MISSION STATEMENT:

HEALTH IS A FUNDAMENTAL HUMAN RIGHT.

EMPIRE HEALTH FOUNDATION BOLDLY ADVANCES HEALTH EQUITY IN EASTERN WASHINGTON AND BEYOND.

AS COLLABORATORS, WE PURSUE INNOVATIVE SOLUTIONS AND TRANSFORM SYSTEMS TO IMPROVE HEALTH AND QUALITY OF LIFE.
CORE VALUES:

DIVERSITY  EQUITY  INCLUSION

WE ENSURE OUR WORK IS GUIDED BY A DIVERSE
SET OF PEOPLE WORKING TOGETHER TO EMPOWER
COMMUNITIES TO REDUCE HEALTH DISPARITIES.

COMPASSION

WE ACT WITH KINDNESS AND EMPATHY AS A
FUNDAMENTAL PRINCIPLE.

INNOVATION

WE USE BOLD, UPSTREAM SOLUTIONS TO ADDRESS
OUR REGION'S TOUGHEST HEALTH ISSUES.

COLLABORATION

WE ENCOURAGE MUTUAL TRUST AND RESPECT
AMONG PARTNERS THROUGH OPEN DIALOGUE AND
THE EXCHANGE OF IDEAS, TALENTS AND RESOURCES.

MEASURABLE IMPACT

WE HOLD OURSELVES AND OUR PARTNERS
ACCOUNTABLE FOR ACHIEVING MEASURABLE,
POSITIVE IMPACT FOR THE COMMUNITIES WE SERVE.

INTEGRITY

WE WORK HONESTLY AND DIRECTLY IN ALIGNMENT
WITH OUR VALUES.
Our vision is to transform the health of the region we serve. Every investment we make goes toward creating measurable, sustainable health improvements.

“Change isn’t easy and our approach to philanthropy takes some getting used to, but together with our community partners, we’re making meaningful progress.”

Antony Chiang
President
Empire Health Foundation

You might think health is as simple as eating right and staying active. But for many people in eastern Washington, it’s far more complex. You cannot “eat right” without affordable and nutritious food, or without safe shelter. You cannot “stay active” without opportunities for education and access to employment.

This is exactly why Empire Health Foundation was formed ten years ago: to improve the health of the most vulnerable populations in our region.

Health is a fundamental human right. Together with our community partners, we’ve been pursuing that right throughout eastern Washington for 10 years. And we’ll keep fighting for that right as long as it takes.

We’re working with community partners to apply bold, innovative strategies and tackle our region’s toughest health problems.

We were founded in 2008, created in the sale of Deaconess and Valley Medical Center. We take great care to manage assets on behalf of the communities we serve, and to transform the health of our region. Note that key word: transform. It’s a powerful concept that’s inherent in our values, and in our unique approach we call Philanthropy 3.0.
OUR PHILANTHROPY 3.0 MODEL
At its core, Philanthropy 3.0 means we collaborate with partners to challenge current practices. We work upstream to develop new, innovative approaches that change policies and systems. We proactively seek programs that show real-world results for health in our region, and we invest in them to magnify those results. Philanthropy 3.0 goes beyond “feel good” grant-making. It prioritizes measurable positive impact and health equity for all.

We define health by much more than medicine, disease or physical condition. Research has shown that we are all the products of our environments, and the conditions we encounter as we live, learn, work and play. These defining elements, called social determinants of health, are the reasons why we invest in initiatives that not only address physical and behavioral health, but also the social, economic and environmental needs of individuals. We believe these kinds of investments in health are keys to reducing, and ultimately eliminating, existing disparities.

OUR COMMITMENT TO HEALTH EQUITY
We commit to making health equity the foundation of our work. Our organization is striving to understand and effectively address health equity needs by collaborating with community leaders and organizations, leveraging resources, and building local capacity to measurably and sustainably improve the health of all people.

Learn more about our journey and our commitment to health equity at: EmpireHealthFoundation.org.

