

Meeting Minutes
DIVERSE AND EMPOWERED EMPLOYEES OF PORTLAND (DEEP)
MONTHLY MEETING
 THURSDAY, JULY 23, 2020 ★ NOON TO 1:00 PM VIRTUAL
 ONLINE MEETING

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.

DEEP Executive Committee Members			
Robert Bedgood		Pollyanne Birge	P
Becky Chiao	P	Debbie Caselton	E
Wing Grabowski	P	Yvette Gayomali	P
Neelam Jain	P	Angie Harris	P
Janis McDonald	E	Adrien Pacheco	P
Carolyn Quan Lee	P	Jeff Selby	E
Thomas Nancarrow	P	Carol Stahlke	E
Miranda Wood	P		

1. Black Girl in Suburbia Documentary
 - a. Carolyn will reach out to Laura John to see about having her friend show the documentary
 - b. Angie will reach out to CAAN about supporting it
 - c. Becky mentioned compensating the creator – vote to give an honorarium to the documentarian - \$100 has been standard for Kwanzaa – offer for one hour
2. Executive Committee Member Recruitment
 - a. Additional Members to recruit – Becky is leaving and going to work for the State
 - b. Possibly recruits:
 - c. Jay Brannon from CAAN
 - d. Cynthia Castro – members voted to reinstate from leave of absence
 - e. Recommendation to add someone from HR and equity managers
3. Affinity Group Member Policy Update
 - a. Overview of break-out groups and exclusion of disruptive members
 - b. Becky has added language to the by-laws

- c. Waiting for Jeff to review
 - d. Civic Life is using the new resolution to create advisory bodies
 - e. Wing mentioned the BPS caucus and will look at how and who formed that – Miranda will contact Wing for information
 - f. Adrien mentioned Water has closed group for learning circles – Lisa Posey could be good contact
 - g. Movement by Bureaus to form these caucus groups
4. Annual Report Items
- a. Nothing added – will tackle when Debbie gets back
5. Other Updates?
- a. Yvette: Met with Teresa of FACE – China Hob is going to take over for FACE, we'll check back in August when Debbie since that's when China will get more involved
 - b. Angie will ask Jeff to send out email about COVID testing

Changes since the 2015 Progress Report:

1. Wonder Woman Awards
2. 19th Amendment Centennial Exhibit and Lizzie Weeks Mural Celebration
3. DEEP Data Report: Supporting Affinity Group Success
4. Update Affinity Groups - expanded funding available to them
5. Completion of DEEP Operation Manual and update to bylaws - living document
6. Update of DEEP Flyer
- 7. Affinity Group Hours paid for leadership/membership**

Continued Efforts:

- Affinity Groups
- Education Resources - paying for trainings/books/etc.
- Kwanzaa
- Library Maintenance