

MISSION

To enhance community safety, promote community restoration and reduce the risk of re-offense.

VISION

We are an equity-focused, client-centered, employee-driven department.

COMMITMENT

We are committed to reducing racial disparities and leading the improvement of client and community outcomes while attending to the wellbeing of ourselves and others through collaboration and innovation.

STRATEGIC PRIORITIES

Reduce racial disparities in client outcomes by increasing successful completion of supervision and re-entry to community.

Reduce the impact of violence in our communities through culturally competent, trauma informed service delivery and the use of fair and effective accountability practices.

Reduce disparities in our workforce by insisting on equitable opportunities for staff to grow and develop in a healthy work environment free from bias and discrimination.

STRATEGIES

- › Expand client programming and utilization to support successful behavior change.
- › Implement evidence-based practices that improve client and community outcomes.
- › Promote healthy, supportive relationships.
- › Expand and promote client education and employment opportunities.
- › Improve individualized case management practices.

- › Strengthen community partnerships to interrupt cycles of violence.
- › Strengthen system collaboration to address violence through effective accountability practices.
- › Maximize Cognitive Behavioral Intervention capacity.
- › Reimagine youth detention and residential treatment programming and service delivery.

- › Provide tools, resources, support, and guidance to remove biased thoughts and behaviors in everyday work.
- › Develop and implement standardized recruitment, hiring, promotion, and retention processes that promote equity and eliminate bias.
- › Ensure equitable access to training and professional development opportunities that promote long-term success and professional career development.

OUTCOME INDICATORS

Increased Desistance | Decreased Recidivism | Increased Completion of Supervision | Increased Completion of Interventions | Increased Staff Retention Rate | Increased Representation Among Staff of the Community Served

**Indicators will be disaggregated by race, gender, program, offense type.*