

## Values from Other States:

### Arkansas Agriculture Department

#### MISSION:

The Arkansas Agriculture Department provides leadership and implements programs for agriculture, natural resources, consumer protection, and related issues based on sound public policy, the best available science, and efficient management.

#### VISION:

To promote and ensure a productive and sustainable agricultural industry that feeds, clothes, and shelters Arkansans and others throughout the nation and world; that enhances and protects our State's natural resources through healthy and productive forests, and private working lands; and secures a competitive, fair marketplace for crops, livestock, poultry, food industries, and consumers.

#### CORE VALUES:

Our success depends on:

- **Transparency** – making the Department open and accessible to educate the public about how the Arkansas Agriculture Department supports the state's largest industry and individual Arkansans.
- **Participation** – providing opportunities for constituents to shape and improve services.
- **Collaboration** – working cooperatively with public and private partners on policy and programs affecting a broad audience.
- **Accountability** – ensuring that employee activities achieve the Department's strategic plan.
- **Customer Focus** – serving our customers and stakeholders by delivering balanced programs that address their diverse needs.
- **Professionalism** – building and maintaining a highly skilled, ethical, and compassionate workforce.
- **Efficiency** – ensuring resources are used in the most effective and productive manner possible.
- **Teamwork** – working together as "one team" for the success of the Department and its constituents.

Link: [https://www.agriculture.arkansas.gov/wp-content/uploads/2020/05/AAD\\_Strategic\\_Plan\\_2017.pdf](https://www.agriculture.arkansas.gov/wp-content/uploads/2020/05/AAD_Strategic_Plan_2017.pdf)

## **Minnesota Department of Natural Resources**

### **Mission**

The mission of the Minnesota Department of Natural Resources (DNR) is to work with citizens to conserve and manage the state's natural resources, to provide outdoor recreation opportunities, and to provide for commercial uses of natural resources in a way that creates a sustainable quality of life.

### **An Aspirational Vision**

This Strategic Conservation Agenda presents a broad and aspirational vision of the future we seek in the context of four goals: 1) conserve and enhance our waters, lands and habitat; 2) provide quality outdoor recreation opportunities for all citizens; 3) support our natural resource-based economy while protecting environmental quality; and 4) efficiently and effectively serve Minnesotans.

This all adds up to a Minnesota where healthy and resilient natural resources form a rock-solid foundation for our state's high quality of life.

Link: <https://files.dnr.state.mn.us/aboutdnr/reports/conservationagenda/ca-full.pdf>

## **Colorado State Forest Service: Five Year Strategic Plan**

**VISION:** Healthy and resilient forests

**MISSION:** To achieve stewardship of Colorado's diverse forest environments for the benefit of present and future generations

Link: [https://csfs.colostate.edu/wp-content/uploads/2021/09/CSFS\\_2021-2025\\_Strategic\\_Plan.pdf](https://csfs.colostate.edu/wp-content/uploads/2021/09/CSFS_2021-2025_Strategic_Plan.pdf)

## Missouri Conservation Department

### Mission:

To protect and manage the fish, forest, and wildlife resources of the state; to facilitate and provide opportunity for all citizens to use, enjoy, and learn about these resources.

### Vision:

A future with healthy fish, forests, and wildlife where all people appreciate nature.

### Values:

**Excellent public service is essential**—we work to deliver more than is expected.

**All citizens are important**—we respect their opinions and value their trust.

**Missourians are partners to achieve conservation success**—we communicate openly and look for ways to make it easier to partner.

**Fairness, objectivity, sound science, integrity, accountability, and transparency guide our actions.**

**Employees are the Department's most important asset**—we all work to advance conservation by being results driven, working as a team, serving as ambassadors for conservation, and living out the conservation ethic through our actions.

Link: <https://mdc.mo.gov/sites/default/files/2021-09/Design%20for%20the%20Future.pdf>

## Washington Department of Natural Resources

### Our Vision

Our actions ensure a future where Washington's lands, waters, and communities thrive.

### Our Mission

Manage, sustain, and protect the health and productivity of Washington's lands and waters to meet the needs of present and future generations.

