LEAD, LISTEN TO AND TAKE CARE OF OUR STAFF.

- Build strong leaders who are trained, competent, confident, and accountable.
- Create formalized pathways for professional growth for all staff.
- Ensure all staff are treated equitably.
- Foster strong internal communication to include bilateral feedback and transparency.

ENSURE FAIRNESS, DIGNITY AND HUMANITY FOR THOSE IN OUR CUSTODY, ESPECIALLY THE MOST VULNERABLE.

- Provide jail programming that is effective and equitable.
- Prepare individuals to transition out of custody by providing re-entry support (transportation, housing, warm hand-offs, etc.) and fostering healthy connections in the community.
- Work to prevent suicides and other preventable harms to people in our custody.
- Support the mental health of everyone in custody by providing responsive care and access to classes and programs (Crisis Response Team, Mental Health Step-Down Unit, etc.).

BE RESPONSIVE AND RESPECTFUL TO THE COMMUNITY WE SERVE.

- Foster strong partnerships with the community, including regular two-way communication to promote transparency, spread awareness, and engage on important issues.
- Continue to build a strategic network of community advisors and champions.
- Advance partnerships with the local media to improve and diversify reporting.
- Encourage staff to become more involved in the community we serve and understand the importance of doing so.

STRIVE FOR PROFESSIONAL GROWTH AND LIVE OUT THE 22 CORE COMPETENCIES IN OUR WORK.

- Ensure the 22 Core Competencies are reflected in the DSD policies, procedures, and vision/mission statement and are incorporated into staff training and communication campaigns.
- Promote continuous improvement through certifications and proactive innovation.
- Reimplement the “Day with the Sheriff” program, as well as similar programs for chiefs, majors, captains, and sergeants; leverage the program for career development, leadership, mentorship, and two-way communication.

MAKE TIME FOR PERSONAL SELF-CARE AND WORK-LIFE BALANCE.

- Keep staff safe, healthy, and well.
- Incorporate equity in scheduling, break times, post assignments, etc.
- Encourage employees to take planned leave.
- Provide tools and resources for employees to achieve work-life balance.

2022-2023
STRATEGIC PLAN
Denver Sheriff Department