



OFFICE OF
INSPECTOR GENERAL
U.S. DEPARTMENT OF THE INTERIOR

Strategic Plan 2026-2030

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Who We Are and What We Do

The Inspector General Act of 1978 authorized and established our office as an independent and objective unit within the U.S. Department of the Interior (DOI) to ensure accountability. Our office, like all Offices of Inspectors General (OIGs), works to promote economy, efficiency, and effectiveness and to prevent and detect waste, fraud, and abuse. We conduct fair, objective and neutral audits, inspections, evaluations, investigations, and reviews. We report our findings to DOI officials and Congress. In conducting our work, we act with professionalism and integrity.

When we find weaknesses in DOI's operations, we recommend corrective actions to improve programs and help prevent fraud, waste, and abuse. When we find potential criminal violations, we refer cases to the U.S. Department of Justice (DOJ) and actively support prosecutions and civil actions. We also review concerns regarding the integrity and performance of contractors and financial assistance recipients, and, when warranted, recommend that DOI take administrative action, including suspension and debarment.

This strategic plan outlines the goals and objectives that will guide us as we meet our statutory obligations and prioritize oversight activities. In addition, we regularly assess our oversight portfolio and operations to ensure we are positioned to address the most significant risks facing DOI. We undertake all these efforts to advance the interests of the American public by helping ensure effective stewardship of public lands and resources, appropriate use of taxpayer funds, and fulfillment of DOI's obligations to Native American communities. The strategic plan is a living document that we will adapt to evolving circumstances.



Photo: Black bear. Source: NPS/Neal Lewis

Our Mission

Promote economy and efficiency, and prevent and detect waste, fraud, abuse, and mismanagement in the programs and operations of the U.S. Department of the Interior.

Our Vision

Drive improvements and promote accountability at the U.S. Department of the Interior through fair, neutral, and objective oversight.

Our Values

Our dedicated, mission-focused, and high-performing workforce is our most important resource, and our values guide employee behavior and decisions at all levels.



Integrity

We demonstrate our integrity by acting with honesty and professionalism.



Objectivity

We remain independent, neutral, and unbiased, gather all relevant facts, and base our findings on supportable evidence.



Impact

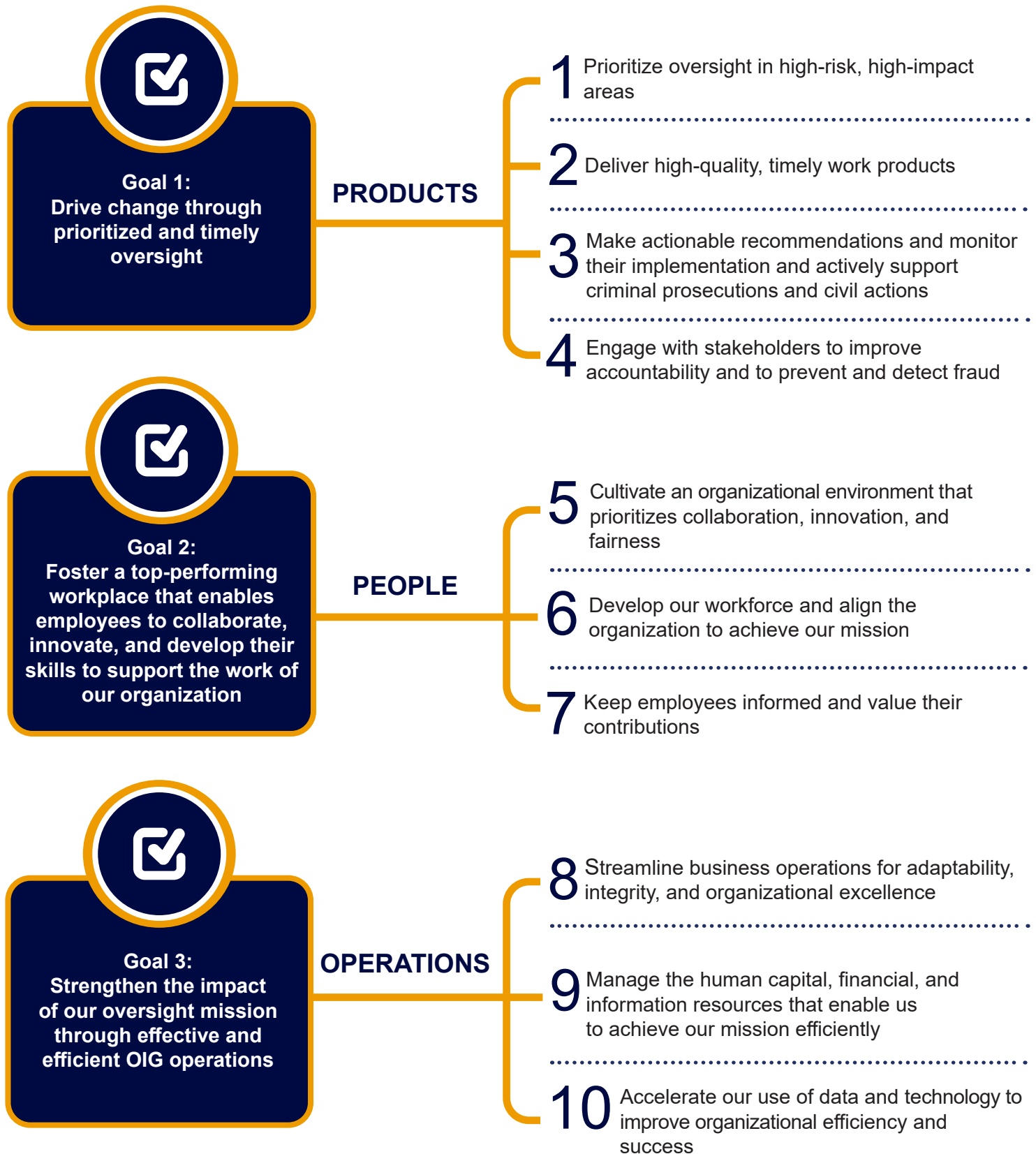
We enable decision makers to take actions that increase efficiency, save taxpayer dollars, and hold bad actors accountable.



