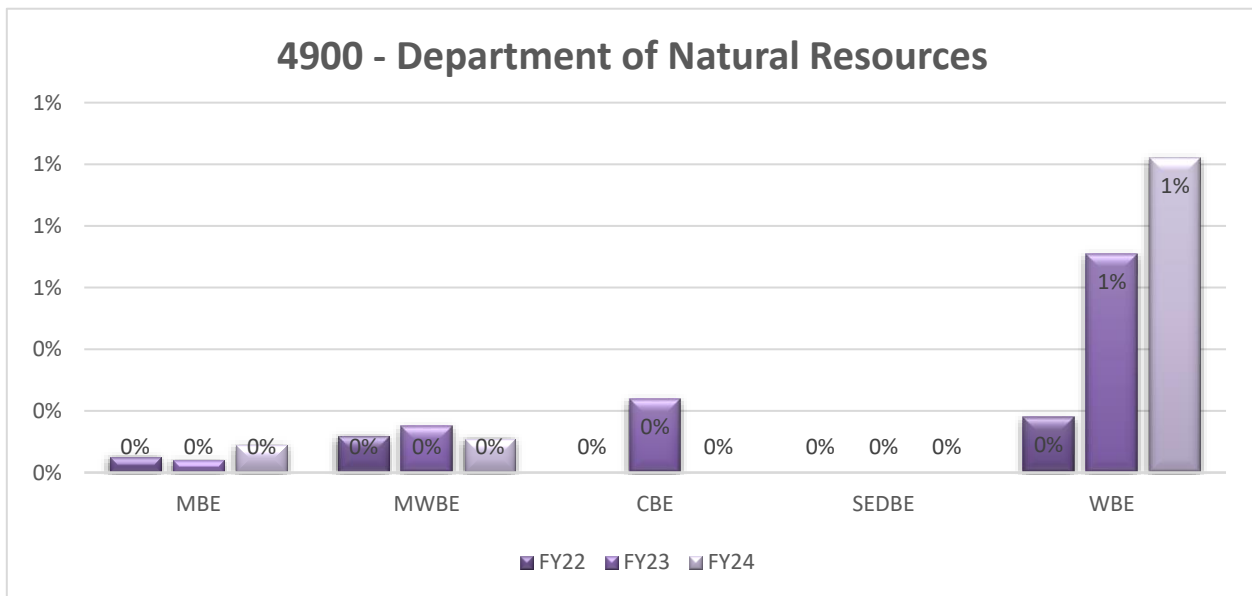


FY25 Business Diversity Spending Goal Plan – Department of Natural Resources
[Governor's Supplier Diversity Subcabinet approved best practices](#)

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



FY 2023 – No spending goal established

FY 2023 – 0.90%

FY24 Spending Goal – 7.64%

FY24 Actual Spend – 1.22%

FY25 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. DNR is also dedicating staff resources 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 DNRs diverse spend over FY 25.

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

The Contracts and Procurement staff attended OMWBE work sessions on forecasting and evaluated OMWBE and DES guidance documents for implementation of the forecasting template.

Contracts and Procurement staff 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 [Agency Forecasting Needs Reports for FY 25](#) have been posted to our [Agency external Website](#).

How are supplier diversity efforts managed within your agency:

DNR's Implementation of the Supplier Diversity policy aims to promote inclusivity of small, diverse, and veteran-owned businesses in our procurement processes.

DNR's goal is to promote a fairer allocation of state funds in the private sector and improve equity in public spending to generate opportunities to strengthen communities.

DNR intends to manage these efforts by:

- Committing to increase agency spending with qualified businesses
- Remove barriers to encourage equitable access to state procurements
- Develop processes, resources, and training to ensure staff follow strategies for procurement
- Implement 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 Procurement of Goods and Services Program has guidance documents for our decentralized procurement staff instructing them to reach out to potential vendors on the OMWBE Certified Firms list and when possible, chose a small, diverse, or veteran-owned business.

Currently DNR's Procurement of Goods and Services Program does not track individual efforts to notify businesses about purchasing and opportunities to bid on contracts.

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?

- Assigned DES Supplier Diversity Training to all agency staff. All new staff are also assigned the training with the expectation of completion within their first 90 days.

- Updated agency solicitation and contract documents based off the supplier diversity policy and handbook including Subcontractor inclusions plans and guidance documents instructing staff to always check for small, diverse, or veteran-owned business. Continuing to work on additional updates as guidance is updated from DES and OMWBE.
- Updated agency purchasing guidance to include steps to check OMWBE, WEBS, and WVBA for diverse, veteran and small business contracting opportunities for all procurements.
- Agency Contract and Procurement staff have attended OMWBE and DES training work group sessions.
- Agency Contract and Procurement staff participates in WAC, PCAG, TAG, and SDCP

Did your agency's spend decrease for FY24? If so, what was the reason(s)? What perceived barriers did you face?

No, our spend increased in 2024.

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.
- Dedicating a new FTE for increasing our spend with small, diverse, or veteran-owned business
- Conducting general/targeted outreach