

## What does “Justice” mean for Heading Home? *Thoughts from our CEO, Dennis R. Plummer*



Last month we shared [Heading Home’s core values](#): Justice, Equity, Equality, Safety, Trust, Empowerment and Respect. We also highlighted “respect” as our foundational core value. These seven values are the foundation for the contract with our clients and community at large, and we hope that this deeper dive helps you appreciate what Heading Home is all about.

In this edition of our newsletter, I want to highlight “justice”, often understood to mean being impartial, fair, just and dealing with right action. The word “just”, in this context, relates to “proper”, “reasonable”, “deserved” and “lawful”. Justice, even when meant for good, consistent and reasonable application of rules and policies, can sometimes be used as a weapon: “I demand justice”; “justice is served”; “you’ll get your just desserts”. This is why Heading Home’s core value of justice is set within the following context.

JUSTICE: “We promote justice tempered with compassion, and always seek to err on the side of graciousness.”

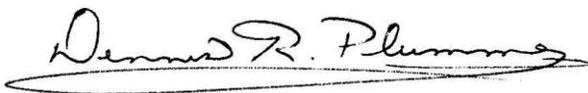
Further, justice is explained as a Heading Home core value in this way:

1. Justice for Heading Home includes both the legal and social meaning of the term.
2. We aim for consistent application of policies and practices, avoiding preferential treatment.
3. We strive for clear guidelines and not a comprehensive list of rules for every possible situation.
4. De-escalation will be the primary means to conflict resolution whenever possible.

As we work to respond to the needs of our clients and community, this form of justice—with Heading Home’s inherent leaning towards compassion—will continue to inform our strategies and decision making. Systems of injustice pervade our society, but at Heading Home we are confident in our approach to achieving lasting social change.

I encourage you to contemplate “justice” and consider your interpretation of the term in the upcoming month.

Sincerely,



Dennis R. Plummer  
CEO, Heading Home

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