

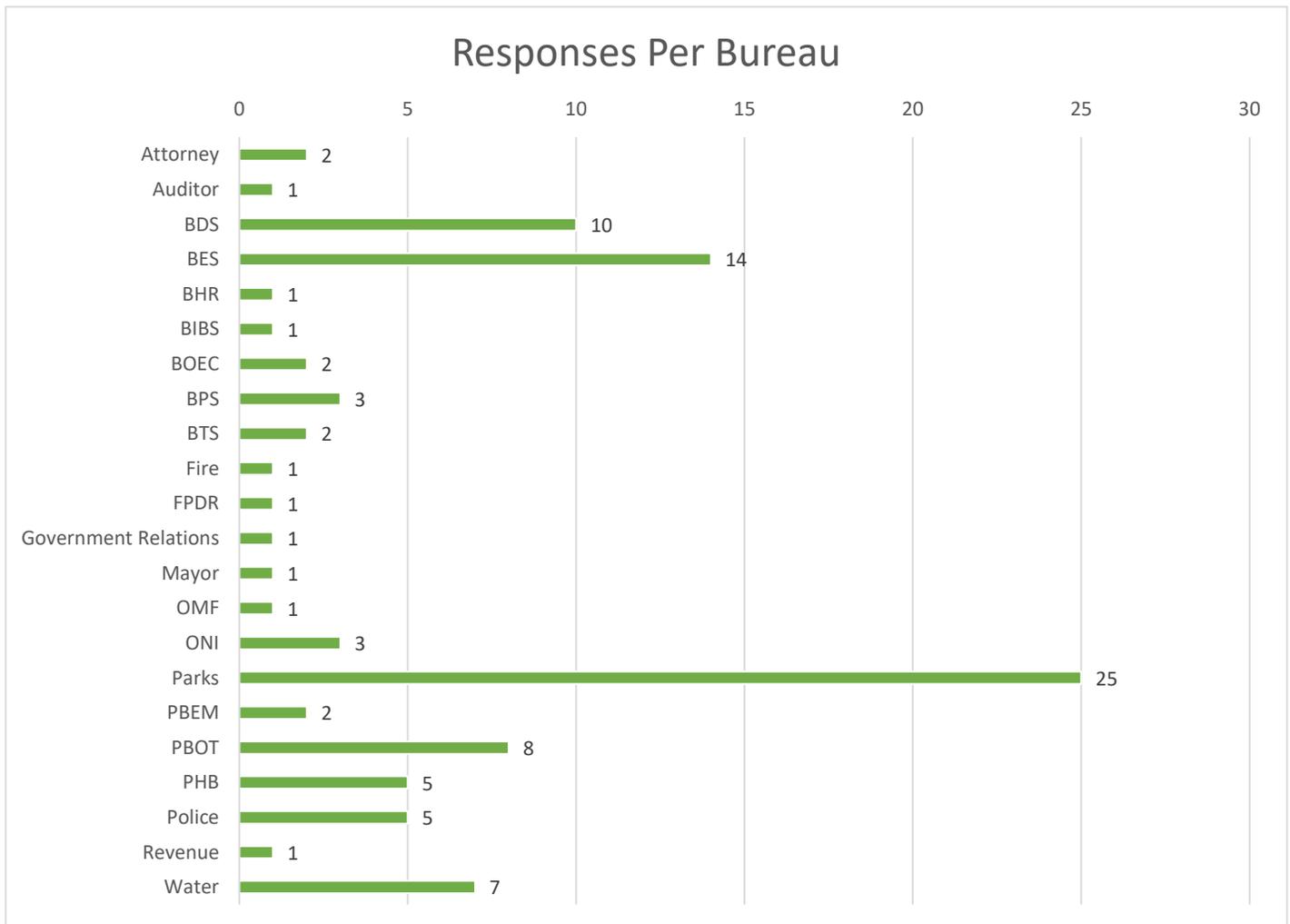
# DEEP (Diverse Empowered Employees of Portland)