### Our Core Values

**Safety and Well-Being**—Our top priority is the safety of the public and our employees.

**Public Service**—We value and respect the public we serve, and we value and respect the people of the Department of Natural Resources who step up to serve.

**Innovation and Creative Problem-Solving**— We solve our state's most pressing challenges through innovative thinking, dedication, and bold and creative vision.

**Leadership and Teamwork**—We are committed to building leaders at all levels and building teams for success.

Link: [https://issuu.com/wadnr/docs/em\\_strategic\\_plan\\_2018/8?ff](https://issuu.com/wadnr/docs/em_strategic_plan_2018/8?ff)

## **Pennsylvania Bureau of Forestry**

### **Mission:**

Contained in Article 1, Section 27 of the Pennsylvania Constitution are these words:  
Pennsylvania's public natural resources are the common property of all the people, including generations yet to come. As trustee of these resources, the Commonwealth shall conserve and maintain them for the benefit of all the people."

The mission of the Bureau of Forestry is to ensure the long-term health, viability and productivity of the Commonwealth's forests and to conserve native wild plants.

The Bureau of Forestry will accomplish this mission by:

Managing State Forests under sound ecosystem management, to retain their wild character and maintain biological diversity while providing pure water, opportunities for low-density recreation, habitats for forest plants and animals, sustained yields of quality timber, and environmentally sound utilization of mineral resources.

Protecting forestlands, public and private, from damage and/or destruction by fires, insects, diseases and other agents.

Promoting forestry and the knowledge of forestry by advising and assisting other government agencies, communities, landowners, forest industry, and the general public in the wise stewardship and utilization of forest resources.

Protecting and managing native wild flora resources by determining status, classifying, and conserving native wild plants

## **Pennsylvania Department of Conservation and Natural Resources Mission**

Pennsylvania Department of Conservation and Natural Resources (DCNR) mission is to conserve and sustain Pennsylvania's natural resources for present and future generations' use and enjoyment.

### **DCNR Vision**

As Pennsylvania's leader and chief advocate for conservation and outdoor recreation, DCNR will inspire citizens to:

- Value their natural resources
- Engage in conservation practices
- Experience the outdoors

*To conserve and maintain Pennsylvania's public natural resources for the benefit of all people, including generations yet to come, we will take intentional action to ensure DCNR lands are accessible to all, provide inclusive and equitable programs and services, and recruit and retain a diverse workforce.*

Link: [https://elibrary.dcnr.pa.gov/GetDocument?docId=1741347&DocName=sf-Penns\\_Woods\\_Strategic\\_Plan.pdf](https://elibrary.dcnr.pa.gov/GetDocument?docId=1741347&DocName=sf-Penns_Woods_Strategic_Plan.pdf)

## **Michigan Department of Natural Resources**

### **Mission**

The Michigan Department of Natural Resources is committed to the conservation, protection, management, use and enjoyment of the state's natural and cultural resources for current and future generations.

### **Goals**

- Protect natural and cultural resources
- Ensure sustainable recreation use and enjoyment
- Enable strong natural resource-based economies
- Improve and build strong relationships and partnerships, internally and externally
- Foster effective business practices and good governance

## **Forest Resources Division**

### **Mission**

To manage, protect and provide for the sustainable use of Michigan's forest resources

### **Vision**

Vital, healthy and abundant forests that provide social, economic and ecological benefits

Link: <https://www.michigan.gov/dnr/-/media/Project/Websites/dnr/Documents/FRD/General-FRD/StrategicPlan.pdf?rev=bf301831afb54884a1016e656f41d0f2>

## **South Carolina Forestry Commission**

### **MISSION:**

Protect, promote, and enhance South Carolina's forests for the benefit of all.

### **VISION:**

Healthy forests, resilient communities, impeccable service

### **VALUES:**

#### **Safety**

We operate every day with a personal commitment to safety.

#### **Integrity**

We earn a high level of trust and respect.

#### **Community**

We view our employees, partners, and stakeholders as a valued community.

#### **Service**

We take pride in helping others.

