

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

THURSDAY, FEBRUARY 23, 2017 ★ NOON – 1:00 PM

CITY HALL – PETTYGROVE ROOM

E = Excused, A = Absent

<b>DEEP Executive Committee Members</b>			
Angie Harris	✓	Janis McDonald	✓
Carolyn Quan Lee	E	Jim Fairchild	✓
Debbie Caselton	✓	Maximo Behrens	E
Delphine Kennedy-Walker	✓	Thomas Nancarrow	✓
Greg Wolley	✓	Yvette Gayomali	✓
Wing Grabowski	✓	Becky Chiao	✓
Jeff Selby, OEHR	E		

1. Budget Update (Debbie)  
 See attached. There are still some expenses to come out (\$300 for CAAN, WHM will have some expenses and so will LGBTQ & Friends). I'd say approximately \$1000 yet? We have spent approximately \$5100 out of \$10,000.
2. Events/Speakers  
Tim Wise (Greg and Wing): Cost is \$7500 plus approx. \$640 for PSU, plus accommodations, food and travel (not airfare). We have sponsorships from the following bureaus at \$1000 each: BES, BDS, OMF, BPS, Attorney's Office, OEHR = \$6,000. There is an ask still out from Police (Thomas), Water (Greg to Susan Bailey), and PBOT (Greg to Zan Gibbs). Date is Tuesday, March 14, 2017 noon to 1pm at PSU. Ballroom holds at least a 1000 people. This is open to the public. According to Tim Wise' Hospitality and Technical Rider, Greg will contact local Black Lives Matter organizers, etc. The group decided to have Tim speak about Racism/Racial Justice and How to Engage.  
Women's History Month (Janis): Full list of events presented. Janis will be sending the calendar to everyone.  
Other speakers: Janis had suggested Shawn King who was going to be here in May. Thomas will look into him in more detail with his handlers, but is pretty sure we cannot afford him this year.
3. LDP2 Update (Janis): Very successful program. Consultant volunteer put together an extremely comprehensive analysis of the entire program, including successes and what needed to be worked on. Janis is making the appropriate changes for the next one. We do not know when that will start. We received a budget of \$5000 for the next LDP. The report will go out and also a presentation will happen in front of council before mid-April.

4. Affinity Group Survey Results (Debbie): See attached summary. This still needs to be cleaned up, but over 200 responses so far and there are many good outcomes from this. Next steps are to clean it up and then make sure folks who are indicated they are interested in the affinity group that they are connected with them, that the folks that are interested in participating on a leadership type level are connected with, and to meet with all of the Affinity Group Council Members (leaders) to discuss the results.
5. Annual Retreat (Debbie): Most of the group appeared to be available on May 6. An email will go out to the group to see if everyone is available. Talking about possibly having it at the Firehouse 21 again.
6. Take-aways from the Racial Equity in the City: A Community Conversation session from November 14, 2016 (Wing): Dante presented, co-sponsored by MRG and there weren't very many city employees. It was a fantastic event, and Wing would like to look into possibility having it happen again, but maybe with DEEP sponsoring as a series? Wing will explore this more.
7. Ideas for ally trainings that came out of the Affinity Group meeting and discussion at BPS (Wing): Wing has taken classes from Portland Underground Grad School and they are fantastic. They have ally trainings, etc. He worked with Christine Dupris, one of the educators, and Douglas Tsoi is one of the directors of PUGS. They are potentially looking to come to organizations to do trainings in the future. The cost should be nominal. Wing will explore this for DEEP as well.

ANNOUNCEMENTS: Delphine is retiring and her last day is March 24. March 23 will be her last meeting with DEEP.

Jim is retiring as well and his last day is July 27.

Minutes prepared by Debbie Caselton

## Expenses by Category

DEEP

Between July 01, 2016 and February 23, 2017

Vendor	Client	Author	Project	Notes	Amount
<b>Education and Training</b>					
Education and Training (other)					475.00
09/22/16	APANO	Caselton, Debbie		Rolling Tides Conf: Judith Mowry	50.00
09/12/16	APANO	Caselton, Debbie		Rolling Tides Conf: Matthew Lim	50.00
09/09/16	APANO	Caselton, Debbie		Rolling Tides Conf: Ashley Tjaden	50.00
09/08/16	APANO	Caselton, Debbie		Rolling Tides Conf: Hun Taing	50.00
09/08/16	APANO	Caselton, Debbie		Rolling Tides Conf: Som Subedi	50.00
09/07/16	APANO	Caselton, Debbie		Rolling Tides Conf. Naomi Tsurumi	50.00
09/07/16	APANO	Caselton, Debbie		Rolling Tides Conf: Stefanus Gunawan, Carolyn Lee, Jeff Selby, and Betsy Quitigua	175.00
<b>Total</b>					<b>475.00</b>
<b>Meals &amp; Entertainment</b>					
Meals & Entertainment (other)					331.00
11/17/16	Bellagios Pizza	Caselton, Debbie		lunch delivered one day early (hopefully will be reimbursed)	160.50
11/16/16	Bellagios Pizza	Caselton, Debbie		BiAnnual DEEP Affinity Group Council Meeting lunch	170.50
<b>Total</b>					<b>331.00</b>
<b>Office Expenses &amp; Postage</b>					
Office Supplies					146.00
08/08/16	Portland Badge Co.	Caselton, Debbie		DEEP badges	146.00
<b>Total</b>					<b>146.00</b>
<b>Professional Services</b>					
Accounting					139.86
02/20/17	Freshbooks	Caselton, Debbie		Annual fee for accounting program	139.86
Speakers					200.00
09/09/16	Try Excellence LLC	Caselton, Debbie		Let's Talk moderator - Steven Holt	200.00
<b>Total</b>					<b>339.86</b>
<b>Supplies</b>					
Library					66.32
12/07/16	Amazon.com	Caselton, Debbie		Two DVDs for DEEP library	14.35
11/04/16	Amazon.com	Caselton, Debbie		Books for DEEP library	40.53
08/04/16	Amazon.com	Caselton, Debbie		book replacement for library	11.44
<b>Total</b>					<b>66.32</b>
<b>Other Expenses</b>					
Affinity Groups					1,465.44
02/10/17	Giftcards.com	Caselton, Debbie		SET: Payment for performers	307.94
01/25/17	Giftcards.com	Caselton, Debbie		SET: stipend for performer at Slavic event	54.94
01/25/17	Parking	Caselton, Debbie		SET: Parking for performers	55.60
01/24/17	BGS Security	Caselton, Debbie		SET: Security for Slavic event	180.00
01/23/17	Svetlana Pell	Caselton, Debbie		SET: reimbursement for food and drinks for Slavic event	82.55

