



# STRATEGIC PLAN

## 2025-2030



CALIFORNIA DEPARTMENT OF  
FOOD & AGRICULTURE

**Governor Gavin Newsom**  
State of California

**Secretary Karen Ross**  
California Department of Food and Agriculture



# A Message from CDFA Secretary Karen Ross

Whenever I'm asked to describe or summarize California agriculture, especially for an audience that isn't Californian, it's an opportunity to start a conversation and learn what our more global audience thinks and knows about what we do here.

**The scale of farming and ranching here is fairly well known – but what often isn't so universally appreciated is the “how” or the “why” of what we do,** both as an industry and as the California Department of Food and Agriculture (CDFA).

And my description of what we do here begins with the updated mission statement that is the basis for this document: “To safeguard a resilient food system and promote an equitable marketplace, cultivating a California grown food supply that is globally recognized for innovation, quality, and sustainability.”



**Leaders in our agricultural community are familiar with “Ag Vision,”** a long-term plan for farmers and ranchers as well as workers and communities. It's led by our State Board of Food and Agriculture, and it also serves to guide areas of focus for CDFA. It's not a static plan; it's a catalyst for action, both for producers and for us.

**My vision for this document, our CDFA Strategic Plan update through 2030, aligns with Ag Vision.** I want this to be the rubric for everything we do, whether that's our core work protecting crops and responding to animal disease outbreaks, or all of the other work we do to help producers be better stewards of land and resources, or to help ag researchers and other partners continue to innovate, or to help consumers learn more about where and who their food comes from and how it is grown.

**This plan is as much about the “how” and the “why” of what we do as it is about the importance of the tasks themselves.** It's about building equitable and resilient food systems and communities; it's about collaboration and innovation; it's about agricultural literacy. It's about courtesy and compassion, expertise and empathy, diversity and accessibility. It's about making sure each action and interaction includes and embraces and enacts these goals and ideals.

This document is about CDFA, but if you are a Californian, it is for you – the consumer, the stakeholder, the agricultural community member.

*Karen Ross*





# CDFA Mission Statement

To safeguard a resilient food system and promote an equitable marketplace, cultivating a California grown food supply that is globally recognized for innovation, quality, and sustainability.

## Goal 1

### **Equitable and Resilient Food Systems and Communities**

Support the nutritional, ecological, and economic resilience of all aspects of California's diverse food system and agricultural communities in the face of a changing climate and supply chain.

## Goal 2

### **Proactive Collaboration with Stakeholders and Sister Agencies**

Provide excellent customer service and maximize efficiency through proactive collaboration with stakeholders.

## Goal 3

### **Robust and Innovative CDFA Workforce**

Workforce empowered through investments in employee development, technological innovation, and process improvement to provide excellent customer service and support to California agriculture.

## Goal 4

### **Agricultural Systems Literacy**

Build strong awareness among California consumers about the superior quality, value, safety, and stewardship represented in the California agricultural brand and the role CDFA plays in maintaining the food system.

## Core Values

### **Integrity**

As stewards of public resources, we operate in a transparent, authentic, and ethical manner and are accountable for our actions.

### **Collaboration**

We expect true, open partnership with our colleagues within CDFA and with our partners outside of CDFA.

### **Respect**

We demonstrate courtesy, dignity, compassion, and consideration in every interaction.

### **Equity**

Together, we strive to create a workplace and implement programs that promote diversity, equity, belonging, and accessibility.

### **Objectivity**

We base our vision for the future and our everyday decisions on fair, objective measures and cutting-edge science.





## Equity.

Our goal of advancing equity in our food system is embedded throughout the CDFA Strategic Plan. Items which further this goal are identified by these boxes.

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# Our Organization

**California produces a remarkable abundance of fruits and nuts, vegetables and grains, livestock and poultry, leafy greens, flowers, fiber, nursery plants and more. This bounty of more than 400 commodities, valued at nearly \$60 billion in 2023, represents over a third of the country's vegetables and nearly three quarters of the country's fruits and nuts.**

Since 1919, the California Department of Food and Agriculture (CDFA) has provided oversight for the California agricultural industry and partnered with farmers and ranchers to ensure they have the tools they need to lead and feed the world. Our nine divisions house nationally recognized scientists, veterinarians, economists, laboratory employees, and other technical, administrative and support staff at more than 50 sites throughout the state. These dedicated employees collaborate closely with federal, county, and industry partners to safeguard our food system and support the exceptional farmers, ranchers, farmworkers, and adjacent industries who are the foundation of that system.

