

Jay Brannon, Engineering Associate and Construction Manager at Environmental Services

Jay is such an amazing and supportive person. Jay is in a field where many individuals do not look like her. However, she uses her strength and skills to tutor STEM (science, technology, engineering and mathematics) to young people and mentor/empower women of color to study engineering. Jay is actively working to empower our next generation of leaders for careers in STEM.

Jay is not only a leader at the City of Portland, but she volunteers her time as a math tutor at the Flying University Project. She tutors and creates curriculum for elementary and middle school math to underprivileged children at their apartment complex, community centers, and schools. Jay has a long history of volunteering in her community and as a leader.

Sergeant Liani Reyna, Police/Emergency Management Unit

Portland Police Officer Liani Reyna was the first and only woman assigned to the Portland Police Bureau's (PPB) Special Emergency Reaction Team (SERT). As the first woman on an all-male team, Reyna's appointment did not come without resistance. Throughout Reyna's tenure on the SERT team she was subjected to a hostile work environment, which included sexually degrading skits at a week-long training camp. Reyna had to wrestle with a very difficult decision, come forward and report the inappropriate activity that would compromise her career, or remain silent and endure the behavior. Reyna did report the misconduct and a Bureau of Labor and Industry (BOLI) investigation found a substantial evidence of an unlawful employment action. The result of the complaint caused a change in behavior of the SERT team but came at a great price to Reyna. Reyna's career was adversely affected in that among many things, she was passed up for a multitude of specialty positions, was shunned by peers, and was subjected to incessant and unfounded complaints by bureau members. Reyna eventually took a promotional exam. Upon promotion to sergeant, Reyna used her position to mentor, train, and hold accountable and foster positive working relationships with peers and subordinates. Reyna implemented reward-based incentives to encourage better performance and through fearless discussion created improvement opportunities

for employees in her work group. Despite constant rejection, Reyna persevered and applied for a position in the Bureau's Emergency Management Unit (EMU). In her capacity as Emergency Manager, Reyna developed bureau-specific policies and procedures, created new positions in the bureau inclusive of the sworn and non-sworn staff, fostered relationships throughout the Portland region, and made herself a subject matter expert in the field of emergency management. Reyna liaisons with local, state, and federal partners as well as non-governmental agencies locally and nationally. Reyna sits on the Emergency Management Steering Committee, is a long-standing member of the Regional Disaster Policy Organization (RPDO) law enforcement working group where she managed thousands of dollars of federal grant funding, and was the coordinator of the Metro Air Support Unit where she facilitated equipment and software acquisition for regional air assets. She brought a variety of training and exercises to the region. She participates in community preparedness fairs educating the public and engaging the community in dialogue regarding home preparedness. Sergeant Reyna helped position PPB and the City to respond to all-hazards events by training a cadre of police responders and teaching other bureaus how to write incident action plans for their response organizations. She is responsible for training newly appointed Traffic Division staff members on special event emergency management. This is all based on the federally mandated National Incident Management System (NIMS). Emergency event planning is done for small events like the annual Sellwood-Westmoreland Monster March to the large, multi-event Rose Festival. Reyna's Police Emergency Operations Center (EOC) workload increased dramatically as she developed and enhanced PPB and outside agency participation in EOC activation. The EOC has been activated for severe weather events, large scale fires and explosions, Rose Festival Week, and protests. In 2016, there were approximately 17 EOC-related events including an increase in the number of polarized demonstrations in Portland and Vancouver. In 2017, that number increased to 33 EOC-related events including an increase in the number of polarized demonstrations in Portland and Vancouver. Reyna participated in PPBs Shop with a Cop, Girl Scout GirlFest with her football team, and Boys to Men. Sergeant Reyna is an avid Thorns fan and season ticket holder. She supports the team and has introduced her daughter to the world of women's professional sports. In addition to working full time for the City, plus hundreds of hours of annual mandatory overtime, Reyna played on a semi-professional all-

women's tackle football team comprised of a diverse group of women. Reyna held the position of general manager for the team and acted as a liaison and recruiter encouraging women who were interested in law enforcement to apply at PPB. From her participation in football Reyna has shown people in the community how approachable and human police officers by breaking down all stereotypes. Reyna has accomplished her dual role as a police officer and football player while being a single mother and raising a daughter on her own. In her capacity as a police officer and as a football player, Reyna serves as a role model for young women, has shown resiliency, perseverance, and demonstrated herself as a change agent overcoming insurmountable challenges.

Slavica Jovanovic, Police Bureau, Senior Admin Specialist, Detective Division

Everyday Slavica takes statements from women, young or old, wealthy or poor, single or married, drug addicted or straight that have been victims of sexual violence. She works with women from their interview statement to their trial. At this sensitive time for these victims, she is their support while trying to piece together cases of abuse to protect them from further harm. Very few people know what happens after a woman is assaulted. It's easy to assume that cases are wrapped up in little boxes after an hour, like they show on "Law and Order: SVU." Real life is nothing like TV. In some cases, it takes 7 or more years. That is correct, years to see that justice is served! I believe we need to provide recognition to all women who are working with victims because they are the ones who must gain the women's trust as they go through their experiences many times before the court.

Tiffani Penson, Procurement Services, Contractor Development Program
Coordinator

There are several reasons we should honor Tiffani. She is providing opportunities for so many individuals from marginalized communities. Below is a list of remarkable activities she has done as a city employee. Developing the Summer Youth Connect Program under Mayor Adams' tenure. Managing the SummerWorks program housed in Mayor Wheeler's office. Last summer, she

worked diligently to ensure the program was diverse (languages, cultures, and educational background). Managing the Minority Evaluator Program that invites community members to serve on panels that award contracts. The Minority Evaluator Program (MEP) will serve our internal staff and external customers by ensuring that there are diverse and qualified evaluators to serve on the various panels that award city contracts and serving as the Supplier Diversity Officer charged with identifying Disadvantage, Minority, Women and Emerging Small Businesses connecting them to contracting opportunities at the city. In March, she spoke at Council for the Women's History Month proclamation and it was a moving speech. She is truly making a difference for our City and community.

Yoko Silk, Portland Parks & Recreation, East Natural Areas Maintenance & Horticulture

Yoko Silk has been with parks for many years. She always puts equity first and role models this to her peers. She takes part in activism and uses a lens to address disparity in everything she does. On top of her position as Stewardship coordinator she takes on many teens and helps them build their work experience/professionalism by offering paid internships with her. She is a great teacher and always takes care to check for understanding and uses multiple intelligence with English language learners. Yoko is a mentor and role model to many of her young interns and her peers. Yoko is compassionate and passionate about what she does and is dedicated to fighting disparities in our community.