

## Current Strategic Focus

Clear cells show the Dept.'s initial focus Near-term Actions (NTA).

Shaded cells show the NTAs we'll focus on later, in the 25 year plan.

Strategy	Near-term Actions
Proactively Address Conservation Challenges	1. Statewide Conservation Road Map
	2. Expand current species recovery efforts
	3. Co-manager habitat workplan to improve salmon and steelhead populations
	4. Statewide Hatchery Monitoring and Evaluation Plan
	5. Enhancing land-use planning and decisions
	6. Shape the 2025 State Wildlife Action Plan
	7. WDFW Climate Resilience Plan
Engage Communities through Recreation and Stewardship	0. Assess outreach capacity & develop an outreach strategy
	1. Connect with youth & young adults
	2. Complete a recruit, retain, reactivate plan
	3. Improve public access opportunities
	4. Solicit expertise to more effectively engage communities
	5. Improve incentives for backyard wildlife programs
	6. Create education opportunities in WDFW wildlife areas, urban centers, schools
	7. Ensure transparent decision-making process
	8. Improve hunting and fishing customer service
	9. Invest in social science to understand how to better serve the public
	10. Improve community science
	11. Expand WDFW's volunteer program, in concert with partners
	12. Improve engagement with advisory committees
	13. Establish regional advisory groups
14. Offer wildlife and wildflower-viewing interpretive programs	
Deliver Science that Informs WA's Most Pressing Fish & Wildlife Questions	1. Develop science/policy framework
	2. Improve science communication
	3. Agency-level data management system
	4. Increase community science
Model Operational and Environmental Excellence	1. Adapt decision making based on performance goals/indicators
	2. Increase decision transparency
	3. Expand ways for the Commission to connect with the public
	4. Support employee resource group and Diversity Advisory Committee recommendations
	5. Track workforce diversity, equity, and inclusion measures
	6. Improve cross-Program/Region collaboration
	7. Improve employee satisfaction
	8. Develop a WDFW sustainability plan
	9. Improve staff safety