



### **Wildly Important Goals (WIGs)**

The Department of Natural Resources (DNR) has identified several Wildly Important Goals for FY 2019-20 and beyond. For this performance evaluation, the Department has updated progress on the initiatives identified in the FY 2019-20 Performance Plan that capture the Department's strategic and operational priorities, and reflect the overall direction as identified by Department leadership. The updates reflect **FY 2019-20 year-end actuals**.

Additional detail for these, and other, strategic policy objectives is available in the Department's Performance Plan, which may be accessed [here](#).

#### **DNR WIG #1: Sustainable Funding for Parks & Wildlife**

This strategic policy objective is directly supported by Colorado Parks and Wildlife (CPW). CPW's FY 2019-20 goal is to conduct a study and establish a baseline on outdoorists' familiarity with Colorado Parks and Wildlife and develop a plan to engage specific groups to increase sustainable revenue sources for CPW by June 30, 2020. Strategies to achieve this goal include: (1) identifying sustainable revenue sources for CPW; and (2) developing plans to pursue and secure sponsorships and other public-private partnerships.

Colorado relies heavily on hunting and fishing license fees to support wildlife conservation. Long-term trends and changes in the state, such as changing demographics, growth in demand for outdoor recreation, and a decline in participation in hunting are expected to challenge the state's ability to adequately fund wildlife management. Diverse, stable, long-term funding that is equitable and supported by a broad set of stakeholders is important to the success of CPW into the future.

#### **DNR WIG #2: Implement Oil & Gas Rules and Regulations**

This strategic policy objective is directly supported by the Oil and Gas Conservation Commission (OGCC). OGCC's FY 2019-20 goal is to appoint and confirm an interim Colorado Oil and Gas Conservation Commission and complete initial rulemaking by June 30, 2020. Strategies to achieve this goal include: (1) interviewing and appointing an interim Oil and Gas Conservation Commission; (2) engaging in stakeholder outreach during initial rulemaking proceedings; and (3) establishing a rulemaking timeline; and (4) implementing objective criteria, required by S.B. 19-181, and related guidance regarding the interim procedures governing day-to-day operations at the OGCC during the initial rulemaking period.

In the last decade, oil and gas development in Colorado has rapidly evolved, introducing new technologies and expanding heavy industrial operations to populated urban and suburban neighborhoods leaving our communities and our environment to bear the impacts. The Colorado legislature passed and the Governor signed S.B. 19-181 into law to address the changing conditions in the oil and gas industry and meet the



needs of impacted communities. The new law updated the mission of the Colorado Oil and Gas Conservation Commission (COGCC) to regulate oil and gas development and operations in Colorado in a manner that protects public health, safety, welfare, the environment, and wildlife resources and removed COGCC's charge to foster oil and gas development. The law changed the composition of the Commission to reflect the new focus on regulation and set out specific rulemakings to be completed by July 1, 2020, including: implementing the reprioritized public health, safety, and environmental mission of the COGCC, creating rules to allow for alternative site analysis, evaluating and addressing potential cumulative impact from oil and gas operations, and reviewing and revising COGCC's existing flowline regulations.

### **DNR WIG #3: Increase Public Access**

This strategic policy objective is directly supported by two DNR agencies: Colorado Parks and Wildlife (CPW) and State Land Board (SLB). CPW's FY 2019-20 goal is to increase acres of public access to 1.0 million total acres by June 30, 2020. SLB supports this WIG through its partnership with CPW on the Public Access Program which provides seasonal hunting and fishing opportunities on state trust lands. Strategies to achieve this goal include: (1) increasing acres enrolled in the State Land Board Public Access Program; (2) restoring or increasing funding for programs with public access; (3) increase support for public access; and (4) increasing acres of CPW property available for public access.

