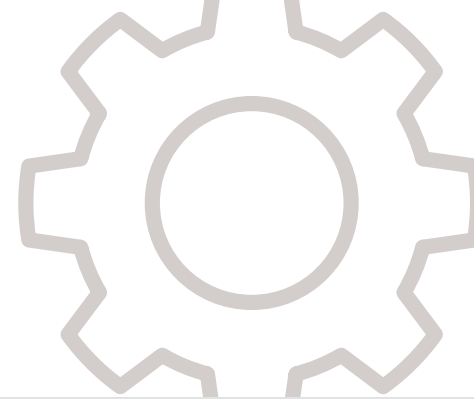







CALTRANS 2020-24 STRATEGIC PLAN



VISION 	A brighter future for all through a world-class transportation network				
MISSION 	Provide a safe and reliable transportation network that serves all people and respects the environment				
 CORE VALUES	ENGAGEMENT We inspire and motivate one another through effective communication, collaboration, teamwork, and partnership.	EQUITY We strive to eliminate disparities while improving outcomes for all.	INNOVATION We are empowered to seek creative solutions and take informed risks.	INTEGRITY We promote trust and accountability through our consistent and ethical actions.	PRIDE As one Caltrans family, we are proud of our work and strive for excellence in public service.
 STRATEGIC IMPERATIVES	STRATEGIC IMPERATIVE 1 Improve and expand community partnerships, especially in underserved communities.	STRATEGIC IMPERATIVE 2 To the maximum extent feasible, align financial investments to deliver on State goals and Caltrans' strategic outcomes while maintaining a fix-it-first approach and staying within existing funding frameworks.	STRATEGIC IMPERATIVE 3 Commit to equity-focused actions that make advancements in the areas of People, Programs and Projects, Partnerships, and Planet, as referenced in Caltrans' Equity Statement.		
 GOALS	Safety first	Cultivate excellence	Enhance and connect the multimodal transportation network		
	Strengthen stewardship and drive efficiency	Lead climate action	Advance equity and livability in all communities		

SAFETY FIRST	STRATEGIES	<ul style="list-style-type: none"> Leverage proven practices. Accelerate advanced technology. Lead safety culture change. Partner to reduce speeding-related fatalities and serious injuries. Increase collaboration with external organizations to identify and implement best practices, technology, and lessons learned. Advance delivery of safety enhancements in, and that are responsive to, the priorities of underserved communities.
CULTIVATE EXCELLENCE	STRATEGIES	<ul style="list-style-type: none"> Foster a work environment that welcomes everyone and resembles the communities we serve. Support career progression through professional and leadership development. Inspire a values-based culture through an innovative, performance-driven workforce. Clearly communicate and align expectations at all levels. Improve internal and external relationships to create beneficial solutions aligned with Statewide Goals and Objectives. Improve, update, or adopt new strategies to advance equity in recruitment, hiring, and promotions.
MULTIMODAL NETWORK	STRATEGIES	<ul style="list-style-type: none"> Use operational strategies and incentives to reduce vehicle miles traveled (VMT) through increased high occupancy modes, active transportation, and other Transportation Demand Management (TDM) methods. Improve network operations and invest in networks for walking, cycling, transit, and multimodal trips. Better utilize technology and data to create a seamless multimodal travel experience and improve travel demand management. Optimize and expand equitable pricing.
STEWARDSHIP AND EFFICIENCY	STRATEGIES	<ul style="list-style-type: none"> Standardize and modernize our equipment, facilities, technology, and supporting work practices. Enhance asset management and decision support tools. Develop and implement a methodology to allocate resources to support strategic priorities. Promote and implement innovative and creative solutions. Enhance diversity, equity, and inclusion for contracting and procurement.
CLIMATE ACTION	STRATEGIES	<ul style="list-style-type: none"> Develop and start implementing a Caltrans Climate Action Plan that incorporates the CalSTA Climate Action Plan for Transportation Investments. Accelerate sustainable freight sector transformation. Establish a robust Climate Action program of education, training, and outreach. Partner and collaborate to lead on climate action. Establish a VMT monitoring and reduction program. Engage with communities most vulnerable to climate change impacts to inform development and implementation of Climate Action activities.
EQUITY AND LIVABILITY	STRATEGIES	<ul style="list-style-type: none"> Avoid, and work to address, transportation-related disparities in underserved communities on all new projects. Plan and design transportation facilities to support vibrant livable places, with a focus on addressing the needs and concerns of underserved communities. Collaborate with partner agencies to make equity and inclusion central in funding decisions.