

# STRATEGIC PLAN

September 2022



## VISION

Washington travelers have a safe, sustainable and integrated multimodal transportation system.

## MISSION

We provide safe, reliable and cost-effective transportation options to improve communities and economic vitality for people and businesses.

## VALUES

- Safety
- Engagement
- Innovation
- Integrity
- Leadership
- Sustainability

## GOALS

- Diversity, Equity, Inclusion
- Resilience
- Workforce Development



## DIVERSITY, EQUITY, AND INCLUSION

We each strive to advance our culture of belonging and access so that all feel included, supported, valued, and safe.

- **We embed** DEI throughout the employee experience to grow our staff to learn to be allies and to create a culture of belonging.
- **We grow** the agency Diversity Advisory Groups by increasing membership, expanding learning, and creating influence.
- **We develop** guidelines and benchmarks that lead to precise and effective decision-making centered on our values.
- **We strive** to be a trusted partner of the communities we serve by truly understanding their needs.
- **We create** good policy that effectively responds to the needs of underserved communities and creates sound, equitable investment strategies.

## WORKFORCE DEVELOPMENT

Be an employer of choice by hiring, training and retaining skilled workers to meet Washington's transportation needs.

- **Employee Engagement** – encourage and act on employee feedback.
- **Modern Work Environment** – continue building a flexible and mobile work environment through technology and innovation.
- **Talent Development** – value our employees through training and other opportunities.
- **Talent Pipelines** – analyze applicant pools and use varied recruiting methods to find exceptional talent.
- **Workforce Analysis and Growth** – understand market trends and work to offer competitive compensation and ensure succession.

## RESILIENCE

Plan and/or invest resources to improve our ability to mitigate, prepare for, and respond to emergencies, combat climate change, and build a transportation system that provides equitable services, improves multimodal access, and supports Washington's long-term resilience.

### Part 1: Improve resilience of the transportation system

- **Seismic Resilience** – prioritize and strengthen the elements of the transportation system most critical to emergency response after a seismic event, such as an earthquake and tsunami.
- **Asset Management** – build resilience and reduce vulnerabilities while proactively managing the preservation and maintenance of WSDOT's assets necessary to achieve and sustain a state of good repair.
- **Operational Resilience** – support and enhance security for all WSDOT staff and properties and improve WSDOT's Emergency Preparedness for response and recovery from natural and manmade incidents (including cyber).

### Part 2: Lead in the development of transportation that combats climate change and enhances healthy communities for all

- **WSDOT Agency Greenhouse Gas Emissions Reduction Strategy** – Lead by example by reducing agency GHG emissions and promoting low VMT mode choice.
- **Transportation Sector Greenhouse Gas Emissions Strategy** – Reduce transportation sector GHG emissions and promote mode choice through everything WSDOT manages and influences.

**FOR MORE INFORMATION:** [www.wsdot.wa.gov/about/secretary/strategic-plan](http://www.wsdot.wa.gov/about/secretary/strategic-plan)

**Title VI Notice to Public:** It is the Washington State Department of Transportation's policy to assure that no person shall, on the grounds of race, color, or national origin, as provided by Title VI of the Civil Rights Act of 1964, be excluded from participation in, be denied the benefits of, or be otherwise discriminated against under any of its federally funded programs and activities. Any person who believes his or her Title VI protection has been violated, may file a complaint with WSDOT's Office of Equal Opportunity. For additional information regarding Title VI complaint procedures and/or information regarding our non-discrimination obligations, please contact OEO's Title VI Coordinator at (360) 705-7090.

**Americans with Disabilities Act (ADA) Information:** Accommodation requests for people with disabilities can be made by contacting the WSDOT Diversity/ADA Affairs team at [wsdotada@wsdot.wa.gov](mailto:wsdotada@wsdot.wa.gov) or by calling toll-free, 855-362-4ADA (4232). Persons who are deaf or hard of hearing may make a request by calling the Washington State Relay at 711.