



**OFFICE OF THE HENNEPIN COUNTY ATTORNEY**  
**MARY F. MORIARTY COUNTY ATTORNEY**

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**Vision**

A safe, equitable, and just Hennepin County.

**Mission**

The Hennepin County Attorney's Office is a fierce advocate for justice and equity, pursuing holistic community safety and providing quality legal services through evidence-informed practices and collaborative problem solving.

We prosecute crimes with fairness and integrity. We advocate for victims of crime by seeking meaningful accountability and supporting healing. We use preventive and restorative approaches to address the complex root causes of crime and violence. We engage with partners to pursue system accountability. And we provide proactive and innovative legal services in the areas of mental health, child support, child protection, and civil legal representation for Hennepin County to advance the County's efforts to reduce disparities and enhance the quality of life of our community.

**Values**

- Equity
- Truth
- Compassion
- Community focus
- Integrity
- Professionalism
- Anti-racism
- Respect for human dignity
- Guided by research, evidence, and data
- Courage
- Service
- Excellence
- Driven to learn and grow
- Collaboration
- Transparency
- Problem solving

**Strategic Goals**

**Goal 1:** Build a safer, healthier, more equitable Hennepin County.

**Goal 2:** Actively engage and partner with Hennepin County communities in a way that is accessible, transparent, and accountable.

**Goal 3:** Ensure excellence, effectiveness, and integrity in all of the HCAO's work.

**Goal 4:** Collaborate with system partners to meet goals and advance system accountability.

**Goal 5:** Transform the HCAO into a healthy, trauma-informed, mission-driven, anti-racist organization.

## Strategic Objectives

### Goal 1: Build a safer, healthier, more equitable Hennepin County.

- 1.1: Implement policies and practices focused on improving safety in Hennepin County.
- 1.2: Provide support, advocacy, and resources for people who have been impacted by crime.
- 1.3: Expand and integrate restorative practices and diversion measures within all criminal, youth, and community divisions to promote accountability, support the repair of harm, and limit the consequences of overincarceration.
- 1.4: Implement a holistic, public health approach to community safety that addresses the underlying root causes of crime and violence.
- 1.5: Reduce racial disparities impacted by decisions, policies, and practices within HCAO's sphere of control.
- 1.6: Support and advance Hennepin County's efforts to reduce disparities and to enhance the health, safety, and quality of life of our residents and communities.

### Goal 2: Actively engage and partner with Hennepin County communities in a way that is accessible, transparent, and accountable.

- 2.1: Build relationships with community members, community-based organizations, and others through ongoing outreach.
- 2.2: Ensure that community voices and perspectives—particularly the voices of those most impacted—are considered in the development of policies, programs, and practices.
- 2.3: Foster understanding of what we do and how we do it through transparency, communication, information sharing, and accessibility.

### Goal 3: Ensure excellence, effectiveness, and integrity in all of the Hennepin County Attorney's Office's work.

- 3.1: Develop and ensure use of policies that are clear and accessible both internally and externally.
- 3.2: Create, monitor, review, and use data to support effectiveness, efficiency, continuous improvement, and achievement of goals.
- 3.3: Prioritize comprehensive staff training to ensure an HCAO workforce that is skilled, knowledgeable, and effective and that will engage in decision making that is in alignment with HCAO vision, mission, and values.
- 3.4: Leverage evidence, research, and science to ensure alignment with best practices and identify opportunities for innovation.
- 3.5: Expand and establish initiatives to ensure prosecutorial accountability and equitable case outcomes.
- 3.6: Establish and implement standards of professionalism.
- 3.7: Pursue opportunities for external resources for further advancement of the HCAO's mission and goals.
- 3.8: Provide proactive, innovative legal services as the County's legal advisor.

### Goal 4: Collaborate with system partners to meet goals and advance system accountability.

- 4.1: Build and maintain effective, reciprocal relationships with system partners.
- 4.2: Identify and act on opportunities for legislation to support our goals.
- 4.3: Actively engage with system partners to develop and implement policies and practices.
- 4.4: Share information and resources with other jurisdictions for the purpose of achieving shared goals when appropriate and permitted.
- 4.5: Build and maintain strong, productive attorney-client relationships with County departments, the County's related entities, and County officials.

### Goal 5: Transform the Hennepin County Attorney's Office into a healthy, trauma-informed, mission-driven, anti-racist organization.

- 5.1: Support the health and wellbeing of HCAO staff.
- 5.2: Recruit for, hire, and retain diverse staff who implement decisions that are in alignment with HCAO mission, vision, and values.
- 5.3: Implement policies and practices that are trauma-informed and anti-racist.