

DEEP Affinity Group Leadership Meeting
Thursday, September 13, 2018
Noon to 1pm
400 SW Sixth Ave, 4th Floor, Chinook Room

Attendance:

Debbie Caselton, DEEP/LGBTQ and Friends
Wing Grabowski, DEEP
Betty Nelson, DEEP
DaVon Wilson-Angel, CAAN
Svetlana Pell, SET
Caryn Brooks, LGBTQ and Friends
Betsy Quitugua, HAPI
Nicholas Carroll, VET
Edward VanBuren, VET
Christopher Sun, VET
Alicia Gruber, CityMamas
Courtney Duke, CityMamas
Rachele Altman, CityMamas
Cynthia Castro, ULA
Seraphie Allen, LGBTQ and Friends
Kim McCarty, CAAN
Cathy Bless, BHR
Allison Prasad, BHR

Introductions

Dr. Prasad thanked everyone for participating in the focus groups for hiring the new directors. She handed out business cards for others to get in touch who hadn't been able to participate yet.

New Affinity Group proposed

Debbie talked about the potential new affinity group for Alaska Natives/American Indians. Laura John is leading the effort and the first organizing meeting is on September 26.

Affinity Group Participation Proposal

Cathy Bless handed out the draft Affinity Group Participation policy that proposes paid time (creating three new time codes within SAP). Affinity Group Leaders would be allowed 3 hours monthly, group members would get one hour (clarified, this means with meetings at lunch, the one hour would at least allow for travel time to a meeting), affinity group volunteers up to two hours each month for new employee orientation meetings and up to 6 additional hours for dedicated events, presentations, and/or celebrations each calendar year; to to exceed 48 hours per individual. The proposal had more details and clarifications.

Leaders asked questions and made some suggestions, including clarification that affinity group leaders were usually plural and not one leader of the group, and suggesting an introductory paragraph that emphasized the importance of the groups.

Cathy also talked about the group leaders participating in the citywide New Employee Orientations (NEO) that would be happening and having affinity group representation there would be encouraged.

Affinity Group Work Plans

Debbie received work plans from CAAN, SET, LGBTQ, CityMamas, and ULA. Still waiting for HAPI, FACE, VET, and WE.

Highlights:

CAAN's goals are to celebrate Black Staff and get to know each other. Activities planned are black history month, Juneteenth, fair housing month (April), continue their quarterly newsletter and monthly luncheons.

LGBTQ and Friends goals are to hold regular meetings with agenda and have leaders participate in meetings. Work on policy issues, at least two social events, Pride activities, volunteer as a group at SMYRC, and have educational/training opportunities for employees. They also want to partner with other groups such as VET, HAPI, etc.

PDXCityMama's goals are to continue with their many awesome events, and partner with other groups such as VET, WE, and LGBTQ. New member to the leadership team, Alicia Gruber.

SET's goals are to work with State of Oregon on the Slavic and Eastern European Heritage Week in January. A focus is on this event this next January.

Even though we didn't receive VET and HAPI's work plans, they briefed us on partnership with the different groups and many activities and goals planned.

Cathy Bless reminded the group that speakers were available through EAP.

Some inquiry came up about clarification about HR rules for purchasing food. Cathy would look up the rule and send it to DEEP.

Next meeting is in December and DEEP will be providing lunch for the group.