

Department of Pesticide Regulation

Draft Strategic Plan 2024-28

Mission:

We protect human health and the environment by fostering sustainable pest management and regulating pesticides.

Vision:

A California where pest management is safe, effective, and sustainable for everyone.

Core Values:

ACCOUNTABILITY

We hold ourselves accountable to all Californians through transparency and engagement in advancing our mission of protecting human health and the environment.

COLLABORATION

We foster relationships and build partnerships through consultation, engagement and collaboration, internally and externally.

INTEGRITY

We hold ourselves to a high standard of integrity in our scientific review processes and other actions, in our decision making, and through our engagement with others.

CONTINUOUS IMPROVEMENT

We are committed to ongoing and continuous learning, innovation, and improvement across all facets of our work.

Diversity, Equity, and Inclusion (DEI) Commitment:

California continues to lead on important policies and initiatives to advance equity and opportunity for all. Consistent with these important initiatives,

including Executive Order N-8-23, DPR is committed to pursuing a deliberate, inclusive, and equity-centered approach in our strategic plan and in protecting human health and the environment.

As part of our DEI commitment, we will:

- Embed a commitment to equity and environmental justice, including principles for meaningful engagement, in our decision-making processes to produce equitable outcomes for all Californians, particularly disadvantaged communities and California Native American tribes.
- Expand and enhance outreach, education, external communications, and knowledge sharing opportunities through inclusive language and targeted, culturally-responsive engagement.
- Increase access to information and data collected by the department and the reasoning behind department decisions.
- Create a more inclusive workplace through creative and equitable employee recruitment and retention, and continue to build on our work around equity and environmental justice.

DPR Strategic Goals

Pest management protects public health and the environment and supports a stable, healthy food supply for all Californians.

To provide equitable protection of people and the environment, DPR has identified the following four goals and 14 measurable subgoals as priorities for the next five years. These goals bolster the department's programs and partnerships that evaluate pesticides for safety and efficacy, focus resources on the development and adoption of safe, sustainable alternatives, foster collaboration and increase transparency into the department's priorities and decision making.

Goal 1: Increase Access to Safe, Effective, Sustainable Pest Management

As the climate crisis impacts pest pressures and the efficacy of current pest management approaches, and new studies and data point to adverse impacts related to high-risk pesticide use, DPR must support the accelerated availability and adoption of effective sustainable pest management (SPM) tools, practices, resources, and technologies.

- Goal 1.1: Develop partnerships and collaborations for implementing sustainable pest management.
 - By 202_, establish a diverse, cross-sector SPM advisory group for advising on SPM implementation and the pesticide prioritization process.
 - By 202_, in collaboration with state and local agencies and with public input, develop an agency implementation plan for SPM.
 - By 202_, in collaboration with CDFA and other partners, develop SPM certifications for agricultural and urban settings, including for California-grown produce.

- Goal 1.2: Improve timeliness and transparency of science-based evaluation and registration of pesticide products.
 - By 202_, create a streamlined pathway for the registration of efficacious alternatives to high-risk priority pesticides and alternatives that cover gaps in priority pest management.
 - By 202_, issue timeline projections for scientific data evaluations.
 - By 202_, initiate pesticide registration evaluations within 30 days of receiving necessary information.
 - By 202_, update process for pesticide registration environmental review.
 - By 202_, update and clarify current data requirements for new pesticide technologies.

- Goal 1.3: Develop and implement a prioritization process for reviewing, identifying and evaluating high-risk pesticides, and alternatives and mitigating measures for those high-risk pesticides.
 - By 202_, release a schedule for completing human health and environmental risk assessments with annual benchmarks.
 - By 202_, establish a pesticide prioritization process, informed by a diverse, cross-sector SPM advisory group and consultation, external engagement, and public input, to take expeditious action on risk determinations and to identify and evaluate the availability of alternatives.
 - By 202_, begin an annual process of initiating formal mitigation for at least two identified priority pesticides.
 - By 202_, begin an annual process of completing formal mitigation for at least two identified priority pesticides.

- Goal 1.4: Facilitate and support SPM technical assistance and innovation in pest management in collaboration with all interested partners.
 - By 202_, increase the number of integrated pest management and SPM technical assistance resources that DPR provides by 20%.
 - By 202_, establish formal partnerships with researchers and IPM technical advisors to advance SPM technical support.
 - By 202_, increase annual baseline grant funding to support projects and research that advance SPM.
 - By 202_, success in support for SPM transition is measured by ongoing 5% annual reductions in Priority Pesticide use.

Goal 2: Track, Evaluate, and Enforce Safe Pesticide Use

DPR will prioritize data collection and enforcement in disproportionately-impacted agricultural and urban areas, enhance the capacity of state and county enforcement programs, and strengthen relationships with all partners to inform department priorities and actions.

