



Whole Health: Advocacy + Engagement

Over the past year, Cascadia has focused on building relationships and participating in conversations that yield meaningful and positive change for our communities.

Whether in Salem or Portland, we continue to take part in dialogue that advocates for equitable whole health and improves the systems we rely on to care for people.

This spring, the Oregon Legislature passed major policies during a short session often reserved for technical amendments and minor budget reallocations. Individual reforms were packed into two main bills: House Bill 4002 and its companion bill, House Bill 5204. Ultimately, these measures set in motion reforms to Measure 110, authorizing funding to help counties implement deflection programs in addition to funding for crisis stabilization centers. Other policies and subsequent funding under these bills included various priority legislation for Cascadia:

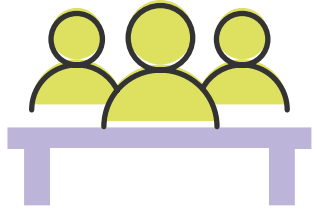
- Establishing the CCBHC model in Oregon statute, beginning expansion statewide
- Creating a task force on workplace safety issues within behavioral health
- Funding the United We Heal apprenticeship program
- Funding behavioral health workforce education at Oregon's six public universities
- Studying barriers to SUD treatment and opioid use disorder medication for Oregon youth
- Eliminating certain prior authorization requirements for utilization management of SUD medications
- Allowing pharmacy to prescribe and dispense "early refills" of medication for opioid use disorders
- Creating a task force on behavioral health accountability focused on regional collaboration of behavioral health resources



Key legislation during the 2024 session put into motion the **Oregon Taskforce on Improving the Safety of Behavioral Health Workers**, directly aligned with Cascadia's priority around improving safety.

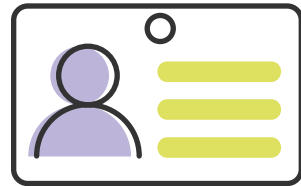
Two Cascadia staff were selected to represent both behavioral health workers and employers, including Eric Sevos, Chief Operating Officer, and Jeremy Lankenau, Crisis Counselor.

Whole Health in Our Community:



Workgroups + Committees

45+ External committees and workgroups on which Cascadia Health staff served



Job + Resource Fairs

Conducted outreach and tabled at more than 20 community events, raising awareness about career opportunities.



Supplies + Donations

Gathered \$760,918 in donations, 250+ pairs of socks in our Pride sock drive, and served nearly 100 kids at our school drive and haircut event.



Sponsorships

Distributed \$28,735 in sponsorship of nonprofit events, in addition to staff support for marketing, social media, tabling, & swag



Community Socials + Support Groups

Held monthly community wellness socials at Garlington Health Center, bringing clients, families, and neighbors together for music, food, and fun. The Conversations on Aging team tabled at four events.

Honors + Recognition

- Project Respond was honored with the “Charles Moose Community Service Award” by the Portland Police Bureau
- Chief Medical and Health Integration Officer, Bukhosi Dube, MD received Fellowship in the American College of Physicians
- Project Respond participated in Portland City Club’s “It Takes a Village” event series
- Senior Director of Peer-Delivered Services, Molly Griggs, honored as Oregon’s “Homegrown Peer Leader of the Year” at Peerpocalypse 2024
- Cascadia Health recognized by the Portland Timbers during Mental Health Awareness Night
- Centennial Place Apartments named “Project of the Year” by the Daily Journal of Commerce

Spotlight on Safety

The work we do is challenging and does not come without risk. This means that as an agency, as leaders, as staff, and as a community the need to recognize, foresee, and plan for various situations is ongoing.

This past year was one of regrounding, with our leadership and staff prioritizing ways to improve and ensure safety and wellbeing for employees and clients alike. As part of this effort, Cascadia Health contracted with an independent consultant to conduct a safety evaluation and set in motion multiple efforts addressing environmental risks, security culture and management, security policies and operations, technology, and training. In addition, Cascadia committed \$1 million toward investing in safety-specific measures

- **Staffing:** Hired Director of Security
- **Staffing:** Hired full time Safety Administrator
- **Staffing:** Increased safety staffing at each health center
- **Staffing:** Scheduled two staff for all overnight shifts within staffed housing
- **Staffing:** Increased shift differentials for overnight shifts within staffed housing
- **Technology:** Updated camera systems and communication technology
- **Environmental:** Improved lighting and visibility surrounding Cascadia sites
- **Operations:** Updated supervision templates to ensure safety and security are discussed as teams
- **Training:** Require Pro-ACT training as part of new employee orientation (prior to reporting to work sites)
- **Advocacy:** Received two appointments on the legislature’s Taskforce on Improving the Safety of Behavioral Health Workers
- **Advocacy:** Continued work with county and state officials to ensure appropriate funding for our existing workforce—and increased workforce needs—as well as advocate to adjust Oregon Administrative Rules and the payment structure to support better staffing and increase safety for both staff and clients.

