



COMMUNITY PARTNERS FOR AFFORDABLE HOUSING

EQUITY FRAMEWORK 2025-2028

OUR VISION:

We envision inclusive, supportive, and safe communities with abundant housing.

OUR MISSION:

CPAH advances housing justice by building sustainable housing, delivering supportive services, and providing people with a place to call home.

OUR VALUES:

Human Dignity

We believe that everyone is entitled to respect and deserves compassion and empathy. Our relationships are what make our work both meaningful and impactful.

Belonging

We are a culturally affirming and responsive organization committed to diversity, inclusion, and anti-racism. We prioritize underserved communities, ensuring that our housing, services, and workplace are accessible and welcoming to all.

Integrity

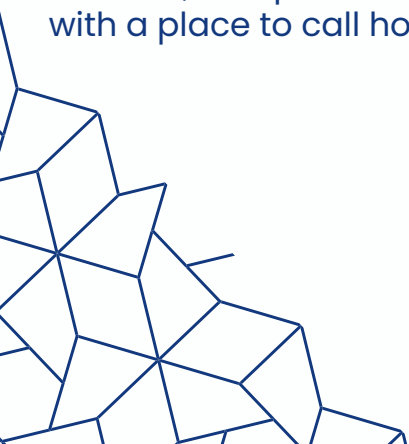
We lead with accountability and transparency. We build trust through our choices and actions as we strive for excellence in all we do.

Sustainability

We are committed to sustainability, both in our environment and within our organization. We integrate high standards of care and preservation within our workspaces and buildings, ensuring that each is designed for long term success.

Collaboration

We achieve our greatest impact through collaborative efforts, working in partnership with the people we serve, funders, local government, and other community-based organizations.



CPAH'S EQUITY ACTIONS

www.cpahoregon.org

- Engage all of our residents, especially residents from historically marginalized and excluded communities, to shape the direction of our programs and services.
- Enhance and improve programming for seniors and youth, ensuring that opportunities reach those who experience greater barriers to access.
- Assist residents in accessing resources to protect their human rights.
- Partner with culturally specific organizations for expanded mutual effectiveness.
- Partner with organizations available to support residents in accessing resources to protect their human rights.
- Enhance learning and skill building opportunities for residents through partnerships with organizations that offer complementary and culturally relevant services (e.g. financial literacy, homeownership counseling).
- Reach out to culturally specific organizations with opportunities to fill vacancies.
- Modernize our technology and data systems to advance equity and support operational efficiency.
- Recruit, hire, and retain staff who reflect the communities we serve.
- Support managers and supervisors to implement strategies that advance equity, inclusion, and belonging at the team level.
- Develop a diversity-focused advancement plan that recognizes and invests in the development of current employees for future career opportunities.

