

# 2023-2026 Strategic Plan: Goals and Objectives

To achieve our vision, we will provide these three key outcomes:

## Vision

We envision a more humane and transparent Washington corrections system.

## Mission

We provide opportunities for people impacted by incarceration to raise issues and resolve conflicts. We work to reduce harm in the Washington correction system by negotiating outcomes, recommending positive change, and reporting individual and systemic concerns.

## Values

- Integrity** We believe in honesty, transparency, and authenticity.
- Respect** We are a compassionate, kind, and consistent organization. We value our collective humanity and dignity.
- Collaboration** We work together to deliver objective communications and negotiations to positively impact the community we serve.
- Equity** We recognize the importance of diversity and lived experience. We aim to provide equitable services to all people impacted by incarceration.
- Courage** We are bold and persistent problem solvers. We work to safeguard the health, safety, and welfare of incarcerated individuals. We remain optimistic that our work empowers and makes a difference.



### Public Communications & Education

Improve outreach, education, and access.



### Comprehensive Investigations

Deliver individual resolutions and publish systemic recommendations to achieve positive and persistent change.



### Capacity Building

Strengthen internal systems and processes to ensure continuity of quality services.

## To deliver these key outcomes, we:

- Implemented a case investigation priority plan
- Designed an intentional communications plan
- Established an OCO Pro-Equity Anti-Racism Community Advisory Team (PEAR-CAT)
- Produced an accurate and transparent Solitary Confinement Report

## To achieve our vision, we are internally focused on:

- People & Culture
- Information & Infrastructure