

john  
howard  
society

Ontario

2024 • 2027

# Strategic Plan



[johnhoward.on.ca](http://johnhoward.on.ca)

# About Us

John Howard Society of Ontario (JHSO) is a non-profit organization committed to human justice. At JHSO, we achieve our mission by being a leader in the evolution of Ontario's criminal justice system. We conduct rigorous research on leading criminal justice issues and contribute to innovation through the evaluation of local office programs. We promote practical, equitable policies while raising awareness of the root causes of crime and calling on Ontarians to share responsibility for addressing them. Within the system itself, we advocate for the fair treatment of every individual. We promote criminal justice issues through public education and strategic partnership development. We also serve our local offices in supporting their administrative, governance and leadership capacities.

JHSO is a dedicated partner within the network of John Howard Societies at the national, provincial, and local level. JHSO works closely with our local offices in communities across the province to build a safer Ontario by supporting the people and communities affected by the criminal justice system. Our local offices deliver more than 80 evidence-based programs and services focused on prevention, intervention, and re-integration across the province. These range from helping youth develop the life skills that will let them achieve their full potential, to helping families navigate issues of criminal justice, to providing job training for those leaving incarceration so they can contribute to their community in a meaningful way.

## What We Do

We promote practical, evidence-based policies, conduct research, produce public education content, and consult on and evaluate projects, in the criminal justice space.

### This work includes:

1. Building bridges between people leaving incarceration and their communities to help them build productive lives.
2. Advocating for fair treatment for all incarcerated people in accordance with international standards for human rights.
3. Raising awareness of the root causes of crime and calling on Ontarians to share responsibility for addressing them.
4. Developing policies, enhancing programs, and educational material through our Centre of Research & Policy.



# Our Vision

Our vision is for human justice.



# Our Mission

We strive for effective, just and humane responses to crime and its causes.

# Our Beliefs

Justice is more than a system. More than a set of laws. Justice is a living story of accountability, of redemption, of correction and growth.

Above all else, justice is human.

When our system fails just one person, it fails us all. And by helping just one person rebuild, it makes us all stronger.

That's why every day, the John Howard Society of Ontario goes to work to keep the humanity in justice.

# Our Strategic Priorities

Our Strategic Priorities outline how our work supports our vision and mission of effective, just, and humane responses to crime and its causes. These strategic priorities create a framework for our 3-year strategic goals, objectives, and action plans.



## Pillar 1

### **Achieve Collaborative Excellence with Local Offices to Enhance Collective Impact**

1. Enhance Collaborative Alignment with Local Offices for Greater Collective Impact.
2. Enable Effective Knowledge and Resources Sharing with Local Offices.



## Pillar 2

### **Enhance Our Team's Capacity to Achieve Our Mission**

1. Foster Purposeful and Sustainable Growth Aligned with Our Mission.
2. Maximize Collaborative Efforts for Strategic Excellence.
3. Cultivate Staff Development and Well-Being.



## Pillar 3

### **Amplify Our Ability to Drive Positive Change in Human Justice**

1. Enhance the Impact of JHSO's Research, Evaluation, Policy, and Strategic Initiatives.
2. Foster Strategic Partnerships to Deepen JHSO's Impact.
3. Grow JHSO's Reputation as a Leader in Human Justice.