



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	53.8% Favorable		
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	0% Launching 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	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	0% Designing training		
Design contract management training for program staff at agencies and corresponding certification program.	100% Complete	85% Complete	95% Complete		
Design and deploy a communication and promotion plan to increase participation in the training statewide.	100% Complete	33% Complete	38% Complete		



Priority III. Energy & Renewables

Goal	To support our state employees with flexible work arrangements and workspaces to meet our changing needs, DPA will develop a master, statewide space plan, advancing our State from 0% plan readiness to 100% plan readiness to begin implementation by June 30, 2021.
Key Strategies	<ol style="list-style-type: none"> 1. Collect baseline data from each agency to inform a master plan 2. Conduct real estate analysis to inform a master plan 3. Investigate the opportunity to procure real estate tracking software 4. Identify reduced square footage and cost savings 5. Design and implement a communication plan when the space plan is complete
Lead Division	Office of State Architect

Metric	1 Year Target	Q1 Status	Q2 Status	Q3 Status	Q4 Status
Percent complete with the design of a statewide master space plan, advancing our State from 0% plan readiness to 100% plan readiness to begin implementation by June 30, 2021.	100% Complete	0% Complete	12% Complete		
Design and implement a process to assess statewide space allocation, moving from 0% to 100% complete by December 2020.	100% Complete	13% Complete	100% Complete		