

**MEETING MINUTES**  
**DIVERSE AND EMPOWERED EMPLOYEES OF PORTLAND (DEEP)**  
 THURSDAY, JUNE 23, 2016 ★ NOON – 1:00 PM  
 CITY HALL – LOVEJOY ROOM

E = Excused, A = Absent

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

- 1) **Update re: DEEP Leadership Development Program (CAAN, ULA & Women’s Empowerment)** – Janis and Debbie gave an update. Some learning experiences with some of the processes. Trainings are great, and things are taking off.
- 2) **Affinity Groups (Janis, Debbie, Carolyn & Jim) – [Need to meet]**
  - a) New group: Slavic Empowerment Team (SET), has met several times already and has activities planned (bake sale and panel of speakers) in the coming months.
  - b) Revivals: Veteran’s Empowerment Team has revived leadership. Matthew Calhoun and Greg Isaacson of Parks are taking on the VET group. Meeting next week to discuss. LGBTQ & Friends has renewed interest with the recent events in Orlando and Pride activities. Largest contingent in the parade for City of Portland, ever.  
There is a FACE meeting on July 8 (Debbie will attend), and an AAPI meeting on July 14. There seems to be some confusion on two groups, or one group? We all agreed that the FACE group should be able to be on their own, but can be a part of an AAPI group too. This could be separate, but also work together.
  - c) AG subcommittee to meet and discuss affinity groups and training/guidance.
- 3) **Speakers (Thomas/Greg)**
  - a) Thomas and Greg met a few weeks ago and talked about budget and reaching out to the affinity groups regarding speakers.
  - b) Debbie got a quote from Speak Out for Anthony Ocampo, acclaimed Filipino Scholar and Writer based in Los Angeles. He is \$3,000 plus travel and accommodations. Might not be able to work with him for this next budget, but we could ask other groups too. Thomas will check in with Greg.
  - c) Carolyn suggested we look at Mahzarin Banaji re: Implicit Bias. See link here: <http://www.onbeing.org/program/mahzarin-banaji-the-mind-is-a-difference-seeking-machine/8719#.V15xoXkOp4Y.mailto>
- 4) **Trainings/Educational Opportunities (Debbie & Janis)**

- a) Conflict Resolution 101 was highly received. Classes were free from PSU graduate students and they did two trainings back to back that filled up immediately. Debbie would like to hire them for another class and pay them a stipend.
- b) Practical Facilitation – Jim said this was hosted by HR and was free. He will look into if this is coming back and get AG leaders to attend.
- c) Steven Holt – training for LDP. Excellent and engaging speaker. Debbie wants to hire him for other trainings to city employees. He charges \$175 an hour. Ask him if he does anything related to workplace bullying.
- d) Workplace Bullying – still a huge need for training/education on this. See note above.
- e) Trans 101/Restrooms – No training by the city. Debbie is working with Zan Gibbs and Jack from Parks on finding a trainer, and coming up with a FAQ at least. Jeff suggested Rhodes Perry. Debbie will reconnect with him.

**5) Events/Cultural Celebrations (Janis, Angie, Yvette, Delphine)**

- a) Nothing to report. This subcommittee needs to meet and look at upcoming cultural events. Debbie suggested that they get ahold of Ana Brophy soonish about Native American Heritage Month. She works at BES and is now coordinating this.

July	Independence Day Celebration and Slavic Celebration
August	Celebrating Culture Through Food: Cook-Off
September	Hispanic Heritage Month and Racial Equality Week
October	Disability Employment Awareness Month
November	American Indian Heritage Month (contact Ana Brophy, BES)
December	Human Rights Day and Kwanzaa

**6) Executive Committee Recruitment –**

- a) Per the group’s suggestion, Debbie will schedule a one hour drop in any time type of Q&A to get interest in leadership on the executive committee, or garner interest in subcommittee work. Janis said that she would even offer to schedule time out at the BOTMO site at their 6:30 am meeting. Janis suggested we could look into where there is location with an affinity group leader, and work to combine efforts there.
- b) Some direct potential recruitments suggested are:
  - i) Letimya Clayton, PHB (Debbie)
  - ii) Michelle DePass, PHB (Debbie)
  - iii) Becky Chiao, OMF (Delphine)
  - iv) Icie Ta, BHR (Debbie)
  - v) Someone from BPS and PBEM would be great too.

Minutes by Debbie Caselton 6/23/16