## Affinity Group Survey

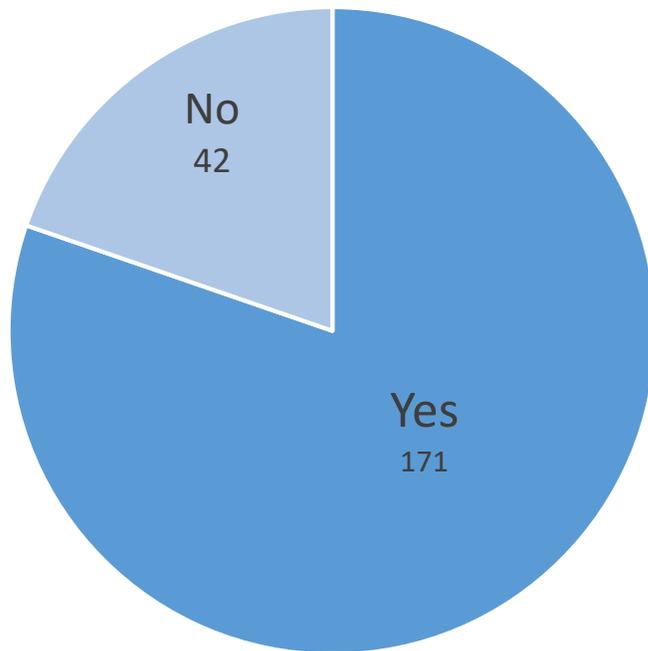
### February 2017

For the past ten years, the Diverse and Empowered Employees of Portland (DEEP) have volunteered as a resource for city employees by city employees. One of the many programs we oversee is the Affinity Groups, which are organized around the protected classes set forth in non-discrimination laws such as race, disability, ethnicity, gender or sexual orientation and are organized around a particular shared interest or dimension. However, DEEP considers approving any Affinity Group that is organized around other historical barriers to an equitable and inclusive work environment.

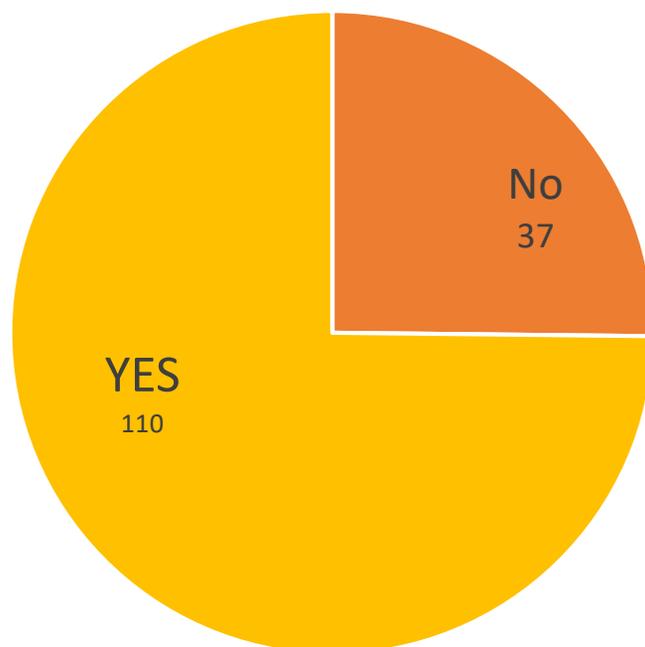
Each Affinity Group is and must be open to any and all employees within the City of Portland.



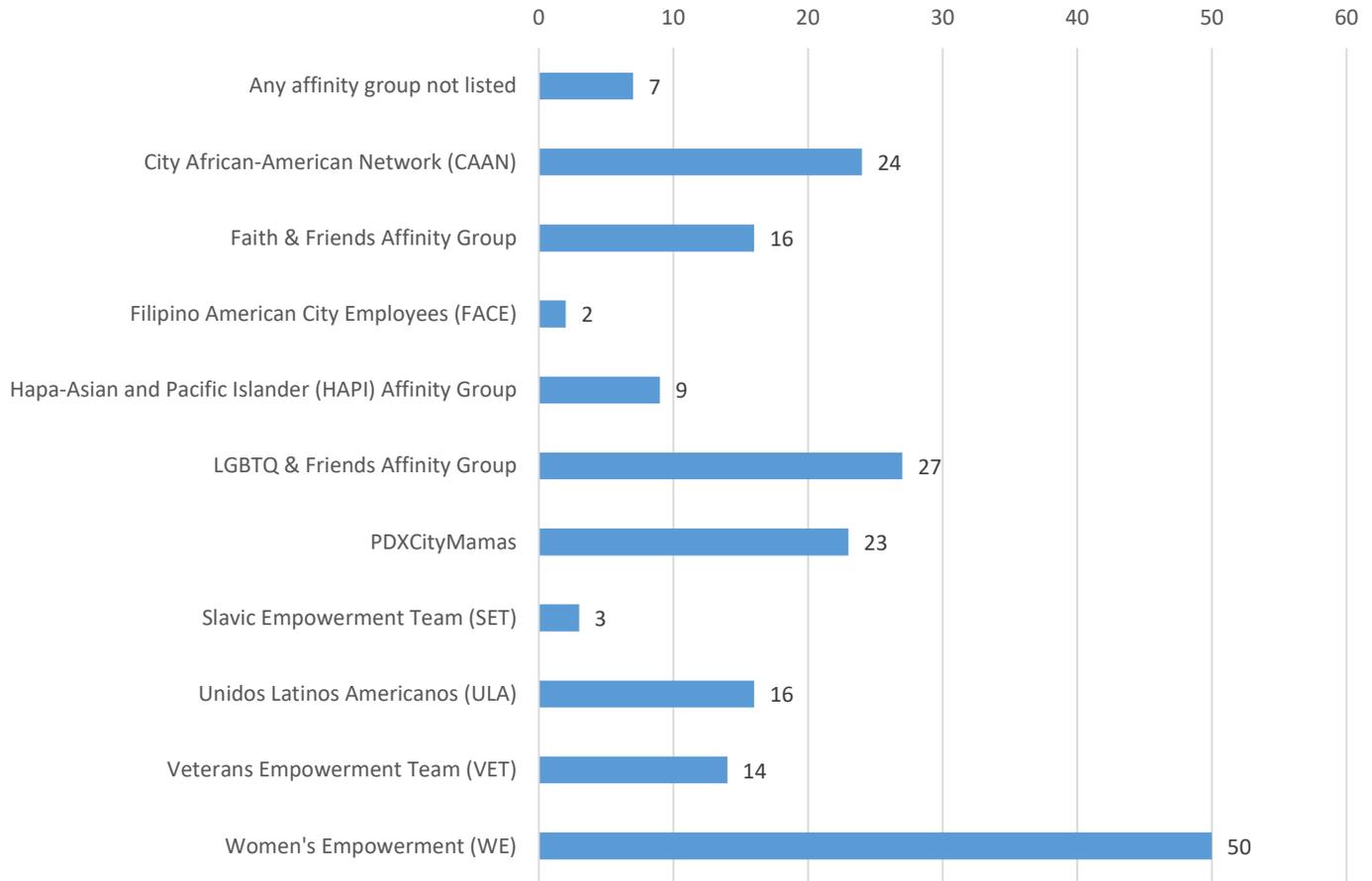
Are you aware of the Affinity Groups within the City of Portland?



