



# STRATEGIC PLANNING

## Sonoma County Strategic Plan Development



The County of Sonoma is in the process of developing a 5-year Strategic Plan. County leaders are asking our employees and community members to join in sharing input to identify strategic pillars, goals, and values to achieve a shared community vision.

**Purpose:** The Strategic Plan will provide the context to inform policies and projects that are funded for the next five years. The Plan will guide how we align short and long-term objectives with operations so our actions reflect a clear sense of purpose and we move into the future with sustainable progress.

**Process:** Since late 2019, County leaders and Board members have been engaged in developing the base framework for Plan development. The Board of Supervisors discussed the base framework during its Strategic Planning Retreat on January 28, 2020.

In light of the COVID-19 Pandemic and its impact on federal, state, and local economies, it is clear that Sonoma County's 5-Year Strategic Plan will need to frame its strategic priorities through the lens of Economic Recovery and Resiliency. County leaders have developed a framework identifying three focus areas for economic resiliency, and these areas will be highlighted in each of the Strategic Plan's five Pillars.

**Timeline:** Over the next few months, we will engage our employees and community to understand where and how they think resources should be directed to achieve our vision for the future of Sonoma County. We'll learn what's needed to provide the highest level of services to the community, listen to current ideas, and incorporate this input in the Plan.

The project timeline includes a checkpoint in early August for the Board of Supervisors to review provide feedback on pillar goals and objectives, and then periods of engagement with employees and the community. The target for final Strategic Plan adoption by the Board is late February 2021.

### Sonoma County Strategic Planning Timeline

January 2020	Board Retreat 1/28/20
August	Board Checkpoint 8/4/20
Mid-August	Racial Equity Employee Engagement
October	Employee Engagement on Remaining 4 Pillars
Mid-Oct/November	Community Engagement
December	Revise Draft Plan
January 2021	Board Reviews Final Draft Plan
February 2021	Board Adopts Strategic Plan

Stay tuned to learn about specific opportunities to provide input through surveys and interactive online employee and community engagement sessions.

**Questions?** Contact County Administrator's Office Project Lead, Katherine DiPasqua at 707-565-3779 or [katherine.dipasqua@sonoma-county.org](mailto:katherine.dipasqua@sonoma-county.org)

**Mission:** "To enrich the quality of life in Sonoma County through superior public services."



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### Healthy and Safe Communities

*Provide quality and equitable housing, health, and human services for all*

- Expand integrated system of care to address gaps
- Establish equitable and data-driven distribution of services
- Increase housing development near transportation and services
- Reduce homelessness by enhancing collaborative care coordination services
- Continue to invest in public safety so residents and visitors feel safe

### Racial Equity and Social Justice

*Achieve racial equity in County government*

- Foster a County culture that supports the commitment to achieving racial equity
- Implement strategies to make County workforce reflect County racial demographics across all positions
- Assure racial equity throughout all County systems and services
- Engage key community and internal stakeholders in developing priorities to advance racial equity



### Organizational Excellence

*Become an innovative, effective, engaged, and transparent organization focused on quality programs and services*

- Strengthen operational effectiveness, fiscal reliability, and accountability
- Increase information sharing and transparency to improve County and community engagement
- Become an employer of choice with diverse workforce that reflects our community, and an employer with a positive work culture that results in engaged and developed employees
- Seek out grant funding to enhance County programs and improve infrastructure

### Climate Action and Resiliency

*Make Sonoma County carbon neutral by 2030*

- Make all County facilities carbon free and zero waste
- Maximize sustainability and emissions reductions in all County Fleet vehicles
- Maximize carbon sequestration through land conservation work and land use policies
- Invest in the community to become carbon neutral by 2030

### Investing in Infrastructure

*Enhance services to the community by investing in facilities and infrastructure*

- Revitalize County Center to improve employee mobility and enhance service delivery
- Invest in facility maintenance and capital improvements to ensure resiliency and improve disaster preparedness
- Continue to invest in critical roads infrastructure
- Implement technological solutions to promote resiliency and expand community access
- Support, fund, and expand flood control

**VALUES**

**Excellence**

**Equity**

**Accountability**

**Innovation**

**Collaboration**

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