	<b>Vendor</b>	<b>Client</b>	<b>Author</b>	<b>Project</b>	<b>Notes</b>	<b>Amount</b>
11/03/16	Keizer Florist		Caselton, Debbie		HAPI: Ti leaves for event	50.00
10/26/16	Rod Morales		Caselton, Debbie		FACE: food and supplies for Fil-Am History Month	353.15
10/26/16	Swag Northwest		Caselton, Debbie		VET: T-shirts for VET parade	100.00
10/13/16	Starbucks		Caselton, Debbie		FACE: gift cards for dancers	50.00
10/03/16	Churros Locos		Caselton, Debbie		ULA: celebration	150.00
09/29/16	Courtney Duke		Caselton, Debbie		PDXCityMamas - reimbursement - food for speaker on 9/29/16	81.26
<b>Events</b>						<b>2,311.15</b>
12/30/16	Giftcards.com		Caselton, Debbie		Kwanzaa 2016: stipends for speakers/performers	761.64
12/29/16	Safeway		Caselton, Debbie		Kwanzaa 2016: plates, etc.	52.91
12/19/16	Loaded LLC		Caselton, Debbie		Kwanzaa 2016: catering	1,146.60
11/29/16	Brown Paper Tickets		Caselton, Debbie		Two tickets for Human Rights Awards for DEEP members	50.00
10/27/16	Billy Webb Elks Lodge		Caselton, Debbie		Kwanzaa 2016: Payment for space	300.00
<b>Total</b>						<b>3,776.59</b>
<b>ALL TOTAL (USD)</b>						<b>5,134.77</b>

NOTE: Tax data available via CSV/Excel export.

## Expenses by Category

DEEP

Between July 01, 2016 and February 23, 2017

Vendor	Client	Author	Project	Notes	Amount
<b>Other Expenses</b>					
Leadership Development					956.75
01/06/17	Happy Cup Coffee	Caselton, Debbie		coffee for LDP graduation	67.85
01/04/17	Cupcake Jones	Caselton, Debbie		food & refreshments for LDP graduation	169.00
12/31/16	Office Depot	Caselton, Debbie		LDP graduation supplies	57.44
12/01/16	Elephants Online	Caselton, Debbie		Lunch for WE co-hort	85.36
11/15/16	Bulk Office Supply	Caselton, Debbie		Award frames and certificates for LDP participants graduation	67.83
11/09/16	TCT Anderson's	Caselton, Debbie		Badges (medals) for LDP participants and Mentors	131.54
11/02/16	Bellagios	Caselton, Debbie		Food for LDP groups	123.25
09/14/16	McGodson (Sonny) Benonaih-Jumbo	Caselton, Debbie		CAAN co-hort one lunch at Bridge City Café - reimbursed with petty cash	15.40
07/20/16	Bridge City Cafe	Caselton, Debbie		lunch for CAAN cohort	82.90
07/13/16	Elephants Online	Caselton, Debbie		lunch for ULA cohort	69.68
07/12/16	Bellagios Pizza	Caselton, Debbie		lunch for WE cohort	86.50
<b>Total</b>					<b>956.75</b>
<b>ALL TOTAL (USD)</b>					<b>956.75</b>

NOTE: Tax data available via CSV/Excel export.

**DEEP - Reports**

136. DEEP ▾

[Items](#) | [Reports](#) | [Admin](#) | [Help](#) | [Logout](#)**Survey Results: DEEP Affinity Group Survey****Total Items: 213****Are you aware of the Affinity Groups within the City of Portland?**

Yes	171	80.3%
No	42	19.7%
<b>Total</b>	<b>213</b>	

**Would you be interested in participating in an Affinity Group?**

Yes	110	51.6%
No	103	48.4%
<b>Total</b>	<b>213</b>	

**Tell us which Affinity Group you are interested in. Please note that all Affinity Groups welcome any person. You can select more than one group (hold CTRL button)**

Women's Empowerment (WE)	18	15.3%
City African-American Network (CAAN)	13	11.0%
LGBTQ & Friends Affinity Group	9	7.6%
Any affinity group not listed	7	5.9%
Unidos Latinos Americanos (ULA)	7	5.9%
PDXCityMamas	6	5.1%
PDXCityMamas,Women's Empowerment (WE)	6	5.1%
Veterans Empowerment Team (VET)	6	5.1%
Faith & Friends Affinity Group	4	3.4%
LGBTQ & Friends Affinity Group,Women's Empowerment (WE)	4	3.4%
Hapa, Asian, and Pacific Islander (HAPI) Affinity Group	3	2.5%
City African-American Network (CAAN),LGBTQ & Friends Affinity Group	2	1.7%
Faith & Friends Affinity Group,Women's Empowerment (WE)	2	1.7%
LGBTQ & Friends Affinity Group,Unidos Latinos Americanos (ULA),Women's Empowerment (WE)	2	1.7%
LGBTQ & Friends Affinity Group,Women's Empowerment (WE),Any affinity group not listed	2	1.7%
PDXCityMamas,Women's Empowerment (WE),Any affinity group not listed	2	1.7%
City African-American Network (CAAN),Faith & Friends Affinity Group,LGBTQ & Friends Affinity Group,PDXCityMamas,Unidos Latinos Americanos (ULA),Women's Empowerment (WE)	1	0.8%
City African-American Network (CAAN),Faith & Friends Affinity Group,LGBTQ & Friends Affinity Group,PDXCityMamas,Veterans Empowerment Team (VET),Women's Empowerment (WE)	1	0.8%
City African-American Network (CAAN),Faith & Friends Affinity Group,PDXCityMamas,Women's Empowerment (WE)	1	0.8%
City African-American Network (CAAN),Filipino American City Employees (FACE),Hapa, Asian, and Pacific Islander (HAPI) Affinity Group,LGBTQ & Friends Affinity Group,PDXCityMamas,Slavic Empowerment Team (SET),Unidos Latinos Americanos (ULA),Women's Empowerment (WE)	1	0.8%
City African-American Network (CAAN),Hapa, Asian, and Pacific Islander (HAPI) Affinity Group	1	0.8%