#### **Commitment**

We stay strong and press forward to get the job done.

Link: <https://www.scfc.gov/about-us/>



## **Virginia Department of Forestry**

### **Virginia Department of Forestry Mission**

The Virginia Department of Forestry (VDOF) mission is to protect and develop healthy, sustainable forest resources for Virginians.

### **OUR VISION**

A healthy, abundant, diverse forest resource, providing environmental and economic benefits for all Virginians

A forward-thinking agency, backed by solid technology, strong ethics and science that is a national leader in managing and protecting the forest resource

A professional, creative and adaptive workforce, providing exceptional forestry services to our constituents and customers

### **Virginia Department of Forestry Values**

In working with our customers, we believe in:

- Exceeding customer expectations by delivering quality products and services in a responsive, professional manner.
- Treating customers courteously, honestly and respectfully.
- Actively listening, appreciating, understanding and responding to customer needs.
- Being trustworthy professionals who seek to ensure the integrity of the forest resource.

In working together, we believe in:

- Providing a well-trained, well-equipped, technologically-advanced and responsive workforce.
- Communicating in an open, honest, effective manner.
- Being helpful and supportive to one another; demonstrating the spirit of cooperation, teamwork, and mutual trust and respect for each other.
- Providing a working environment that fosters quality and creativity, rewards team performance, and is challenging and enjoyable.
- Clearly defining, communicating and understanding our vision, goals, objectives, strategies, roles and responsibilities.

Link: [https://dof.virginia.gov/wp-content/uploads/FT0024-VDOF-Mission-Vision-Values-Goals\\_pub.pdf](https://dof.virginia.gov/wp-content/uploads/FT0024-VDOF-Mission-Vision-Values-Goals_pub.pdf)

## **Idaho Department of Lands**

### **Mission**

To professionally and prudently manage Idaho's endowment assets to maximize long-term financial returns to public schools and other trust beneficiaries and to provide professional assistance to the citizens of Idaho to use, protect and sustain their natural resources.

### **Vision**

The Idaho Department of Lands will be the premier organization for trust management and resource protection in the western United States.

### **Values**

The Idaho Department of Lands believes in...

- **STEWARDSHIP** by making decisions and taking actions that positively affect long-term financial returns for the trust beneficiaries and enhance the health and resilience of Idaho's natural resources.
- **SERVICE** by providing exemplary service and delivering programs with professionalism and integrity to both internal and external customers.
- **ACCOUNTABILITY** by investing in and having an organizational culture and framework that equips, entrusts, and expects employees to make decisions and get things done.
- **COHESIVENESS** by working as a unified organization in which all employees participate in constructive communication to fully meet our mission.

Link: <https://www.idl.idaho.gov/about-us/>

## **CalFire**

### **MISSION:**

The California Department of Forestry and Fire Protection serves and safeguards the people and protects the property and resources of California.

### **VISION:**

To be the leader in providing fire prevention and protection, emergency response, and enhancement of natural resource systems.

### **VALUES:**

- Service
  - We are committed to the safety and well-being of the public and our employees.
  - We strive for excellence and professionalism.
  - We are devoted and humble in the execution of our duties.
- Cooperation
  - We care about each other and our service to others, including cooperators, governing bodies, and the public.
  - We build and maintain cooperative relationships across the State and beyond to benefit the public we serve.
  - We afford every employee of the Department a voice within a chain of command structure.
- Protection
  - We integrate fire protection, natural resource management, and fire prevention under a single mission on behalf of the State and local communities.
  - We strive to ensure the highest level of environmental protection in all our programs and operations.
- Organizational Excellence
  - We value diversity among our employees and the vital functions they perform to enhance delivery of our mission.
  - We are calm, and resilient, and we perform optimally in the face of emergencies and disasters of any scale.
  - We recognize the importance of clear and consistent communication.
  - We embrace and support innovation.

Link: <https://www.paperturn-view.com/cal-fire-communications/strategicplan2019-final?pid=MjU253660>

## Oregon Department of Fish and Wildlife

### Mission:

To protect and enhance Oregon's fish and wildlife and their habitats for use and enjoyment by present and future generations.

