



Caltrans 2024-2028

# STRATEGIC PLAN



## VISION



A thriving and connected California.

## MISSION



Improving lives and communities through transportation.



## VALUES

### Collaboration

We inspire and motivate one another through effective communication, teamwork, transparency, 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.

### People First

We consider how our work impacts people within the organization, within our communities, and throughout California.

### Pride

As one Caltrans family, we are proud of our work and strive for excellence in public service.

### Stewardship

We efficiently, effectively, and equitably deliver projects, services, and asset management.

## GOALS

### SAFETY

### EQUITY

### CLIMATE ACTION

### PROSPERITY

### EMPLOYEE EXCELLENCE

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