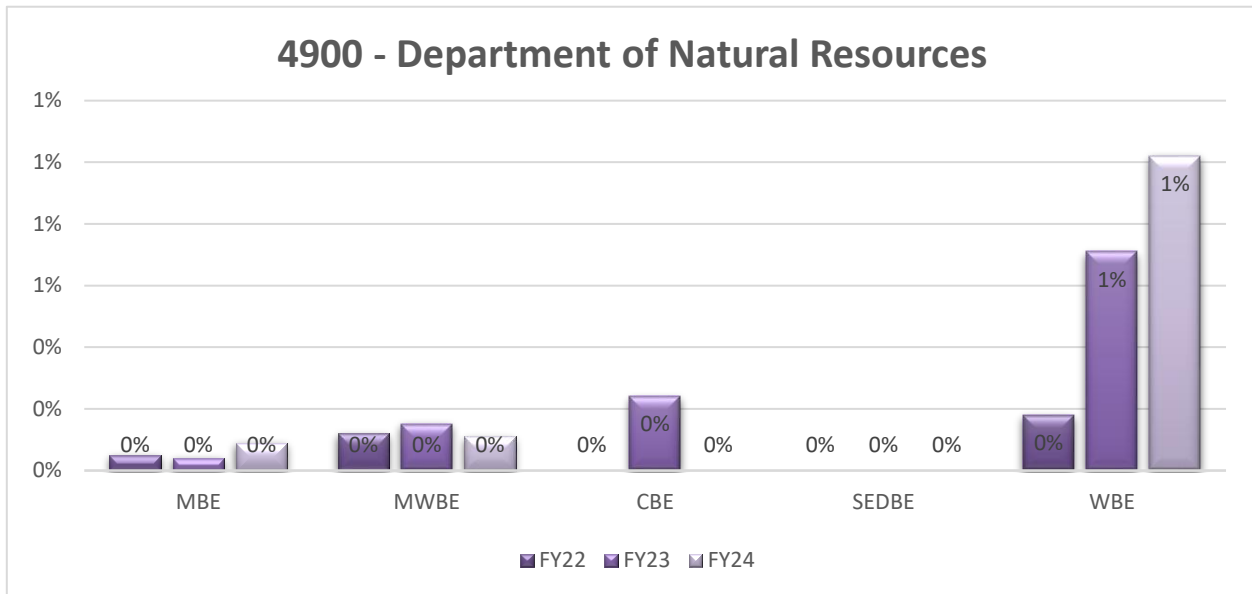


FY26 Business Diversity Spending Goal Plan – Department of Natural Resources
[Governor's Supplier Diversity Subcabinet approved best practices](#)

(Agency graph showing spend comparison from FY22, FY23 and FY24)



FY 2023 – No spending goal established

FY 2023 – 0.90%

FY25 Spending Goal – 3.33%

FY25 Actual Spend – 1.23%

FY24 Spending Goal – 7.64%

FY24 Actual Spend – 1.22%

FY26 Spending Goal: 3.33%

Summary Statement:

The Department of Natural Resources (DNR) strongly encourages the participation of minority, women-owned, veteran-owned, and small businesses, as prime Contractors or Subcontractors. In FY24 DNR staff worked diligently on implementation of the DES Supplier Diversity policy and handbook in the agency. In FY25, DNR dedicated a full-time position to expand upon the initial implementation and guide the agency toward increasing the number of contracts awarded to small and diverse vendors, as well as removing contracting barriers to support the participation

of small, diverse and veteran-owned businesses. We look forward to seeing how our efforts increase DNR's diverse spend over FY26.

Steps your agency has completed to prepare for forecasting and steps remaining:

The Procurement of Goods and Services team (PGS) and the Supplier Diversity Lead attended DES SDGP sessions on forecasting and evaluated OMWBE and DES guidance documents for completion of the forecasting template.

PGS, along with assistance from our executive management project team have worked with our Budget staff to develop a phase within the budget process for Regions/Divisions/Offices to complete their forecasting template. Our team created a guidance document to accompany the Forecasting worksheet that provided clarity and additional details to ensure accuracy of information submitted. We have also worked with our Communications team to revise our PGS external-facing website to help the public and DES to easily locate the Forecasting worksheet.

Our [Agency Forecasting Needs Reports for FY26](#) have been posted to our [Agency external Website](#).

How are supplier diversity efforts managed within your agency:

DNR's Office of Legal Affairs and Business Practices (OLABP) hired a dedicated position to expand upon the initial implementation of the DES Supplier Diversity policy and build it into a program that promotes inclusion of small, diverse, and veteran-owned businesses in our procurement processes.

DNR intends to manage these efforts by:

- Committing to increasing agency spending with qualified businesses.
- Removing barriers to encourage equitable access to state procurements.
- Developing processes, resources, and training to promote staff engagement with strategies for more inclusive procurement practices.
- Implementing policies and practices to improve how DNR engages with diverse businesses.

Is your agency currently using the Outreach Module in Access Equity for marketing and connecting with Diverse Businesses?

No, but we plan to evaluate the possibility of incorporating it into our processes.

Are you using the Contract Compliance module in Access Equity to report your contract & purchase orders that include subcontractors (including statewide contracts)?

Yes.

How does your agency track efforts to notify businesses about purchasing and opportunities to bid on contracts?

DNR's PGS team has guidance documents for our decentralized procurement staff instructing them to reach out to potential vendors on certified firms lists, document outreach efforts, and when

appropriate, choose a small, diverse, or veteran-owned business.

Your agency plan according to EO 22-01 should already be implemented. How has your plan aided in your efforts to increase your agency plan from last year?

- DES Supplier Diversity Training is now assigned to all agency staff. All new staff are also assigned the training with the expectation of completion within their first 90 days.
- Our agency solicitation and contract documents are updated based off the DES Supplier Diversity policy and handbook, including Subcontractor inclusion plans and guidance documents instructing staff to engage with small, diverse, or veteran-owned business, and build the steps into their process.
- Our agency purchasing guidance is updated to include steps to check OMWBE, WEBS, and WVBA for diverse, veteran and small business contracting opportunities for all procurements.
- Our agency PGS team members have attended OMWBE and DES training work group sessions.
- Our agency PGS team regularly participates in WAC, PCAG, TAG, and SDCP.

Did your agency's spend decrease for FY25? If so, what was the reason(s)? What perceived barriers did you face?

DNR's spend increased in FY24.

What new efforts are you going to implement to try to increase your spending with small-minority and women owned businesses?

New efforts that DNR plans to implement to increase our spend with small-minority and women owned businesses include:

- Evaluating our internal processes to ensure we remove unintentional barriers that may prevent small, diverse, or veteran-owned business from contracting with DNR.
- Dedicated a new full-time position to focus on increasing our spend with small, diverse, or veteran-owned business
- Conducting and documenting general/targeted outreach