2018 FOCUSED HEALTH EQUITY AT WORK

- Aging Services: 75% of funding to Native Americans.
- Capacity Building: 50% of new funding to advance equity and reduce disparity.
- Rising Strong: 20% of slots intentionally reserved for Native American families to reduce disproportionate numbers in the state foster care system.

OUR PROGRAMS

“"The goal of health equity is simple—getting healthy and staying healthy should be a right, not a privilege. At Empire Health Foundation, our commitment to health equity for all remains at the forefront of the work we do every day. The Empire Health Foundation Board supports this vital mission because it’s the right thing to do, for all of the communities we serve.”

Gary Stokes
EHF Board Chair/President & General Manager
KSPS-TV
COUNTIES
1. Ferry
2. Stevens
3. Pend Oreille
4. Lincoln
5. Spokane
6. Adams
7. Whitman

TRIBES
A. Colville Confederated
B. Spokane
C. Kalispel

SERVICE TERRITORY

**Family Impact Network**
- Goods: Ferry, Stevens, Pend Oreille, Lincoln, Spokane, Adams, Whitman, Grant
- Services: Okanogan, Chelan, Douglas, Kittitas, Yakima, Kittitas, Benton, Franklin, Walla Walla, Columbia, Garfield, Asotin

**Better Health Together**
- Ferry: Okanogan, Chelan, Douglas, Kittitas, Yakima, Kittitas, Benton, Franklin, Walla Walla, Columbia, Garfield, Asotin
- Stevens: Pend Oreille, Lincoln, Adams, Grant

**Spokane Teaching Health**
- Eastern & Central Washington

**CARE Fund**
- Statewide

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**2013–2019 MANAGED/GOVERNED FUNDS**

<table>
<thead>
<tr>
<th>Year</th>
<th>Total Annual EHF Operating Budget</th>
<th>EHF Partner Managed / Governed Funds¹</th>
<th>STH Operating Budget²</th>
<th>Annual Totals</th>
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¹ Funds managed through Empire Health Foundation’s public-private partnerships and additional leveraged resources
² Spokane Teaching Health
Today, 35% of the people in our region are age 50 or older, yet most families and communities don’t have the resources to provide vital care to our aging population—especially in rural areas and tribal communities. This is the obvious need. Our aging services programs and partnerships provide the not-so-obvious answers.

So, for at-risk older people in rural areas, we support a program that incorporates their most-trusted medical professionals: primary care providers and pharmacists. For older adults in the Spokane Tribe of Indians, we support health coaches, a care coordinator, and fitness programs that meet seniors’ physical, social and emotional needs. In the end, our aging services programs improve the quality of life for our region’s older adults by fostering independence, dignity and respect.

“Before Margaret enrolled in our health coaching program on the Spokane reservation, she was struggling to manage her diabetes and high blood pressure. She was withdrawn, knew little about her medical conditions or her medicine, and didn’t have a plan to get healthy. Margaret told us she was just living day to day, thinking she would forever have to suffer. Today, she is so much happier and healthier. She has transitioned from poor health and daily stress to feeling healthy and in control, and is now well-equipped to live the rest of her life in her own home.”

-Nora Flett
Health Coordinator/Health Coach
Spokane Tribe of Indians

Community Impact

Transform the health of older adults with integrated medication management.
Management of high-risk or moderate-risk patients must include elements of health care that are typically difficult to maintain, such as medications and social determinants of health. This program offers another level of assistance.

Tom Wilbur, CEO
Newport Hospital and Health Services

Employing three health coaches and one care coordinator with the help of Empire Health Foundation, the Spokane Tribe has decreased hospital/emergency room visits and stays for Elders and other older adult community members, while increasing self-management of medical care and improving health outcomes and quality of life. The Spokane Tribe’s health coaching program empowers them to set their own health goals, helps them manage chronic conditions, and connects them with resources to overcome barriers related to social determinants of health. In tandem with the health coaching, the Spokane Tribe’s Stay Active and Independent for Life (SAIL) fitness program helps older adults increase balance and strength while providing a space for social interaction.

