



SMART ACT

Priority I. Employer of Choice

Goal	To strengthen our equity, diversity and inclusion (EDI) mindset as a State employer, increase the employee engagement pulse survey response to “I see leadership support of equity, diversity and inclusion” from 50.7% favorable to 55.7% favorable by June 30, 2021.
Key Strategies	<ol style="list-style-type: none"> 1. Increase the percent of employees trained in the statewide approved EDI course from 0% of employees to 50% of employees by June 30, 2021. 2. Increase the percent of leadership trained in the statewide equity, diversity and inclusion for leaders course from 0% of leaders to 50% of leaders by June 30, 2021.
Lead Division	Division of Human Resources

Metric	1 Year Target	Q1 Status	Q2 Status	Q3 Status	Q4 Status
Increase the employee engagement pulse survey response to “I see leadership support of equity, diversity and inclusion” from 50.7% favorable to 55.7% favorable by June 30, 2021.	55.7% favorable	52.1% favorable Jun-Sep. Up 1.4%			
Increase the percent of employees trained in the statewide approved EDI course from 0% of employees to 50% of employees by June 30, 2021.	50% trained	0% Designing training			
Increase the percent of leadership trained in the statewide approved equity, diversity and inclusion for leaders course from 0% of leaders to 50% of leaders by June 30, 2021.	50% trained	0% Designing training			



Priority II. Innovation & Efficiency

Goal	To ensure the State effectively manages its contracts, contractors, and fulfills its own contractual responsibilities, DPA will design and deliver contract management training, increasing the percent of high risk contracts managed by certified contract managers from 0% to 75% by June 30, 2021.
Key Strategies	<ol style="list-style-type: none"> 1. Identify and utilize a Learning Management System. 2. Design contract management training for program staff at agencies and corresponding certification program. 3. Design and deploy a communication and promotion plan to increase participation in the training statewide.
Lead Division	Office of State Controller

Metric	1 Year Target	Q1 Status	Q2 Status	Q3 Status	Q4 Status
Percent of contract managers of high risk contracts certified from 0% to 75% by June 30, 2021.	75% certified	0% Designing training			



Priority III. Energy & Renewables

Goal	To increase the utilization of renewable energy in Colorado, design and lead a systematic effort to assess 15 State properties to convert to solar gardens, bringing the number of DPA solar gardens from 0 to at least 1 solar garden with a signed contract signed by June 30, 2021.
Key Strategies	<ol style="list-style-type: none"> 1. Design a systematic process to assess properties for solar garden suitability. 2. Assess the State properties for solar garden suitability. 3. Publish a Request for Qualification, award, and sign a contract.
Lead Division	Office of State Architect

Metric	1 Year Target	Q1 Status	Q2 Status	Q3 Status	Q4 Status
Number of DPA solar gardens from 0 to at least 1 solar garden with a signed contract signed by June 30, 2021.	1 contract	0 contracts			
Assess State properties for solar garden suitability, increasing the number of properties assessed from 0 to 15 by June 30, 2021.	15 properties	0 properties			