As these and other initiatives continue in the months and years ahead, we will regularly review safety from clinical, facilities, and staffing perspectives and continue to find ways to support each other, learn together, and build an environment where everyone feels safe.

Whole Health Supported by Philanthropy

Culture of Caring Gala | 2023

Cascadia’s 7th Annual Culture of Caring Gala was a unique hybrid event. We celebrated in-person with an intimate donor recognition gathering on October 5, 2023, followed by a vibrant virtual gala on October 12. This event brought awareness to Cascadia’s mission and shone a light on clients, dedicated staff, and outstanding community members whose impactful contributions span health and housing, art and social justice, and civic engagement. The gala featured captivating musical performances by Gabriel Kahane. Together, we raised over \$310,000 in support of Cascadia’s initiatives.

HEART | 2024

Each year, Cascadia’s HEART events explore challenges unique to women in our community while working to reduce the stigma of mental illness, and celebrating stories of hope. Heart 2024 was Cascadia’s first fully in-person event

since the COVID-19 pandemic. We featured the work of local artist and disability activist, Alexis Neumann. Her piece “Rose-Colored Windows” was installed throughout the month of May at Sisters Coffee in Portland where we gathered to raise awareness of the importance of mental health care for all women. Our event featured Cascadia’s Sr. Director of Peer Delivered Services, Molly Griggs, and Medical Director of Acute Crisis Services, Dr. Rocky Hostetler Lippy.

Thank you, Donors!

We extend heartfelt thanks to our generous donors for their continued support. Your contributions to Cascadia enable us to deliver transformative health and housing services to individuals of all ages facing mental health challenges, addiction, trauma, poverty, housing instability, and homelessness. For a detailed list of our corporate and individual donors, please see page 25.

Whole Health Rooted in Equity, Diversity & Inclusion

2024 – 2026 Equity Action Plan

When Whole Health is steeped in equity, everyone benefits. Since 2020, Cascadia Health has committed to integrating equity into our daily work using the Protocol for Culturally Responsive Organizations. With guided strategic discussions across nine workgroups, we have been able to assess, plan, and take action on feedback gathered from Cascadia’s annual employee survey. As we looked to inform the 2024-2026 Equity Action Plan, we combined work and feedback from Cascadia’s Racial Equity Team, Trauma-Informed Care Committee, as well as the annual employee survey. The 2024-2026 Equity Action Plan identifies five main focus areas, as well as goals and objectives for each.

- Commitment in Governance and Leadership
- Organizational Climate, Culture, and Communications
- Service-Based Equity
- Workforce Composition and Quality
- Data, Metrics and Quality Improvement, Resources and Contracting Practices

Cascadia’s EDI Team

Cascadia’s Equity, Diversity & Inclusion Team works across the organization to provide tools, resources, opportunities, and activities to engage staff and community in fostering a culture of equity and belonging. This includes a Racial Equity Plan created by Cascadia’s Racial Equity Team to help guide the organization across a three-year period. The current Racial Equity Plan spans 2024-2026.

The EDI Team engages employees and community through Employee Resource Groups (ERGs), caucuses, community groups, and activities, including:

- Monthly meetings of the Pride Employee Resource Group (ERG). This team extended its reach this year by presenting at the Wellness monthly community social and conducting three “Pronoun Gym” training sessions
- Launched the Disability Advocacy ERG and held monthly meetings
- Monthly PRIDE Caucus meetings
- Monthly SURE (Show Up for Racial Equity) Resource Group meetings
- Two yearly Strengths Based Leadership cohorts
- STIRY (Supporting Transgender Immigrant & Refugee Youth)
- Weekly Mindfulness Moments
- Portland Pride
- Kickstarted “Women of Cascadia Leadership,” began regular meetings



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