

DEEP Executive Committee May 24, 2018
Pettygrove Room

In attendance:

1. Robert Bedgood
2. Thomas Nancarrow
3. Becky Chiao
4. Janis McDonald
5. Carolyn Q. Lee
6. Betty Nelson
7. Mirada Wood
8. Adrien Pacheco

Absent or Excused:

- Debbie Caselton
Wing Grabowski
Yvette Gayomali
Maximo Behrens
Janine Gates
Carol Stahlke
Neelam Jain
Jeff Selby

Guests: Judith Mowry, Kofi Dessou

Agenda: What is our plan for a follow-up meeting with Serilda? We want to bring up equity issues with BHR. Issues were brought up at the affinity group leadership council about problems with supervisors and managers. Robert Bedgood talked about his personal issues at the Fire Bureau.

Miranda proposed a draft meeting agenda to follow-up with Serilda some time in the next couple of months.

- Follow-up on training policy request (5)
- Follow-up on pay equity issues and Management training—impacts of reclass/comp study? (10)
- Conversation with Affinity group leaders (25)—*what ground rules are needed?*
- Non-adversarial advocacy efforts (15)
- Next steps and other follow-up (5 min)

Judith thanked us for inviting her and Kofi to the meeting. Since DEEP is under OEHR, we should work together to find how his leadership can coordinate with our efforts. They are hearing anecdotal reports about people not making it past probation. OEHR would like to have more data. She has reviewed the BHR complaint investigation process and sees that we aren't getting good outcomes. Dante, former OEHR director identified that there is a conflict between Title VII enforcement and BHR.

She proposes a change in values would be that it is the manager's job to help someone get through probation—onus on the manager. There is a big investment made before someone gets to probation. We are risk adverse when we look at changing/challenging to systemic racism. But Boston just identified there is a great risk to not address systemic racism. The issue of who is a mandatory reporter of 2.02 issues should be addressed. Currently there is no alternative to a BHR investigation to individual problems that get raised to OEHR, DEEP. Mediation doesn't always work when there is a power differential.

Kofi said that we have named the systemic problem that in the US laws dictate our relationships rather than customs or other rules. BHR is like this—we follow a legal process for responding to problems. Alternative ways of doing things have to be institutionalized within the legal framework—in this case City Council resolution. We shouldn't rely on BHR, we can discuss with them, but need to get Council's official action. In the Federal Govt. there is an independent Office of Inspector General instituted by law. That is his suggestion for us. He would support us in presenting a resolution to City Council. That is part of the inclusive workplace Employer of Choice.

(We should let Janine know about this discussion to see if Commissioner Fritz would be interested.)

One Bureau has attended Just Culture training about discipline, Judith is going to look into whether there is a racial equity component to that.

If we use the language of barriers that fits into our framework already—we want a fair and equitable workplace. What are the barriers to that? We could put together a package to City Council. DEEP is a great body to move it forward. DEEP is chartered by resolution. Many resolutions are passed without an implementation plan. Asking the BHR director for some staff support is a good start.

Janice pointed out that one of the reason the LDP program was created was in order to respond to many people's concerns about what was going on in their workplace but it is not enough. The LDP program isn't sustainable without staff support.

Judith encourages us to have solidarity—safety in numbers. Kofi says we should start thinking about the next budget season now. Work on putting something in writing for City Leadership. One of Judith's favorite saying from Kofi is "I cry out of one eye and see opportunity in the other."

OEHR is beginning a stakeholder engagement process with a consultant before hiring a new director to see internal and external needs. They made do a survey through DEEP and would like DEEP's support.

To move forward we need to think of what are our problem statements, potential solutions and how to link those things to policies that already exist.

Robert recommends Barbara Diamond's micro-aggression class for all City Managers and Supervisors. It helps people realize that they do have bias.

How do we define and inclusive workplace? We have a dominant culture and everything is in relation to that. Judith gave an example of a community group that brought in an attorney to evaluate a situation. No legal violations were found, but employees were defining harm differently.

Adrien said that BDS does a good job of having managers go through equity training. Her issue was with the start of hiring. She was told that her life experience did not count as experience working on equity issues. As a bi-racial person, it is also difficult for her to have to choose one race. Does she count as a person of color? Someone told her to choose white.

Not all managers have a racial equity analysis. BHR does have someone who specifically tries to do outreach to underrepresented communities.

Judith brought up Parks Director who did a lot to advance racial equity but was still found not to have done enough. We need true metrics to measure progress. There is a lot of change, new wave of new employees who have different attitudes about inclusion.

OEHR will be doing a report to council on the first 6 years of their office. She encourages us to attend when they present it. There is a need to act with urgency which responds to institutional hesitancy to change.

Miranda wanted to get more feedback on what to have on the agenda. We won't propose anything now. It will be an opportunity to have people talk about concerns and to hear what Serilda's response is. Miranda will propose ground rules. Judith recommends having 3 main points with different ways of making them.

There is a meeting with DEEP and the affinity group leaders June 7.

Notes by Becky Chiao