

# VISION

We create safety and equity by seeing potential, supporting change, and serving communities.

# MISSION

We lead through innovation

We advance restorative justice practices

We support staff wellness

We create meaningful partnerships

We create rewarding career opportunities

We provide justice-involved individuals with opportunities for self-improvement

We ensure our facilities and field offices are safe, secure, and healthy



# VALUES

**Accountability**  
We, individually and collectively, act in accordance with our mission and values in service to our vision.

**Collaboration**  
We succeed when we have diverse and equitable partnerships that include our communities and the people in our care and custody.

**Compassion**  
We treat everyone with respect and dignity and respond empathetically to people's lived experience.

**Equity**  
We address systemic barriers that hinder opportunity and use fair and impartial decision-making.

**Innovation**  
We use evolving research from diverse communities to identify, develop, and implement effective practices.

**Integrity**  
We practice our values in an honest and transparent way.

**Safety**  
We create an equitable culture of physical, emotional, and material wholeness.