As long as Coloradans live life outside, recreation on public lands is central to our identity, quality of life, and economy. Colorado's continued growth is increasing demand for quality outdoor recreation opportunities, which is already beginning to exceed the capacity of our current resources. Securing additional appropriate lands dedicated to public access is necessary to meet rising demand while inspiring the next generation of outdoor stewards, and making our outdoors and healthy living more inclusive of, and available to all Coloradans.

### **DNR WIG # 4: Equity, Diversity, and Inclusion**

This strategic policy objective is an Executive Director's Office-led initiative that is directly supported by all DNR agencies. Equity, Diversity, and Inclusion (EDI) are the cornerstones for a healthy, robust, and relevant workforce. DNR's mission is to conserve and manage natural resources that are important to all of Colorado's communities. DNR recognizes that EDI is a win-win for Colorado and is working toward: establishing a workforce that reflects the faces of Colorado's communities. recognizing Colorado's rich history and cultural diversity, and actively engaging all of Colorado's communities in the natural resources work DNR oversees. Strategies to achieve this goal include: (1) incorporating EDI guidance and policy to recruit and train talent, and to maximize equity, diversity and inclusion in our workforce; (2) incorporating community contributions, innovations, and legacies into DNR programs and initiatives; and (3) building a robust and active community engagement network to help develop, design, and implement programs and services.



**Operational Measures**

**DNR WIG #1: Sustainable Funding for Parks & Wildlife**

**Major Programs:** CPW Policy & Planning Section, CPW Financial Services, CPW Creative Services and Marketing

Measure	Desired Trend	Baseline FY	Baseline Number	FY20 Actual	Target FY	Target Number
<p><b>Description:</b> Complete study to gather baseline data on outdoorists' familiarity with CPW and develop a framework for engaging targeted groups in efforts to increase sustainable revenue sources for CPW</p> <p><b>Q4 Status:</b> COMPLETE</p>	↑	2019	0% complete (new metric)	100% complete	2020	100% complete

**DNR WIG #2: Implement Oil & Gas Rules and Regulations**

**Major Programs:** Environmental Unit, Hearings Unit, Permitting Unit, Field Inspection Unit, Engineering Unit

Measure	Desired Trend	Baseline FY	Baseline Number	FY20 Actual	Target FY	Target Number
<p><b>Description:</b> # of stakeholder meetings per rulemaking series</p> <p><b>Q4 Status:</b> COMPLETE</p>	↑	2019	N/A (new metric)	2 meetings per series	2020	2 meetings per series
<p><b>Description:</b> % of guidance documents reviewed/reissued</p> <p><b>Q4 Status:</b> COMPLETE with modifications due to COVID</p>	↑	2019	0% reviewed (new metric)	50% reviewed	2020	50% reviewed



**DNR WIG #3: Increase Public Access**

**Major Programs:** CO Wildlife Habitat Program, Walk-In Access Program, Corners for Conservation, CO State Parks, SLB Public Access Program

Measure	Desired Trend	Baseline FY	Baseline Number	FY20 Actual	Target FY	Target Number
<p><b>Description:</b> Total acres of public access easements, leases, and agreements</p> <p><b>Q4 Status:</b> COMPLETE</p>	↑	2019	1.4 million acres	1.88 million acres	2020	1.7 million acres

**DNR WIG # 4: Equity, Diversity, and Inclusion**

**Major Programs:** DNR Executive Director’s Office, DNR Operations and Human Resources, All Divisions/Programs in the Department of Natural Resources

Measure	Desired Trend	Baseline FY	Baseline Number	FY20 Actual	Target FY	Target Number
<p><b>Description:</b> Increase percentage of DNR job applicants meeting minimum qualifications.</p> <p><b>Q4 Status:</b> COMPLETE</p>	↑	2019	40% of applicants	60% of applicants	2020	60% of applicants
<p><b>Description:</b> Implement Equity Action Guide and Dept of Personnel Universal Policy.</p> <p><b>Q4 Status:</b> CONTINUING IN FY 2020-21 due to COVID</p>	↑	2019	0% implemented (new metric)	50% implemented	2020	100% implemented