



WE PERSIST
CAROLYN QUAN LEE

PORTLAND PARKS AND RECREATION

Carolyn is a relentless advocate for human rights. The ability to continue going through the toughest of times. Carolyn is a champion for people in all areas from gender, race, orientation, physical ability and more! I appreciate and am thankful for her advocacy.

Awarded this 3rd of April 2018

2018 NOMINEE

WOMEN'S EMPOWERMENT

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DIANE PARKE

BUREAU OF DEVELOPMENT SERVICES

I have had the pleasure of getting to know Diane Parke through my work with her at BDS. My discussions with Diane about her involvement in BDS's Equity Committee shows her dedication to making BDS an equitable place to work. She has been involved in creating an equity lens for all points of entry into the bureau namely hiring practices. Diane is a leader and the way she conducts herself at work is inspiring to watch. In Diane's persistence to opening doors for herself she is also incredibly encouraging of those around her and advocates for her co-workers to grow in their careers. Diane has had a huge impact on my commitment to my own goals. She has a huge capacity to nurture and bring out the best in everyone around her. I think Diane deserves recognition for her persistence to see herself as an example of success and to lift others up.

Awarded this 3rd of April 2018

2018 NOMINEE

WOMEN'S EMPOWERMENT

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DORA PERRY

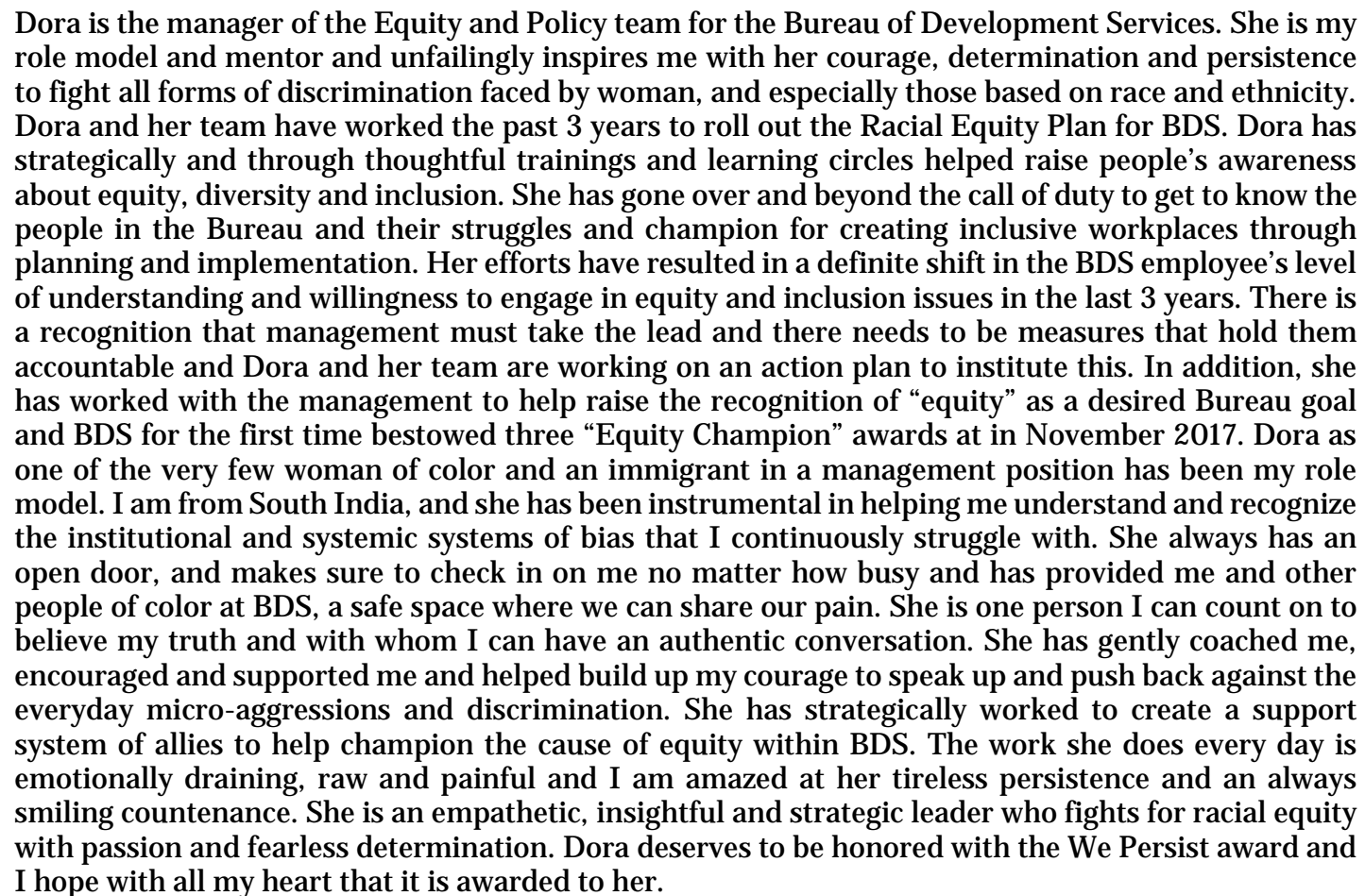
BUREAU OF DEVELOPMENT SERVICES

She unfailingly inspires me with her courage, determination and persistence to fight all forms of discrimination faced by woman, and especially those based on race and ethnicity. Dora and her team have worked the past 3 years to roll out the Racial Equity Plan for BDS. Dora has strategically and through thoughtful trainings and learning circles helped raise people's awareness about equity, diversity and inclusion. She has gone over and beyond the call of duty to get to know the people in the Bureau and their struggles and champion for creating inclusive workplaces through planning and implementation. Her efforts have resulted in a definite shift in the BDS employee's level of understanding and willingness to engage in equity and inclusion issues in the last 3 years. She has strategically worked to create a support system of allies to help champion the cause of equity within BDS. The work she does every day is emotionally draining, raw and painful and I am amazed at her tireless persistence and an always smiling countenance. She is an empathetic, insightful and strategic leader who fights for racial equity with passion and fearless determination. *(continued on back)*

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Dora is the manager of the Equity and Policy team for the Bureau of Development Services. She is my role model and mentor and unfailingly inspires me with her courage, determination and persistence to fight all forms of discrimination faced by woman, and especially those based on race and ethnicity. Dora and her team have worked the past 3 years to roll out the Racial Equity Plan for BDS. Dora has strategically and through thoughtful trainings and learning circles helped raise people's awareness about equity, diversity and inclusion. She has gone over and beyond the call of duty to get to know the people in the Bureau and their struggles and champion for creating inclusive workplaces through planning and implementation. Her efforts have resulted in a definite shift in the BDS employee's level of understanding and willingness to engage in equity and inclusion issues in the last 3 years. There is a recognition that management must take the lead and there needs to be measures that hold them accountable and Dora and her team are working on an action plan to institute this. In addition, she has worked with the management to help raise the recognition of "equity" as a desired Bureau goal and BDS for the first time bestowed three "Equity Champion" awards at in November 2017. Dora as one of the very few woman of color and an immigrant in a management position has been my role model. I am from South India, and she has been instrumental in helping me understand and recognize the institutional and systemic systems of bias that I continuously struggle with. She always has