



Planned Parenthood Columbia Willamette Equity Plan:

Planned Parenthood Columbia Willamette (PPCW) has a long-standing, stated commitment to equity and inclusion. We understand that to achieve a reduction in healthcare disparities in our region, we must look within our own organization to ensure equity both for our staff and in the services we provide for our community. The overarching purpose of this Equity Plan is to provide specific guidance on how to increase equity and inclusion within PPCW.

Moving forward, the Equity Plan will guide PPCW's efforts in promoting, developing, and sustaining equity. While there are key timelines in place to promote accountability, the plan itself is meant to be dynamic and responsive to changing climates and new information. As such, the plan has no specified end, but will continue to inform PPCW's relationship to equity internally and externally into the future. The plan's intention is to develop and enhance systems, trainings, programs, and policies that promote internal equity, provide equity for our patients, and ultimately impact healthcare disparity in our region.

We all have a responsibility to uphold equity and support this plan.

The Office of Equity and Inclusion, in collaboration with the Equity and Inclusion Forum, will serve as a primary resource for PPCW on matters which relate to the implementation of this plan. The forum will monitor the equity-related climate and health of the organization. Additionally, the forum will develop goals in the annual planning process in collaboration with the Office of Equity and Inclusion, and serve as evaluators of the plan for all strategies that are implemented.

Planned Parenthood Columbia Willamette plays a critical role in reducing healthcare disparity in our region by focusing on equity for staff, patients, and the wider community. We want to:

Provide culturally competent and equitable care for patients.

PPCW's workforce and leadership reflect the communities we serve.

Ensure our policies and procedures reflect PPCW's commitment to integrating equity and inclusion as an all-encompassing aspect of our work.

Foster a welcoming and inclusive work environment in order to retain staff.

Collaborate with community organizations and leaders to better meet the needs of the diverse communities we serve.