

MEETING MINUTES
DIVERSE AND EMPOWERED EMPLOYEES OF PORTLAND (DEEP)
EXECUTIVE MEETING
 THURSDAY, OCTOBER 22, 2015 ☆ NOON – 1PM
 CITY HALL – ROSE ROOM

Executive Committee Members			
Angie Harris	✓	Janis McDonald	✓
Carolyn Quan Lee	E	Jim Fairchild	✓
Debbie Caselton	✓	Maximo Behrens	✓
Delphine Kennedy-Walker	E	Thomas Nancarrow	✓
Dylan Carmody	A	Yvette Gayomali	✓
Greg Wolley	A		

1. Dr. Yamazaki

Group discussed Dr. Yamazaki speaking at the city on November 17 at noon. Group needs to call around for car or some kind of transportation service, such as Portland Town Car. He is 99 years old and cannot drive on his own. PLEASE NOTE: Since this meeting, Carolyn has arranged for his daughter to pick him up and drive him home.

2. Mentorship Program

Janis discussed have a couple of meetings with ULA and CAAN regarding the roll out of the mentorship program. They met with Jane Braaten at OMF and she has agreed to invite the mentors/mentees to OMF's Leadership Hour for professional development. The next step is to meet with Yvonne Chang to talk about possibly hiring her to assist with the development of training mentors and mentees. The question came up regarding the citywide mentorship program that was just released. How does our program differ? Ours is based on city employee mentorship of women, African Americans and Latinos. The group should be forwarding ideas for potential mentors to approach. These could be people outside of the city. The group also discussed the possibility of a small stipend (\$50 gift card?) for the mentors.

3. LGBTQ & Friends Affinity Group

Debbie reported that the citywide email advertising tickets to the LGBTQ employee resource group networking event on 10/28 at the Marriott which benefits the Q Center and has Governor Kate Brown there was a huge hit in getting new affinity group members to sign up. Debbie sent an email the following week about some interesting articles. Debbie informed the group that she is going to try and get gender neutral bathrooms in any new or remodeled/reconstructed city facility. Maximo informed the group about their LGBT youth support group at Matt Dishman Community Center. In fact, the staff has created a welcoming environment for gender non-conforming or transgender youth to ask any staff member with a button that says #I'llGoWithYou, they will go to the bathroom with you to make sure youth are not bullied, questioned, etc. Kudos!

4. Veteran's Day (November)

DEEP has the display case in the Portland Building for the second and third week of November and will display the Vet boards put together last year (Delphine has them in the City Attorney's office). Debbie has been the contact for the Veterans' Empowerment Team (VET) since Lisa Miller has been on extended medical leave. Debbie will put together a lunch for a meet & greet for the VET team

too.

5. Biannual Affinity Group Council

Debbie will schedule Thursday, November 19 in the Rose Room for all committee /AG chairs to attend. This could be more than 20 folks with DEEP EC members as well. Sandwich and salad makings will probably be on the menu.

ACTION ITEMS:

- ✓ Arrangements for Dr. Yamazaki to travel (Carolyn and group) – **DONE**
- ✓ Send mentor ideas with contact information, if you can to Janis – (All)
- ✓ Schedule VET Meet & Greet in November – (Debbie)
- ✓ Schedule Affinity Group Council meeting 11/19 and invite – (Debbie) - **DONE**