Would you be interested in participating in an Affinity Group?



## Tell us which Affinity Group you are interested in.



## Would you be interested in helping to plan meetings/events/gatherings for your Affinity Group?





“Even though I don't participate, I have heard people discuss them and express appreciation for making a better workplace where they feel listened to and respected and safe. I think that meets everyone's professional needs.”

“By creating a sense of belonging and comradery. To talk openly about my beliefs and gain support from others whom have felt discriminated against based on those beliefs.”

“By networking and knowing there are others that are similar to you, therefore more inclusive work environment.”

“By providing support, being a reference, mentoring.”

“Suggestions about how the city's work can be done differently to promote equity... Identify examples of city projects that have worked well at supporting equity and why. Identify past projects that are examples of what not to do. How can the city be better at engaging groups that feel left out or that their voice doesn't count.”

“The (Affinity Group) is very supportive and professional. It would be terrific if the City structures would take our needs seriously and listen to us. Diversity in the City's workforce is greatly lacking. For those of us who do not fit in the mainstream norm, it is often very uncomfortable as we face both micro and macro aggression at work with little to no support beyond our peers.”

“I was happy to hear there was such a group with the City. I started to get involved and need to get more involved in the future. I like how the group is trying to make the future better and thinking forward.”

#### Recommendations:

“All DEEP affinity group members could use more leadership and mentorship training.”

“Have a specific topic for discussion or event for each meeting.”

“It would be terrific if the City structures would take our needs seriously and listen to us. Diversity in the City's workforce is greatly lacking. For those of us who do not fit in the mainstream norm, it is often very uncomfortable as we face both micro and macro aggression at work with little to no support beyond our peers.”

“The affinity groups be empowered by the official structures to address the aggressions that we face at work and lack of support when attempting to serve communities.”

“I would love to assist in the hiring of more African Americans (at my bureau), as well as helping improve community relations with African Americans and police.”

“Provide more advocacy for Veterans in the hiring process and work to translate the unique experiences service members bring to the table.”

“I would be interested in an affinity group organized around invisible disabilities such as mental health, autism spectrum, depression, anxiety, bipolar, OCD, PTSD, etc.”

“Would be nice to have professional workshops designed to increase necessary skills in the workplace. Also, a scholarship program (similar to COPPEA) to pay for training in areas of professional development. Same for a mental disabilities affinity group, with added workshops on coping skills, as well as information sessions for others on the effects of "invisible" disabilities.”

“I would like the Affinity Group to list people that can mentor or offer informational interviews, occasional professional workshops, peer lunches.”



## Addendum to DEEP (Diverse Empowered Employees of Portland) Affinity Group Survey February 2017

All responses to question: How can the Affinity Group(s) you are interested in, meet your professional needs?

### Color coding:

Positive/Praise

Critical and helpful

Time/authorization to participate

Don't know enough

Access to like-minded staff and managers. Get advice from others dealing with similar issues.

advocacy and awareness of issues and how to handle challenges in the workplace

All DEEP affinity group members could use more leadership and mentorship training.

