

MEETING MINUTES
DIVERSE AND EMPOWERED EMPLOYEES OF PORTLAND (DEEP)

THURSDAY, OCTOBER 26, 2017 ☆ NOON – 1:00 PM

CITY HALL, PETTYGROVE ROOM

E = Excused, A = Absent

DEEP Executive Committee Members			
Robert Bedgood	✓	Maximo Behrens	E
Debbie Caselton	✓	Becky Chiao	✓
Janine Gates	✓	Yvette Gayomali	E
Wing Grabowski	✓	Angie Harris	E
Neelam Jain	✓	Carolyn Q. Lee	✓
Janis McDonald	E	Thomas Nancarrow	E
Betty Nelson	✓	Adrien Pacheco	✓
Jeff Selby	✓	Carol Stahlke	E
Miranda Wood	✓		

Handouts: Agenda, Priced Out Film write-up/proposal by Thomas, Affinity Group Flyer, DEEP Retreat Minutes from 2016 and 2017, and outdated 2008 bylaws. DEEP badges!

1. **Introductions** – First official DEEP Executive Committee meeting with new members. Introductions all around with personal information to get to know each other.

2. The Low-Down on DEEP:

Debbie droned on about what the Executive Committee does, including overseeing the Affinity Groups, bringing topics to city employees via speakers, events, etc., assisting as peers to other employees, and a resource for employees. Expectations were discussed, which included attendance to the once a month meeting, and if you are unable to attend to let Debbie know ahead of time so it is an excused absence. If there are three or more unexcused absences, we ask you to leave the group.

The question was raised about the possibility of a union strike happening next month and what if someone was unable to attend the meeting? Since we are a volunteer group, there shouldn't be an issue, but if there is, just let Debbie know.

Sub-committee work was brought up to see if anyone was interested, and to think about it. Not a requirement, but it is something that would be more focused.

The existing sub-committees and existing participants are:

- Budget – Debbie and all
- Affinity Groups – Debbie, Janis, Wing and Carolyn
- Speakers (including contracts if needed) – Wing and Thomas

- Cultural Celebrations/Events – Janis, Angie, Yvette
- Leadership Development Program – Janis and Debbie (temporarily on hold due to lack of time)
- Educational Opportunities/Trainings – Debbie, Yvette, Carolyn
- Policy Issues* – Debbie and Thomas
 - *Currently the policy sub-committee is specifically about writing a resolution to get at least 2 hours allowed for city employees to participate in DEEP activities. BUT, this could be expanded to include more

3. Discussion re speakers/events

Priced Out documentary. Thomas was not at the meeting, but provided a write up for discussion.

“Priced Out is a documentary film tracking 15 years of gentrification in Portland.

<https://www.pricedoutmovie.com/>

The filmmaker, Cornelius Swart, has agreed to give a presentation for the City. This presentation would be a lunch time event with some short clips from the film followed by a Q&A session. He has done these type of presentations before and in the past had some of the people highlighted in the film attend as well to speak and answer questions. The current venue we plan on using is the 1900 Bldg (1900 SW 4th Ave near PSU). The schematic for the room is below and with rooms B & C combined it can hold 130 people.

The film is being released with the NW film festival on November 1st and available on streaming services early next year or in the spring.

Cornelius says there is a screening fee of \$200 for the license. He would not charge for him to be there personally and he can provide a list of folks who might want to be speakers and we would have to talk with them on payments or not. I imagine an honorarium of \$50 - \$100 each person would be enough for someone that was in the film to want to come and speak about their experiences. He said he doesn't general organize the panels or moderate them. The only thing Cornelius is really requesting is a city wide email for when the film is released on streaming services.

If we want to approve this presentation do, we want to wait until it's available on the streaming services first or do it this winter either way? Cornelius is currently unsure when the film will be released streaming (or perhaps it never will be?). Also, do we want the panelists to talk to each other and the moderator primarily or primarily be a Q&A with the audience (my personal suggestion).

Either way, looking for a volunteer as moderator as it's not my bag.”

The group agreed that we should screen the film if possible and then decide what to do. A suggestion of Commissioner's Eudaly, Fritz or Fish might be interested in participating and maybe event moderating? All agreed to check out the

Serilda Summers-McGee (Wing)

Wing attended the [GoGreen Conference](#), and had the pleasure of seeing Serilda Summers-McGee speak on "Diversifying Your Workforce: A Workshop to Take Inventory and Define Your Approach to Disrupt the Status Quo." Serilda was initially asked to speak as a private consultant but had since been named assistant director at City of Portland Human Resources Bureau. Considering that I attended the session because of the City's problems hiring and retaining people of color, I found this new appointment apropos. He would love for Serilda to do a version of her presentation for a City-wide audience. The session was direct, informative, engaging and funny. Below is an interview with Serilda, and her bio from the conference.

In the media today, there was announcement that Anna Kanwit was resigning and that Serilda will be named the new director of HR. The group would like to see this presentation from Serilda, but under the current change, would she be willing? The question of HR, OEHR and DEEP meeting and having a conversation came up as well. Debbie has a meeting with Serilda on Monday re pronouns in signatures and now wonders if she will postpone with the current news. The group wondered if Serilda would be willing to come to a future DEEP meeting.

4. **Brainstorm Topics**

Tabled for a future meeting due to time. Adrien did mention a movie that was out recently called The Numbers, about gentrification and folks in N/NE being moved to East Portland. Debbie asked if she would do some research and get back to the group.

NOTE: After the meeting Adrien followed-up and it is a 15 minute YouTube clip that was led by a discussion for the event she was referring to that she had seen on Facebook. Here is the information on the movie clip ... <http://oregonhumanities.org/this-land/stories/the-numbers/>

Maybe as a part of the 15 years into gentrification (as this is the aftermath, based on her own conclusion.) We could add this and invite the filmmakers, Donovan Smith & Sika Stanton? Adrien has asked a gal at Oregon Humanities for their contact information just in case.

Notes taken by Debbie Caselton

The next meeting is scheduled for Thursday, November 16 at Noon at City Hall's Pettygrove Room due to the Thanksgiving holiday the following week.