an open door, and makes sure to check in on me no matter how busy and has provided me and other people of color at BDS, a safe space where we can share our pain. She is one person I can count on to believe my truth and with whom I can have an authentic conversation. She has gently coached me, encouraged and supported me and helped build up my courage to speak up and push back against the everyday micro-aggressions and discrimination. She has strategically worked to create a support system of allies to help champion the cause of equity within BDS. The work she does every day is emotionally draining, raw and painful and I am amazed at her tireless persistence and an always smiling countenance. She is an empathetic, insightful and strategic leader who fights for racial equity with passion and fearless determination. Dora deserves to be honored with the We Persist award and I hope with all my heart that it is awarded to her.



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JANINE GATES

COMMISSIONER FRITZ' OFFICE

Janine is a serious advocate for women, youth, and people of color. She volunteers her time working with communities of color and young people, and at the City, does the same. She is a true aspiring leader and will do great things for our world and for the City!

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KAREN GUILLEN-CHAPMAN

BUREAU OF DEVELOPMENT SERVICES

Words cannot express how thankful I am for Karen and her leadership. I have watched her advocate and protect some of Portland's most vulnerable populations. I will never forget when we first set down for coffee and her willingness to assist me with my career goals. She is an amazing leader, woman, and advocate. Karen, I appreciate you!

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LAUREN NORRIS

BUREAU OF PLANNING AND SUSTAINABILITY

I met Lauren as a Master Recycler trainee. She was/is the coordinator of the program. Lauren works tirelessly to diversify the "environmental" movement. She wants to see more people of color in the program, as well as, educate white communities about the importance of supporting, seeking knowledge from, and collaborating with organizations and communities of color. Also, she arranges the program (and sometimes each class) to meet individuals where they are. That is hard and much needed work. Also, she is supporting our Master Recycler of Color group with any and everything we need. She is an amazing leader and ally! Lastly, Lauren is creating an environment for all individuals, especially individuals who are often not seen at the table.

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LEESHA POSEY

BUREAU OF PLANNING AND SUSTAINABILITY

Leesha is an exceptional person. - In her role at BPS she is building relationships with Portland's minority-owned businesses and assisting them with creating greener spaces and practices.- She volunteers on a community housing committee to ensure voices from marginalized communities are heard.- She is a master recycler and uses her time/skills to uplift the voices of black and brown individuals.- She volunteers with Portland African American Leadership Forum (PAALF) and advocate for their needs with the City and Portland community.- She believes in the career mobility of all women and individuals of color. - she is my mentor and a mentor to so many other individuals. Leesha spends countless hours ensuring our vulnerable communities' voices are heard and needs are met. Everything Leesha does is for the benefit our community.

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LORRAINE WILSON

PARKS AND RECREATION

Lorraine is a remarkable and inspiring civil rights leader. Her voice and poetic expression carry truth and conviction forward as she stands for women and people of color. Her words illuminate the cracks in our system and invoke a call to action! Instead of a plaque, please give this woman a megaphone and a stage!

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ZAN GIBBS

PORTLAND BUREAU OF TRANSPORTATION

Zan's job is equity at PBOT, but she goes above and beyond her job. Equity is her life. She fights for equal rights for women, people of color, the LGBTQIA community, or any person/people that are being marginalized. She lives by her words and is an exceptional role model.

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