"EHF has always backed us up, supporting us in doing some amazing things around improving the health of our seniors. The health coaching is working and our seniors are becoming healthier."

Nora Flett
Health Coordinator/Health Coach
Spokane Tribe of Indians
Our service region spans seven counties. Unfortunately, four of them rank in the bottom third of Washington counties for healthy outcomes. And even though our region is home to many stellar nonprofit organizations, there’s simply no way they can fund all of the health initiatives needed. This is where we come in: we assist our region’s nonprofit organizations with grant writing, training and technical assistance. And we offer dedicated EHF staff who pursue funders from outside our area, attracting and leveraging new funding streams. It’s how we attracted more than $2 million in outside funding in 2018. It’s how we helped the Kalispel Tribe of Indians pursue grants for their innovative language revitalization program. And it’s how we’re continuing to build for the future.

GROWING OUR RESOURCES

New funds attracted to our region, 2011 – 2018

<table>
<thead>
<tr>
<th>Year</th>
<th>EHF Leveraged Funds(^1)</th>
<th>EHF &amp; Public-Private Partner Leveraged Funds(^2)</th>
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\(^1\) Figures represent estimated total of new funds brought to the region through EHF’s Capacity Building initiative.


**PROGRAM: CAPACITY BUILDING**

Transform the health of communities by building capacity.
In the early 1900s, Native American children were forcibly removed from their families and placed in boarding schools. Native American people lost connection to their identities, their cultures and their languages—all vital elements in maintaining holistic health. The Kalispel Tribe is healing that damage with a youth-centered language revitalization program. Empire Health Foundation's capacity building platform provided direct funding for grant writers, who helped secure a federal grant of $900,000. Today, the Snyoyoł’spu’ùsm Immersion School serves 32 children in kindergarten through 4th grade, creating important ties to their language and their culture. The Immersion School is a key component in the Kalispel Tribe's work to improve the health and well-being of its future generations.
Transform the health of children one school lunch at a time.

Healthy kids are the foundation of healthy communities. However, many school-age children and families rely on a heavily-processed diet. As a result, in eastern Washington, 33% of children age 2-19 are overweight or obese, and at risk for serious health problems as adults. That has to change. And it is changing. Since 2011, Empire Health Foundation has been helping regional school district partners transform their school meal programs. These new school lunch programs feature healthy, scratch-cooked menus using a variety of fresh and clean label foods. To reinforce this, our school district partners also offer nutrition education and marketing that help establish lifelong habits for healthy eating. And we supply the skills training in the form of summer culinary academies and on-site technical assistance. As of now, we’re reaching 61% of school-age children in eastern Washington, and reversing the trend by demonstrating a 12% reduction in overweight/obese students. Kids have bought into the idea of eating healthier and our partner districts are operating financially and systemically sustainable programs.

“I had a little boy in my lunch line remark that it’s pretty tough being a third grader. I found out later he’s responsible for getting his siblings to school each day, shopping for their food and cooking. Without the food he and his younger sister get from me each day, they would likely go without. There are so many kids like that little boy who either depend on our schools to feed them, or just aren’t being exposed to “real” food at home. That’s why going the extra mile to offer fresh fruits and vegetables and scratch-cooked food is so important.”

- Mindy Cass
Kitchen Manager
Indian Trail Elementary

Community Impact
“In Cheney, we’re setting out to change the way people view school food. We believe we’re doing more than just supplying food, we’re feeding the future of our community. By going the extra mile and offering our students great-tasting, quality food, we’re helping ensure every child has the opportunity to be well-nourished while providing them the building blocks for healthy choices as adults.”

Chef Jerald Klinkenberg
Director of Nutrition Services
Cheney Public Schools

PARTNER SPOTLIGHT:

CHENEE PUBLIC SCHOOLS
The old notion that kids and vegetables don’t mix is exactly that in the Cheney School District: an old, outdated notion. Eight years into a scratch-based school meal program transformation, healthy eating and nutrition education are woven into the school culture and kids embrace the opportunity to explore new healthy foods.