Already in one, but thinking of asking to have my name taken off the list, after all the blatantly political messaging that came out right after the election. I'm gay but find the entire identity politics construct to be a tool of the establishment, and a dodge on the economic, social and foreign policy decisions that are driving this country quickly into the ground. Identity politics has not reduced police brutality, or stopped the offshoring of working class and rural jobs, or addressed economic inequality, or curbed our scandalous incarceration rates of black and Hispanic men, etc. etc. etc. It's a feel-good distraction accomplishing NOTHING of substance, but most US citizens are so deep into Plato's cave at this point it's almost too late.

As a short term employee working in Salem for legislative session only, it doesn't make sense for me to join a group, but if I were staying on longer the affinity group would be a great way to make connections outside of my bureau, hear stories of our work and how we are organized, and generally better represent knowledge of our internal systems as an external facing staff member.

As an ally/friend to the LGBTQ community, the LGBTQ & Friends Affinity Group could help me be a better ally by giving me tools to resist/fight against discriminatory or inflammatory comments made against my coworkers. As a woman, the Women's Empowerment group could help me by introducing me to trainings and methods to better scale the bureaucratic hierarchy and be a visible leader for other women.

Assist with employment options and process for getting more vets employed within the City

Being an introvert - I am not a group/meeting person. However, I think Affinity Groups are great for people who like group events. I have heard great things about these groups from people who participate.

Brainstorm strategies for success with older female professionals.

By creating a safe space for me to relate to other LGBTQ professionals, become more active for positive change within the local and federal landscape, and to discuss approaching my work within the city with an LGBTQ-focused equity lens.

By creating a sense of belonging and comradery. To talk openly about my beliefs and gain support from others whom have felt discriminated against based on those beliefs. I don't see a group listed here that has to do with my focus. It would be nice to have a Pagan group.

By having cultural and networking events that help break down race, disability, ethnicity, gender, or sexual orientation barriers through education and/or personal stories.

By networking and knowing there are others that are similar to you, therefore more inclusive work environment.

By providing support, being a reference, mentoring,

Can we have a French Affinity Group for French? This need not be in French, but French language, culture and, colonialism has influenced people worldwide. This could provide a different outlet for African, Middle-Eastern and Asian people who don't necessarily fit in with existing Affinity Groups. It's also another venue for Cajuns and Haitians.

complete waste of resources

Connect me with other Black employees and generally help me navigate city politics and policies.

continue as is.

creates more inclusiveness, maybe better esteem

due to an abundance of non-work related volunteerism I can't join at this time

During the women and men break out session of the Gender Equity workshop this morning, I was dumbfounded at the frequency of harassment and equity issues that still persist against women and queer women. Honestly, in a professional setting, all city employees should be required to go through this seminar. The follow up should be included in the conduct and conditions of employment.

Educate me/ my family about the group, their history, their effect on the community, general information, through activities available to the public.

Even though I don't participate, I have heard people discuss them and express appreciation for making a better workplace where they feel listened to and respected and safe. I think that meets everyone's professional needs. I should say I choose not to participate because I'm not a big joiner or a big fan of groups. But I know plenty of people are.

General support as issues come up regarding city policies and procedures, as well as laws on the state and federal levels.

Get together and talk.

Give guidance on how to fit my work schedule to my family schedule and how to ask my supervisor for a more flexible schedule, especially working from home during maternity leave, child sick days etc.

Have contacted a group leader to help intervene with a Commissioner on an issue.

Have regular and predictable schedules for meetings. Have a specific topic for discussion or event for each meeting

Help give ideas for gathering experience, advancing up the chain, and dealing with male-dominant work fields?

Help in training for negotiations, provide support for questions about maternity leave and being a working mother.

help me connect with women & working parents and find common struggles/solutions also- I wish it was PDXparents and not just moms!

Honestly, I have trouble participating in event for my affinity groups because they usually happen over the lunch hour at the Portland Building or City Hall, and I work further North at the Commonwealth Building. If I go, I have a hard time getting back to work on time and usually don't have time to eat lunch... so I rarely go.

I am a member of ULA and signed up for WE, although I haven't seen any events to attend. I wish there was more formal meetings / events for these groups. I am also surprised that I cannot use work hours to attend a meeting.

I am already connected with this group. I also serve on the DEC. These connections provide greater cultural competence and support for my work and workgroup.

I am already in the ULA Affinity Group. I enjoy it and value it.

I am already involved with ULA. The group is very supportive and professional. It would be terrific if the City structures would take our needs seriously and listen to us. Diversity in the City's workforce is greatly lacking. For those of us who do not fit in the mainstream norm, it is often very uncomfortable as we face both micro and macro aggression at work with little to no support beyond our peers.

