

# Equity Plan

## PROVIDE EVEN BETTER SERVICE TO COMMUNITY Equity in Client Experience Strategy

- To build an Intersectional focus on Client Experience using Camino's Equity Framework
- To build Camino's presence in the Community and foster a Culture of Belonging

## COLLABORATE TO ENACT COMMUNITY CHANGE Equity-centered Community Engagement

- To strengthen opportunities to collaborate with ethno-cultural community partners in response to the needs of the community.
- To deepen our accountability to Reconciliation and collaborative engagement with Indigenous community partners

## GROW OUR CAMINO CULTURE Brave Spaces and a Culture of Belonging

- To create an Equity learning and training plan to support employee learning and engagement.
- To deepen Camino culture and belonging through internal communication and engagement avenues.

## STRENGTHEN ORGANIZATIONAL HEALTH Diverse Representation in Leadership Roles

- To create strategy and scope using the 50:30 Challenge
- To propose a training and mentorship model that enriches the goals of diversity in leadership representation

