



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.

City African-American Network



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

Opportunity Builds Diversity

CAAN advocates 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: Kim McCarty and Tosin Abiodun



The Hapa Asian and Pacific Islander (HAPI) Affinity Group commits to:

- Form a professional network and provide development opportunities
- Create a supportive environment for members to exchange information and ideas and to discuss challenges to the HAPI community
- Advocate to strengthen community inclusiveness through public outreach toward policies, plans, and investments
- Collaborate with community organizations and institutions on shared goals
- Highlight contributions made by HAPI communities

The group will work with the City to advocate and educate on behalf of HAPI employees, and develop ways to attract, support, and retain HAPI employees. The HAPI Affinity Group welcomes and celebrates Hapa, Asian and Pacific Islanders, and allies who are and have been City of Portland employees regardless of their native language, religion, culture or tradition.

For more information, contact: Erika Nebel, Stefanus Gunawan, Matt Lim, Jeff Selby, Anny (CHiao Yun) Hsiao, Ning Jiang, Gene Yamamoto, Betsy Quitugua, and Carolyn Q. Lee

The mission of LGBTQ & Friends is 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 partners 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, Josie Kostylo, Tracy Reeve, Seraphie Allen, or Caryn Brooks



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

For more information, contact: Courtney Duke, Lora Lillard, Rachele Altman, Sarah Santner, Mindy Brooks, Sarah Brenner or Hannah Schafer

Slavic Empowerment Team (SET) is a voluntary, employee-driven affinity group that is organized around shared interest in Slavic Culture and/or self-affiliation with a Slavic Cultural heritage. SET is open to any and all employees within the City of Portland regardless of their race, religion, gender, marital status, family status, national origin, age, disability, sexual orientation, gender identity, source of income, or veteran status.

For more information, contact: Svetlana Pell or Karina Rutova

Unidos Latinos Americanos (ULA)

The mission of Unidos Latinos Americanos (ULA) is to develop 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. The group advocates for strengthening community inclusiveness through public outreach toward policies, plans, and investments and highlight contributions made by the Latino Culture. Lastly, ULA collaborates with Latino community organizations and institutions for shared goals and accomplishments.

For more information, contact: Cynthia Castro, Juan Carlos Hernandez or Cristina Nieves

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.

For more information, contact: Christopher Sun, Edward Van Buren, or Nicholas Carroll



Women's Empowerment

The mission of Women's Empowerment (WE) 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 is done in a supportive, non-judgmental, and safe environment.

For more information, contact: Natalie Luttrell, Sadie Atwell, Kawanda Clayton Bullock, Anna Becker, and Melissa Walton Hendricks

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.