

MEETING MINUTES
DIVERSE AND EMPOWERED EMPLOYEES OF PORTLAND (DEEP) – AFFINITY GROUP COUNCIL
 THURSDAY, NOVEMBER 19, 2015 ★ NOON – 1:30 PM
 CITY HALL – ROSE ROOM

DEEP Executive Committee Members			
Angie Harris	✓	Janis McDonald	✓
Carolyn Quan Lee	✓	Jim Fairchild	E
Debbie Caselton	✓	Maximo Behrens	✓
Delphine Kennedy-Walker	✓	Thomas Nancarrow	✓
Dylan Carmody	E	Yvette Gayomali	E
Greg Wolley	✓		
		Guest: Carolina Iraheta Gonzalez	✓
Affinity Group Council			
McGodson (Sonny) Benonaih-Jumbo, CAAN	✓	Sheri Miller, Faith & Friends	✓
Meghann Fertal, Women’s Empowerment	✓	Juan Hernandez, ULA	✓
Cynthia Castro, ULA	✓	Courtney Duke, PDXCitymamas	✓
Rod Morales, FACE	E	Cristina Nieves, ULA	E
Lora Lillard, PDXCitymamas	E	Mindy Brooks, PDXCitymamas	✓
Sara Schooley, PDXCitymamas	E	Sarah Santner, PDXCitymamas	E
Raul Torres, FACE	✓		

E = Excused, A = Absent

1. Update re: Mentorship program (CAAN, ULA & Women’s Empowerment)
 - a. Officially the DEEP Mentorship Program is now called the **Leadership Development Program**. Sonny, Cynthia, Janis and Debbie have been working diligently on an extensive program that will include five mentees from each of the above mentioned affinity groups. The mentors can be self-selected and be from outside of the City of Portland as community leaders. Office of Equity has designated \$10,000 of the budget for this program that is a pilot for DEEP and OEHR. The program will take approximately nine months and will be very structured. This will include hiring Yvonne Chang to write the curriculum for training mentees and mentors, leadership trainings, cohort lunches, an assessment of the program following, and a celebration event at the end. More information to follow, but watch for the kick off announcement in December.
2. Graduate Research regarding Affinity Groups with DEEP and Carolina Iraheta Gonzalez
 - a. Carolina introduced herself to the group. She has recently left the City of Portland, working at PBOT for seven years. She was actively involved in the revamp of ULA. She is now working with DEEP, specifically Debbie to conduct research for her graduate program regarding the Affinity Groups and how to make them more successful. Carolina should be providing a report to DEEP’s Executive Committee

sometime next March and is in the research phase right now. Affinity Group leaders should expect to get an email from her in the near future.

3. Dr. James Yamazaki
 - a. Debbie thanked Carolyn for bringing Dr. Yamazaki to Portland. There was overwhelming positive response regarding his talk and the purchase of additional books. Carolyn shared more antidotes from her meeting with him and his daughter following the event. Photos of the event will be uploaded onto the DEEP website. There will also be video of the event uploaded in the near future.
4. Affinity Group partnerships for events and cultural celebrations
 - a. Discussion was had regarding the different affinity groups working together during the different cultural months as well as other joint celebrations. For instance, CAAN and Women's Empowerment worked together to create an event at the end of February for Black History Month about Maya Angelou and as an introduction to Women's History Month. Unfortunately, the event was cancelled due to illness.
 - b. This brought up more discussion regarding bureau required equity event attendance due to the Equity Road Map, and can DEEP events count as that participation? Also, the OMF speaker series came up and DEEP and other employees were not included in the invitations. Courtney asked how folks knew about any of their events. Sometimes these events conflicted with DEEP events, and could even enhance some of the cultural month celebrations. Sonny works with some of the organizers and will ask them if we can at least coordinate with each other and let other employees know of these speaker series. Meghann said you can view the speaker series on City Link. DEEP EC will talk with Dante regarding the equity road map and bureau requirements, billing time, etc.
 - c. Mindy and Courtney from PDXCitymamas wants to work with DEEP and any of the other affinity groups in May for Mental Health Awareness month. There are anxiety issues with parenting, post-partem depression, etc.
 - d. The idea of an Affinity Group Mixer came up possibly in May at City Hall from 4:30 – 6:30. The Affinity Group leaders would commit to being there and getting more employees involved in the different groups, answer questions, network, etc.
 - e. Courtney pointed out that she would like to know what other affinity group leaders are doing, what they are organizing, how to work with each, etc. Debbie pointed out that the leaders are listed on each of the affinity group pages on the website. NOTE: Debbie has put together an email list for the group.
5. How to be more influential
 - a. Cynthia is coordinating a meeting with ULA to discuss being more influential in the coming year. Debbie asked the affinity groups to consider this as one of their goals.
 - b. Janis asked everyone to think about how the DEEP EC can help the affinity groups.

Minutes prepared by Debbie Caselton