City African-American Network (CAAN),Hapa, Asian, and Pacific Islander (HAPI) Affinity Group,Unidos Latinos Americanos (ULA),Women's Empowerment (WE)	1	0.8%
City African-American Network (CAAN),Unidos Latinos Americanos (ULA),Veterans Empowerment Team (VET),Women's Empowerment (WE)	1	0.8%
City African-American Network (CAAN),Veterans Empowerment Team (VET)	1	0.8%
City African-American Network (CAAN),Veterans Empowerment Team (VET),Women's Empowerment (WE)	1	0.8%
Faith & Friends Affinity Group,Any affinity group not listed	1	0.8%
Faith & Friends Affinity Group,Hapa, Asian, and Pacific Islander (HAPI) Affinity Group	1	0.8%
Faith & Friends Affinity Group,Hapa, Asian, and Pacific Islander (HAPI) Affinity Group,Veterans Empowerment Team (VET)	1	0.8%
Faith & Friends Affinity Group,LGBTQ & Friends Affinity Group,PDXCityMamas,Women's Empowerment (WE)	1	0.8%
Faith & Friends Affinity Group,LGBTQ & Friends Affinity Group,Women's Empowerment (WE),Any affinity group not listed	1	0.8%
Faith & Friends Affinity Group,PDXCityMamas,Women's Empowerment (WE)	1	0.8%
Faith & Friends Affinity Group,Veterans Empowerment Team (VET),Any affinity group not listed	1	0.8%
Filipino American City Employees (FACE),Hapa, Asian, and Pacific Islander (HAPI) Affinity Group	1	0.8%
LGBTQ & Friends Affinity Group,PDXCityMamas	1	0.8%
LGBTQ & Friends Affinity Group,Slavic Empowerment Team (SET)	1	0.8%
LGBTQ & Friends Affinity Group,Unidos Latinos Americanos (ULA)	1	0.8%
PDXCityMamas,Unidos Latinos Americanos (ULA),Women's Empowerment (WE)	1	0.8%
PDXCityMamas,Veterans Empowerment Team (VET),Women's Empowerment (WE)	1	0.8%
Slavic Empowerment Team (SET)	1	0.8%
Unidos Latinos Americanos (ULA),Women's Empowerment (WE)	1	0.8%
Veterans Empowerment Team (VET),Women's Empowerment (WE)	1	0.8%
<b>Total</b>	<b>118</b>	

**Tell us which Affinity Group you are interested in. Please note that all Affinity Groups welcome any person. You can select more than one group (hold CTRL button) (Individual Values)**

and Pacific Islander (HAPI) Affinity Group	9	4.2%
Asian	9	4.2%
Any affinity group not listed	14	6.5%
City African-American Network (CAAN)	24	11.1%
Faith & Friends Affinity Group	16	7.4%
Filipino American City Employees (FACE)	2	0.9%
Hapa	9	4.2%
LGBTQ & Friends Affinity Group	27	12.5%
PDXCityMamas	23	10.6%
Slavic Empowerment Team (SET)	3	1.4%
Unidos Latinos Americanos (ULA)	16	7.4%
Veterans Empowerment Team (VET)	14	6.5%
Women's Empowerment (WE)	50	23.1%
<b>Total</b>	<b>216</b>	

**Would you be interested in helping to plan meetings/events/gatherings for your Affinity Group?**

No	143	76.5%
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Yes	44	23.5%
<b>Total</b>	<b>187</b>	
<b>Name</b>		
Adrien Pacheco	1	1.0%
Alberto Carino	1	1.0%
Alexis Gabriel	1	1.0%
Amy Jo McCarville	1	1.0%
Ana Brophy	1	1.0%
Andrés Oswill	1	1.0%
Andrew Arnsberg	1	1.0%
Barbara	1	1.0%
Becki Witt	1	1.0%
Becky Chiao	1	1.0%
Belen Herrera	1	1.0%
Blanca Johnson	1	1.0%
Carol Lane	1	1.0%
Cheyenne Sheehan	1	1.0%
Chris Caruso	1	1.0%
Chris Richard	1	1.0%
Christina Harris	1	1.0%
Christine Lewis	1	1.0%
Clover Hayes	1	1.0%
Cora Cray	1	1.0%
Cupid Alexander	1	1.0%
David Yaudas	1	1.0%
Deb Przepasniak	1	1.0%
Denise Barrett	1	1.0%
Durelle Singleton	1	1.0%
Eileen Kelly	1	1.0%
Elle Weatheroy	1	1.0%
Emily Grey	1	1.0%
Emily Swensen	1	1.0%
Eric Payne	1	1.0%
Erik Velasquez	1	1.0%
Ernest Jones	1	1.0%
Felipe Rodriguez	1	1.0%
geoffrey harker	1	1.0%
Gerry St. Pierre	1	1.0%
Gina Dake	1	1.0%
Greg Isaacson	1	1.0%
Hannah Bryant	1	1.0%
Heather Perce	1	1.0%
Helena Abernathy	1	1.0%



Irene Schwoeffermann	1	1.0%
Jamie Sandness	1	1.0%
Jamila Carter	1	1.0%
Jayden Dotson	1	1.0%
Jeni Garcia	1	1.0%
joe	1	1.0%
Jonathan Uto	1	1.0%
Jordan Rooklyn	1	1.0%
Jorge Villavicencio	1	1.0%
Josie Kostylo	1	1.0%
Jules nemish	1	1.0%
Karen	1	1.0%
Kari Koch	1	1.0%
Karon Lewis	1	1.0%
Kathy Robertson	1	1.0%
Katie Dunham	1	1.0%
Kelly Jones-Weir	1	1.0%
Kerry Anderson	1	1.0%
Kim McCarty	1	1.0%
KrisAnn Washington	1	1.0%
Kristan Burkert	1	1.0%
Kristine Artman	1	1.0%
Kyenne Williams	1	1.0%
lale Santelices	1	1.0%
LaTonia (Tonía) Foster	1	1.0%
Lauren	1	1.0%
Liesl Vorderstrasse	1	1.0%
Loretta Capeheart	1	1.0%
Martha Ash	1	1.0%
Mary Hansen	1	1.0%
Matt Gough	1	1.0%
Matt Krueger	1	1.0%
Megan Greenauer	1	1.0%
Melissa Brown	1	1.0%
Michael Trabacca	1	1.0%
Mindy Brooks	1	1.0%
Nicholas Carroll	1	1.0%
Nim Xuto	1	1.0%
Pam Neild	1	1.0%
Patty Hanna	1	1.0%
Peggy Miner	1	1.0%
Philip choate	1	1.0%
Prem Nath	1	1.0%
Rachel Miles-Davis	1	1.0%

