



Affinity groups are mostly voluntary, employee-driven groups that are organized around a 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.

In January 2020, Affinity group members will be allotted up to one (1) hour of regularly scheduled work time monthly to attend a meeting, and Affinity Group Leaders will be allotted up to two (2) hours a month. Members can use up to twelve (12) hours of regularly scheduled work time per calendar year to host and/or plan special annual events and celebrations honoring the Affinity Groups or volunteer at a New Employee Orientation event.

Affinity Groups are open to any and all employees within the City of Portland.

City African-American Network



Opportunity Builds Diversity

City and community leaders who value and embrace “diversity” beyond just awareness. Opportunity Builds Diversity.

CAAN Leadership: Marvin Dean, Ira Bailey, J’reyesha (Jay) Brannon, Tyasha McCool Riley, Javarr Requena, Jarrell Hosley, Leila Haile, and Arielle Bradford

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.

CAAN advocates for fair employment and equal promotional opportunities for African-Americans through positive relationships with



The Filipino American City Employees (FACE) 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.

FACE Leader: Shaina Hobbs, Raul Torres, Yvette Gayomali, and Rod Morales

The Hapa Asian and Pacific Islander (HAPI) Affinity Group will work with the City to advocate and educate on behalf of H.A.P.I. employees, and develop ways to attract, support, and retain H.A.P.I. employees. They welcome and celebrate Hapa, Asian, Pacific Islanders, and allies who are and have been City of Portland employees regardless of their native language, religion, culture, or tradition.

HAPI Leadership: Gina Dake, Ning Jiang, and Jeff Selby



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



Latinx PDX Leader: Cynthia Castro and Yesenia L. Carrillo



The LGBTQ & Friends Affinity Group’s mission 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 will partner with the City to advocate on behalf of LGBTQ employees, and develop ways to attract, support and retain LGBTQ employees.

LGBTQ & Friends Leadership Team: Seraphie Allen, Caryn Brooks, Debbie Caselton, Jayden Dotson, Aja Blair, Michael Goins, and Lex Jakusovszky

PDXCityMamas

PDXCityMamas creates 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.

PDXCityMamas Leadership: Courtney Duke, Lora Lillard, Rachele Altman, Sarah Santner, Alicia Gruber, and 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.



SET Leadership: Svetlana Hedin or Irene Konev



The Veterans Empowerment Team (VET) 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.

VET Leaders: Christopher Sun, Edward Van Buren, and Nicholas Carroll

Women’s Empowerment (WE) has a mission to empower and inspire all women within the City of Portland workforce in a supportive, non-judgmental way. Our vision is to create equity in the City of Portland, leading with the elimination of disparities affecting those who identify as women in the City workforce.



WE Leaders: Anne Phillip, Emily Volpert, Bridgette Coleman, Sadie Atwell, Natalie Luttrell, Kawana Bullock Clayton, Melissa Walton Hendricks, Ana Brophy, Zuleyma Figueroa, Anastasia Howard, Arielle Bradford, Lolita Broadous, and Linda Novitski

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.

www.portlandoregon.gov/deep email: deep@portlandoregon.gov
sign up for emails: www.portlandoregon.gov/deep/signup