“...we’re setting out to change the way people view school food. We believe we’re doing more than just supplying food, we’re feeding the future of our community. By going the extra mile and offering our students great-tasting, quality food, we’re helping ensure every child has the opportunity to be well-nourished while providing them the building blocks for healthy choices as adults.”

Chef Jerald Klinkenberg
Director of Nutrition Services
Cheney Public Schools

PARTNER SPOTLIGHT:

SPOKANE PUBLIC SCHOOLS
Spokane Public Schools is the largest school district in Washington to offer scratch-cooked meals to students. Their Power Up school nutrition program reaches more than 30,000 students each day, and is a primary source of nutrition for many children with the highest needs. The Power Up program connects the cafeteria with the health and physical education classroom, offering an integrated approach to nutrition education.

The support EHF provided in training, professional development, and the retooling of our kitchens made the success of our scratch menu program possible.”

Doug Wordell
Director of Nutrition Services
Spokane Public Schools
The pressures on families are all too real, and all too present. Substance abuse and the opioid crisis. Intergenerational trauma. Poverty. Homelessness. All factors that result in the removal of children from their families and being placed in the state foster care system. In partnership with Catholic Charities of Eastern Washington, Empire Health Foundation launched Rising Strong: a holistic family-centered treatment and housing program for at-risk families that enables children and parents to stay together while they begin to recover from addiction, heal from trauma and rebuild their lives.

Families have 24/7 on-site access to supportive services including case management and counseling. This helps them to develop long-term connections with supportive care services from skilled, multi-disciplinary community partners all across Spokane. It helps them bond as a family, heal as a family, and rise strong as a family.

"Rising Strong wasn’t just a treatment program. It was my home. This is where I found recovery. This is where I started rebuilding my life. This is where my daughter learned to walk, my son lost his first tooth...we all have so much to look forward to. We did it!"

- Tiffany
Rising Strong graduate

Community Impact

25 FAMILIES served through Rising Strong (cohorts 1 & 2) so far, with on-site intensive outpatient, mental health and family stabilization services.
CATHOLIC CHARITIES/
RISING STRONG PARTNER

“Rising Strong is a perfect example of Empire Health Foundation’s dedication to families in need. Not only does EHF’s partnership enable us to provide a direct health-based lifeline to families, but we are also able to keep the next generation of kids from growing up and finding themselves trapped in the same cycle of intergenerational poverty.”

Dr. Rob McCann
President & CEO
Catholic Charities of Eastern Washington

SERVICES

Adults
- Assistance with the Judicial System
- Long-Term Affordable Housing
- Substance Abuse Treatment
- Parenting Skills
- Counseling
- Education and Job Training

Children
- Child Assessment and Treatment
- Safe Housing
- Age-Appropriate Mental Health Services
- High Quality Child Care
- Education Supports

PARTNER FOCUS:
CONFRONTING INEQUITY & DISPARITY

20% of Rising Strong slots are designated for Native American families, who are 2.5 times more likely to enter the foster care system.

Foster children are 5x more likely to abuse drugs, and their school dropout rates are higher than that of other students.

$891,000
Total estimated cost savings of Rising Strong to the state since launching in 2017
(Based on the Washington State Institute of Public Policy’s $33k/child cost for removal to the state. Does not include costs of employment, crime, social services and healthcare.)

27
Children reunified from foster care with families through Rising Strong in the first 24 months of the program.
FOCUSED ON REduCING NATIVE HOUStER CARE RATES BY 50%

USING AN UPFRONT ASSESSMENT MODEL

FOCUSED ON REDUCING NATIVE FOSTER CARE RATES BY 50% USING AN UPFRONT ASSESSMENT MODEL

PROGRAM:
NATIVE HEALTH

ADDRESSING INEQUITY
History’s impact on the health of Native Americans.

17th Century: More than 9 million Native Americans are lost to flu and smallpox epidemics.