Rachel Whiteside	1	1.0%
Rebecca McKechnie	1	1.0%
Reymond Drew	1	1.0%
Robin Craig	1	1.0%
Samantha Sharka	1	1.0%
Sarah Brenner	1	1.0%
Sarah Huggins	1	1.0%
Sarah Spotts	1	1.0%
Seraphie Allen	1	1.0%
Sharon Johnson	1	1.0%
Swan Leggin	1	1.0%
Yolanda Sánchez-Márquez	1	1.0%
<b>Total</b>	<b>96</b>	
<b>Bureau/Office</b>		
BES	9	9.5%
PP&R	8	8.4%
BDS	6	6.3%
Parks	5	5.3%
PBOT	4	4.2%
Water	4	4.2%
BOEC	2	2.1%
BPS	2	2.1%
City Attorney's Office	1	1.1%
Housing	2	2.1%
Parks and Recreation	2	2.1%
Police	2	2.1%
Portland Parks & Recreation	2	2.1%
Water Bureau	2	2.1%
106/1000	1	1.1%
119/1126 Police Bureau Records	1	1.1%
Auditor's office	1	1.1%
BDS/Business Office (Digitization Team)	1	1.1%
BDS/Design Review	1	1.1%
BDS/Digitization Team	1	1.1%
BES/217/PCL	1	1.1%
BES/Construction Division	1	1.1%
BHR	1	1.1%
BIBS	1	1.1%
BTS/ReJIN	1	1.1%
BTS\OMF	1	1.1%
Bureau of Environmental Services	1	1.1%
development services	1	1.1%
East Portland CC	1	1.1%

Emergency Management	1	1.1%
Environmental Services	1	1.1%
Fire and Police Disability and Retirement	1	1.1%
Government Relations	1	1.1%
Housing Bureau	1	1.1%
Mayo's Office	1	1.1%
Office of Neighborhood Involvement	1	1.1%
OMF-BRFS - Revenue	1	1.1%
ONI	1	1.1%
ONI/EPNO	1	1.1%
Parks & Recreation	1	1.1%
Parks and Rec	1	1.1%
Parks and Recreation/East Lands Stewardship	1	1.1%
Parks/Citywide Recreation	1	1.1%
Parks/MAC	1	1.1%
PBEM	1	1.1%
PBOT 9 Floor East	1	1.1%
PBOT Maintenance Operations	1	1.1%
PHB	1	1.1%
Planning and Sustainability	1	1.1%
Police Bureau, Fiscal	1	1.1%
Police/Personnel	1	1.1%
Portland Fire and Rescue	1	1.1%
Portland Housing Bureau	1	1.1%
PPB	1	1.1%
Revenue	1	1.1%
Summer Free For All, Portland Parks and Recreation	1	1.1%
Transportation	1	1.1%
Water/Customer Service Billing Group	1	1.1%
<b>Total</b>	<b>95</b>	
<b>Phone Number</b>		
203-823-5163	1	1.1%
3-0739	1	1.1%
3-1189	1	1.1%
3-2059	1	1.1%
3-2882	1	1.1%
3-2978	1	1.1%
3-4588	1	1.1%
3-5353	1	1.1%
3-5596	1	1.1%
3-5747	1	1.1%
3-6191	1	1.1%
3-7522	1	1.1%

3-7605	1	1.1%
3-7749	1	1.1%
407-187-0610	1	1.1%
503 823 5129	1	1.1%
503 823 6798	1	1.1%
503 823 7757	1	1.1%
503 823-3585	1	1.1%
503 823-3595	1	1.1%
503-412-9851	1	1.1%
503-679-0097	1	1.1%
503-793-1407	1	1.1%
503-823-0231	1	1.1%
503-823-0339	1	1.1%
503-823-0369	1	1.1%
503-823-0612	1	1.1%
503-823-0951	1	1.1%
503-823-1512	1	1.1%
503-823-1953	1	1.1%
503-823-2091	1	1.1%
503-823-2500	1	1.1%
503-823-2787	1	1.1%
503-823-3042	1	1.1%
503-823-3575	1	1.1%
503-823-4182	1	1.1%
503-823-4414	1	1.1%
503-823-4711	1	1.1%
503-823-5312	1	1.1%
503-823-5319	1	1.1%
503-823-5482	1	1.1%
503-823-5503	1	1.1%
503-823-5522	1	1.1%
503-823-5655	1	1.1%
503-823-6148	1	1.1%
503-823-6196	1	1.1%
503-823-6461	1	1.1%
503-823-6486	1	1.1%
503-823-7145	1	1.1%
503-823-7218	1	1.1%
503-823-7220	1	1.1%
503-823-7358	1	1.1%
503-823-7445	1	1.1%
503-823-7667	1	1.1%
503-823-7724	1	1.1%
503-823-7831	1	1.1%

