Affinity groups are voluntary, employee-driven groups that are organized around a particular shared interest or dimension. DEEP envisions that affinity groups will be organized around the protected classes set forth in non-discrimination laws such as race, disability, ethnicity, gender or sexual orientation. However, DEEP will consider approving any Affinity Group that is organized around other historical barriers to an equitable and inclusive work environment. Each affinity group must be open to any and all employees within the City of Portland.

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City African-American Network

CAAN

Opportunity Builds Diversity

The City African-American Network (CAAN) seeks to build a common bond of fellowship among Black employees who honorably serve the City of Portland.

CAAN will advocate for fair employment and equal promotional opportunities for African-Americans through positive relationships with City and community leaders who value and embrace "diversity" beyond just awareness. Opportunity Builds Diversity.

*For more information contact: McGodson (Sonny) Ben-Jumbo*

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Our mission is to create a supportive environment to exchange information, ideas, and challenges to City of Portland Working Moms. Our group will partner with the City to advocate on behalf of working moms, and develop ways to attract, support and retain working moms.

*For more information contact: Darcy Cronin, Lora Lillard, or Courtney Duke*

PDX city Mamas
CITY OF PORTLAND

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Dignity For All

The mission of Dignity For All is to provide peer support, education and tools for inclusive empowerment of all employees affected by rankism.

*For more information contact: Lisa Leddy*

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## FAASHN

The Freethinker/Atheist and Agnostic/Secular Humanist/Naturalist (FAASHN) Affinity Group's mission is to promote the acceptance of people who do not believe in the existence of supernatural entities, forces or effects as full partners in the City's workforce. The FAASHN group would offer mutual support for those with similar views but all are welcome to come and learn.

*FAASHN is currently seeking new leadership. Please contact Debbie Caselton for more information.*

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Faith and Friends: We endeavor to create a supportive environment to share information, ideas, and challenges with City of Portland's faith employees. Our group will partner with the City to advocate on behalf of faith employees, and develop ways to attract, support and retain faith employees. *For more information contact: Sheri Miller*

Faith & Friends
AFFINITY GROUP
CITY OF PORTLAND

FACE: The mission of the Filipino American City Employees (FACE) affinity group is to welcome City of Portland Employees, especially Filipinos, regardless of their language, region, religion, sexual orientation, and culture or tradition to foster one city workforce that is geared towards positive change, efficiency, and career advancement resulting in qualified, productive, self-confident and happy employees.

*For more information contact: Rod Morales, Yvette Gayomali, or Raul Torres*

LGBTQ & Friends Affinity Group: To create a supportive environment to exchange information, ideas, and challenges to City of Portland's Lesbian, Gay, Bi, Trans, Questioning and Queer employees. The group will partner with the City to advocate on behalf of LGBTQ employees, and develop ways to attract, support and retain LGBTQ employees.

*For more information contact: Debbie Caselton*

## Unidos Latinos Americanos (ULA) Affinity Group

The Unidos Latinos Americanos (ULA) Affinity Group is committed to developing a Latino professional network in order to promote professional advancement and mentoring opportunities for all Latino City employees, as well as help recruit Latinos for employment. ULA will advocate for strengthening community inclusiveness through public outreach toward policies, plans, and investments and highlight contributions made by the Latino Culture. Lastly, ULA will collaborate with Latino community organizations and institutions for shared goals and accomplishments.

*For more information contact: Maximo Behrens, Alejandro Vilades, or Javier Mena*

The Veterans Empowerment Team (VET) has a mission to recognize and honor all veterans, their dependants and survivors and work to enhance the quality of their lives.

*For more information contact: Bill Goforth*

## Women's Affinity Group (WAG)

Our mission is to empower and inspire women within the City of Portland, by providing opportunities to expand their professional network, exchange ideas and advice, advance their careers through mentoring and education, and meet influential women who have achieved success. This shall be done in a supportive, non-judgmental and safe environment.

*WAG is currently seeking leadership. Contact Janis McDonald for more information.*

*Diverse and Empowered Employees of Portland (DEEP) was developed by City employees for City employees as a way to enhance the City work experience through networking, resource, and professional development and support.*

*DEEP is dedicated to enhancing a work environment that is inclusive and supportive of the City of Portland's diverse workforce that is committed to quality public service.*