities adapting to wildfire and smoke, flood, heat, drought, coastal hazards, and ecosystem change.

Building resilience at scale requires collaborating with partners and supporting their stewardship of Oregon's working lands and waters in ways that strengthen ecosystems, communities and

local economies. These actions will help Oregonians act quickly and confidently to build resilience, while maintaining environmental safeguards and community protections.

3. Target Resources toward Priority Needs and Programs that Deliver Results

Agency workplans embed EO 25-26 into existing programs that have a track record of delivering results — fish and wildlife habitat restoration, forest management, watershed enhancement grants, placed based water planning and investment, water-quality and quantity protection, mitigation banking, estuary and shoreline planning, land-use regulation, transportation resilience, emergency management, scenic-waterway protection, and wildfire programs. Agency workplans not only prioritize these programs but, in many cases, identify strategies to expand their reach and impact. By strengthening proven systems rather than building new ones, agencies increase impact while maintaining clarity for landowners, local governments, Tribal Nations, and community organizations.

Agency workplans direct resources toward areas of highest need that lay the foundation for our future. Collectively they center the following priority initiatives:

- **Build a Resilient Water Future through Strategic Monitoring, Protection, and Innovative Water Management Tools**

Monitor and implement groundwater quality strategies, advance drought preparedness, increase instream water protections particularly in cold-water habitats, and innovate approaches for water reuse, aquifer storage and recovery and aquifer recharge.
- **Accelerate Strategic Water Quality and Aquatic Habitat Restoration**

Drive integrated and prioritized restoration efforts—instream leasing, aquatic habitat restoration, fish passage barrier removal, mine reclamation—and incorporate multi benefit approaches to implementing water quality improvement plans (Total Maximum Daily Loads (TMDLs)) to ensure durable, adaptive watershed strategies.
- **Expand Wetland and Species Mitigation Capacity to Protect Critical Landscapes and Waters**

Increase wetland inventories, strengthen mitigation banking, modernize mitigation processes, and scale programs like Sage Grouse In Lieu Fee to protect sensitive species and landscapes under increasing climate pressure.
- **Advance Rangeland Resilience through Invasive Grass Management, Native Seed Capacity, and Fire-Adapted Strategies**

Address invasive annual grasses, protect and grow core sagebrush landscapes, expand native seed capacity, strengthen agricultural water quality partnerships, and support fire-adapted rangeland landscapes to stabilize ecosystem and community resilience.

- **Increase Coastal and Nearshore Resilience to Climate and Ocean Change**

Invest in kelp/rocky habitat resilience, support coastal science convenings, and support planning to safeguard nearshore ecosystems and coastal communities. Locate and prioritize high-risk erosion, landslide and flooding hazard sites along the State's most critical coastal lifeline route (Highway 101).

- **Protect and Restore Terrestrial Habitat Connectivity**

Invest in protection and habitat restoration within Priority Wildlife Connectivity Areas, remove barriers within big game migration corridors by supporting working lands transitions to virtual fence options and support highway wildlife crossing projects, provide technical and financial assistance to landscape restoration projects that facilitate movement of wildlife and climatic shifts in vegetation over time.

- **Advance Community and Wildfire Resilience**

Modernize and align Community Wildfire Protection Plans with statewide hazard mitigation planning, increase use of prescribed fire with public health protections, update the Smoke Management Program and expand landscape-scale fuel treatments, build fire-adapted communities and reduce risk to people, infrastructure, and lifeways, advance climate-smart forestry, ecological restoration, riparian protection, and long-term regenerative capacity.

4. Accelerate the Acquisition and Use of Data that Supports Resilience, Mapping, and Monitoring

Agency workplans prioritize funding and scaling actions that move toward informed, climate-smart decision-making,

Actions include:

- Statewide lidar and remote-sensing for forests, floodplains, estuaries, rangelands, shorelines, watersheds and landslides;
- Water-quality and groundwater monitoring networks;
- Air-quality and wildfire-smoke trend reporting;
- Forest inventory, carbon flux modeling, reforestation and climate adapted species alignment;
- Climate-hazard risk maps for wildfire, flooding, heat, landslides, and coastal erosion;
- Blue-carbon accounting tools for tidal wetlands;
- Vital Signs ecological and cultural monitoring in the Columbia River Gorge;
- Real-time transportation hazard monitoring along U.S. 101;
- Shared statewide data infrastructure for natural climate solutions; and
- Tribal-led integration of Indigenous Traditional Ecological and Cultural Knowledge.

These shared information sources and data sets dramatically increase Oregon’s ability to predict climate impacts, prioritize resilience investments, coordinate across jurisdictions, and measure progress statewide.

5. Identify Actions that Promote Collaboration and Shared Resources to Secure Stronger Resilience Outcomes

Agency workplans prioritize actions that build collaboration, support broad use of shared information and tools, and coordinate resources through shared strategies and plans.

Actions include:

- **Shared Science:** Where possible, develop common datasets and monitoring tools to support consistent, science-based decisions;
- **Shared Resources:** Develop tools, data, and guidance that can be shared amongst agencies and with partners to strengthen local planning, hazard readiness, and infrastructure resilience;
- **Shared Planning:** Support efforts to develop a long-term plan that integrates natural resources, infrastructure, public health, land use, emergency management, Tribal priorities, and community needs as part of a Plan for a Resilient Oregon;
- **Integrated Stewardship:** Identify cross-agency work on forests, watersheds, coasts, and habitats using shared strategies and plans and aligned funding; and
- **Partnership with Tribal Nations:** Consider Indigenous knowledge and priorities across key resilience efforts.