503-823-9806	1	1.1%
503-847-3539 (hm) 503-865-2279 (wk)	1	1.1%
503-865-2499	1	1.1%
503-866-1459	1	1.1%
503-939-1039	1	1.1%
503-984-7791	1	1.1%
503.823.5352	1	1.1%
503.823.7507	1	1.1%
5035019749	1	1.1%
5037939945	1	1.1%
5038230264	1	1.1%
5038231018	1	1.1%
5038231650	1	1.1%
5038232258	1	1.1%
5038233177	1	1.1%
5038233196	1	1.1%
5038233394	1	1.1%
5038233505	1	1.1%
5038235054	1	1.1%
5038235386	1	1.1%
5038235903	1	1.1%
5038238331	1	1.1%
5038239313	1	1.1%
5308231159	1	1.1%
823-3380	1	1.1%
823-3385	1	1.1%
823-4028	1	1.1%
823-6124	1	1.1%
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9718014070	1	1.1%
9719989654	1	1.1%
x37356	1	1.1%
<b>Total</b>	<b>89</b>	
<b>Email</b>		
adrien.pacheco@portlandoregon.gov	1	1.1%
Alberto.Carino@portlandoregon.gov	1	1.1%
Alexis.Gabriel@portlandoregon.gov	1	1.1%
amyjo.mccarville@portlandoregon.gov	1	1.1%
ana.brophy@portlandoregon.gov	1	1.1%
andres.oswill@portlandoregon.gov	1	1.1%
andrew.arnsberg@portlandoregon.gov	1	1.1%
barbara.hart@portlandoregon.gov	1	1.1%

becki.witt@portlandoregon.gov	1	1.1%
becky.chiao@portlandoregon.gov	1	1.1%
belen.herrera@portlandoregon.gov	1	1.1%
blanca.johnson@portlandoregon.gov	1	1.1%
carol.lane@portlandoregon.gov	1	1.1%
cheyenne.sheehan@portlandoregon.gov	1	1.1%
christina.harris@portlandoregon.gov	1	1.1%
christine.caruso@portlandoregon.gov	1	1.1%
christopher.richard@portlandoregon.gov	1	1.1%
clover.hayes@portlandoregon.gov	1	1.1%
cupid.alexander@portlandoregon.gov	1	1.1%
david.yaudas@portlandoregon.gov	1	1.1%
deborah.prze@portlandoregon.gov	1	1.1%
denise.a.barrett@portlandoregon.gov	1	1.1%
durelle.singleton@portlandoregon.gov	1	1.1%
eileen.kelly@portlandoregon.gov	1	1.1%
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irene.schwoeffermann@portlandoregon.gov	1	1.1%
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jamila.carter@portlandoregon.gov	1	1.1%
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Jules.nemish@portlandoregon.gov	1	1.1%
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kelly.jones-weir@portlandoregon.gov	1	1.1%

kerry.anderson@portlandOregon.gov	1	1.1%
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kristine.artman@portlandoregon.gov	1	1.1%
kyennew@yahoo.com	1	1.1%
lale.santelices@portlandoregon.gov	1	1.1%
latonia.FOSTER@portlandoregon.gov	1	1.1%
lauren.hunter@portlandoregon.gov	1	1.1%
Liesl.Vorderstrasse@portlandoregon.gov	1	1.1%
Loretta.Capeheart@portlandoregon.gov	1	1.1%
Martha.Ash@portlandoregon.gov	1	1.1%
matt.krueger@portlandoregon.gov	1	1.1%
matthew.gough@portlandoregon.gov	1	1.1%
megan.greenauer@portlandoregon.gov	1	1.1%
melissa.brown@portlandoregon.gov	1	1.1%
michael.trabacca@portlandoregon.gov	1	1.1%
mindy.brooks@portlandoregon.gov	1	1.1%
nicholas.carroll@portlandoregon.gov	1	1.1%
nin.xuto@portlandoregon.gov	1	1.1%
patty.hanna@portlandoregon.gov	1	1.1%
peggy.miner@portlandoregon.gov	1	1.1%
Phil.choate@portlandoregon.gov	1	1.1%
prem.nath@portlandoregon.gov	1	1.1%
Rachel.Miles-Davis@portlandoregon.gov	1	1.1%
rebecca.mckechnie@portlandoregon.gov	1	1.1%
reymond.drew@portlandoregon.gov	1	1.1%
robin.johnsoncraig@portlandoregon.gov	1	1.1%
samantha.sharka@portlandoregon.gov	1	1.1%
sarah.brenner@portlandoregon.gov	1	1.1%
sarah.huggins@portlandoregon.gov	1	1.1%
sarah.spotts@portlandoregon.gov	1	1.1%
seraphie.allen@portlandoregon.gov	1	1.1%
sharon.johnson@portlandoregon.gov	1	1.1%
skrisann@hotmail.com	1	1.1%
Swan.leggin@portlandoregon.gov	1	1.1%
yolanda.sanchez@portlandoregon.gov	1	1.1%
<b>Total</b>	<b>88</b>	

<b>How can the Affinity Group(s) you are interested in, meet your professional needs?</b>
Access to like-minded staff and managers. Get advice from others dealing with similar issues.
advocacy and awareness of issues and how to handle challenges in the workplace
All DEEP affinity group members could use more leadership and mentorship training.
Already in one, but thinking of asking to have my name taken off the list, after all the blatantly political messaging that came out right after the election. I'm gay but find the entire identity politics construct to be a tool of the establishment, and a dodge on the economic, social and foreign policy decisions that are driving this country quickly into the ground. Identity politics has not reduced police brutality, or stopped the offshoring of working class and rural jobs, or addressed economic inequality, or curbed our scandalous incarceration rates of black and Hispanic men, etc. etc. etc. It's a feel-good distraction accomplishing NOTHING of substance, but most US citizens are so deep into Plato's cave at this point it's almost too late
As a short term employee working in Salem for legislative session only, it doesn't make sense for me to join a group, but if I were staying on longer the affinity group would be a great way to make connections outside of my bureau, hear stories of our work and how we are organized, and generally better represent knowledge of our internal systems as an external facing staff member.
As an ally/friend to the LGBTQ community, the LGBTQ & Friends Affinity Group could help me be a better ally by giving me tools to resist/fight against discriminatory or inflammatory comments made against my coworkers. As a woman, the Women's Empowerment group could help me by introducing me to trainings and methods to better scale the bureaucratic hierarchy and be a visible leader for other women.
Assist with employment options and process for getting more vets employed within the City
Being an introvert - I am not a group/meeting person. However, I think Affinity Groups are great for people who like group events. I have heard great things about these groups from people who participate.
Brainstorm strategies for success with older female professionals.
By creating a safe space for me to relate to other LGBTQ professionals, become more active for positive change within the local and federal landscape, and to discuss approaching my work within the city with an LGBTQ-focused equity lens.
By creating a sense of belonging and comradery. To talk openly about my beliefs and gain support from others whom have felt discriminated against based on those beliefs. I don't see a group listed here that has to do with my focus. It would be nice to have a Pagan group.
By having cultural and networking events that help break down race, disability, ethnicity, gender, or sexual orientation barriers through education and/or personal stories.
By networking and knowing there are others that are similar to you, therefore more inclusive work environment.
By providing support, being a reference, mentoring,
Can we have a French Affinity Group for French? This need not be in French, but French language, culture and, colonialism has influenced people worldwide. This could provide a different outlet for African, Middle-Eastern and Asian people who don't necessarily fit in with existing Affinity Groups. It's also another venue for Cajuns and Haitians.
complete waste of resources
Connect me with other Black employees and generally help me navigate city politics and policies.
continue as is.
creates more inclusiveness, maybe better esteem



