

**U.S. Equal Employment Opportunity Commission  
Office of Inspector General**

**Strategic Plan  
2024-2028**

**July 8, 2024**



---

# MESSAGE FROM THE INSPECTOR GENERAL

---

I am pleased to announce the launch of our new strategic plan for fiscal years 2024 through 2028. In developing this strategic plan, we aligned our goals and objectives with the intent of the Government Performance and Results Act of 1993 and the Government Performance and Results Act Modernization Act of 2010.

It is the collective responsibility of the OIG to ensure that our organization operates with transparency and accountability while delivering impactful results. Our strategic plan is a dynamic roadmap that will guide our efforts in fulfilling our mission and delivering value to the public we serve. This plan represents a significant milestone in our commitment to upholding the highest standards of integrity, efficiency, and effectiveness in OIG programs and functions.

We will continue to advance our accountability and excellence, while earning the trust and confidence of those we serve through our strategic planning efforts.



Joyce T. Willoughby  
Inspector General  
July 8, 2024

## The Office of Inspector General – WHO WE ARE

The U.S. Congress established the Office of Inspector General (OIG) at the Equal Employment Opportunity Commission (EEOC or Agency) through the 1988 amendment of the Inspector General Act of 1978. The OIG supports the Agency by carrying out its legislative mandate to prevent and detect fraud, waste, and abuse; and to promote economy, effectiveness, and efficiency in EEOC programs and operations.

The OIG is under the leadership of the Inspector General, who provides overall direction, coordination, and supervision to staff. The Inspector General is both appointed by and under the general supervision of the Commission Chair. The Inspector General has a dual role because they also report directly to Congress.

The scope of OIG's mission covers the Agency's activities at its headquarters office, located in Washington, D.C., and its 53 field offices.

The structure of the OIG is as follows:

### **Immediate Office of the Inspector General**

The Immediate Office of the Inspector General provides business support (e.g., budget, financial management, human resources, and procurement) for the OIG.

### **Deputy Inspector General**

The Deputy Inspector General serves as the alter ego of the Inspector General in making policy, budget formulation, and provides program guidance, direction, and supervision to the audit, evaluation, investigation, and information technology staff.

### **Counsel to the Inspector General**

The Counsel to the Inspector General provides legal advice concerning matters of particular significance to the Inspector General and is the primary liaison between /the OIG, the Office of Legal Counsel, and other law enforcement entities. The Counsel to the Inspector General advises the Inspector General and Deputy Inspector General, coordinates and participates in developing officewide policies and

procedures, and reviews all externally issued reports and legislative and regulatory proposals.

### **Audit Program**

The Audit Program supports the missions of EEOC and OIG by conducting compliance-focused work to reduce waste, abuse, and mismanagement and promote economy and efficiency.

### **Evaluation Program**

The Evaluation Program supports the missions of EEOC and the OIG by analyzing the management, effectiveness, and efficiency of programs to ensure the greatest impact on mission accomplishment.

### **Investigations**

OIG Investigations supports the missions of EEOC and the OIG by detecting and deterring illegal and improper activities involving EEOC programs, operations, and personnel.

### **Information Technology**

OIG Information Technology and Innovation Program supports the missions of EEOC and the OIG by coordinating OIG's technological budgeting, vision, security, system development, innovative management, and policy planning regarding its information and information systems.

# OIG MISSION, VISION, AND VALUES

The OIG’s strategic planning starts with our mission, vision, and values. Our values of *integrity, accountability, excellence, collaboration, and innovation* guide the OIG in making decisions that optimize performance and stewardship. We believe constant attention to core values leads to mission success.

## Our Mission

The mission of the OIG is to detect, deter, and prevent fraud, waste, and abuse, while also providing independent oversight regarding the economy, efficiency, and effectiveness of Agency programs and operations.

## Our Vision

The premier example of excellence within the OIG community through accountability, transparency, innovation, and employee engagement.

## **Our Values**

### ➤ **Integrity**

We hold ourselves accountable to the highest standards of transparency and excellence. We adhere to the highest ethical principles and perform our work in an objective, impartial, and trustworthy manner. We take ownership of our decisions and actions.

### ➤ **Accountability**

We adhere to the highest levels of confidentiality, objectivity, and trustworthiness to earn and retain the trust of our stakeholders. Our approach is to maintain the highest level of trust and integrity by acting and reporting in a fair, balanced, and credible manner.

➤ **Excellence**

We continuously deliver high-quality, useful, and timely work products; find new and innovative ways to accomplish our work; and identify risks and challenges. We are tireless in our efforts to recruit and retain an engaged, high-performing, outcome-driven staff.

➤ **Collaboration**

We collaborate and build trust with our stakeholders by openly, consistently, and constructively sharing our knowledge and expertise. As a flexible team, we work to identify opportunities to partner with internal and external stakeholders to resolve EEOC and government-wide concerns.

➤ **Innovation**

We ensure OIG's continued high value by identifying practical and forward-leaning opportunities to enhance OIG's performance, agility, and resilience.

# OIG STRATEGIC GOALS AND OBJECTIVES

## Goal 1

**Maximize our relationships with stakeholders by communicating effectively through the delivery of timely, accurate, and concise products and services.**

### *Objectives*

- 1.1 Support effective programs and operations by delivering timely and effective audit, evaluation, investigations, and other special projects to our stakeholders.
- 1.2 Make findings and recommendations that improve operational economy, efficiency, and effectiveness, which also include emerging opportunities and innovative practices.

## Goal 2

**Advance OIG's mission success through accountability, collaboration, outreach, and innovation.**

### *Objectives*

- 2.1 Implement innovative and collaborative internal OIG processes and processes that leverage technology, foster strategic thinking, and advance organizational effectiveness.
- 2.2 Implement processes to enhance engagements while communicating the role of the OIG to our stakeholders.

## **Goal 3**

**Maximize organizational culture and effectiveness by employing a high-performing, flexible, trusted, and engaged workforce.**

### *Objectives*

- 3.1 Assess internal OIG work processes and quality assurance procedures to ensure growth in meeting and exceeding relevant standards.
- 3.2 Ensure that OIG recruits and retains a high-performing staff by fostering teamwork, skill development, and employee engagement.
- 3.3 Improve the work environment by cultivating inclusivity and collaboration.