

## **U.S. Fish and Wildlife Service Mission Statement:**

Working with others to conserve, protect and enhance fish, wildlife and plants and their habitats for the continuing benefit of the American people.

## **Conservation Vision:**

We envision a future which fulfills America's passion for opportunities to enjoy landscapes and waterways that provide homes for diverse and sustainable populations of fish, wildlife, and plants.

## **Values Statement:**

The U.S. Fish and Wildlife Service values strong conservation partnerships focused on restoring, connecting and conserving landscapes that sustain both wildlife populations and people. We are a learning organization, fostering and rewarding innovation and calculated risk-taking. Our workforce is valued for their opinions and expertise and is recognized for our engagement in decision-making that is critical to the long-term success of the Service. We are driven to improve, using the latest advancements in science, technology and wildlife management to achieve the greatest possible benefit for wild things and wild places. We have the courage to make hard decisions and focus our work on explicit objectives, the discipline to assess our progress, and the integrity to change course when needed. These values are embedded in the culture of our organization and expressed in everything we do.

## **Conservation Driven Investment:**

We need to get the most value from our investments in light of the challenges we face today and in the future. To do so, the Service will break down the confines of our traditional programmatic boundaries and will work with the widest range of partners and stakeholders. To maximize our conservation results, we will: (1) Establish objectives on appropriately larger scales different from those with which we have traditionally worked; (2) Collectively address the most significant conservation challenges; (3) Pool resources and talent and align and target work to ensure efficient and effective conservation delivery; and (4) Measure and evaluate progress, including both successes and failures, to continually improve our strategies and actions to maximize benefits to the country's wildlife, fish, and plant resources. We describe each of these components below:

1. Establishing objectives on appropriate scales:
  - To address conservation challenges such as habitat fragmentation, wildlife disease, and climate change that cross jurisdictional boundaries, we must start with an ecologically meaningful geographic scale. This often means considering the impacts of our actions across very broad and sometimes diverse areas (e.g., across privately owned or State and tribal boundaries, across entire regions of the country, throughout an entire watershed, throughout several refuges or Service Regions, and across international borders)

- We must set population objectives for fish, wildlife, and plants and their habitats appropriate for those ecologically-defined scales so that we can better gauge and understand the conservation impact of our work
2. Collectively addressing conservation challenges:
- The scale and complexity of the challenges are too large for the Service or any other organization to address alone.
  - We must work together to leverage the experience and success of the Service and our partners to effectively identify strategies and deliver conservation actions that meet the goals and objectives shared among ourselves and with our partners.
  - We will use all employees, assets, and authorities available to the Service to efficiently and effectively achieve these common goals and objectives.
3. Pooling resources and talent and aligning our work to shared priorities:
- We must stretch beyond traditional affiliations to best leverage our collective resources.
  - We must break through organizational barriers to collaborate and maximize the skills and experience of our workforce to effectively pool talent and share specialized capacity.
  - We must strategically align plans and actions to common biological objectives rather than individual positions, programs, or site-specific duty stations and as a result, be willing to accept changes in what we do in our jobs.
4. Measuring and evaluating progress and successes to continually improve our strategies and actions to maximize our conservation investments:
- We must monitor and evaluate the cumulative impact of our actions on biological resources to see if we are attaining the desired outcome(s).
  - We must be able to demonstrate success in a tangible way so that we can focus our investments of time and money on successful paths and modify or stop pursuing those that are less successful.