- Goal 2.1: Enhance and modernize DPR's collection of information and data to improve program policies, procedures, and priorities.
 - By 202_, establish ongoing ecosystem monitoring and collect information on the impacts of pesticide applications to organisms in the environment.
 - By 202_, develop metrics for analyzing compliance trends and regulatory effectiveness across pesticides, repeat violations, application methods, and counties.
 - By 202_, establish a transparent, community-informed monitoring program to track pesticides in water and air.
 - By 202_, expand DPR's pesticide use data collection and trend analysis to incorporate urban and other nonagricultural areas.
- Goal 2.2: Enhance DPR's statewide regulatory capacity in partnership with the County Agricultural Commissioners (CACs).
 - By 202_, increase collaboration with CACs on county and state pesticide use enforcement activities to strengthen pesticide use compliance, to address repeat violations and offenders, and to inform mitigation measures.
 - By 202_, evaluate regulations governing pesticide use around schools and take appropriate action to improve processes that support safe pest management around schools.
 - By 202_, develop and annually offer a comprehensive training for CAC staff biologists.

- By 202_, update pesticide use enforcement response policies to support statewide consistency and improve outcomes for all Californians, with a focus on those who reside in communities that have historically been disproportionately impacted by pesticide use.
- Goal 2.3: Enhance statewide enforcement of pesticide sales in California.
 - By 202_, increase number of pesticide mill audits by 25%.
 - By 202_, expand focus on e-commerce enforcement to more effectively regulate online sales.
 - By 202_, create a product compliance inspection framework for new, emerging alternative pesticides.
- Goal 2.4: Improve worker safety by increasing awareness and reducing potential for pesticide exposure.
 - By 202_, expand efforts to coordinate and collaborate with consulate offices, community-based organizations, CAC offices, community health workers and organizations to provide training and resources to migrant and other workers in multiple languages.
 - By 202_ increase collaboration with CalOSHA and other agencies that share joint enforcement authority with DPR for non-agricultural pesticide exposures.
 - By 202_, adopt additional Farm Labor Contractor worker safety regulations to enhance compliance for training and documentation requirements.

Goal 3: Foster Engagement, Collaboration and Transparency

To expand accessibility to DPR's programs, policies, and research, the department will increase transparency into its data and information collection and decision-making to strengthen relationships and collaborations with all partners.

- Goal 3.1: Broaden opportunities for regular, transparent, and meaningful access to DPR.
 - By 202_, increase the number of meaningful outreach and engagement events, in accessible formats, including factors such as multiple languages, culturally relevant materials and information, and locations known and accessible to communities and other audiences, on:

- Pesticide use, pesticide safety and sustainable pest management to reach more local communities in agricultural and urban areas.
 - Pesticide regulation, new and evolving pest pressures and effectiveness of available pest management alternatives, and sustainable pest management to reach agricultural, urban, and regulated groups.
 - By 202_, strengthen relationships with California Native American Tribes by expanding culturally relevant, meaningful engagement and government-to-government consultation.
- Goal 3.2: Improve information access and data sharing.
 - By 202_, redesign the department's website to improve user experience and access to information and services.
 - By 202_, streamline submission of public comments to DPR and provide public access to all public comments received by DPR.
 - By 202_, implement new data visualization tools for partners to interact with Pesticide Use Report data and at least two additional key DPR datasets.
- Goal 3.3: Launch a statewide restricted material pesticide application notification system.
 - By 202_, launch beta testing pilots of a pesticide notification system in several counties and engage and collaborate with impacted partners to inform system implementation.
 - By 202_, finalize the notification system regulation to implement the system statewide.
 - By 202_, launch the statewide system.
 - By 202_, release a report evaluating the notification system's effectiveness.
- Goal 3.4: Expand language access throughout California in collaboration with federal, state and local partners.
 - By 202_, provide resource support for county-based language access and increased community engagement.
 - By 202_, assess language access needs, including Indigenous languages, across department programs to expand and enhance connection points, services, resources, and safety information offered by DPR.

- By 202_, provide 75% of all health and safety resources in Spanish and at least one other language.
- By 202_, establish partnerships with community-based health organizations to share information on pesticide safety training and enforcement.
- By 202_, offer Spanish language exams for Qualified Applicators Licenses and Certificates.

Goal 4: Promote Excellence and Innovation

DPR will continue to cultivate a workplace that values diversity, equity, and inclusion, fosters a sense of urgency and efficiency in its actions, and embraces change to increase innovative and effective approaches across its work.

- Goal 4.1: Create and maintain a culture that supports and motivates excellence and professional development in workplace performance.
 - By 202_, increase pathways for staff involvement and leadership within the broader scientific community and other professional development.
 - By 202_, improve employee satisfaction in department communication and engagement by 10%.
 - By 202_, increase the total number of trainings offered by 10% across the department to support staff professional development.
 - By 202_, review and update hiring and recruitment practices to foster a diverse applicant pool for open positions and promotional opportunities at DPR.

- Goal 4.2: Increase organizational efficiency and innovation.
 - By 202_, launch initial electronic system to submit pesticide registration applications.
 - By 202_, increase cross department and cross agency collaboration with partners at the local, state, tribal, and federal level on pest management initiatives.
 - By 202_, complete transition to electronic system for all pesticide registration processes.
 - By 202_, provide modern hybrid workspaces to enhance in office and remote staff collaboration.
 - By 202_, implement electronic payment and online submittal of licensing applications.