



Department of Natural Resources Q2 FY2021 Performance Evaluation (January 2021)

Wildly Important Goals

The Department of Natural Resources has identified four wildly important goals (WIGs) for FY 2020-21 and beyond. For this performance evaluation, the Department has updated progress on the initiatives identified in the FY 2020-21 Performance Plan that capture the Department's WIGs, and reflect the overall direction as identified by Department leadership. The updates reflect data as of **January 1, 2021**.

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

DNR WIG #1: Track & Prioritize Water Project Needs

This Wildly Important Goal is directly supported by the Colorado Water Conservation Board (CWCB). CWCB's FY 2020-21 goal is to coordinate with Colorado's eight major river basins to create a prioritized statewide database that identifies accurate costs for 160 critical and readily-implementable (Tier 1) projects by June 30, 2021. Strategies to achieve this goal include: (1) creating a database of all basin projects that will help identify funding needs, project readiness, and basin priorities; and (2) safely holding 100 meetings across the state to discuss project data and tiering by level of readiness in support of the Colorado Water Plan update.

Colorado's water supplies are highly variable and the demand on this limited resource is growing. To ensure that municipal, agricultural and environmental needs are met, the Colorado Water Conservation Board (CWCB) needs to track, prioritize, and evaluate costs for projects within each major river basin. As the CWCB works towards updating the Colorado Water Plan in 2022, having a prioritized database of projects will allow state resources to be efficiently and strategically allocated.

DNR WIG #2: Balance Outdoor Recreation and Conservation

This Wildly Important Goal is directly supported by Colorado Parks and Wildlife (CPW), as well as the State Land Board (SLB). The FY 2020-21 goal is to develop a statewide vision, guidelines, and regional partnerships dedicated to achieving sustainable outdoor recreation and conservation of natural resources and wildlife habitat. Have three regional partnerships adopt the vision and guidelines by June 30, 2021. Strategies to achieve this goal include: (1) engaging in statewide and regional collaboration with partner agencies, regional coalitions, and broad outdoor interests; (2) increasing public access for recreation; and (3) promoting conservation through the CO Wildlife Habitat Program, improving wetland habitat, and conducting species studies and population assessments.

With this effort, Colorado will be a national leader in balancing outdoor recreation with the conservation of natural resources. This initiative moves outdoor recreation and conservation planning in a more strategic and coordinated direction — similar to Colorado's water plan. Desired



Department of Natural Resources Q2 FY2021 Performance Evaluation (January 2021)

outcomes include: 1) enhanced public access or management in areas most suitable for meeting recreation interests while conserving the state's wildlife, landscapes, and agricultural lands, and 2) a comprehensive plan that reflects both a statewide vision and local community values that will inform efforts to pursue increased, stable funding for conservation and outdoor recreation in Colorado, particularly for CPW.

DNR WIG #3: Sustainable Funding for Parks & Wildlife

This Wildly Important Goal is directly supported by Colorado Parks and Wildlife (CPW). CPW's FY 2020-21 goal is Build support for CPW's work and efforts to develop new, stable funding sources that allow the division to achieve its three-part mission to support wildlife, state parks and outdoor recreation, and to aid other land management agencies in Colorado working to achieve these same goals. Have identified a game-changing funding strategy for CPW and partners to implement in 2022, developed a reasonable calculation of CPW-specific and other statewide funding needs for recreation and conservation, and raised \$150,000 by piloting strategies to generate private donations for CPW by June 30, 2021. Strategies to achieve this goal include: (1) evaluating and working with stakeholders to build support for future funding opportunities; (2) quantifying the statewide conservation and outdoor recreation funding needs; and (3) piloting potential funding strategies.

Colorado Parks and Wildlife (CPW) 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 into the future.

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) incorporating EDI guidance and policy to recruit and train talent, and to maximize equity, diversity and inclusion in our workforce; (2) tapping into diverse talent pools and removing barriers for job applicants; (3) endeavoring to tell the history and story of Colorado to include all populations, cultures, and historical contributions; and; and (4) adopting and incorporating the Colorado Equity Alliance Community Partnership Principles.



Department of Natural Resources
Q2 FY2021 Performance Evaluation (January 2021)

Operational Measures

DNR WIG #1: Track & Prioritize Water Project Needs

Major Programs: CWCB Water Supply Planning Section, Water Supply Reserve Fund Grant Program, Water Plan Grant Program

Measure	Desired Trend	Baseline FY	Baseline Number	FY21 YTD-Q2	Target FY	Target Number
<p>Description: number of identified critical and readily-implementable (Tier 1) projects</p> <p>Q2 Status: ON TRACK</p>	↑	2020	0 projects (new metric)	83 projects	2021	160 projects

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	FY21 YTD-Q2	Target FY	Target Number
<p>Description: # of regional partnerships adopting vision and guidelines</p> <p>Q2 Status: ON TRACK</p>	↑	2020	0 partnerships (new metric)	0 partnerships	2021	3 partnerships
<p>Description: # of population monitoring/status assessments for Terrestrial Species of Greatest Conservation Need.</p> <p>Q2 Status: ON TRACK</p>	↑	2020	0 assessments (new metric)	17 assessments	2021	60 assessments



**Department of Natural Resources
Q2 FY2021 Performance Evaluation (January 2021)**

DNR WIG #3: 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	FY21 YTD-Q2	Target FY	Target Number
<p>Description: Dollars raised by piloting strategies to generate private donations for CPW.</p> <p>Q2 Status: ON TRACK</p>	↑	2020	\$25,000	\$98,270	2021	\$150,000
<p>Description: Number of public meetings to explore the viability of potential long-term funding opportunities.</p> <p>Q2 Status: ON TRACK</p>	↑	2020	0 meetings (new metric)	0 meetings	2021	6 meetings

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	FY21 YTD-Q2	Target FY	Target Number
<p>Description: Percentage of DNR job applicants meeting minimum qualifications.</p> <p>Q2 Status: ON TRACK</p>	↑	2020	50% of applicants	61% of applicants	2021	65% of applicants
<p>Description: Train manager/supervisors on equitable hiring practices and building a culture of inclusion</p> <p>Q2 Status: ON TRACK</p>	↑	2020	0 managers trained (new metric)	26 managers trained	2021	300 managers trained