18th Century: 750,000+ Native Americans are lost to genocide and forced relocation.

19th & 20th Centuries: 60%–70% of all Native American children are removed from their families and forced into boarding schools.

The devastating effects caused by generations of trauma are impossible to ignore. Native Americans are more likely to experience mental health issues, substance abuse and chronic disease. Native American babies are twice as likely to die from Sudden Infant Death Syndrome (SIDS). Native Americans of all ages are twice as likely to attempt suicide, and their lifespan is seven years shorter than the national average.

This is unacceptable. Health is a fundamental human right. We at Empire Health Foundation are committed to supporting tribal communities as they work to heal from their intergenerational trauma.
TRIBAL ALLIANCE

Fourteen regional tribes on three reservations have joined forces to establish the Tribal Alliance. They are developing a behavioral health treatment model that incorporates traditional, whole-person healing through spiritual, mental, emotional and physical well-being. Empire Health Foundation collaborates with the Tribal Alliance and urban behavioral health providers to integrate this treatment model in tribal communities.

FAMILY PRESERVATION

Native American children are placed in out-of-home care 300% more often than white children. That’s why Empire Health Foundation specifically reserves space in our Rising Strong program for Native American families. Rising Strong allows families to stay together while they recover from addiction, heal from trauma, learn positive parenting skills and rebuild their lives. We have attracted national investors and in 2019 will be implementing proven programs that seek to reduce foster placement rates by 50%. These programs provide wrap-around support services and in-home safety assessments for Native American families within 24 hours of a referral.

PARTNER FOCUS: CONFRONTING INEQUITY & DISPARITY

Native American children have higher rates of lifetime major depression than any other ethnic/racial group. Rates of completed suicides for Native American females age 15-19 are 4X higher than the rates for their white female counterparts.

TRADITIONAL HEALING MODEL

Spiritual Health  Mental Health  Emotional Health  Physical Health

Native Health
Mitigating Adverse Childhood Experiences
Each year, three million K-12 students nationwide face out-of-school suspension. For many of these students, the effects of adverse childhood experiences (ACES) such as abuse, neglect and family dysfunction are the root cause of their academic, social and behavioral problems. Studies show, kids who are suspended are more likely to abuse drugs and alcohol, commit a crime and spiral into low academic achievement and delinquency. As equally alarming is the data showing that suspension affects African American students and those with disabilities at higher rates than their peers.

Every child has potential. Unfortunately, some children face bigger obstacles than others on their road to reaching their full potential as adults.

That’s why in 2012 EHF joined a community-wide effort to support Spokane Public Schools in designing a sustainable strategy to address complex traumas facing at-risk students and reduce disciplinary behavior. Using restorative practices and creating more trauma-sensitive learning environments, Spokane Public Schools decreased out-of-school suspensions by 61% at Rogers High School and Glover Middle School, two schools with suspension rates that at the time were higher than both the district and state average. A focused effort by the district also resulted in a decrease in the disproportion of African American students suspended. Today, these same practices are being implemented district-wide, offering a sustainable systems and policy change that’s great news for kids today and tomorrow.
HEALTH SYSTEMS TRANSFORMATION: BETTER HEALTH TOGETHER

Each year, more than $4 billion is spent on healthcare in eastern Washington. In spite of this, many of our most vulnerable community members experience poor health outcomes and lack access to quality, affordable care. As part of the state’s Healthier Washington Initiative, Better Health Together (BHT) serves as the Accountable Community of Health (ACH) for six counties in northeastern Washington. Their goal is to radically transform the Medicaid delivery system. Optimizing community resources, BHT helps each community identify its unique needs. Then, it brings together regional healthcare, social services, and community organizations to develop best practice solutions for behavioral/physical health integration, care coordination, chronic disease management, and opioid response. Together with more than 55 partners, Better Health Together is dedicated to integrated, culturally aware, whole person care for all.

