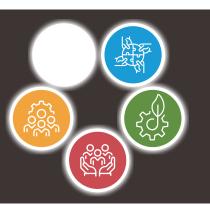


Caltrans 2024-2028



A thriving and connected California.

MISSION 💹

VISION

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Improving lives and communities through transportation.

	Collaboration	Equity	Innovation	Integrity	People First	Pride	Stewardship
کی VALUES	We inspire and motivate one another through effective communication, teamwork, transparency, and partnership.	We strive to eliminate disparities while improving outcomes for all.	We are empowered to seek creative solutions and take informed risks.	We promote trust and accountability through our consistent and ethical actions.	We consider how our work impacts people within the organization, within our communities, and throughout California.	As one Caltrans family, we are proud of our work and strive for excellence in public service.	We efficiently, effectively, and equitably deliver projects, services, and asset management.
goals	SAFETY		EQUITY		CLIMATE ACTION		
	PROSPERITY			EMPLOYEE EXCELLENCE			

		Leverage proven practices to guide safety investments.				
	STRATEGIES	Lead safety culture change.				
SAFETY	ATE(Maximize use of advanced (safety) technologies.				
	STR	Enhance collaboration with partners and underserved communities to improve safety.				
		Improve on-the-job safety and employee well-being.				
	S	Leverage investments to support, benefit, and connect underserved communities.				
	EGIE	Integrate intentional engagement and collaboration throughout programs and projects.				
EQUITY	STRATEGIES	Enhance opportunities for small and disadvantaged businesses and community-based organizations.				
		Integrate equity tools into our practices.				
		Decarbonizing Caltrans fleet, equipment, and facilities.				
	S	Prioritize transportation projects that provide multimodal options encouraging fewer and shorter car trips.				
CLIMATE	STRATEGIES	Promote low carbon/zero emission practices in project development and construction.				
ACTION	IRAT	Facilitate the transition to zero emission vehicles and infrastructure across all transportation modes.				
	S	Adapt state transportation assets and lands that are vulnerable to climate stressors.				
		Proactively collaborate with external partners to lead on climate action.				
	GIES	Foster partnerships to maximize transportation investments that improve quality of life for all Californians.				
		Create opportunities for, and awareness of, transportation sector careers.				
PROSPERITY	STRATEGIES	Advance equitable and reliable multi-modal transportation solutions that cultivate healthy and livable communities.				
		Maintain and improve existing transportation infrastructure and operations.				
	STRATEGIES	Improve organizational connection and workforce engagement.				
EMPLOYEE		Foster a culture of continuous employee improvement.				
EXCELLENCE		Improve diversity and equity in hiring, career advancement, training and retention.				
		Increase the knowledge and understanding of equity.				