

MEETING MINUTES
DIVERSE AND EMPOWERED EMPLOYEES OF PORTLAND (DEEP)
MONTHLY MEETING

THURSDAY, FEBRUARY 28, 2019 ★ NOON TO 1:00 PM

PIONEER TOWER – 888 SW FIFTH AVE, STE 400 – WILLAMETTE ROOM

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	E
Becky Chiao	✓	Maximo Behrens	A
Wing Grabowski	E	Debbie Caselton	✓
Neelam Jain	✓	Yvette Gayomali	✓
Janis McDonald	✓	Angie Harris	E
Carolyn Quan Lee	✓	Jeff Selby	✓
Thomas Nancarrow	E	Carol Stahlke	A
Miranda Wood	E		

E = EXCUSED

A=ABSENT

1. Updates

a. Events coming up

i. Women's History Month is March

2019 City THEME (non-national theme): *Agents of Equity: Womxn & Gender Nonconforming Voices in Action*

Biketown reception with Nike – 3/1

Dress for Success all month

Life Outside the Cubicle panel – 3/27 1900 bldg

Proclamation and breakfast – 3/6 9:45 – 10:15 c

Knitting with Jacki Hunter on Tuesdays at Congress Center

TED Talk, Happy Hour, Film, workshops, clothing swap, art walk, Albina Queens photo show, webinar

ii. Wonder Woman Awards – April 4 at Council Chambers - Janis offered to help Debbie brainstorm and at event. All agreed that we should provide snacks after. Debbie received art rights for \$150 and purchased magnets.

iii. Affinity Group Leadership meeting is March 14 at Noon at Congress Center

iv. Trans Visibility Day (Debbie working with Mayor's office) is March 28.

Includes potentially a video, performance, and trans youth for a lunch at City Hall. Reminder to caption video.

v. AAPI Heritage Month proclamation at council on May 1 at 9:30am.

b. Affinity Groups – we have almost 1000 members!

City African American Network (CAAN) = 231
Hapa, Asian, Pacific Islander (HAPI) = 71
Filipino American City Employee (FACE) = 27
LGBTQ & Friends Affinity Group = 81
Latinx PDX = 75
PDX CityMamas = 144
Slavic Empowerment Team (SET) = 20
Veterans Empowerment Team (VET) = 101
Women's Empowerment (WE) = 229
Total = 979!

- c. Time for Affinity Groups/DEEP – Debbie met with Cathy Bless and it is in her court now. Debbie created the new sign in sheet for the affinity groups and any event.
 - d. Budget – Debbie did a lot of paperwork for the budget process and has been working with the CBO on additional questions, etc. The ask is for \$15,000 vs. 10,000, with \$1000 for each affinity group budget.
 - e. New Employee Orientation – Wing has the supplies and calendar reminders and will get help from affinity group leaders if needed. Becky asked if the affinity group leaders are contacted when names are added to the distribution lists. Debbie will let all affinity groups know so they can welcome new members.
2. Recruitment – Let's ask Cynthia Castro from Commissioner Fritz' office to be on the DEEP Executive Committee. Robert brought up asking new Fire equity manager, Becky Lam
 3. Help needed – Debbie will ask Miranda for some event/attendance tracking help.
 4. Other topics that came up:
 - a. DEEP's take on employment issues and probation periods being inconsistent. "when in doubt, get them out"
Inconsistent, no consultation with co-workers, no cause, demotions, managers have power. Bring this topic up again. Two sides to story.
 - b. Debbie will invite all equity committee chairs, and equity managers for a DEEP meeting to get on same page, have a communication tool, give them the down low on what DEEP does, and at least connect!
 - c. Janis is meeting with Cynthia Castro to talk about startup of Leadership Development Program again.