Accountable Community of Health: $47.2 million earned for eastern Washington (April 2019; includes FIMC incentives)

80+ organizations convened by BHT for health improvement

Navigator Network: Better Health Together leads and trains the network of in-person assisters who provide one-to-one healthcare enrollment through the Washington HealthPlanFinder.

▶ 97% of eligible people now have health insurance in eastern WA

▶ 382,000 PEOPLE enrolled in healthcare since 2013

“... transforming the Medicaid delivery system...”

Alison Poulsen
Executive Director
Better Health Together

PARTNER FOCUS: BETTER HEALTH TOGETHER

“The opportunity to first help our community implement the Affordable Care Act and now create meaningful community health transformation is a once-in-a generation opportunity. Better Health Together is grateful for Empire Health Foundation’s continued partnership of resources, thought leadership, and audacity to believe we can make our region the healthiest in the state.”

Alison Poulsen
Executive Director
Better Health Together

Tribal-Medicaid Transformation:
Better Health Together has partnered with six tribal health partners to submit Medicaid transformation plans. These partners are the Colville Tribe of Indians, Kalispel Tribe of Indians, Spokane Tribe of Indians, American Indian Community Center, the Native Project and Lake Roosevelt Health Center.

Community Based Care Coordination Hub: Seeing a need to "coordinate the coordinators," Better Health Together is investing in a centralized referral platform for community-based organizations and providers.

HEALTH WORKFORCE DEVELOPMENT:
Healthier communities depend on a strong supply of providers who can meet the demand for high quality care. In response to a shortage of physicians in our region, the Spokane Teaching Health (STH) was created with Empire Health Foundation, Providence Health Care and Washington State University as partners. One of the most significant factors affecting where physicians practice is the location of their residency training. Created with that in mind, STH radically increased access to graduate medical education and other health care training programs in both urban and rural community-based settings. This achieves dual goals. First, it provides excellent training for clinicians and other health care providers. Second, it creates a pipeline of healthcare professionals who work with under-served populations across eastern Washington. Today, STH offers residency program in family medicine, internal medicine, psychiatry, and radiology; fellowships are offered in obstetrics and sports medicine.

“We know that 70% of students who complete both their medical school and residency training in Washington stay here to practice medicine. Spokane Teaching Health’s community-based residency programs are increasing the number of physicians training and working in our region, which means greater access to medical care for all people in our region.”

Valeri Steigerwald
Executive Director
Spokane Teaching Health

60% INCREASE
in primary care residency positions

60% increase in primary care residency positions (Family Medicine, Internal Medicine, OB) in eastern Washington since Spokane Teaching Health’s inception.

5,935 primary care doctors in Washington in 2015; 10,135+ needed by 2030 to meet the health care needs of people across our state.
FAMILY RESILIENCE:
FAMILY IMPACT NETWORK

Across Washington State, nearly 8,800 children are in out-of-home-care under the supervision of the Department of Children, Youth and Families (DCYF). Working as a contracted partner of DCYF, Family Impact Network serves as the first network administrator in eight counties in Eastern Washington, providing real-time data that helps social workers and regional providers make the best decisions for children. The work supports safety, prevention, permanency, stability, and overall well-being for vulnerable children and families.

Family Impact Network is working with DCYF to establish a performance-based contracting system. This ensures the right services are provided at the right time, while allowing children to remain safely at home—or return home to reunite with their families—whenever possible.

PARTNER FOCUS:
FAMILY IMPACT NETWORK

“The work being done by our social workers and child welfare providers ensures the safety and stability of our most vulnerable children. Our goal is to support their work with innovative approaches and new tools, which furthers our mission of protecting children and strengthening families so they flourish.”

Sheila Morley
Executive Director
Family Impact Network

In 2018, piloted a new slot payment model that has reduced the wait time for first visits to 2.5 days; this model pre-pays providers for 1-2 emergent visits each day.

Manages $600,000 in concrete goods (car seats, baby gates, etc.) for immediate use by social workers and families in need.

