



Agency Mission, Vision, and Values:

SUPPORTING A TRAUMA-INFORMED, VICTIM-INCLUSIVE, AND OFFENDER-FOCUSED AGENCY

An organization's mission, vision, and values statements clarify for officers and community members what the agency wants to be, where it is going, and what it is trying to achieve. Well-crafted statements provide direction for agency members and lend transparency to the community. They build community trust and provide a framework for accountability.

To set the foundation for building lasting trust, agencies will want to work together with stakeholders in the communities they serve to ensure their core values and corresponding mission and vision statements reflect the support of victims.

- Core **VALUES** are the formal expression of the agency's fundamental beliefs on which its behavior and overall mission are based.
- A **VISION** statement describes where the organization wants to be in future.
- A **MISSION** statement describes what the organization needs to do to achieve the vision.

The process of building meaningful mission, vision, and value statements will look different for each agency. The steps described below are based upon the process of agencies that have taken strategic steps to enhance their responses to victimization. These steps are intended to provide a framework for other agencies but are by no means exhaustive.

It is critical to build mission, vision, and values statements that are victim-inclusive and empowering for victims of crime, particularly violent crimes such as domestic and sexual violence. Steps for building these statements include:

- **IDENTIFYING** and engaging internal stakeholders and champions of victim-inclusive responses to domestic and sexual violence.
- **IDENTIFYING** and engaging external stakeholders, including service providers, victims and survivors, advocacy groups, diverse community members, district attorney's office, and others appropriate to each agency's environment.

- **IDENTIFYING** core values that support victim-inclusive responses to domestic and sexual violence crimes and incorporating them into corresponding mission and vision statements.
- **IMPLEMENTING** a formal plan to introduce the mission, vision, and values to agency staff and community members, along with supporting educational opportunities.
- **REITERATING**, clearly and often, that the mission, vision, and values are supported by agency leadership and modeling behaviors that exhibit these standards.
- **ESTABLISHING** checks and balances to ensure that the values, mission, and vision statements are accurately reflecting their objectives and adjust as necessary to fine-tune agency goals.
- **ENSURING** mission, vision, and values are consistently communicated internally and externally, through diverse channels including those that are formal, informal, written, in person, internal, and external.
- **PROVIDING** ongoing opportunities to build agency members' knowledge of victim-inclusive responses to domestic and sexual violence and connecting these learning opportunities to the mission, vision, and values.

Iowa City Police Department (ICPD) Mission Statement

"To work in partnership with the community, enhance trust, protect with courage and compassion, and empower victims of crime through excellence in service."