<b>How can the Affinity Group(s) you are interested in, meet your professional needs?</b>
due to an abundance of non-work related volunteerism I can't join at this time
During the women and men break out session of the Gender Equity workshop this morning, I was dumbfounded at the frequency of harassment and equity issues that still persist against women and queer women. Honestly, in a professional setting, all city employees should be required to go through this seminar. The follow up should be included in the conduct and conditions of employment.
Educate me/ my family about the group, their history, their effect on the community, general information, through activities available to the public.
Even though I don't participate, I have heard people discuss them and express appreciation for making a better workplace where they feel listened to and respected and safe. I think that meets everyone's professional needs. I should say I choose not to participate because I'm not a big joiner or a big fan of groups. But I know plenty of people are.
General support as issues come up regarding city policies and procedures, as well as laws on the state and federal levels.
Get together and talk.
Give guidance on how to fit my work schedule to my family schedule and how to ask my supervisor for a more flexible schedule, especially working from home during maternity leave, child sick days etc.
Have contacted a group leader to help intervene with a Commissioner on an issue.
Have regular and predictable schedules for meetings. Have a specific topic for discussion or event for each meeting
Help give ideas for gathering experience, advancing up the chain, and dealing with male-dominant work fields?
Help in training for negotiations, provide support for questions about maternity leave and being a working mother.
help me connect with women & working parents and find common struggles/solutions also- I wish it was PDXparents and not just moms!
Honestly, I have trouble participating in event for my affinity groups because they usually happen over the lunch hour at the Portland Building or City Hall, and I work further North at the Commonwealth Building. If I go, I have a hard time getting back to work on time and usually don't have time to eat lunch... so I rarely go.
I am a member of ULA and signed up for WE, although I haven't seen any events to attend. I wish there was more formal meetings / events for these groups. I am also surprised that I cannot use work hours to attend a meeting.
I am already connected with this group. I also serve on the DEC. These connections provide greater cultural competence and support for my work and workgroup.
I am already in the ULA Affinity Group. I enjoy it and value it.
I am already involved with ULA. The group is very supportive and professional. It would be terrific if the City structures would take our needs seriously and listen to us. Diversity in the City's workforce is greatly lacking. For those of us who do not fit in the mainstream norm, it is often very uncomfortable as we face both micro and macro aggression at work with little to no support beyond our peers.

<b>How can the Affinity Group(s) you are interested in, meet your professional needs?</b>
I am female HR professional and a new employee with the City of Portland. The Women's Empowerment group would help support me in my personal career and in addition, I feel that I would be good support to these members. I have taken special training from SERVe to increase the retention of veterans in the workforce which I feel would enable me to be of good support to the Veterans Empowerment Team group.
I am interested in all of them but lack the time and energy needed to participate because I commute by bike and was in a collision with a car in September. Now simply dragging myself to work takes tremendous effort and pursuit of higher human interest goals is tabled for now. I think all of these groups are vital and important.
I am interested in being close to more diverse groups
I don't know because I don't know what affinity groups actually do. I only know that they exist because I applied for the leadership cohort group. I answered yes to being interested in participating, only because there was no "maybe" I don't actually know if I'm interested because I don't know what benefit I would get from it. I highlighted the two groups that align with my identity.
I dont know it needs to.
I don't know when they meet.
I don't know, I don't know anything about these groups or what they do.
I don't know. Is the purpose of affinity groups to meet professional needs?
I don't see the connection of the affinity groups with my professional needs.
I expect an affinity group could help me meet people and get better connected within the City family.
I have little interest in these groups. Please remove me from the mailing list.
I have no professional needs that can be met by affinity groups, as my professional needs are all technical in nature. Conversely, I would also be unlikely to be able to benefit others professionally through any affinity group, due to the fact that the professional benefits I have to offer are all technical in nature as well.
I joined Faith & Friends a few years ago hoping that it would be a place where people of faith could learn more about how to push back on discrimination against people of faith in the workplace. But, it wasn't really "safe" to have frank conversations in the group, so the meetings & conversations became watered-down and not useful.
I miss Freethinker/Atheist and Agnostic/Secular Humanist/Naturalist (FAASHN). It was nice to not feel like I had to hide who I was, though I could only attend on my time off...not allowed on duty.
I participate in the VET group and go to the meetings to connect with other veterans.
I support the affinity groups existing, but I don't fit within any of the groups (except women's empowerment), so have not participated.
I was happy to hear there was such a group with the City. I started to get involved and need to get more involved in the future. I like how the group is trying to make the future better and thinking forward. The bathroom project and the training video I think are all great ideas.