The rate of Adverse Childhood Experiences (ACES) occurring in eastern Washington is greater than both the state and national average.

25 REGIONAL PROVIDERS
are managed by Family Impact Network for in-home services and parent child visitation contracts

REDUCED WAIT TIMES
for first parent-child visit after foster care placement to 7 days

10% REDUCTION
in rate of missed child visits
HEALTH SCIENCES RESEARCH ADVANCEMENT:
The Andy Hill Cancer Research Endowment (CARE Fund) is a public-private partnership that invests up to $10 million of state funding in cancer research every year through 2025. Created in 2015 by the Washington legislature, this program affirms the state’s commitment to saving lives, relieving pain and suffering, and reducing long-term health costs. As the program administrator for this important endowment, Empire Health Foundation works with expert panels to independently evaluate grant applications, and works with the CARE Board of Directors to administer the grants that fund cancer research.

“"The CARE Fund exists to move cancer research further, faster. It is no small challenge. But by championing research, investing in innovation and leveraging state-wide collaborations, CARE has the opportunity to enhance the cancer research ecosystem in Washington.”

Laura Flores Cantrell
Executive Director
CARE Fund

$5.65 MILLION
awarded to date to support cancer research in Washington.

CARE FUND OBJECTIVES
▶ Leveraged $
▶ Breakthrough Research
▶ Improve Health Outcomes
▶ Economic Development

CARE FUND UNIQUE VALUE
The CARE Fund identifies gaps in existing research and revenue sources to provide value to stakeholders. We maximize the benefit and impact of cancer research, particularly to improve the health of groups bearing a disproportionate burden of disease, to improve the health of Washingtonians.

$29 million matched to date by non-state resources to leverage state funding 5:1.
To date, invested in 2 innovative breakthrough multi-year research projects and the recruitment of 9 world-class researchers to the state.
EMPIRE HEALTH FOUNDATION
KEY MILESTONES
STAFF PROFILE

Our commitment to pursuing health and equity for all comes with both an external and internal lens. We intentionally seek talented people representing a variety of cultures, backgrounds and lifestyles to join our team. Moving the dial on a broader understanding and acceptance of diversity, equity and inclusion in our communities is hard work. It only makes sense that our staff and board be a direct reflection of our work.

EMPIRE HEALTH FOUNDATION STAFF
Total Staff: 28
Female management: 67%
Female Staff: 72%
Staff of Color: 46%
Total DEI (LGBTQ, Disability): 54%

EMPIRE HEALTH FOUNDATION BOARD OF DIRECTORS
People of Color: 53%
Female Board Members: 47%
Representation by Three Tribes

“We have the ability to better relate to and help more diverse communities in Spokane because we have staff with direct connections to these communities. When you walk in our doors there is likely someone who looks like you, understands or lives in your community and is advocating for your whole-person health.”

Daphne Williams
Director of Human Resources and Operations

BOARD OF DIRECTORS

Jeffrey Bell
Elson S. Floyd College of Medicine, WSU

Bill Bouten
Bouten Construction Company

Alison Boyd-Ball
Colville Confederated Tribes

Tawhnee Colvin
Spokane Tribe of Indians

Luisita Francis
Elson S. Floyd College of Medicine, WSU

Angela Jones
Eastern Washington University

Rodney McAuley
Community Leader

Mary Selvick
Secretary of Health (retired)

Gary Stokes
KSPS-TV

Gloria Ochoa-Bruck
City of Spokane

Nathan Smith
Kutak Rock LLP

Tom Quigley
Kiemle & Hagood Company
HEALTH IS A FUNDAMENTAL
HUMAN RIGHT.

Empire Health Foundation believes that health equity exists only when people can attain their full health potential. No one should be disadvantaged due to the color of their skin, level of education, gender identity, immigration status, sexual orientation, the job they have, the neighborhood they live in, socioeconomic status, or whether or not they have a disability. This potential can only be reached when we reduce—and ultimately eliminate—the disparities that adversely impact marginalized or under-resourced children, families, and communities.