**At CDFA, we are not only incredibly proud of what California grows, but we are even more proud of how we grow it.**

California's farmers and ranchers meet and consistently exceed some of the highest measures of resource efficiency, environmental stewardship, innovation, and product quality in the world. Importantly, these standards are supported and enforced through coordinated efforts across the CDFA's nine divisions, providing oversight, expertise and resources to farmers and ranchers. Examples of these efforts include conducting quality control and enforcing product standards in both Inspection Services and the Division of Measurement Standards, developing, and utilizing cutting edge disease detection in both the Animal Health and Safety Services, the Plant Health and Pest Prevention Services Divisions, the Citrus Pest and Disease Prevention Division and the Pierce's Disease Control Program and administering Climate Smart Agriculture incentive programs in the Office of Environmental Farming and Innovation.

We work hard to ensure that our work matches the innovation, passion, and diversity of California agriculture. Staff continuously review and enhance our programs to improve our ability to deliver critical services including animal health and food safety, pest and disease prevention, and responses to emergencies that threaten domestic and international trade. CDFA uses the Racial Equity Action Plan and Ag Vision as guideposts for continuously improving access to programs, resources, and critical services for all Californians, particularly our most historically underserved communities.

Please see Appendix for full descriptions of CDFA Divisions and services.





# Developing the Strategic Plan

The development of the CDFA Strategic Plan was a collaborative effort among the Executive Office, Division Directors, and program leads. This team reviewed the goals of the 2019 Strategic Plan, identifying areas where the department has been successful and where there were opportunities for more growth. The Department's progress toward our previous goals is summarized annually in the CDFA Impact Report.

The team considered many inputs to predict how the industry and state might change in the upcoming five to ten years and anticipate how the Department would need to grow in response. These inputs included but were not limited to projected changes in demographics, consumer habits, and infrastructure; climate change projections and Administration commitments; industry goals as articulated in the 2023 Ag Vision document; anecdotal input from agricultural producers and other stakeholders; and employee experiences as articulated in the biannual Employee Satisfaction Survey.

The team also integrated action items from the Department's inaugural Racial Equity Action Plan – developed with input from the CDFA Diversity Equity and Inclusion Committee as well as the Disability Advisory Committee. Equity must be embedded in the CDFA Strategic Plan to ensure that all Californians, particularly those from historically under-

served communities, have equitable access to CDFA programs and resources.

Based on this analysis, this team reframed the five goals from the previous strategic plan in terms of the outcomes CDFA and its leadership strive to achieve on behalf of the agricultural industry and the state. Relative to the 2019 plan, the team added objectives in several key areas:

- Science-based objectives and strategies that will help us most effectively leverage our resources to mitigate climate change and ensure that our working lands, natural landscapes, and food systems are as resilient as possible to the impacts of climate change that we are already feeling today.
- Investments in our employees to ensure that our workforce reflects the diversity and innovation of California agriculture by expanding recruitment efforts, prioritizing essential functions and cross-training to support more sustainable workloads, rewarding creative solutions to stakeholder problems and inefficiency, and maximizing the use of new tools and technology.
- Developing strategies and partnerships to better tell the story of California agriculture to our partners in the Government, Californians, and the world.



CDFA's Strategic Plan does not address every activity, project, program, or function. Instead, the plan focuses on four key outcomes as well as the vital organizational functions that will help us to meet these goals and serve the public over the next five years. Our Strategic Plan outlines the potential to make improvements in programs and services that advance the Department's vital role in the success of California agriculture.



