

# 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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