



## Veterans Empowerment Team

### Meeting Minutes

Monday, June 4, 2018

12:00 – 12:30

Pettygrove Room, City Hall

1. Christopher Sun announced the new co-chair, Eddie Van Buren, who received the most votes in the recent election.
2. Sun gave a recap of the Meet Your Army event on May 24, 2018:
  - a. Focus was on veteran outreach in city government.
    - i. The transition process from Army/military to civilian life, including licensing/credentialing for the skills and experiences that the veteran gained during their military service.
  - b. May require creating reciprocity agreements between the state government and the US Army or Department of Defense.
  - c. Sun met with BHR after the event to discuss a need for an official committee devoted to hiring outreach / interview process / retention of employees.
    - i. Recent HR data show that 60 veterans left employment with the City in the past year: 26 voluntary withdrawal, 17 retired, 6 limited duration, and 10 dismissals.
    - ii. Data on veterans in the city saw an uptick in 1% from previous number, which is likely due to the veteran self-identification process. The system to track veteran employees needs to be looked again.
      1. Problem of self-identifying could be due to the Veterans Preference offered during application process. Some Vets may feel uncomfortable self-identifying during the application process, and not know that they can identify as a veteran after employment.
    - iii. Need for VET to be more active in the recruiting process.
    - iv. Coordinate with the VA when it comes to HR / BHR so that we do not engage in work that is already being done elsewhere.

3. Tony Garcia of the City Attorney's Office gave feedback regarding an email for the Meet Your Army Event, believing that the language was too strong and implied that the City was not doing enough for veterans.
  - a. A discussion followed about the range of veterans' experiences in the workplace, which highlighted inconsistent levels of support from their bureaus/leadership in members participating in the VET group and other affinity groups/equity committees.
4. Sun mentioned an effort to build broader coalitions with other affinity groups and the DEEP Executive Council to get the City to provide paid time for employees to participate in the organization of their choice.
5. Sun presented a revised Vision and Mission Statement for the group.
  - a. Vision: Empowering all veterans with respect and dignity to become leaders in public service.
  - b. Mission: To Provide leadership in veterans' advocacy and connect veterans continuing a career in public service to the rights and benefits that they have earned through their military service.
  - c. Alicia Gruber stated that the mission and vision could be more inclusive of the allies.
6. Sun reinforced the importance of the "Four Pillars" as a framework to guide VET operations:
  - a. Veterans' Advocacy
  - b. Community Service
  - c. Leadership Development
  - d. Cultural Education
    - i. The "VET Sends" memo for Memorial Day was well-received.
      1. Create a quarterly newsletter or profile to promote VET events and members. Look at bureau newsletters, like BDS, for inspiration.
7. Upcoming Events:
  - a. 6/6: D-Day
  - b. 6/14: Army Birthday / Flag Day
  - c. 6/27: PTSD Awareness Day
    - i. Create a list of resources for the website to connect veterans to the services that they may need.
8. Nicholas Carroll spoke about his idea for this year's Veterans Profile Display in City Hall, in which he suggested a theme that honors the 100th Anniversary of Armistice Day and the end of World War I.
  - a. A committee will be formed to help develop this event.
9. \$400 left in VET account from DEEP that needs to be spent by the end of the 2018 fiscal year (6/30). Some ideas on how to use this fund:
  - a. VET banner that can be carried in the Veteran's Day Parade and other events
  - b. VET logo polo shirt
  - c. VET logo lanyard for our city ID cards
  - d. Mini desk flags of military branch for each VET member who wants one

**In attendance:**

Alicia Gruber  
Nicholas Carroll  
David McEldowney  
Edward Van Buren  
Dominic Caputo  
Joey Sato  
Christopher Sun  
Tony Garcia  
Will Morita

**Statistical data:**

Branch of Service

6 USA  
1 USMC  
1 USN  
0 USAF  
0 USCG  
1 Allies

City Bureaus & Offices

0 Mayor & Commissioners Offices  
1 City Attorney's Office  
0 City Auditor's Office  
0 City Budget Office  
2 Bureau of Development Services  
0 Bureau of Emergency Communications  
0 Portland Bureau of Emergency Management  
0 Bureau of Environmental Services  
0 Office of Equity & Human Rights  
0 Portland Fire & Rescue  
0 Fire & Police Disability & Retirement  
0 Office of Government Relations  
0 Portland Housing Bureau  
1 Office of Neighborhood Involvement  
0 Office of Management & Finance  
0 Portland Parks & Recreation  
0 Bureau of Planning & Sustainability  
0 Portland Police Bureau  
5 Portland Bureau of Transportation  
0 Portland Water Bureau