



Racial Equity Guiding Document

Project Access NOW's mission is "To improve our communities' health and wellbeing by creating access to care, services, and resources for those in need" with a strategic plan vision of "Health for all through equitable access and system change". In order to be successful in fulfilling our mission and reach our vision, we recognize the necessity of strategically leading with a racial equity lens. Racial inequities are amongst the most fundamental barriers to access care and positive health outcomes for all communities. For this reason, we are committing to working to identify and eliminate the causes of racial inequities in health outcomes for the communities that we serve.

Project Access NOW recognizes that institutional racism within our organization and throughout society, through both conscious and unconscious practices, as well as structural barriers, creates vast racial disparities that inhibit our ability to achieve our mission. We commit to racial equity as a core value and a daily practice, to allocate resources to dismantle systemic barriers, and to develop equitable solutions organization-wide. It is essential that we listen to, honor, and amplify the perspectives and solutions of the communities of color in our region. We commit to partnering with like-minded organizations and institutions who share our racial equity-centered values and influencing those that do not to join our efforts.

We define **racial equity** as: when racism is no longer a predictive factor in whether someone overcomes barriers and accesses opportunities. Racial equity efforts strive to eliminate opportunity and health gaps between racial groups while increasing opportunities for all.

Racial Equity Outcomes

1. Achieve racial equity in health and wellbeing for all people in Oregon and beyond.
2. Attain racial equity in hiring, retention, and promotion, reflecting the communities we serve and encouraging a diversity of perspectives internally.
3. Realize racial equity in organizational culture so that all employees and community members have a sense of security and belonging.
4. Accomplish racial equity in access and reported satisfaction for all community members in engaging in PANOW's programming.

This document was developed by the Project Access NOW staff in 2022. On January 31st, 2023 the Project Access NOW Board unanimously voted to support this guiding document and to apply it to the work of the Board's committees.