

DEEP Monthly Meeting – 6/27/2019

In Attendance: Becky Chiao, Neelam Jain, Carolyn Quan Lee, Thomas Nancarrow, Miranda Wood, Pollyanne Birge, Cynthia Castro, Debbie Caselton, Yvette Gayomali, Jeff Selby, Brenda (BES Student Intern)

HAPI Event

- HAPI Art Panel, 7/16/2019, 12-1:30 pm at the Water Bureau auditorium (664 N Tillamook)
- Artists will perform or project visual work
- Light snacks provided
- Jeff will work on a marketing flyer
- List location of nearest bus stop
- Pollyanne available to assist with set-up
- Debbie will provide an A-frame stand for a sign to direct people

Follow-up conversation:

- Reminder that cultural events don't have to happen in their specific cultural month
- Reminder that DEEP can provide funding support during events for disability access (ASL interpreters, other accommodations)
- Civic Life also has access funding available – Pollyanne will get more information on how to apply
- Discussion about providing materials/equipment for events that could be stored by DEEP for affinity groups to check out for events (tables, plates, water pitchers, sign stands, etc.)
- Discussion about developing an equity/inclusion checklist for organizers – available task lists here (some for sustainability but not specific to equity/inclusion):
 - <https://www.portlandoregon.gov/59371>
 - Sustainability checklist: <https://www.portlandoregon.gov/article/420578>
 - Cynthia will develop framework for event checklist
 - Debbie will send out existing list
- Require access statement to be posted on event advertising materials
 - Invite Joanne (who does the disability newsletters) to the next Affinity Group leader meeting for more information

New Employee Orientation Tabling

- Wing was not able to present
- General discussion of purpose: employees can sign up for the Affinity Groups, get handouts with more information
- Jeff covers DEEP in his orientation presentation
- Becky suggested making a 6 month calendar of rotating DEEP and Affinity Group leaders to staff the resource table

Result Based Accountability Training

- Cynthia presented on the training she attended put on by OEHR – 2 day training (BES kicked in to help fund)
- Find a goal and determine data markers for overall results and strategies to get there
- Each Bureau/office participated in the exercise
- Auditor's office talked about why they have engaged in equity dialogues in a meaningful way

- The idea that instead of pushing forward with a goal, unpack what's happened to prevent working on that goal previously and why it hasn't worked
- Theo facilitated and summarized statements which included goals around safety, economic prosperity and health, safety and where there are potentials for overlap
- Want to conduct a manager/supervisor training that focuses on how to shape the curriculum and ongoing events
- Would DEEP want to be invited and collaborate with this group? - Yes
- Affinity Group Executive Council should also participate
 - Debbie will put on the next agenda
- How best to structure communication: some structure, she can frame the conversation and the participants can ask questions
- Answer what data is being used to inform strategies and help long term tracking
- Jeff mentioned he is working with Matt Lim and Danielle Brooks to chart where promotions/resignations are happening – will notify when that data is available

Pay Differential Survey (Cynthia)

- Survey did not go city wide – looking at existing lists of multilingual employees
- Will be open for 2 weeks
- A reminder will go out but please share
- Have looked at historical precedent – usually has come up through labor relations and bargaining, looking at research, other places that have it implemented
- Using focus groups e.g. Latinx affinity group, workgroups through OEHR/other subject matter experts
- Looking at:
 - what we are posting in recruitment
 - simple process for payroll
 - job classifications
 - what languages and questions around eligibility
 - Testing component for ability related to relevant skills
 - % of pay or flat rate?
- Tatiana from OEHR is working on language access guidelines/policy and liability issues
- Question on where Portland Police Association implements a pay differential for languages
 - Tom will investigate on whether that is the case
- DEEP/liaison with Cathy Bless and BHR has really facilitated this move forward

Other Items

- Carolyn distributed procedures document Parks Bureau developed on experiencing bigotry and hate (internally or externally)
 - Feel free to share to equity managers/other interested parties
- Angela had asked about establishing peer to peer groups in the Bureaus and whether DEEP could facilitate it – Not without funding for positions
- Budget – spent out, a little overbudget – owe OEHR some funds, which will be covered by Pride T-shirt sales
- Debbie will schedule the Affinity Group leaders meetings
 - WE has 11 new leaders
 - LGBTQ+ discussing how to recruit new leaders
- No updates from BHR about affinity group hours policy