I am female HR professional and a new employee with the City of Portland. The Women's Empowerment group would help support me in my personal career and in addition, I feel that I would be good support to these members. I have taken special training from SERVe to increase the retention of veterans in the workforce which I feel would enable me to be of good support to the Veterans Empowerment Team group.

I am interested in all of them but lack the time and energy needed to participate because I commute by bike and was in a collision with a car in September. Now simply dragging myself to work takes tremendous effort and pursuit of higher human interest goals is tabled for now. I think all of these groups are vital and important.

I am interested in being close to more diverse groups

I don't know because I don't know what affinity groups actually do. I only know that they exist because I applied for the leadership cohort group. I answered yes to being interested in participating, only because there was no "maybe" I don't actually know if I'm interested because I don't know what benefit I would get from it. I highlighted the two groups that align with my identity.

I don't know it needs to.

I don't know when they meet.

I don't know, I don't know anything about these groups or what they do.

I don't know. Is the purpose of affinity groups to meet professional needs?

I don't see the connection of the affinity groups with my professional needs.

I expect an affinity group could help me meet people and get better connected within the City family.

I have little interest in these groups. Please remove me from the mailing list.

I have no professional needs that can be met by affinity groups, as my professional needs are all technical in nature. Conversely, I would also be unlikely to be able to benefit others professionally through any affinity group, due to the fact that the professional benefits I have to offer are all technical in nature as well.

I joined Faith & Friends a few years ago hoping that it would be a place where people of faith could learn more about how to push back on discrimination against people of faith in the workplace. But, it wasn't really "safe" to have frank conversations in the group, so the meetings & conversations became watered-down and not useful.

I miss Freethinker/Atheist and Agnostic/Secular Humanist/Naturalist (FAASHN). It was nice to not feel like I had to hide who I was, though I could only attend on my time off...not allowed on duty.

I participate in the VET group and go to the meetings to connect with other veterans.

I support the affinity groups existing, but I don't fit within any of the groups (except women's empowerment), so have not participated.

I was happy to hear there was such a group with the City. I started to get involved and need to get more involved in the future. I like how the group is trying to make the future better and thinking forward. The bathroom project and the training video I think are all great ideas.

I wish there were a 'maybe' button option in the "interested in participating" question. I really see the City Equity groups as more useful. I'm female, so would probably be interested in the WE group, but really, if we're going to talk about empowerment, we need to talk to the people de-empowering us. Otherwise we're not going to get very far. Men aren't going to join the women's group, and they are the ones making the comments/decisions. They are the ones who need to hear the problem and be included in creating the solution, calling others out for unacceptable comments/behavior and supporting us.

I would be interested in an affinity group organized around invisible disabilities such as mental health, autism spectrum, depression, anxiety, bipolar, ocd, ptsd, etc.. I am surprised that such a group is not listed in the selections above. I would think it would be helpful for persons with such different abilities to come together in fellowship and share their experiences dealing with such issues within their professional environments.

I would like the Affinity Group to list people that can mentor or offer informational interviews, occasional professional workshops, peer lunches

I would like to be a voice for the people and a part of growth in the City. I think this will benefit all, including myself.

I would like to engage with all types of people, and have conversations about current affairs, race, equity, etc. I think being a part of an affinity group would allow me to overall become a better person & would love to hear stories, viewpoints, and ideas-bringing people of all races, genders, religious beliefs, together.

I would like to see the City follow the county model where there is paid time built into our schedules that can be used for DEEP/Caucus/Social Justice work in the workplace. I feel like the efforts of DEEP are not accessible to me because I'm hourly and based out of downtown. In fact, there have been conversations of starting a City Employee caucus of the group Showing up for Racial Justice, but we have run into challenges in getting started because of the DEEP model. I'd be happy to talk about this further if there's interest.

I would love to assist in the hiring of more African Americans at BOEC, as well as helping improve community relations with African Americans and police.

I'd like to see more specific trainings related to gender. In my role, as a woman, I interface with mostly male applicants, and there are many stereotypical gender roles and communication styles that come up. It would be helpful to have a really high-level training that offers nuanced suggestions and advice for not engaging in those gender roles and maintaining neutral professionalism when someone is patronizing, sexist, questioning your qualification, etc.

If they lead to good, critical conversation and, where appropriate, help inform or affect policy change (like the LGBTQ Group getting trainings going, hosting panels, etc...)

I'm already a member of both groups. They help me to stay connected across the bureau, and also create space to advance conversations around equity and the way our work impacts social justice on a grander scale. I also appreciate the opportunity to hear the experience of those in similar life situations-- moms and professional women, mainly.

I'm just too busy to make time to really be involved in affinity groups - I think they're a great idea, though!

I'm not much of a group person.

