

Equity Action Plan

All initiatives will be measured and tracked using an Equity Benchmark tool and Camino's Quality Change Framework.

Equity and Organizational Trauma and Violence Informed Care Framework (TVIC)



Develop and design an integrated organizational framework for Equity and Trauma/Violence-Informed Care (TVIC), ensuring these principles are embedded into core organizational work rather than seen as separate initiatives. Success will be measured by the completion of a draft framework, stakeholder consultations, and alignment with day-to-day operations, policies, and best practices.

Accessibility Working Group: Health and Safety Committee



Create and implement an Accessibility Working Group as part of Health & Safety (H&S) by Sept 2025. Ensure ongoing follow-through by establishing regular meetings, defined objectives, and actionable outcomes. Success will be measured by the formal launch of the group, documented progress on accessibility initiatives, and staff feedback on its impact.

Structure and Implementation of Organizational Equity Champions Group



Identify and provide opportunities to engage community leaders and organizations as Subject Matter Experts (SMEs), ensuring their lived and learned experiences are recognized and valued. Success will be measured by the establishment of three partnerships that integrate their expertise into organizational initiatives.

Identify Structure and Process for Employee Affinity Groups



Advance Camino's equity goals by ensuring at least one staff member per team actively participates in equity initiatives. Increase internal and external awareness of equity advancements through regular communications, such as updates in team meetings, newsletters, and public reports. Success will be measured by staff engagement, documented equity progress, and feedback from internal and external stakeholders.

Identify and Implement One Equity-specific Training Opportunity



Identify and implement one specific equity training opportunity for all employees. This training will align with Trauma/Violence Informed Care (TVIC) and community engagement and serve as a follow-up to Equity 101. Success will be measured by employee participation rates, feedback on the training's effectiveness, and demonstrated application of learning in workplace practices.