<b>How can the Affinity Group(s) you are interested in, meet your professional needs?</b>
I wish there were a 'maybe' button option in the "interested in participating" question. I really see the City Equity groups as more useful. I'm female, so would probably be interested in the WE group, but really, if we're going to talk about empowerment, we need to talk to the people de-empowering us. Otherwise we're not going to get very far. Men aren't going to join the women's group, and they are the ones making the comments/decisions. They are the ones who need to hear the problem and be included in creating the solution, calling others out for unacceptable comments/behavior and supporting us.
I would be interested in an affinity group organized around invisible disabilities such as mental health, autism spectrum, depression, anxiety, bipolar, ocd, ptsd, etc.. I am surprised that such a group is not listed in the selections above. I would think it would be helpful for persons with such different abilities to come together in fellowship and share their experiences dealing with such issues within their professional environments.
I would like the Affinity Group to list people that can mentor or offer informational interviews, occasional professional workshops, peer lunches
I would like to be a voice for the people and a part of growth in the City. I think this will benefit all, including myself.
I would like to engage with all types of people, and have conversations about current affairs, race, equity, etc. I think being a part of an affinity group would allow be to overall become a better person & would love to hear stories, viewpoints, and ideas-bringing people of all races, genders, religious beliefs, together.
I would like to see the City follow the county model where there is paid time built into our schedules that can be used for DEEP/Caucus/Social Justice work in the workplace. I feel like the efforts of DEEP are not accessible to me because I'm hourly and based out of downtown. In fact, there have been conversations of starting a City Employee caucus of the group Showing up for Racial Justice, but we have run into challenges in getting started because of the DEEP model. I'd be happy to talk about this further if there's interest.
I would love to assist in the hiring of more African Americans at BOEC, as well as helping improve community relations with African Americans and police.
I'd like to see more specific trainings related to gender. In my role, as a woman, I interface with mostly male applicants, and there are many stereotypical gender roles and communication styles that come up. It would be helpful to have a really high-level training that offers nuanced suggestions and advice for not engaging in those gender roles and maintaining neutral professionalism when someone is patronizing, sexist, questioning your qualification, etc.
If they lead to good, critical conversation and, where appropriate, help inform or affect policy change (like the LGBTQ Group getting trainings going, hosting panels, etc...)
I'm already a member of both groups. They help me to stay connected across the bureau, and also create space to advance conversations around equity and the way our work impacts social justice on a grander scale. I also appreciate the opportunity to hear the experience of those in similar life situations--moms and professional women, mainly.
I'm just too busy to make time to really be involved in affinity groups - I think they're a great idea, though!
I'm not much of a group person.
I'm not sure! I'd love to hear more about what you all do! Perhaps organizing meet-ups or trainings?
Increase my exposure to diverse communication and get ideas of how to empower individuals.

<b>How can the Affinity Group(s) you are interested in, meet your professional needs?</b>
It is good to find those who share same faith and goal in life. Sharing stories showed that we are not alone. We could create like-minded people who will support one another.
It is good to network with other City Employees on subjects that are of interest to me.
Keeping on top of trends and opportunities
Learning more what issues that particular group is facing locally and nationally and how we can get involved as private citizens.
looking for points of intersection among employees roles and projects.
make it enjoyable so that... who you are at work - is the same person you are when with friends and family
Make my cisgender white male coworkers feel included and important again. Many of them seem to feel excluded and discriminated against, now that they can't be openly bigoted. Not sure what you can do about that, but they sure seem to take offense, any time someone mentions DEEP or equity. Good luck
Meeting people
Meeting with professional women from other bureaus is inspiring and fulfills a professional need that I don't always get in my bureau. I also enjoy sharing my own experiences and learning from each other.
Mentoring and support.
Mentorship
N/A
Network based on mutual interest or experience; mentorship; information about different bureaus and opportunities
Network with like-minded professionals of color.
Networking across departments and bureaus.
Networking opportunities.
Networking. & Unable to participate at this time.
Networking.Support in the work-setting.
networkingleverage skillssupport and encouragement mentorshipgoals that improve the diversity and retention within cop
Not enough time to answer this question. The problem is resources, and inequitable distribution of resources that facilitates how progress and success is made. How that meets my professional needs, i'm unsure.
Not interested.
Not interested.
Not really sure, as there are many ways these could be used to further professional development
Not Sure
Notifications regarding civic events related to the affinity group. Meeting together at these events can also encourage networking, which is beneficial in professional development.
PDX City Mamas assists me in balancing the professional work needs with those of my children and family. It has been a great place to learn "life hacks" that help me become more professionally and personally productive.

<b>How can the Affinity Group(s) you are interested in, meet your professional needs?</b>
peer support, professional development, sharing professional advancement opportunities, onboarding new employees to the city, networking, and celebrating together. I believe the institutional and systemic racism that is inherent in our government bureaucracies do not support employees of color.
place to share thoughts and issues with others who may also feel or have experienced the same.
Professional connections Trainings Support Inclusion
Programs that focus on experiences outside the dominant culture enable me to be a more competent and down-to-earth professional and make the city a better place to work, even if I'm not "part" of a group.
Provide me a place to discuss issues, share information, meet people.
Provide more advocacy for Veterans in the hiring process and work to translate the unique experiences service members bring to the table.
Providing information about parental leave, family leave, dependent care, women's health, gender bias at work, parenting hacks.
Providing programming specifically tailored to the challenges of women/parents in the workplace.
Providing support and strategies for dealing with discrimination and challenges faced due to being a member of the group. However, I am concerned about the support and access for ALL City employees, at all levels of the organization (represented and non-represented), to take part in affinity groups.
Regular meetings/get together.
Sharing strategies, camaraderie.
Sometimes all it takes is to be around allies to help you feel more comfortable in an environment where differences are not always respected.
Somewhat
Stop blowing up my mailbox with silly emails
Suggestions about how the city's work can be done differently to promote equity. DEEP daily actions. Identify examples of city projects that have worked well at supporting equity and why. Identify past projects that are examples of what not to do. How can the city be better at engaging groups that feel left out or that their voice doesn't count.
Support professional development, troubleshoot scheduling and other logistical challenges
Support to debrief, problem-solve, and strategize about positive change.
Support/tips from other working moms is a real boost. It's also easier to fit in the occasional Affinity Group meeting than a more formal mentorship.
Thanks for providing this resource for people who are interested!
the affinity groups be empowered by the official structures to address the aggressions that we face at work and lack of support when attempting to serve communities
These groups don't actually seem available to all employees seem to cater to employees downtown and at large reporting sites.
They can't
they can't since they do not work in my area. I see them as a social group only. They do not set city policy or department procedures.
They can't. I don't believe in segregation.
To exchange ideas on how to solve problems at work, not having the English as a primary language.

**How can the Affinity Group(s) you are interested in, meet your professional needs?**

While there are groups that sound interesting, I don't have the time to participate in an ongoing meaningful way!

Why isn't there an affinity group for European Americans?

Women's Empowerment--would be nice to have professional workshops designed to increase necessary skills in the workplace. Also, a scholarship program (similar to COPPEA) to pay for training in areas of professional development. Same for a mental disabilities affinity group, with added workshops on coping skills, as well as information sessions for others on the effects of "invisible" disabilities.