I'm not sure! I'd love to hear more about what you all do! Perhaps organizing meet-ups or trainings?

Increase my exposure to diverse communication and get ideas of how to empower individuals.

It is good to find those who share same faith and goal in life. Sharing stories showed that we are not alone. We could create like-minded people who will support one another.

It is good to network with other City Employees on subjects that are of interest to me.

Keeping on top of trends and opportunities

Learning more what issues that particular group is facing locally and nationally and how we can get involved as private citizens.

looking for points of intersection among employees roles and projects.

make it enjoyable so that... who you are at work - is the same person you are when with friends and family

Make my cisgender white male coworkers feel included and important again. Many of them seem to feel excluded and discriminated against, now that they can't be openly bigoted. Not sure what you can do about that, but they sure seem to take offense, any time someone mentions DEEP or equity. Good luck

Meeting people

Meeting with professional women from other bureaus is inspiring and fulfills a professional need that I don't always get in my bureau. I also enjoy sharing my own experiences and learning from each other.

Mentoring and support.

Mentorship

N/A

Network based on mutual interest or experience; mentorship; information about different bureaus and opportunities

Network with like minded professionals of color.

Networking across departments and bureaus.

Networking opportunities.

Networking. & Unable to participate at this time.

Networking.Support in the work-setting.

networkingleverage skillssupport and encouragement mentorshipgoals that improve the diversity and retention within cop

Not enough time to answer this question. The problem is resources, and inequitable distribution of resources that facilitates how progress and success is made. How that meets my professional needs, i'm unsure.

Not interested.

Not interested.

Not really sure, as there are many ways these could be used to further professional development

Not Sure

Notifications regarding civic events related to the affinity group. Meeting together at these events can also encourage networking, which is beneficial in professional development.

PDX City Mamas assists me in balancing the professional work needs with those of my children and family. It has been a great place to learn "life hacks" that help me become more professionally and personally productive.

peer support, professional development, sharing professional advancement opportunities, onboarding new employees to the city, networking, and celebrating together. I believe the institutional and systemic racism that is inherent in our government bureaucracies do not support employees of color.

place to share thoughts and issues with others who may also feel or have experienced the same.

Professional connections Trainings Support Inclusion

Programs that focus on experiences outside the dominant culture enable me to be a more competent and down-to-earth professional and make the city a better place to work, even if I'm not "part" of a group.

Provide me a place to discuss issues, share information, meet people.

Provide more advocacy for Veterans in the hiring process and work to translate the unique experiences service members bring to the table.

Providing information about parental leave, family leave, dependent care, women's health, gender bias at work, parenting hacks.

Providing programming specifically tailored to the challenges of women/parents in the workplace.

Providing support and strategies for dealing with discrimination and challenges faced due to being a member of the group. However, I am concerned about the support and access for ALL City employees, at all levels of the organization (represented and non-represented), to take part in affinity groups.

Regular meetings/get togethers.

Sharing strategies, camaraderie.

Sometimes all it takes is to be around allies to help you feel more comfortable in an environment where differences are not always respected.

Somewhat

Stop blowing up my mailbox with silly emails

Suggestions about how the city's work can be done differently to promote equity. DEEP daily actions. Identify examples of city projects that have worked well at supporting equity and why. Identify past projects that are examples of what not to do. How can the city be better at engaging groups that feel left out or that their voice doesn't count.

Support professional development, troubleshoot scheduling and other logistical challenges

Support to debrief, problem-solve, and strategize about positive change.

Support/tips from other working moms is a real boost. It's also easier to fit in the occasional Affinity Group meeting than a more formal mentorship.

Thanks for providing this resource for people who are interested!

the affinity groups be empowered by the official structures to address the aggressions that we face at work and lack of support when attempting to serve communities

These groups don't actually seem available to all employees seem to cater to employees downtown and at large reporting sites.

They can't

they can't since they do not work in my area. I see them as a social group only. They do not set city policy or department procedures.

They can't. I don't believe in segregation.

To exchange ideas on how to solve problems at work, not having the English as a primary language.

While there are groups that sound interesting, I don't have the time to participate in an ongoing meaningful way!

Why isn't there an affinity group for European Americans?

Women's Empowerment--would be nice to have professional workshops designed to increase necessary skills in the workplace. Also, a scholarship program (similar to COPPEA) to pay for training in areas of professional development. Same for a mental disabilities affinity group, with added workshops on coping skills, as well as information sessions for others on the effects of "invisible" disabilities.

## What type of activities would you expect to see/participate in within an Affinity Group (i.e., cultural events, fellowship, networking, etc.)?

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Again, not aware of what these groups do.

All that's listed within the question: cultural events, fellowship/support, networking.

all the above

An activity or project that accomplishes a goal or assists traditionally under-served communities in some way.