# Goal 1:

## Equitable and Resilient Food Systems and Communities

**Support the nutritional, ecological, and economic resilience of all aspects of California's diverse food system and agricultural communities in the face of a changing climate and supply chain.**

CDFA strives to safeguard all aspects of the state's food system, working lands, and natural lands against the impacts of change, in both global climate and beyond. The future requires embedding equity within all CDFA programs, policies, and technical assistance to help all Californians mitigate and respond to the impacts of climate change. It also necessitates an equitable, comprehensive, and adaptive pest and animal disease prevention system that can quickly identify and eradicate invasive species or harmful diseases. To achieve this vision, we have laid out objectives and strategies that leverage our subject matter expertise and build a strong network of partners to ensure all aspects of California agriculture and rural communities are resilient in a changing and uncertain climate.







## Objectives and Strategies

### A. Provide a comprehensive prevention, monitoring, and response system for adverse events in order to protect the food system.

- Design and implement a coordinated approach to enhancing food safety through an engagement strategy that includes technical assistance and focuses on serving historically underserved and small-scale producers.
- Continue to increase capacity within CDFA's network of laboratories by developing new testing and screening methods for groundwater protection, animal and plant health, and food safety programs.
- Continue to respond to emergent environmental threats, such as floods and drought, by proactively deploying field staff to provide resources and training to at-risk businesses and stakeholders, such as fueling stations or impacted farms and ranches.
- Expand planning capacity and response systems within the Emergency Management Office to support Divisions and Industry leaders in preparing for extreme weather events.

### B. Increase access to state programs and resources related to agriculture, particularly for historically underserved communities.

- Create a farm equity homepage, design public outreach to publish CDFA's Racial Equity Action Plan (REAP) and establish metrics in alignment with this plan.
- Identify and expand opportunities to collaborate with other state agencies on technical assistance strategies.
- Develop a technical assistance strategy for CDFA including trainings for TA Partners and CDFA staff to help them better assist constituents.
- Enforce CDFA's Bilingual Services Program Policy and develop CDFA's Language Access Plan to ensure the public is educated on and receiving the language services necessary for them to access CDFA's programs and services.

### C. Promote a healthy interface between agricultural and natural systems.

- Develop and implement a Climate Resilience Strategy for California Agriculture that describes work underway and identifies opportunities for state investment in climate mitigation, food system resilience, and biodiversity protection.
- Pursue partnerships with local, state, federal, and tribal entities to collaborate on issues and policies that impact both natural and working lands and/or exacerbate the transfer of pests and disease between natural and agricultural habitats.



- Continue international collaboration on Climate Smart Agriculture practices and policies through policy missions, webinars, and agreements.
- Invest in agricultural diversity through seed banking projects and participation in the Invasive Species Council.

#### **D. Advance and apply best available science and support research.**

- Collaborate with known academic experts through membership in nationally recognized industry bodies to ensure regulations and Department policies are consistent with recent scientific literature.
- Support the development of new pest management technologies that could be adopted as part of sustainable pest management systems. Collaborate with regulatory partners and academia to ensure that novel techniques are available for pest management purposes.
- Continue partnership with CEC to support DMS role in commercial ZEV infrastructure build-out.
- Type evaluate new weighing and measuring device designs and ensure fuel and automotive products meet quality standards.
- Continue to facilitate interactions between researchers and industry partners either through science advisory panels, technical review teams, or one on one to provide access to sites that are critical in understanding new disease threats.

#### **E. Facilitate development of next generation talent and technology.**

- Uplift and collaborate with industry and community efforts, such as the Fresno-Merced Future of Food Innovation Initiative, that support workforce development for the next generation of agricultural leaders.
- Invest in programs that engage the next generation in agriculture such as the Farm to School Grant Program.

#### **F. Improve the resilience of vulnerable communities across the state of California.**

- Develop community resilience centers across the state of California leveraging fairgrounds as gathering places and resource hubs for communities, particularly those that have historically been underserved.
- Represent the needs of rural, agricultural communities on the California Broadband Council to advance the goal of providing affordable and reliable broadband for all Californians.
- Improve access to local, nutritious foods and the associated nutrition benefits for Californians by effectively managing and, when possible, expanding the California Nutrition Incentive Program, Certified Farmers Market Program, Farm to School Program, and other such programs.