### Agency Principles:

Emphasize safety in the workplace

Develop effective relationships based on trust and confidence

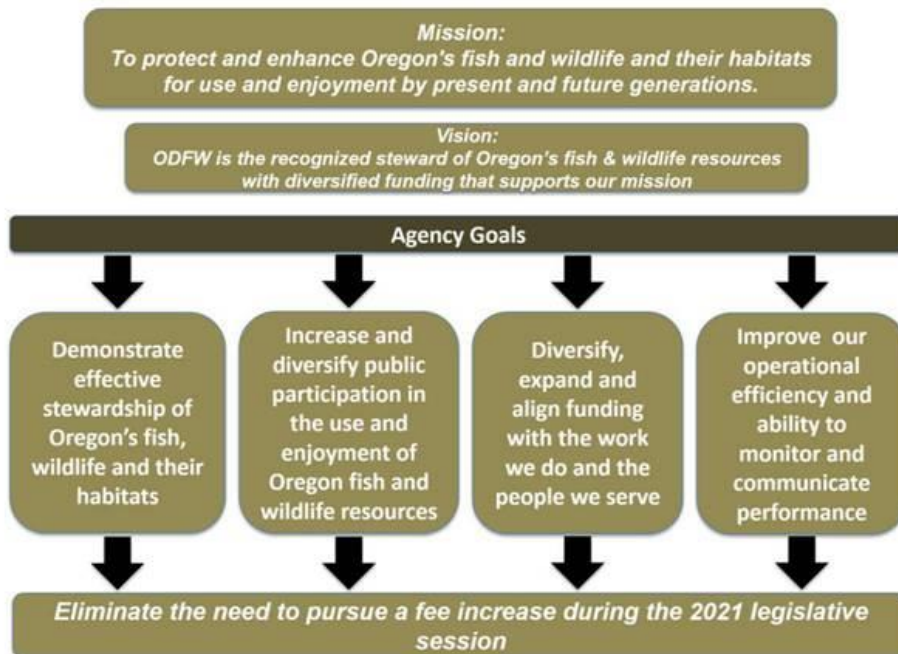
Provide proactive and solution-based fish and wildlife management based on sound science

Work as a team to accomplish our mission

Promote workforce enhancement and inclusion

Ensure fiscal integrity

### Agency Mission and Strategic Planning:



During the 2015-17 biennium, ODFW began a strategic planning initiative to focus its efforts during the following six-year period. Work has continued in the 2017-19 and 2019-21 bienniums to further refine and expand this effort.

### Vision:

ODFW is the recognized steward of Oregon's fish & wildlife resources with diversified funding that supports our mission.

To achieve this vision, ODFW set forth the following goals and objectives for the six-year period.

Link: [https://www.dfw.state.or.us/agency/strategic\\_vision/docs/2018\\_Strategy\\_plan.pdf](https://www.dfw.state.or.us/agency/strategic_vision/docs/2018_Strategy_plan.pdf)

## **Oregon Department of Land Conservation and Development**

### **Mission:**

To help communities and citizens plan for, protect and improve the built and natural systems that provide a high quality of life. In partnership with citizens and local governments, we foster sustainable and vibrant communities and protect our natural resources legacy.

- Guiding Principles  
Provide a healthy environment;
- Sustain a prosperous economy;
- Ensure a desirable quality of life; and
- Provide fairness and equity to all Oregonians.

Link: <https://www.oregon.gov/lcd/About/Documents/StrategicPlan2014-22.pdf>

## **Oregon Department of Environmental Quality**

### **Mission statement**

DEQ's mission is to be a leader in restoring, maintaining and enhancing the quality of Oregon's air, land and water.

### **Values**

DEQ's values guide agency actions:

- Environmental results
- Public service
- Partnerships
- Excellence and integrity
- Teamwork
- Employee growth
- Diversity, equity and inclusion
- Health, safety and wellness
- Economic growth through quality environment

Link: <https://www.oregon.gov/deq/about-us/Pages/default.aspx>