



Goals Only View

A comprehensive list of goals and tactics was distributed separately – this is provided to easily reference goals for discussion at the board meeting.

1. Embed equity and inclusion in all that we are and all that we do

- GOAL 1.1: Continue to support, foster, and further grow staff, board, and partners' capacity to embed equity and inclusion.
- GOAL 1.2 : Proactively implement decision-making strategies that lead to more equitable and clusive outcomes.
- GOAL 1.3: Work to welcome, increase and maintain diversity within our board and staff, contractors we hire, and the people who benefit from our work to better reflect the diverse demographics of our service area.
- GOAL 1.4: Ensure broader accessibility and remove barriers to access organizational resources and opportunites at every level of our organization.
- GOAL 1.5: Foster a sense of belonging for all in the environmental sector. (SD 2)

2. Ensure we are welcoming, adaptable, supportive, viable, effective, and sustainable in our practices

- GOAL 2.1: Ensure staff and board have sufficient support and recognition as well as capacity to adapt as needed.
- GOAL 2.2: Continue to support and build on opportunities to foster a welcoming environment.
- GOAL 2.3: Identify and modify processes that can be made more efficent and/or effective.
- GOAL 2.4: Increase the environmental sustainability of our operations.

3. Ensure we are financially sustainable

- GOAL 3.1: Remain fully compliant with local budget law, Oregon public contracting law, financial reporting and audit requirements, and all other laws and regulations pertaining to public entities.
- GOAL 3.2: Use best practices for budgeting and long-term forecasts, working to enhance revenues, contain costs, and allocate resources strategically.



4. Protect and improve water quality and soil health.

- GOAL 4.1: Assist farms, livestock operations, ranches, and horse owners with comprehensively addressing water quality concerns based on Oregon Department of Agriculture's (ODA) agricultural water quality standards.
- GOAL 4.2: Encourage farms, forests and community gardens throughout the district to implement practices that conform to at least one of the four principles of soil health, thereby protecting viability and resilience on our productive lands while also ensuring less pollution and sediment make it to our waterways.
- GOAL 4.3: Maintain and **widen riparian buffers** on streams within priority watersheds and restore diverse native plant communities and habitat features (e.g., snags and down wood) within buffers to help filter sediment and other pollutants, control streamside erosion, and provide shade as well as important fish and wildlife habitat. (SD 5 & 10)
- GOAL 4.4: Serve as a convenor, active partner, and technical resource with key stakeholders that directly impact water quality within the district.

5. Protect, enhance, and restore biodiversity, native landscapes, habitats, and ecological function

- GOAL 5.1: Maintain and increase native habitat coverage and connectivity throughout the district. (Goals 5.3-5.5, addressing wetland, floodplain, and oak habitats)
- GOAL 5.2: Prevent, slow or stop the loss of native habitats to biological invasions.
- GOAL 5.3: Enhance, maintain, and protect critical wetland and Multnomah & Columbia River floodplain habitats for the benefit of water quality, amphibians, juvenile salmonids, waterfowl and other fish and wildlife species.
- GOAL 5.4: Conserve and restore Oregon white oak prairie, savanna, and woodland habitats.
- GOAL 5.5: Protect and enhance regional pollinator, native insect, and plant biodiversity.

6. Enhance the long-term health and productivity of farms, forests, woodlands, and gardens

- GOAL 6.1: Assist working forestlands to reduce competition in young forest stands and enhance diversity of merchantable forest tree species that generate forest products.
- GOAL 6.2: Partner on efforts that ensure the long-term health of school and community gardens. (SD 9.1)



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- GOAL 6.3: Assist farms, livestock operations, ranches and horse owners to maintain and enhance the productivity and long-health of the land.

7. Promote resilient environments and communities in the face of climate change

- GOAL 7.1: Address wildfire risk and landscape resiliency to wildfire in the North Tualatin Mountains.
- GOAL 7.2: Help farms, working forests and community and school gardens adapt to climate change by encouraging conservation practices that support resilient environments and sequester carbon.
- GOAL 7.3: Increase community resiliency to climate change and reduce pollution in the Northwest Industrial/Portland Harbor area.
- GOAL 7.4: Increase internal capacity to understand and impact climate change

8. Share conservation information so people have the knowledge and confidence to take action

- GOAL 8.1: Promote and conduct conservation assessments on non-governmental properties and provide guidance on voluntary conservation actions that can be taken to improve air and water quality, fish and wildlife habitat, and/or soil health, as consistent with the objectives of the property owner or steward.
- GOAL 8.2: Produce and promote understandable and easy-to-find educational materials about conservation and our services.
- GOAL 8.3: Seek and support opportunities to learn and practice working with the land using Traditional Ecological Knowledge.
- GOAL 8.4: Increase awareness among district farmers, foresters, other rural land managers, gardeners, backyard habitat providers, and students of the importance of healthy soil for people and ecosystems, and educate them about ways to impact contemporary conservation topics
- GOAL 8.5: Work with 4-County Cooperative Weed Management Area to decolonize the war on species narrative that underpins current messaging in invasive species control.
- GOAL 8.6: Promote and support demonstrations of easy-to-implement conservation practices urban residents can take to improve water quality, soil health & enhance wildlife habitats. (SD 4)
- GOAL 8.7: Encourage collaboration, strengthen staff expertise, and promote adaptive management principles. (SD 10)



9. Enhance, support, and create opportunities for all people, especially those historically and presently displaced from and deprived of land, to foster positive relationships with the land.

- GOAL 9.1: Support school and community gardens, especially in the most racially diverse neighborhoods in our district, as a place where students and entire families can nurture reciprocal relationships with the land. (SD 6.2)
- *GOAL 9.2: Assess and address opportunities that provide increased land access for cultural needs and local connection to the land*
- GOAL 9.3: Support efforts that help all people see themselves in natural areas, demonstrate that these places are for them, and convey that all people can play a role in protecting and enhancing these areas.

10. Ensure the long-term success of our conservation actions.

- GOAL 10.1: Promote actions people can take to maintain the benefits from conservation projects and resources that they can use to help manage their own lands for conservation value long-term.
- GOAL 10.2: Monitor the effectiveness of our conservation projects and respond to findings with an adaptive management approach to conservation.
- *GOAL 10.3: Identify the types of long-term agreements we should use to secure conservation benefits from our projects and actions for the long-term, and the organizational capacity and infrastructure needed to use them.*
- *GOAL 10.4: Research and market incentive programs to encourage continued care of valued habitat and past restoration project sites.*