

Strategic Plan 2022 – 2025



Washington
State Department of
Agriculture



Vision

An equitable future that protects and improves the health, nutrition, and quality of life for Washingtonians

Agriculture thrives across Washington, contributing to the health of the state's people, environment, and economy.

Mission

Serve the people of Washington through protection, preservation, and enhancement of Washington's agricultural economy

Through service, regulation, and advocacy, the Washington State Department of Agriculture supports the equitable viability and vitality of agriculture for current and future generations of Washingtonians.

Our Values

Agencywide values linked to the work we do

- Environmental justice and stewardship
- Diversity, equity, and inclusion
- Continuous improvement
- Collaborative, respectful, and diverse partnerships
- Consistent, effective, and transparent regulation and fiscal responsibility
- Pro-Equity Anti-Racism (PEAR)



Our Principles

The nature of what we do

- Regulate, serve, and advocate for Washington's agricultural economy
- Use timely and relevant science and data to make informed decisions
- Seek impactful and measurable solutions to maximize environmental benefits for communities
- Anticipate the future through innovative approaches
- Commitment to eliminating and reducing barriers to strengthen community involvement
- Award and manage contracts to maximize environmental, public health, and economic benefits in local communities
- Engage in meaningful tribal consultation
- Act with integrity, consistency, transparency, and respect
- Recognize and value how every employee's work and experience contribute to our mission



What we believe

WSDA fosters an environment where you can celebrate your individuality—and where you can explore the shared ideas and experiences that connect us all. Our agricultural community is strengthened by the diverse perspectives, interests, and identities of all.

WSDA is committed to advancing equity and environmental justice. Diversity drives innovation, so we continue to build a culture where differences are respected and valued. WSDA's commitment to equity is rooted in our fundamental belief that engaging with unfamiliar ideas, perspectives, cultures, and people creates the conditions for meaningful growth and change. WSDA is working to engage the community to inform our work and integrate inclusive, equitable policies and procedures in all that we do. For WSDA, environmental justice means fair treatment and that no group of people should bear a disproportionate share of the negative environmental consequences resulting from industrial, governmental, and commercial operations or policies. We commit to continuous improvement resulting in the equitable distribution of environmental, economic, and social benefits across Washington State's diverse geographies and people.

The Washington State Department of Agriculture's Strategic Plan reenergizes our commitment to a healthy environment for all, creating policies and conditions so everyone can live their healthiest lives. We cannot embark on this journey in isolation. We must collaborate with communities, particularly those underserved and underrepresented, community-based organizations, governmental partners at all levels, Tribal Nations, and countless more. Infusing our agency's values into how we enhance our services, go about our regulatory activities, and strengthen our core work, is critical to the equitable and robust future ahead.





Priority 1

Ensure Washington's Agricultural System is Equitable, Resilient, and Prosperous

Key Strategies

- 1.1** Support the health and viability of Washington's food and agricultural businesses.
- 1.2** Strengthen the economic viability of small and diversified farms and ranches.
- 1.3** Increase and enhance marketing and business assistance efforts for Washington's agricultural industry.
- 1.4** Provide unbiased inspection of fruits and vegetables for factors affecting the marketability and export of fresh and processed fruits and vegetables.
- 1.5** Certify the conditions of Washington and other regional grains and commodities to enhance large-scale trade in domestic and international markets.
- 1.6** Provide phytosanitary certifications to increase both domestic and international export of many plants.
- 1.7** Enhance scientific study on the interface between agricultural production and environmental quality.
- 1.8** Increase marketplace equity in commercial transactions through inspectional, educational, and investigational strategies.





Priority 2

Ensure the Availability, Safety, and Integrity of Washington's Food Supply for Humans and Animals

Key Strategies

- 2.1** Ensure the safety and integrity of animal food and feed by regulating commercial livestock feed, poultry feed, and fish feed to protect animal and public health.
- 2.2** Ensure lower-income Washingtonians have access to food by providing funding, logistics services, and outreach to hunger relief organizations and tribes.
- 2.3** Protect consumer health by safeguarding the food supply in Washington.
- 2.4** Promote ecological balance and biodiversity conservation by integrating cultural, biological, and mechanical practices to organically produced agricultural goods.
- 2.5** Increase analytical support and defensible data to support regulators and agricultural partners.
- 2.6** Reduce public health risks for consumers of Washington produce by encouraging the safe production of fruits and vegetables.
- 2.7** Improve the efficiency and reduce the time to a meaningful intervention to protect public health during food emergency responses.
- 2.8** Promote the economic vitality of the livestock industry by minimizing exposure to animal diseases.
- 2.9** Protect water quality from livestock nutrient discharges while maintaining a healthy agricultural business climate.





Priority 3

Enforce Agricultural and Environmental Laws to Ensure Compliance.

Key Strategies

- 3.1** Protect the public interest, health, and welfare of the people of the State of Washington by providing cost-efficient and effective regulation of pesticides, dairy, nutrient management, and fertilizers.
- 3.2** Conduct field enforcement to ensure compliance with state animal health and livestock regulations.
- 3.3** Conduct investigations and field enforcement to ensure compliance with state animal health and livestock regulations.