Assertiveness training for women. Career advancement seminars. I am a very new employee and wouldn't want to participate in organizing anything yet, but I'm a joiner and would love to come out to events.

Community events/workshops, strategy meetings, cultural events, fellowship, networking. Anything else needed of me

Cultural

Cultural events and networking events to learn more about these Affinity groups. Dora Perry at BDS has led many interesting and valuable Diversity in Motion and Learning Circle topics, as an example.

cultural events and support via email

Cultural events and training/workshops.

Cultural events, fellowship, networking, etc

Cultural events, networking

Cultural events, networking, fellowship

Cultural events, networking, social gatherings after work, volunteer opportunity as a group

Cultural events.

Cultural recreational events, activism opportunities in response to Trump Administration national/federal policy that is harmful to the LGBTQ community and individuals, volunteer opportunities (maybe with LGBTQ youth and/or homeless), social networking/mixer events, advocacy work within city policy making that affects LGBTQ population, group outings to support/stand as allies with other cultural/diverse affinity groups

Cultural, networking Unfortunately, I do not have the time to participate other than an occasional meeting or brown bag event. I like being informed via email, and am on the Equity Committee at the Water Bureau

currently offered activities are great.

discussion groups, happy hours, cultural celebrations.

Discussion of relevant topics, support and networking

Don't know

Educational events, connection to groups and individuals outside of the city.

Empowerment by the City to actually change the problems that we face as City workers and that we attempt to mediate for the communities we serve. Socializing is fine, but we need far more than that now.

Events, promoting visibility and feelings of belonging, breaking up tendencies toward a monoculture. As a white cisgender hetero, etc. woman, I don't necessarily want/need to be part of a specific affinity group, but I absolutely benefit from their existence. I want my co-workers to feel empowered and supported. I want constant reminders that we can celebrate each identity in the city. I furthermore enjoy programming and offerings that reach outside the dominant culture.

Fellowship and networking

Fellowship and networking, and special events.

fellowship, mentoring

fellowship, networking, volunteering

fellowship, networking.

Fellowship, trainings

I am up for anything.

I am very interested in the idea of working on particular policies and programs that effect the particular constituencies but not as a networking or building friendships. I have lots of pals. :-)

I appreciate the special panel events and the fellowship opportunities with the fairs and cultural events. I don't work at the Portland Building so it is not as easy to participate in activities, but I wholeheartedly support the efforts.

I appreciate when Affinity Groups host externally-facing activities, like when SET held a cultural-awareness type celebration intended for people who weren't necessarily part of SET to learn. I think these are just as important as internally-facing activities (as in, programming intended mostly for the group members).

I enjoy the different events that focus on the culture (specifically the food and traditions) of the different Affinity Groups.

I enjoy the networking, fellowship, and education, with other employees. My no answer to helping is just temporary.

I have little interest in these groups. Please remove me from the mailing list.

I have no expectations, only hope that the groups are kept. I think the groups are very important to the people who need them. I've got such a wonderful support system at home and in my community that I don't need one at work but others don't have that.

I have participated in activities with most of the DEEP/Affinity groups listed above. I have attended cultural events, planning sessions, etc.

I have two jobs, and my schedule is very full. I would only be able to do events nearby during the work day. But I'm interested in all sorts of things.

I ignore emails about affinity groups since I'm paid by the city to do city work rather than socialize. The city does not give city time to participate in affinity groups/social activity and we must use our own time. I do not use my personal time for city activities like this.

I really dig the cultural events I've been to in the Portland Building.

I really liked the hands on working with the doors of love. I am going to attend more meetings. I am quiet and shy at first and will open up. I know I just missed a meeting yesterday too, but I am hoping I can attend the next meeting.

I think workshops would be great to create better and stronger allies with those of us who don't necessarily identify within a particular affinity group. I think cultural and fellowship events are also great for building community and furthering our understanding and appreciation of one another.

I would be interested in attending more events similar to the impromptu event held after the police shootings to continue conversations about discrimination. I would be interested in training about how to talk about race as a participant or facilitator. I normally do not attend cultural events during lunch, but I am interested in fun after-hours cultural events.

I would expect all affinity groups to provide cultural events, fellowship, networking, and mutual affirmation, as that is what I believe to be the intended purpose of an affinity group.

I would expect to see/participate in cultural events and discussion revolving around identity politics, and the promotion of individuals based on their association with the respective affinity group.

I would love to have meetings in rotating zones making it easier for everyone to attend.

I would want to hear about other women's experiences and have networking opportunities, but I already have many other interests and areas of participation in my life, so it's very unlikely that I would go to anything outside of work hours. I would attend them at lunch. Also, I don't work in the Portland Building, so I'm not able to go to much of the stuff that is set up. Rarely are events held in a place convenient to me. So it's nice that there are events, but it sometimes seems more like the Portland Building Club, and not for City Workers as a whole. I do realize that this is difficult, but perhaps there will be more of an effort made (in general for all activities) since the Portland Building will be out of

commission and everyone is spread out. Event organizers will have to think out of the box, instead of excluding people out of convenience.

