



North Dakota Ethics Commission Strategic Plan 2023 – 2025 Biennium

The North Dakota Ethics Commission (“Commission”) was created in 2018 by the passage of a constitutional amendment which added Article XIV to the North Dakota Constitution. Article XIV tasks the Commission with supporting an open, ethical, and accountable government. The mission of the Commission is to strengthen the confidence of the citizens of North Dakota in their Government by ensuring and promoting transparency and accountability.

To fulfill its constitutional duties and meet its mission, the Commission has adopted five (5) strategic initiatives for the 2023-2025 biennium. These strategic initiatives collectively integrate to create an overarching plan which can be practically implemented to enable the Commission to ensure and promote transparency and accountability.

Strategic Initiative #1: Education & Outreach

- Provide tailored education and practical training on Commission adopted rules, Article XIV of the North Dakota Constitution, and N.D.C.C. ch. 54-66 to all individuals subject to the rules and as well as the residents of North Dakota.
- Create and distribute topical, comprehensible information to help North Dakota residents learn about the role, rules, and processes of the Commission.

Strategic Initiative #2: Relationships & Communication

- Establish open lines of communications with individuals subject to Commission oversight and the public through various mediums and communication channels.
- Create meaningful opportunities for individuals subject to Commission oversight to explore the practical implications of Commission-established rules.
- Provide timely advise to assist individuals with ethical situations related to Article XIV of the North Dakota Constitution, N.D.C.C. Ch. 54-66, and Commission-established rules.

Strategic Initiative #3: Rules Review & Creation

- Conduct a thorough review of potential rules for adoption by the Commission.
- Align North Dakota governmental ethics laws and rules with up-to-date caselaw developments.
- Review currently enacted rules to consider amendments.

- Provide legislative recommendations which increase transparency and accountability in state government.

Strategic Initiative #4: Positive Work Culture

- Welcome and provide high quality internal training to new staff and commission members.
- Support continuing education of staff and commission members.
- Implement strategies that promote creativity, empowerment, engagement, and value in Commission staff and members.

Strategic Initiative #5: Meaningful Enforcement

- Encourage consistent application of rules related to transparency, corruption, elections, and lobbying.
- Ensure the complaint process is fairly and consistently administered.
- Conduct thorough investigations of matters brought before the Commission.