



## Department of Natural Resources FY 22 Annual Performance Report (November 2022)

### Wildly Important Goals

The Department of Natural Resources has identified four wildly important goals (WIGs) for FY 2021-21 and beyond. For this annual performance report, the Department has updated progress on the initiatives identified in the FY 2021-22 Performance Plan that capture the Department's WIGs, and reflect the overall direction as identified by Department leadership. The updates reflect data as of **FY 2021-22 year-end actuals**.

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

#### **DNR WIG #1: Sustainable Funding for Colorado Parks and Wildlife**

This Wildly Important Goal is directly supported by the division of Colorado Parks and Wildlife. The FY 2021-22 goal is to develop new, stable funding sources for Colorado Parks and Wildlife (CPW) to achieve its three-part mission to support wildlife, state parks, and outdoor recreation, by increasing private donations from \$360,000 total ending June 30th, 2021 to \$400,000 by June 30th, 2022. Strategies to achieve this goal include: Increase CPW's add-on and round-up donation proceeds from \$335,000 (the total proceeds in FY20-21) to \$340,000 by June 30, 2022; Implement solicited fundraising campaigns for projects focused on each of CPW's three mission areas from \$25,000 (the total amount raised for FY 20-21) to \$60,000 by June 30, 2022; Create a marketing strategy for planned giving opportunities with the goal of identifying 5 legacy donors by June 30, 2022.

Colorado Parks and Wildlife relies heavily on hunting and fishing license fees and park entrance fees to achieve its mission, and there is no mechanism for many outdoor recreationists to support wildlife conservation or fund the trails and infrastructure many Coloradans demand. Long-term trends 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 and outdoor recreation. Diverse, stable, long-term funding that is equitable and supported by a broad set of stakeholders is important to the success of CPW in the future.

#### **DNR WIG #2: Balance Outdoor Recreation and Conservation**

This Wildly Important Goal is directly supported by Colorado Parks and Wildlife (CPW). The FY 2021-22 goal is in an effort to balance outdoor recreation and conservation, the Department of Natural Resources will increase the number of regional partnerships adopting our shared vision and guidelines from 5 to 8. Strategies to achieve this goal include: (1) Increase trail crew hours supported by grants from 129,376 (FY 20-21 total) to 130,000 by June 30, 2022, (2) Establish and hold an annual summit of Regional Partnerships to discuss best planning practices and identify greater consistency between Regional Partnership plans. Increase the number of Regional Partnership Summits from 0 (total for FY 20-21) to 1 by June 30, 2022, (3) Increase allocation and distribution of funds from \$640,000 in FY20-21 to \$750,000 by June 30, 2022 to enhance the Initiative in capacity building and plan development, (4) Conduct movement analysis for 5 big game projects and increase summary reports displaying big



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game movements from completed analyses from 0 (FY 20-21 baseline) to 5 by June 30, 2022, (5) Increase promotion of the Colorado Wildlife Habitat Program (CWHP) to Regional Partnership to 3 Regional Partnerships by June 30, 2022.

### **DNR WIG #3: Wildfire Risk Reduction**

This Wildly Important Goal is directly supported by The Department of Natural Resources (DNR). DNR's FY 2021-22 goal is to Develop 25 new forest management projects to enhance community wildfire risk reduction planning, based on the 2020 Colorado Forest Action Plan and Shared Stewardship MOU, by June 30, 2022. Strategies to achieve this goal are to: (1) Obligate wildfire mitigation stimulus funds to enhance community wildfire risk reduction to protect important values with the goal of increasing funds obligated from \$0 to \$4 million by June 30th, 2022, (2) Increase the number of formal Shared Stewardship meetings between Colorado State Forest Service and US Forest Service staff from 0 to 4 by June 30, 2022, (3) Increase the number of focused outreach efforts to communities in need of Community Wildfire Protection Plan (CWPP) revisions from 0 to 20 by June 30, 2022, and (4) Update the Colorado Risk Assessment (COWRA) fuels and fire behavior models from 0% to 100% complete by June 30, 2022.

Successful completion of this goal will strategically prioritize and develop projects and landscapes aimed at mitigating Colorado's forest-health challenges, lessen opportunities for significant wildfire growth, protect communities and watersheds, and reduce the liability and costs resulting from large-scale fires.

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

This Wildly Important Goal 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) increase the percentage of DNR job applicants meeting minimum qualifications from 60% to 65% by June 30th, 2022, (2) Increase DNR's community engagement by holding 4 quarterly EDI Advisory Group meetings with community organizations by June 30, 2022, (3) Train managers and supervisors on equitable hiring practices and building a culture of inclusion from 0 to 350 by June 30, 2022 (4) Increase the percentage of employees who respond favorably to Inclusion questions in the State of Colorado Employee Engagement Survey from 54% (FY 20-21 baseline) to 60% by June 30, 2022.



**Operational Measures**

**DNR WIG #1: Sustainable Funding for Colorado Parks and Wildlife**

**Major Programs:** CPW

Measure	Desired Trend	Baseline FY	Baseline Number	FY22 Actual	Target FY	Target Number
<p><b>Description:</b> Private donations to CPW</p> <p><b>Year-End Status:</b> COMPLETE</p>	↑	2021	\$360,000	\$930,893	2022	\$400,000

**DNR WIG #2: Balance Outdoor Recreation and Conservation**

**Major Programs:** CO Wildlife Habitat Program, CO State Parks, SLB Public Access Program, CPW Trails Program, CPW Terrestrial Program

Measure	Desired Trend	Baseline FY	Baseline Number	FY22 Actual	Target FY	Target Number
<p><b>Description:</b> Number of regional partnerships adopting the shared vision and guidelines</p> <p><b>Year-End Status:</b> COMPLETE</p>	↑	2021	5 partnerships	10 partnerships	2022	8 partnerships

**DNR WIG #3: Wildfire Risk Reduction**

**Major Programs:** Executive Director’s Office, Colorado Strategic Wildfire Action Program, Colorado State Forest Service

Measure	Desired Trend	Baseline FY	Baseline Number	FY22 Actual	Target FY	Target Number
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<p><b>Description:</b> Number of new forest management projects</p> <p><b>Year-End Status:</b> COMPLETE</p>	↑	2021	0 projects (new metric)	45 projects	2022	25 projects
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**DNR WIG # 4: Equity, Diversity, and Inclusion**

**Major Programs:** DNR Executive Director’s Office, DNR Operations and Human Resources, All DNR Divisions and Programs

Measure	Desired Trend	Baseline FY	Baseline Number	FY22 Actual	Target FY	Target Number
<p><b>Description:</b> Percentage of DNR job applicants meeting minimum qualifications</p> <p><b>Year-End Status:</b> COMPLETE</p>	↑	2021	60% of applicants	84% of applicants	2022	65% of applicants
<p><b>Description:</b> Train manager/supervisors on equitable hiring practices and building a culture of inclusion</p> <p><b>Year-End Status:</b> COMPLETE</p>	↑	2021	0 managers trained	365 managers trained	2022	350 managers trained