Excellence

We are an effective, innovative, and dedicated organization that consistently produces high-quality work.

OIG Strategy Map: Goals and Objectives



Strategic Goal 1

Drive change through prioritized and timely oversight

We prevent, detect, and investigate fraud, waste, and abuse on high-priority issues. Our oversight produces timely information for DOI officials and Congress. We help drive change by recommending corrective actions for DOI, working with DOJ on civil and criminal cases, and recovering taxpayer dollars. In addition, we engage with these and other stakeholders to increase our impact.



OBJECTIVE 1: Prioritize oversight in high-risk, high-impact areas

We prioritize areas that pose a high risk to DOI's operations and focus efforts on improvements that will lead to the greatest impact. We also consider stakeholder and public priorities and underlying conditions when planning our work.

We prioritize oversight in:

- Areas where significant financial and natural resources could be at risk, including emergency funding and supplemental appropriations.
- Programs and operations that affect public safety.
- Areas affecting DOI's trust responsibility to Native Americans.

To amplify these oversight efforts:

- We use data analytics, prior findings, and other factors to inform risk-based planning.
- We remain flexible and reprioritize our oversight projects to address emerging threats and risks.



OBJECTIVE 2: Deliver high-quality, timely work products

Decision makers rely on the accuracy and timeliness of our work to improve operations and, when necessary, hold wrongdoers accountable. We independently determine our findings and conclusions and ensure that they are evidence-based and relevant.

To ensure we deliver high-quality, timely work:

- We provide clear, accessible information to stakeholders, including DOI officials and employees, Congress, the public, and the law enforcement community.
- We comply with professional standards and guidelines, including those set by the Council of the Inspectors General on Integrity and Efficiency, the U.S. Government Accountability Office, and the DOJ.
- We design and perform our work to obtain the data needed to develop supportable, evidence-based conclusions.
- We adopt new processes and reporting formats to improve the timeliness of our work.



Strategic Goal 1 (continued)



Photo: Olympic National Park. Source: Shutterstock



OBJECTIVE 3: Make actionable recommendations and monitor their implementation and actively support criminal prosecutions and civil actions

Our work identifies fraud, waste, abuse, and mismanagement, and we create conditions that enable those with authority to act on our work.

To enable action:

- We make specific recommendations that DOI officials can act on to improve the agency by addressing the root causes of weaknesses or deficiencies, and we follow up on the implementation of those recommendations.
- We publicly track recommendations on our website, including the length of time since they were made.
- We refer findings of employee misconduct to DOI for appropriate action and make DOI aware of high-risk contractors and recipients of financial assistance.
- We recover taxpayer dollars, refer investigations to the DOJ, and support subsequent civil actions and criminal prosecutions.



OBJECTIVE 4: Engage with stakeholders to improve accountability and to prevent and detect fraud

We engage with stakeholders to understand their concerns, identify potential barriers to change, and share information as appropriate. Our work informs decisions and actions by DOI officials, Congress, the Office of Management and Budget, and the law enforcement community. When we communicate with these and other groups, we are mindful of our dual reporting responsibility to Congress and DOI and our obligation to maintain independence from both.

