



OIG Strategic Plan

FY 2024 – FY 2026



MESSAGE FROM THE INSPECTOR GENERAL



I am pleased to introduce the OIG's Strategic Plan for Fiscal Years 2024 through 2026, which articulates the vision for the Department of Justice (DOJ) Office of the Inspector General (OIG) over the next 3 years, along with the goals we are working to accomplish in that time.

During the pandemic, the OIG faced many operational challenges. In the face of those challenges, OIG staff continued their selfless work amidst uncertainty all around them. While we were able to *increase* the quality and quantity of our work during this challenging time, tried-and-true practices were tested. In response, we learned, innovated, and grew as an organization. We have incorporated the lessons learned, the innovation, and the growth into this new Strategic Plan that demonstrates both whom we have become as an organization and where we intend to go. We were certainly not the only agency facing these challenges, but we emerged more efficient, agile, and resilient because of the excellence of OIG staff. Through their innovation, teamwork, and dedication to the OIG's mission, OIG staff developed new ways of working and enhanced technological capabilities that will empower us to set the standard for transformative oversight in the years ahead.

To recognize these efforts and build upon our greatest asset, we created a new goal in this Strategic Plan to cultivate a people-focused, diverse, and inclusive culture that encourages every member of the OIG to innovate, excel, and respect each other and our stakeholders. While elements of this goal have been essential to the OIG for many years, elevating this issue to a dedicated goal emphasizes the value we place on fostering a talented, respectful, and representative workplace. I look forward to focusing on these important areas over the next few years.

I hope that this Strategic Plan will serve as a touchstone in upcoming years, guiding the very important work that our staff performs while serving as a reminder of what we are working to achieve.

A handwritten signature in black ink that reads "Michael E. Horowitz". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Michael E. Horowitz
Inspector General
November 21, 2023

Mission

Promoting the rule of law through objective, independent oversight of the Department of Justice

Vision

To set the standard for innovative, transformative oversight

Values

Integrity
Independence
Excellence
Transparency
Respect
Agility



Goal 1

Promote integrity, efficiency, and accountability in Department programs and operations

Objectives

- 1.1 Detect and deter fraud, waste, abuse, and misconduct by conducting objective, independent, and impactful oversight of the Department, its programs, and the conduct of its personnel.
 - 1.2 Employ a strategic, risk-based approach in identifying oversight priorities to focus OIG resources on the most important issues and management challenges facing the Department.
 - 1.3 Provide timely findings and actionable recommendations to improve the effectiveness, efficiency, and integrity of the Department.
 - 1.4 Ensure the Department takes action to implement OIG recommendations and to address investigative findings of misconduct and criminal behavior.
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Goal 2

Increase mission impact through effective engagement with stakeholders

Objectives

- 2.1 Promote transparency by communicating the OIG's findings and recommendations to the Department, Congress, and the public.
 - 2.2 Engage with Department, Congressional, and public stakeholders to inform the OIG's oversight priorities.
 - 2.3 Educate stakeholders and perform proactive outreach regarding the importance and impact of the OIG's mission.
 - 2.4 Inform Department employees, contractors, and grantees of their right to report fraud, waste, abuse, and misconduct, and their protections from reprisal.
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Goal 3

Enhance the OIG's organizational effectiveness

Objectives


- 3.1 Continually assess internal processes to maximize the efficiency and economy of operations, improve knowledge sharing, provide excellent customer service, and enhance internal communications.
 - 3.2 Leverage data and technology to effectively and strategically allocate resources to organizational priorities.
 - 3.3 Consistently develop innovative techniques to advance oversight capabilities.
 - 3.4 Maintain and continuously improve upon the OIG's resilient, agile, and secure information technology infrastructure.
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Goal 4

Cultivate a people-focused, diverse, and inclusive culture that encourages innovation, excellence, and collaboration

Objectives

- 4.1 Attract and retain a highly skilled, diverse, and professional workforce.
 - 4.2 Build and sustain a workplace where employees and stakeholders are treated with respect, fairness, dignity, and compassion.
 - 4.3 Foster an inclusive environment that inspires innovation, rewards exceptional performance, facilitates interdisciplinary collaboration, and values cultural and professional diversity.
 - 4.4 Provide opportunities for the continuous professional development of staff to meet current and future mission needs.
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The Department of Justice Office of the Inspector General (DOJ OIG) is a statutorily created independent entity whose mission is to detect and deter waste, fraud, abuse, and misconduct in the Department of Justice, and to promote economy and efficiency in the Department's operations.

To report allegations of waste, fraud, abuse, or misconduct regarding DOJ programs, employees, contractors, grants, or contracts please visit or call the DOJ OIG Hotline at oig.justice.gov/hotline or (800) 869-4499.