I'd like to see us represented as a group in the Portland Pride celebration; I'd like some awareness meetings for LGBTQ issues. I'd like a month devoted to celebrating people with disabilities. So many people have had them, and done so much--it would be good for people to see that. Also, it might be good to have a coupon book or something strictly for businesses that celebrate diversity and who hire people with disabilities. Also, a "People First" language celebration could be cool, and call attention to how language affects our thinking of people. It might also be cool to have a League of Women Voters speaker for the Women's Empowerment group, someone who could assist folks in registering and understanding issues (they are non-partisan).

Information on negotiation skills for promotions, transfers, getting better job experience?

Information sharing and networking.

informational events (speakers, panel discussion), casual sharing of ideas on a topic.

Interaction. More than just showing up, ways to introduce people. Teach dancing, singing, language, cooking, creating, have a reading in another language, a documentary film showing, a popular kids film (optionally in another language so kids can meet - sometimes they are better at meeting than adults are). Group sharing session, where people share a story of their choosing with the group. Book club night, where group discusses a book they're all reading at the same time on their own time. Bring your family night, where spouses and kids can meet.

interview practice, mediation training, (how to handle difficult conversations/ situations?) FOOD!!

Just want a safe place to talk with other women employed at the city of Portland.

Learn about resources, events and networking.

Learning events and information sharing about how to protect our rights in the workplace.

Many public city events sponsored by Affinity groups I have attended, sometimes with my children. Cultural events educate and often when I say I am going other co-workers will come too. Thank you for the hard work put into sponsoring these type of events. :)

meetings/discussion learning opportunities TED Talks type lectures cross communication with all networks working together to build diversity and retention within cop

Meetings/discussions regarding current events and upcoming opportunities. Cultural events and networking.

Mentoring and happy hour networking events.

Monthly meetings with time to talk/get to know each other as well as meaningful topics/presenters. Periodic social events.

N/A

Networking

Networking

Networking an support groups.

Networking and cultural events

Networking and sharing information .

Networking events once or twice a year. Any more often than that, I probably wouldn't go. If they are more rare, I would make an effort to go.

networking I guess. solidarity? cultural events, sure. Is that what they do?

networking, advancement of policy issues regarding workplace advancement, training, hiring, and ways to stop micro-aggressive behavior in the workplace.

networking, community events, fellowship

Networking, cultural event, discussions, support groups, etc.

networking, cultural events with traditional food

Networking, cultural events, education, etc.

networking, cultural events, films

Networking, cultural/educationalFor question below: Not interested at this time as am too busy just doing my job with budget & therefore staff cuts.

Networking, fellowship, and support to members.

Networking, fellowship.

Networking, issue discussion groups, speakers and presenters, resources, etc. One question: is it odd to have a faith-based affinity group if these groups were set up for protected classes?

Networking, potlucks, tell personal stories to give people perspective, form personal connections and long lasting friendships, and improve the culture of the City.

Networking/cultural events

NetworkingRace DiscussionCurrent AffairsEmpowering WomenEmpowering Children

none

None

None.

None.

none. I don't particularly need to hang out with a bunch of other working moms to commiserate about the challenges of being a working mom. Seems counter productive.

Not interested

Not sure at this point that is why I want to see what the groups have to offer

Nothing comes to mind.

Outings outside of work, conversations over lunch, panels, roundtable discussions, volunteer events, networking, policy discussion if appropriate.

Peer support, networking, information sharing and professional skills development.

professional and career development

project development? Assist DEEP with their LDP, help WE to grow and accomplish self-designated goals.

Seasonal celebrations and networking

Senior leadership discussions regarding Veteran issues, BBQ's, networking with other Affinity Groups, Volunteer activities, and Veteran program seminars.

social / fellowships and networking.

Speakers, group round-tables, brown-bag lunches.

Special events, education, social activities

Sponsored event (educates and informs all city staff) Meetings with open discussion on items of interest or topic - learn from each other and feel supported Connecting with other employees outside my immediate work group and bureau

STEM participation/outreach

topic based lunchtime meetings work well. I've only attended two meetings over the last few years, but both have been really helpful and well organized. I would have attended more frequently but I work in a different building.

Training, mentoring

trainings, conferences, reading/discussion group.

Varies

Visibility, Networking, Events, Education

We enjoyed gathering to talk as well as doing public service events, like helping Growing Gardens and helping seniors with minor home repairs, etc.

Yes!, networking, fellowship, cultural events  
Answer to next question: Maybe.