Priority 4

Protect Washington's Animals and Plants from Invasive Species and Diseases

Key Strategies

- 4.1** Protect and enhance animal health and wellbeing.
- 4.2** Identify and limit exposure to zoonotic diseases to safeguard residents of Washington state.
- 4.3** Maintain accurate and timely animal health database to provide immediate disease traceability data.
- 4.4** Increase awareness and training to Washington poultry owners, veterinarians, and the general public about avian diseases and their appropriate prevention and control measures.
- 4.5** Protect Washington's plant products by preventing the establishment of high-risk invasive insects, terrestrial insects & snails, plant diseases, and noxious weeds.
- 4.6** Certify the freedom from quarantine pests and diseases for international export markets for the seed industry.
- 4.7** Increase assistance in the containment of animal diseases in Washington State.
- 4.8** Enhance consumer protection of Washington plant products by defending against the introduction and spread of pests.





Priority 5

Deepen Environmental Justice Practice within WSDA Programs to Improve the Health and Environment of Overburdened Communities and Vulnerable Populations

Key Strategies

- 5.1** Institutionalize environmental justice in WSDA rulemaking and other prioritized significant agency actions.
- 5.2** Ensure equitable community engagement and public participation.
- 5.3** Promote intergovernmental coordination and collaboration to address environmental justice concerns in Washington's tribal lands.
- 5.4** Measure and address the drivers/causes of inequity in access to food through inclusive, equitable, and accessible creation and dissemination of information related to food security in Washington.





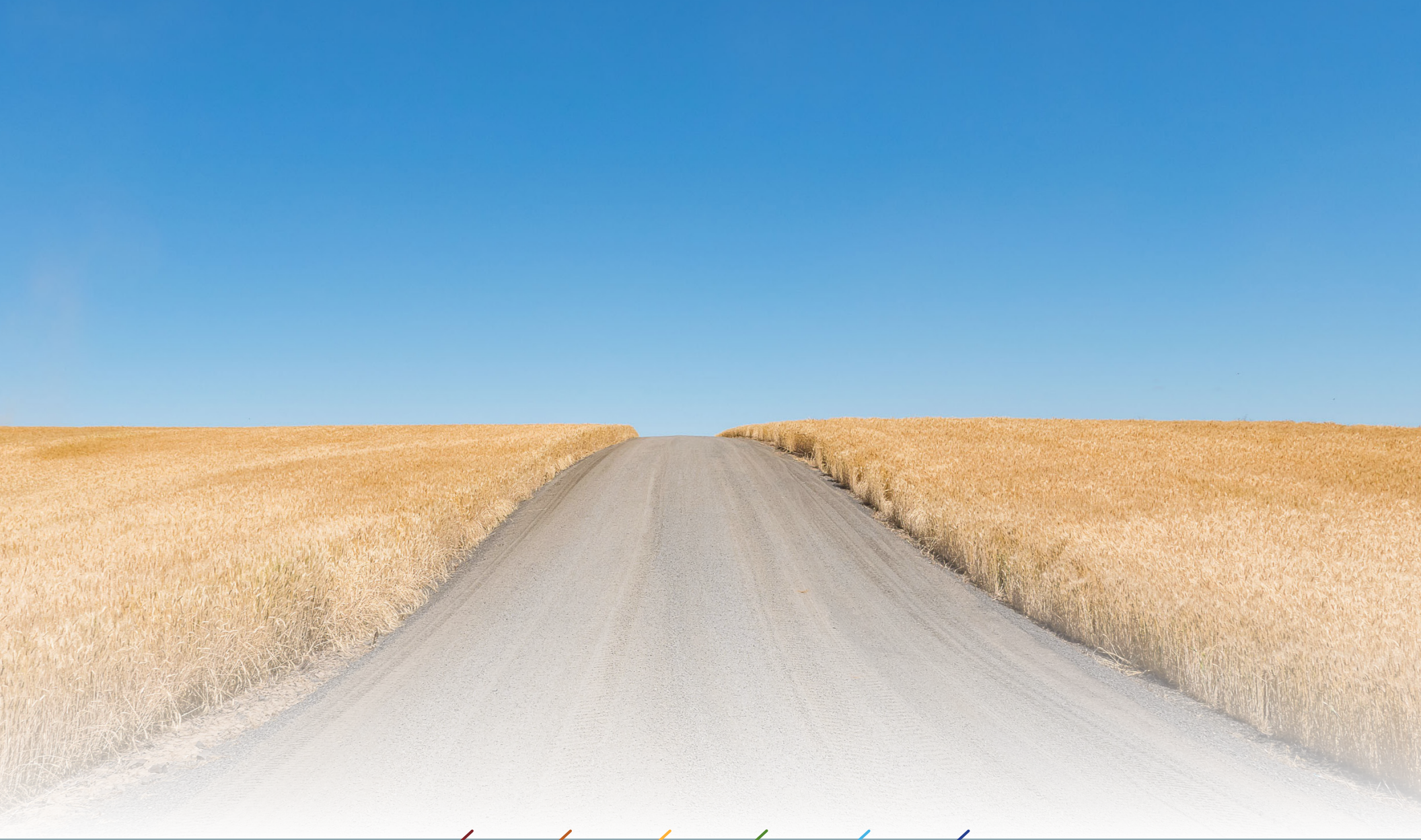
Priority 6

Attract, Inspire, and Retain an Engaged and Diverse Agency Workforce

Key Strategies

- 6.1** Foster a diverse, equitable, inclusive, and respectful workplace through paying equitably, reducing barriers to work-related opportunities advancement, and respecting individual differences.
- 6.2** Embrace humble inquiry, courage, and cultural humility among staff.
- 6.3** Provide opportunities for growth and development in staff to build skills and leadership capacity.
- 6.4** Prioritize employee health and safety and take concrete steps to support employee wellness and mental health.





AGR PUB 301-966 (N/12/22)

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