

DEEP Annual Retreat

Saturday, April 30, 2016 – 10am -2pm

Fire Station 21, 5 SE Madison

Attendees:

Angie Harris

Janis McDonald

Carolyn Quan Lee

Debbie Caselton

Jim Fairchild

Thomas Nancarrow

Yvette Gayomali

Delphine Kennedy-Walker

Greg Wolley

Excused: Maximo Behrens

Note taker: Morgan Caselton

Accomplishments Last Year

-Slavic Empowerment Team

-Leadership Development Program (LDP)

(5 mentees; 3ULA, 6CAAN, WE6)-Yvonne Chang, Steven Holt (Trainers)

-Kwanzaa

-Women's History Month (Wonder Woman Awards)

-Black History Month (Soul food Social)

-Stronger Affinity Group Leaders

-NFBPA Sponsorship

-Affinity Group Report

- Dr.Yamazaki

-Minidoka Swing Band

-The Slants

-The Library

-Vets Assist

-Trans Assist

-Zan Gibbs Partnership

-Pride March

-Banners (3)

-Progress Report @ Council

- Human Rights Awards
- Money Spent

Budget FY 16/17=\$10,000

- \$2,500-Kwanzaa
- \$3,000-AG
- \$850-Marketing
- \$1,650 -Speakers
- \$2,000 Trainings

What we spend money on:

Individual budgets: \$300 each x 10=3,000?

-AG (cultural months, speakers, food @ events)

1. **FACE/AAPI**
2. LGBTQ
3. CAAN
4. ULA
5. **SET**
6. VET
7. F&F
8. CITY MAMAS
9. WE
10. **DAG**

-Events-(Kwanzaa, Cultural Months that DEEP organizes)

-Speakers (One big one, 2 smaller ones?)

-Training-(Ex Comm/AG, employees)

-Marketing-(T-shirts \$200?, banners, video \$150 yearly, posters \$500, brochures,

-Supplies/Misc-(Library)

-Strategic Plan

Affinity Group Report

-Sub Commitees:

-Budget (**All**)-Agenda Item

-Recruitment (**All**)-Agenda Item

-AG-(Tasks of Affinity Groups: Training/Guidance, (@ Training-History of DEEP, Requirements: -- WP, Money, Mission, Recruit/Retain, how to be an effective leader) Liaison/Guidance, Divide and Conquer!)-(Janis, Debbie, Carolyn, Jim)

-Speakers (with contracts)-**(Thomas, Greg)**

-Cultural Celebrations (with events: Multi Cultural-Independence, Celebrating Culture through - Food, Disability, Human Rights, Kwanzaa (talk about how to lower budget), Meet and Greet) City Wide Email about what the celebration means-**(Janis, Angie, Yvette, Delphine)**

-Educational Opps/ Trainings (Library)-**(Debbie, Yvette, Carolyn)**

-Policy Organizers-(Time)-**(Jim, Debbie, Thomas, Delphine)**

-Promotions (Marketing, How to get our name out there, Helping with reminding group members, DEEP flag, T-shirts, Lanyards etc.)-**(Debbie, Carolyn, Janis)**

-Trainings

Affinity Group Report (continued)

-Time (Get this for employees to attend)

-“Equity Hours?” (Does DEEP count? Check on merit increase requirements, Different for each bureau, Debbie to talk to Dante/Judith)

-Group Member Satisfaction Survey (53% not active, 45% to increase level of participation, Recruit, Not Active-How to get active, Needs Structure, People felt disconnected-leader training would be a good solution)

-AG leaders take practical facilitation training (Free)-Jim

-Networking Training

-AG (have a mechanism to connect with each other, something electronic?, meet end of year/start of year)

-Strategic Plan (3 year?, 5 year?, cost, Felicia Tripp Folsom (less than \$2,000), Mark Fulup)

Calendar

-Asian/Pacific Heritage. Month Celebration:

(Lily Market-Under \$400 for about 60 people, vegetarian and meat dishes, credit card payment)

Agenda items for next meeting:

Work Place Bullying Speaker

-Recruitment **(All)**-Agenda Item