## Goal 2:

# Proactive Collaboration with Stakeholders and Sister Agencies

### **Provide excellent customer service and maximize efficiency through proactive collaboration with stakeholders.**

CDFA's work is fortunate to be supported by a diverse community of stakeholders including researchers and academic institutions, industry organizations and boards, community groups, professional organizations, government partners and more. We are a small but vital piece of a large community working together to grow California agriculture. We want to ensure that we are leveraging our relationships in the most effective way to meet the challenges of tomorrow and provide the best possible service to our customers.

### **Objectives and Strategies**

#### **A. Engage and build partnerships with industry organizations, academia, and other community groups.**

- Develop an annual conference calendar for CDFA booth sponsorships, workshops, and attendance, prioritizing presence at events where participants may have less structural access to CDFA programs. Examples may include events serving small-scale and socially disadvantaged producers and those intending to strengthen urban/rural partnerships.
- Participate in national and regional association meetings and workgroups pertaining to national standards which are also adopted in California.
- Partner with County Ag Commissioners and Sealers to ensure consumer protection and fair competition in the marketplace.
- Expand opportunities for engagement and collaboration between the Department, the agricultural industry, and environmental stakeholders on issues related to climate change mitigation and resilience.





**B. Collaborate with foreign, federal, state, local, and tribal governments.**

- Harmonize regulatory oversight between CDFA, Federal, and County government partners to promote the uniform enforcement of programs of joint responsibility.
- Provide training for CDFA staff on tribal outreach and engagement strategies.
- Continue with quarterly Tribal Outreach and Engagement Work Group to increase access and engagement with California Native American Tribes. Ensure regular CDFA participation at annual Tribal events.
- Work with other state agencies and departments to share best practices on creating efficiencies for mandated reporting and responsibilities.
- Analyze and update management level county licensing exams as well as program-specific training opportunities to align them with current expectations, knowledge, skills, and abilities.

- Provide subject matter expertise to international governments as they develop their own plant health and animal disease protection programs.

**C. Ensure those impacted by CDFA's work, particularly from historically underserved communities, have a voice in CDFA's programs, policies and regulations.**

- Support the development of technical assistance programs and leverage feedback from technical assistance providers to quickly address concerns with CDFA programs and policies.
- Provide ongoing technical support to the Registered Service Agency Advisory Committee on CCR amendments and enhancements.
- Integrate statutory and regulatory review to ensure uniform, timely interpretation and enforcement within the Department.





- Foster the development of the BIPOC Advisory Committee and Small-Scale Producer Advisory Committees and regularly solicit feedback on the implementation of new policies and programs.

**D. Partner with sister agencies and leverage our shared resources to reach administration goals.**

- Engage with the California Air Resources Board (CARB), US Food and Drug Administration (FDA), and the research community to advance strategies that reduce methane emissions.
- Engage with partners at the Labor Workforce Development Agency (LWDA), California Department of Housing and Community Development (HCD), and the Strategic Growth Council (SGC) to identify opportunities to support workers including through workforce development opportunities and farmworker housing initiatives.

**E. Facilitate collaboration between industry, government, and community partners to strengthen relationships within California and beyond.**

- Support international market development, trade facilitation and export of California's food and agricultural products through partnerships engagement, and marketing activities with federal and state government agencies, industry associations, California businesses and regional trade organizations.
- Strengthen, diversify and enhance connections along the supply chain to develop market opportunities for small-scale and mid-sized farms through product aggregation, farm-to-school programs, and food hub development – connecting non-traditional partners to benefit farmers, ranchers and communities.
- Facilitate and further partnerships within the agricultural sector to enhance workforce opportunities, technology and career pathways through engagement with academia, industry organizations and other relevant partners.





## Goal 3:

# Robust and Innovative CDFA Workforce

**Workforce empowered through investments in employee development, technological innovation, and process improvement to provide excellent customer service and support to California agriculture.**

CDFA employees provide an essential service to the state of California and underpin any efforts to achieve our first three goals. Our work is challenged – both in terms of workload and complexity – by the impacts of climate change and changing demographics in the state. To meet these challenges CDFA must recruit a workforce as diverse and talented as the industry it serves, empower its employees to work efficiently and creatively, provide opportunities for upward mobility, and prioritize core functions.

## Objectives and Strategies

### A. Develop strategies that prioritize the essential functions of each division and promote a balanced workload for employees.

