

## DEEP Affinity Group Application

In order to start a new affinity group with the City of Portland, the following form needs to be completed. Please submit to the Executive Committee of DEEP.

### Name of Proposed Affinity Group:


Veterans Empowerment Team

### Shared interest or dimension (i.e., LGBT, African-American, Veterans, etc.):

Veterans Empowerment Team will support and mentor employees of the City of Portland who have affiliation with military service. Internally advocate for veteran causes within the City of Portland.


### Names of at least five individual members supporting and joining the group (attach separate sheet if there are more than 5):

Matthew Calhoun  
Print Name

  
Signature

PP&R  
Bureau/Agency

Will Morita  
Print Name

  
Signature

BDS  
Bureau/Agency

Greg Isaacson  
Print Name

  
Signature

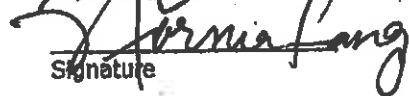
PP&R  
Bureau/Agency

Michael Trabacca  
Print Name

  
Signature

PBOT  
Bureau/Agency

Norma Langl  
Print Name

  
Signature

BDS  
Bureau/Agency

### Mission Statement:

The Veterans Empowerment Team leverages our shared experiences, promotes cross-bureau comradery, and builds and maintains a network dedicated to the advocacy and success of our Veteran community; to achieve the Vision.

### Group Policy:

- Meeting are held once a month.
- Respect each other when speaking, respect opinions and issues.
- Share experiences, develop mentoring up – down – peer to peer.
- Become a resource to city leadership. Identify and advocate for improvement of veteran issues. Recruitment, retention and promotion.
- VET is a place for fulfillment, if we aren't enjoying this change it.

**List of Goals:**

- Identify, advocate and correct city of Portland Veteran issues
- Recognition and celebration of significant Military Service dates
- To find and provide information and increase awareness of available programs and resources for veterans and their families.
- Sponsor and participate in activities of a patriotic nature.
- Create and grow a professional network of veterans both within the city veterans and externally.
- Exist as a reliable resource the city of Portland bureaus and for veterans seeking employment with the city. We'll strive to educate our non-veteran fellow city employees.

List a minimum of two community events, activities, or meetings that your group will engage in or partner with:

Annual Veterans Day Parades  
Annual Memorial Day events

**Name of Co-Chairs:**

Matthew Calhoun  
Print Name

*Matthew Calhoun*  
Signature

PP&R  
Bureau/Agency

Will Morita  
Print Name

*Will Morita*  
Signature

BDS  
Bureau/Agency

**DEEP Executive Committee Advisor:**

Dabble Casleton  
Print Name

*Jebbie Casleton*  
Signature

DEEP  
Bureau/Agency

By submitting the document with the signatures, you agree to abide by the guidelines provided to you from the Diverse and Empowered Employees of Portland (DEEP) and the City of Portland.

**Signature of Approval**

With the signature below, the Affinity Group as named in this document is effective by the date that the DEEP Executive Committee Member has signed.

*Jebbie Casleton*  
DEEP EXECUTIVE COMMITTEE

9/24/16  
DATE