



Richmond Police Department Mission Statement

MISSION

The mission of the Richmond Police Department is to prevent crime and maintain order by providing constitutional and professional police services that incorporate strategies grounded in community engagement and collaborative partnerships that address causes of crime and disorder, that help solve neighborhood problems, and that improve quality of life in Richmond.

In compliance with professional standards established by the Oath of Office, Professional Code of Ethics and administrative directives; perform in a manner that promotes public trust, confidence and a sense of safety and security.



VALUES

- **SERVICE** – All facets of police service need people who subscribe to a purpose greater than self, who are willing to work in collaboration with others to engage community around safety, security, and quality of life issues.
- **LEADERSHIP** – Recognize what needs to be done and summon the courage to take action by those who possess and/or can learn to develop the most important leader qualities, including: empathy; accountability; honesty and integrity; commitment and passion; creativity and innovation; decision-making capabilities; communications skill; and the ability to inspire others.
- **CHARACTER** – Continually reaching to be the best You that you can be, demonstrating the two mutually supportive, essential aspects of character – core ethical values and performance values. Ethical values enable us to treat each other with fairness, respect, and care, and ensure that we pursue our performance goals in ethical rather than unethical ways. Performance values enable us to act on our ethical values and make a positive difference in the community.



- **DEVELOPMENT** – Forward looking ideas that embrace the continued growth and development of our employees, as well as the organization are of absolute importance, in order to most effectively deliver on carrying out the Department

Mission. Support for the investment in self, both personal and professional growth, as well as employee health and wellness creates steadiness that helps to keep the organization going and moving forward in positive and productive ways. Career coaching, personal growth plans, professional reading, continuous professional training, cross-trained job learning, and continuing formal educational pursuits help to foster a learning environment that improves the individual, and by extension, the organization. Training plans, commitment to keep current with industry best practices, and evidence-based approaches, and job shadowing help to manage succession by preparing people to take on responsibility at the next level.

- **RESPECT** – All people are to be treated the same way, with dignity and politeness, with respect for their humanity and their rights. All methods of both internal and public interactions require respect, if productive engagement, cooperation, and legitimacy is to be attained. How we relate to others gets transmitted through our actions and our words, and the thoughtfulness of those behaviors matter when it comes to gaining and keeping trust.