- Regularly evaluate and update duty statements to ensure that they align with the most pressing needs of the Department and reflect the Department's commitment to equity.
- Provide training on the soft skills like trust, communication, and time management needed to effectively delegate tasks and empower employees.
- Foster a work environment that supports employees in effectively managing their time and maintaining work-life balance.

### B. Strengthen IT capabilities and enterprise-wide data solutions.

- Transition to enterprise-wide Software as a Service (SaaS) solutions that improve database security, operability, and emergency response capacity while decreasing the amount of maintenance work performed by OITS.







- Develop and implement a department-wide licensing and payment portal to enhance access to CDFA programs and use program staff time more efficiently.

- Implement collection of demographic data across all programs and webpages to support Department and Administration equity goals.

- Develop a policy and implementation schedule for transitioning from an intranet to SharePoint software system that will streamline internal document access and updating.

#### **C. Increase capacity to support a risk-based prevention, response, and surveillance system.**

- Expand GIS and genetic expertise to support rapid identification and response to invasive pests, diseases, and other emergencies.
- Continue to replace paper-based systems of recording pest detection trap and survey data by developing an automated, mobile, graphical user interface-based system that facilitates faster and real-time data collection.
- Conduct analyses in partnership with the US FDA and USDA to further incorporate risk-based preventative inspections into our operating procedures that optimize resources while protecting public, animal, and plant health.

#### **D. Expand and incorporate tools and approaches which improve the efficacy and/or efficiency of programs.**

- Continuously incorporate laboratory automation equipment and new methodology that improve efficiency, enhance accuracy, and provide economic value to CDFA's laboratories.
- Participate in work groups with control agencies in the development of statewide initiatives intended to create efficiencies.
- Develop a process improvement team that works across the Department to incorporate Lean principles into daily activities to achieve process improvements.
- Annually identify program areas for improvement projects that may utilize Lean Six Sigma methodologies. Measure and report outcomes for these projects as they are addressed.

#### **E. Expand and refine recruitment efforts.**

- Regularly analyze data to determine workforce needs and proactively collaborate among divisions and with other agencies to address gaps.

- Ensure our recruitment efforts match the diversity of California agriculture and address key workforce gaps by developing a calendar of recruitment events that helps the Department to coordinate recruitment in underrepresented groups.



**F. Ensure a skilled workforce and invest in our employees to strengthen the leadership pipeline.**

- Conduct annual all-supervisor training symposium to update supervisors on the status of CDFA initiatives, exchange best practices for addressing employee needs, and identify opportunities for upward mobility in the Department.
- Embed equity into every duty statement within the Department to clarify expectation that access and equity be central to employees' work both within and beyond the Department.
- Continue the leadership development programs at CDFA and cultivate a network of mentors to support promising leaders.
- Continue to refine the new standardized supervisor training program for the Department to embed equity and ensure that it meets staff development goals.
- Explore innovative cross-training opportunities to further enhance the skills of CDFA employees, promote collaboration across groups, and help address workforce gaps.
- Encourage supervisors and managers to identify high profile projects that, when appropriate, can be offered to staff to help them to stretch, learn new skills, and gain visibility within the Department.
- Train staff to broaden response capacity and capability during emergency situations.

**G. Improve employee satisfaction and retention.**

- Leverage division-wide annual staff meetings to establish program goals and benchmarks, provide training, foster statewide program uniformity, identify opportunities for improvement, and promote cohesiveness among employees.
- Analyze the biennial employee satisfaction survey and the Department's Equal Employment Opportunity activities annually to identify and address systemic issues within the Department.
- Foster a culture of knowledge sharing, innovation, and gratitude.





## Goal 4:

# Agricultural Systems Literacy

**Build strong awareness among California consumers about the superior quality, value, safety, and stewardship represented in the California agricultural brand and the role CDFA plays in maintaining the food system.**

At CDFA, we are incredibly proud of the abundance, resilience, and innovation of California agriculture. We grow things differently here and we want to share our bounty with consumers around the world. We envision a future in which every Californian feels connected to the people and the lands that grow their food, helping them to make lifelong healthy food choices. We also see a future where the innovation, efficiency, and sustainability of California agriculture is recognized worldwide as a model for how to feed our growing global population in an increasingly uncertain climate.