<b>What type of activities would you expect to see/participate in within an Affinity Group (i.e., cultural events,</b>
Again, not aware of what these groups do.
All that's listed within the question: cultural events, fellowship/support, networking.
all the above
An activity or project that accomplishes a goal or assists traditionally under-served communities in some way.
Assertiveness training for women. Career advancement seminars. I am a very new employee and wouldn't want
Community events/workshops, strategy meetings, cultural events, fellowship, networking. Anything else needed
Cultural
Cultural events and networking events to learn more about these Affinity groups. Dora Perry at BDS has led
cultural events and support via email
Cultural events and training/workshops.
Cultural events, fellowship, networking, etc
Cultural events, networking
Cultural events, networking, fellowship
Cultural events, networking, social gatherings after work, volunteer opportunity as a group
Cultural events.
Cultural recreational events, activism opportunities in response to Trump Administration national/federal policy
Cultural, networkingUnfortunately, I do not have the time to participate other than an occasional meeting or
currently offered activities are great.
discussion groups, happy hours, cultural celebrations.
Discussion of relevant topics, support and networking
Don't know
Educational events, connection to groups and individuals outside of the city.
Empowerment by the City to actually change the problems that we face as City workers and that we attempt to
Events, promoting visibility and feelings of belonging, breaking up tendencies toward a monoculture. As a white
Fellowship and networking
Fellowship and networking, and special events.
fellowship, mentoring
fellowship, networking, volunteering
fellowship, networking.
Fellowship, trainings
I am up for anything.
I am very interested in the idea of working on particular policies and programs that effect the particular
I appreciate the special panel events and the fellowship opportunities with the fairs and cultural events. I don't
I appreciate when Affinity Groups host externally-facing activities, like when SET held a cultural-awareness type
I enjoy the different events that focus on the culture (specifically the food and traditions) of the different Affinity
I enjoy the networking, fellowship, and education, with other employees.My no answer to helping is just
I have little interest in these groups. Please remove me from the mailing list.
I have no expectations, only hope that the groups are kept. I think the groups are very important to the people
I have participated in activities with most of the DEEP/Affinity groups listed above. I have attended cultural
I have two jobs, and my schedule is very full. I would only be able to do events nearby during the work day. But
I ignore emails about affinity groups since I'm paid by the city to do city work rather than socialize. The city does
I really dig the cultural events I've been to in the Portland Building.
I really liked the hands on working with the doors of love. I am going to attend more meetings. I am quiet and
I think workshops would be great to create better and stronger allies with those of us who don't necessarily

<b>What type of activities would you expect to see/participate in within an Affinity Group (i.e., cultural events,</b>
I would be interested in attending more events similar to the impromptu event held after the police shootings to
I would expect all affinity groups to provide cultural events, fellowship, networking, and mutual affirmation, as
I would expect to see/participate in cultural events and discussion revolving around identity politics, and the
I would love to have meetings in rotating zones making it easier for everyone to attend.
I would want to hear about other women's experiences and have networking opportunities, but I already have
I'd like to see us represented as a group in the Portland Pride celebration; I'd like some awareness meetings for
Information on negotiation skills for promotions, transfers, getting better job experience?
Information sharing and networking.
informational events (speakers, panel discussion), casual sharing of ideas on a topic.
Interaction. More than just showing up, ways to introduce people. Teach dancing, singing, language, cooking,
interview practice, mediation training, (how to handle difficult conversations/ situations?) FOOD!!
Just want a safe place to talk with other women employed at the city of Portland.
Learn about resources, events and networking.
Learning events and information sharing about how to protect our rights in the workplace.
Many public city events sponsored by Affinity groups I have attended, sometimes with my children. Cultural
meetings/discussionlearning opportunitiesTED Talks type lecturescross communication with all
Meetings/discussions regarding current events and upcoming opportunities. Cultural events and networking.
Mentoring and happy hour networking events.
Monthly meetings with time to talk/get to know each other as well as meaningful topics/presenters. Periodic
N/A
Networking
Networking
Networking an support groups.
Networking and cultural events
Networking and sharing information .
Networking events once or twice a year. Any more often than that, I probably wouldn't go. If they are more rare,
networking I guess. solidarity? cultural events, sure. Is that what they do?
networking, advancement of policy issues regarding workplace advancement, training, hiring, and ways to stop
networking, community events, fellowship
Networking, cultural event, discussions, support groups, etc.
networking, cultural events with traditional food
Networking, cultural events, education, etc.
networking, cultural events, films
Networking, cultural/educationalFor question below: Not interested at this time as am too busy just doing my
Networking, fellowship, and support to members.
Networking, fellowship.
Networking, issue discussion groups, speakers and presenters, resources, etc. One question: is it odd to have a
Networking, potlucks, tell personal stories to give people perspective, form personal connections and long
Networking/cultural events
NetworkingRace DiscussionCurrent AffairsEmpowering WomenEmpowering Children
none
None
None.
None.



<b>What type of activities would you expect to see/participate in within an Affinity Group (i.e., cultural events,</b>
none. I don't particularly need to hang out with a bunch of other working moms to commiserate about the
Not interested
Not sure at this point that is why I want to see what the groups have to offer
Nothing comes to mind.
Outings outside of work, conversations over lunch, panels, roundtable discussions, volunteer events,
Peer support, networking, information sharing and professional skills development.
professional and career development
project development? Assist DEEP with their LDP, help WE to grow and accomplish self-designated goals.
Seasonal celebrations and networking
Senior leadership discussions regarding Veteran issues, BBQ's, networking with other Affinity Groups, Volunteer
social / fellowships and networking.
Speakers, group round-tables, brown-bag lunches.
Special events, education, social activities
Sponsored event (educates and informs all city staff)Meetings with open discussion on items of interest or topic -
STEM participation/outreach
topic based lunchtime meetings work well. I've only attended two meetings over the last few years, but both
Training, mentoring
trainings, conferences, reading/discussion group.
Varies
Visibility, Networking, Events, Education
We enjoyed gathering to talk as well as doing public service events, like helping Growing Gardens and helping
Yes!, networking, fellowship, cultural eventsAnswer to next question: Maybe.