

Cascade AIDS Project

Racial Equity Statement

Cascade AIDS Project (CAP) is committed to health and social equity for people from communities of color, particularly the Black/African-American, Asian American and Pacific Islander (AAPI), Latinx/a/o, and Indigenous communities. We focus on these communities because the HIV/AIDS epidemic disproportionately impacts them, and they experience many other health and social disparities. As the largest HIV-services and LGBTQ+ healthcare provider serving the greater Portland area and southwest Washington, CAP recognizes that it is our responsibility to proactively address the racial disparities in our community—work that begins by addressing the racial inequities within our organization. We believe that meaningful inclusion in our internal and external policies and practices leads to equity in outcomes for our focus communities. This means providing outreach and services that respond to the needs of Black/African American, Latinx/a/o, and Indigenous people who are living with or at high risk of contracting HIV and/or experiencing other health and social disparities.

CAP is committed to the following actions to advance equity for Black/African-American, Latinx/a/o, and Indigenous communities:

- Conducting outreach, testing, and other prevention services developed based on the needs of these communities.
- Providing housing and supportive services developed based on the needs of these communities.
- Working to reduce disparities in the rates at which people from these communities access housing and supportive services, secure stable housing, and achieve viral suppression, such that it is equal to or greater than their white counterparts.
- Providing affirming and culturally competent physical and mental healthcare for these communities.
- Striving for these communities to be represented among Prism Health patients in proportion to their representation among Portland-area residents.
- Developing and maintaining a board and staff in which members of these communities are proportionally represented, feel a sense of true belonging, and hold positions of power.

We acknowledge that Cascade AIDS Project has been complicit in upholding systemic racism and other forms of oppression. For much of our history, our organization has primarily catered to white gay men and reinforced the public perception that white gay men are the only and/or the most important population impacted by HIV/AIDS. Our commitment to the Black/African-American community and other communities of color, as well as the transgender and gender non-conforming community, has been inconsistent and incomplete. We are committed to the challenging and imperfect process of continuous learning (and unlearning) that will be necessary to heal the damage we have done, dismantle white supremacy, and build a more equitable future for our organization and our community.