### Objectives and Strategies

#### A. Strengthen CDFA's public outreach and awareness efforts for programs and activities that assist in the creation of new markets and the promotion of existing markets.

- Collaborate and facilitate international trade promotional activities in coordination with the Governor's Office of Business and Economic Development (GO-Biz), the Centers for International Trade Development, the Western United States Agricultural Trade Association, and other federal/state partners.
- Utilize audit and inspection systems to facilitate marketability.
- Provide phytosanitary certification, testing, and identification services for plant products within 48 hours.
- Uplift industry sustainability efforts to highlight the innovation, stewardship, and leadership of California farmers and ranchers.
- Serve as technical experts for regulatory agencies regarding biofuels and oversee developmental fuel variances including biofuels and compile associated data.
- Maintain collaboration and support of the Buy California Marketing Agreement.
- Collaborate with industry advisory boards and other regulatory agencies to promote the utilization of production byproducts with the goal of creating a true circular economy.







## B. Empower all staff interacting with the public to educate and provide relevant resources.

- Establish an enterprise-wide framework for outreach and communication to disseminate the latest news, opportunities, and challenges impacting California farmers and ranchers.
- Design and implement outreach and engagement strategies for small-scale and historically underserved producers including developing robust partnerships with UC ANR and other technical assistance partners to ensure information is tailored for those audiences.
- Streamline communication to the Department's stakeholders during the course of outbreaks and infestations.
- Provide relevant training to California County Agricultural Commissioner staff administering CDFA programs, ensuring cohesive application of the latest program regulations and policies.
- Develop annual training for new CDFA outreach staff and existing staff to learn about equity initiatives.

## C. Conduct outreach that identifies and highlights CDFA's role in the broader agricultural system.

- Post annual reports online summarizing CDFA program updates, accomplishments, and pertinent achievements.
- Organize and facilitate periodic symposia and conference to support research, partnerships, and collaborations related to opportunities and challenges in California Agriculture.



# Appendix:

## Divisions and Services

### **Animal Health and Food Safety Services Division**

The Animal Health and Food Safety Services Division is responsible for the safety and security of meat, poultry, eggs, and dairy products, along with other foods of animal origins. The division also protects public, animal, and environmental health through antimicrobial use in livestock studies and development of stewardship best practices; national and international certification of animal care confident standards for products sold in California; animal emergency blood bank oversight; California Environmental Protection Act compliance related to wildlife damage mitigation; proper handling of animal mortalities; and prevention, detection, and eradication of livestock and poultry diseases and dairy contamination incidents. The division also protects cattle owners against loss of animals by theft, straying or misappropriation through ongoing inspections and investigative services; the integrity of equine competitions through testing and drug use enforcement; and coordinates emergency services for pets and livestock during natural disasters.

### **Inspection Services Division**

The Inspection Services Division provides professional services that support and contribute to a safe and quality food supply, environmentally sound agricultural practices, an equitable marketplace for California agriculture, and increased access to healthy, California-grown food. The division houses California's State Organic Program, Certified Farmers' Market Program, and Office of Farm to Fork. It also provides services that include the inspection of fruits, vegetables, and nuts to ensure maturity, grade, size, weight, packaging, and labeling meet the consumer's quality expectations; chemical analysis services to support food and environmental safety; verification audits to ensure good handling and agricultural practices are utilized to contribute to a safe food supply; and inspections to ensure fertilizer, animal feed, and livestock drugs are safe, effective, and meet the quality and quantity guaranteed by the manufacturer. Additionally, this division

houses the Safe Animal Feed Education Program and the Fertilizer Research and Education Program, both of which conduct outreach and education with industry and fund research projects.

### **Division of Marketing Services**

The Division of Marketing Services assists in the promotion and administrative oversight of agricultural marketing programs to promote California agricultural products. Specific services provided by the division include: research and gathering information; disseminating marketing and economic information; identifying and helping resolve marketing problems; providing mediation to resolve problems between producers and handlers; and assuring that producers are paid for their products. The Division of Marketing Services also provides oversight and leadership to the network of California Fairs and builds collaborations among the fairs and industry stakeholders.