We engage with our stakeholders:

- To obtain a complete set of perspectives and information that helps us identify oversight priorities and initiatives.
- Through outreach and fraud-awareness training for DOI employees and entities receiving DOI funds so they can prevent and report wrongdoing.
- By sharing relevant information and emerging trends on fraud with the law enforcement community.
- To help DOI officials identify systemic deficiencies that increase the risk of wrongdoing.

Strategic Goal 2

Foster a top-performing workplace that enables employees to collaborate, innovate, and develop their skills to support the work of our organization

Organizations produce meaningful work through collective efforts, and an organization is only as strong as its employees. To advance our oversight mission, we strive to create a supportive workplace culture that enables our employees to develop and use their skills fully. We seek to provide our employees with the information, tools, and opportunities they need to excel at their jobs. Additionally, we focus on creating a workplace that encourages employees to share their perspectives, lend their expertise, and contribute to the success of their colleagues and the organization.



Photo: Native American pottery. Source: Shutterstock



OBJECTIVE 5: Cultivate an organizational environment that prioritizes collaboration, innovation, and fairness

Prioritizing collaboration helps us develop innovative solutions to complex oversight issues. Therefore, we are committed to fostering a culture that values our employees and encourages a wide range of viewpoints on our work and our organization.

To cultivate this environment:

- We collaborate through cross-component programs, such as our data program, which brings data specialists and subject matter experts together to conduct more efficient and effective oversight.
- We promote targeted, cross-functional working groups to use the talent of the entire organization, allowing us to work more creatively and effectively.
- We ensure fair access to opportunities, apply policies consistently, and treat all individuals with dignity and respect.

Strategic Goal 2 (continued)



OBJECTIVE 6: Develop our workforce and align the organization to achieve our mission

To develop our workforce and align our organization, we identify the resources needed to achieve our mission efficiently, recruit strategically, and provide access to developmental opportunities.

To accomplish this:

- We engage in workforce planning to identify necessary resources and skills, assess existing expertise, and use targeted recruitment strategies to fill gaps.
- We develop employees to ensure they have the core skill sets needed to conduct effective oversight.
- We encourage professional development by providing training and opportunities for knowledge-sharing in key oversight areas, for example, grants and contracts, cybersecurity, and energy issues.



OBJECTIVE 7: Keep employees informed and value their contributions

We aim to provide OIG employees with information affecting our mission and work and create opportunities for employee engagement.

To achieve this:

- We share information with employees about the direction of the organization and the external factors that impact our priorities and operations.
- We provide guidance to employees on new initiatives, key policies, and issues affecting the workplace.
- We involve employees, seek their perspectives on matters relating to our work and our organization, and welcome their questions.



Photo: Abandoned mine land reclamation site. Source: DOI

Strategic Goal 3

Strengthen the impact of our oversight mission through effective and efficient OIG operations

A key part of the OIG's mission is to recommend improvements in the programs and operations we oversee. We must likewise ensure that our own operations are well-managed, efficient, and effective. Therefore, we are continuously focused on strengthening OIG operations and maximizing value.



OBJECTIVE 8: Streamline business operations for adaptability, integrity, and organizational excellence

Efficient internal operations, grounded in professional standards and an adaptive approach, provide the foundation to respond to challenges and adjust to changing circumstances.

To streamline our business operations:

- We align our strategic planning and oversight activities with human capital, budget, and operational processes to promote organizational success.
- We continually assess our processes for cost-effectiveness and timeliness to ensure they enable us to deliver outcomes efficiently.
- We assess the need for standard operating procedures and guidance to ensure we carry out operations consistently and effectively across the organization.



OBJECTIVE 9: Manage the human capital, financial, and information resources that enable us to achieve our mission efficiently

Operational support systems are essential for performing our oversight mission and using our resources wisely. These resources include human capital, financial management, and IT systems.

To efficiently manage our resources:

- We recruit, train, and strive to retain a talented and capable workforce to meet the greatest oversight needs and address DOI's highest risk areas.
- We ensure that our operational support functions are scaled appropriately to support all of our staff.
- We anticipate and budget for operations, needs, and opportunities.
- We plan for major acquisitions, such as new and updated IT systems.



Strategic Goal 3 (continued)



OBJECTIVE 10: Accelerate our use of data and technology to improve organizational efficiency and success

Accelerating the appropriate use of data and technology is essential for meeting our oversight responsibilities.

To do so effectively:

- We ensure our IT and data program enable our oversight activities and support related mission and operational needs.
- We identify, pilot, and use innovative tools and approaches, such as artificial intelligence, to assess DOI operations and expenditures more efficiently and with greater impact.
- We prioritize ongoing learning to ensure that our data and analytical skills enable us to address emerging organizational needs, use new technologies effectively, and innovate.