### **Division of Measurement Standards**

The Division of Measurement Standards is responsible for the enforcement of California weights and measures laws and regulations. The Division's oversight promotes accurate and transparent transactions which protect both buyer and seller and ensures fair competition in the marketplace. The division's activities include ensuring all commercial weighing and measuring devices conform to adopted standards; promoting marketplace consistency; providing training to county weights and measures officials; licensing and registering of weighmasters, service agencies and their agents; and enforcing the quality, advertising, and labeling standards for fuels, lubricants, and automotive products including alternative and zero-emission fuels.

### **Plant Health and Pest Prevention Services Division**

The Plant Health and Pest Prevention Services Division is legislatively mandated to protect California from the damage caused by the introduction and spread of harmful plant pests and diseases. The Division is responsible for conducting pest prevention, diagnostics, and management programs to safeguard California's agriculture, horticulture, natural resources, and urban environments from invasive plant pests and diseases. The Division



ensures that California growers can produce quality agricultural commodities, which protects the food supply and maintains California's position in the global economy. In addition, the Division, in collaboration with other agencies, protects the health, safety, and economic livelihood of all Californians.

### **Citrus Pest and Disease Prevention Division**

The Citrus Pest and Disease Prevention Division is legislatively mandated to protect all California citrus, both residential and commercial, from invasive pests and diseases. The division operates under a pest prevention systems approach, focusing on exclusion, detection, and eradication of invasive pests. The Division works collaboratively with county agricultural commissioners (CAC), the United States Department of Agriculture (USDA), the University of California (UC), industry, and agricultural organizations throughout the state to achieve their mandate.

### **Pierce's Disease Control Program**

The Pierce's Disease Control Program (PDCP) works to minimize the statewide impact of Pierce's disease and the glassy-winged sharpshooter. The PDCP seeks to slow or stop the spread of the glassy-winged sharpshooter while short- and long-term solutions to Pierce's disease are developed. The PDCP is a partnership that includes CDFA, CAC, the USDA, the UC and California State Universities, other state and local agencies, industry, and agricultural organizations throughout the state.

### **Administrative Services Division**

The Administrative Services Division provides core services essential to the day-to-day operations of the Department. The division is responsible for directing the complete scope of administrative functions and employee services including budgetary and fiscal management; grant and contract development and procurement processes; facilities, fleet, and asset management; and human resources management.

### **Information Technology Services Division**

The Information Technology Services Division (ITSD) provides the Department with IT strategic direction, directs IT policy, and delivers centralized IT solutions and services that support the mission of CDFA. This includes oversight and authority over information

security, telecommunications activities, asset management, IT purchases, application development, IT contracts, and more.

### **Office of Agricultural Resilience and Sustainability**

The Office of Agricultural Resilience and Sustainability (OARS) promotes and supports sustainable agriculture by funding research that improves sustainability, providing incentive funding to producers and grants to technical assistance providers to implement climate-smart practices, coordinating with state and federal agencies on programs and policies that impact the agricultural sector, and providing subject matter expertise to the Department and the State on agricultural science.

### **Farm Equity Office**

The Farm Equity Office (FEO) was created in 2018 and it is within the Executive Office at the California Department of Food and Agriculture. The FEO focuses on implementation of the Farmer Equity Act and works across all of CDFA's divisions and programs to achieve the agency's goal of ensuring all Californians have access to resources, benefit from programs and funding and have a voice in policies, regulations and programs that impact socially disadvantaged producers and the most underserved agricultural communities statewide.

### **County Relations Office**

The County Relations office serves as a liaison with the County Agricultural Commissioners and Sealers of Weights and Measures to promote the uniform enforcement of programs of joint responsibility between the state and counties.

### **Executive Office**

The Executive Office provides guidance, leadership, advice, and support to CDFA's divisions. The Executive Office includes the **Office of the Secretary, Legislative Office, Legal Office, Office of Civil Rights, Office of Public Affairs, and the Audits Office**. These functions provide policy and legal guidance to the Department as well as consultation with stakeholders and allied agencies. The Executive Office also interfaces with the **State Board of Food and Agriculture** – an advisory body to the Governor and Secretary regarding key issues of importance to California's farmers and ranchers, community stakeholders, and citizens.





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