



**OFFICE of EQUITY
and HUMAN RIGHTS**
CITY OF PORTLAND

Realizing Equity. Enhancing the City of Portland.

Commissioner in Charge:
Charlie Hales, Mayor

Bureau Director:
Dante J. James, Esq.

Report to Council

Date: November 16, 2016

To: City Council

From: Dante J. James, Director

Subject: Diverse and Empowered Employees of Portland (DEEP) Leadership Development Program presentation to Council

I am pleased to submit for your consideration and acceptance, the DEEP Leadership Development Program presentation.

This presentation features an introduction to the program and some of its participants.



INTRODUCTION TO LEADERSHIP DEVELOPMENT PROGRAM

The City of Portland continues to make strides in attracting talented women professionals and professionals of color to its workforce, however, more needs to be done to retain them and nurture their career development. Overall, the City of Portland employee make-up is 77% White, 7% Black/African American and 5% Hispanic/Latino, with a total of the workforce being 58% male. For managers and supervisors, those numbers are 84% White, 5% Black/African American and 4% Hispanic/Latino, with a total of the managers and supervisors being 64% male.

The City of Portland's Diverse and Empowered Employees of Portland (DEEP) is dedicated to enhancing a work environment that is inclusive and supportive of the City of Portland's diverse workforce that is committed to quality public service. DEEP is a networking resource and support mechanism developed by City employees for City employees. DEEP oversees the City's affinity groups which are voluntary, employee-driven groups that are organized around a particular shared interest or dimension.

The City of Portland's DEEP affinity groups are part of the solution to support employees in their professional growth. The purpose of the Leadership Development Program is to work through those support systems while building employee leadership skills.

Three City of Portland affinity groups - Unidos Latinos Americanos (ULA), City African-American Network (CAAN) and Women's Empowerment (WE) - are working together to pilot a mentorship program for City employees of color and women City employees. The 9-month pilot program includes three components: 1) one-to-one mentorship between an individual mentee and mentor, 2) professional development trainings, and 3) affinity group cohort meetings. We have also included pre- and post-program surveys, training surveys and self-reflection questionnaires for both mentees and mentors. The desired outcomes for participants are as follows:

Mentees will gain:

- Increased career satisfaction
- Increased commitment to the City
- Larger professional network
- Tangible knowledge and skills to help advance career
- Initiated responsibility of paying it forward

Mentors will gain:

- Professional and personal satisfaction through empowering a less experienced professional to develop, grow and advance his or her goals
- Enhanced reputation/demonstrated position as a powerful contributor by visibly coaching mentee to success
- Increased understanding and connection to the work happening at different levels
- Exposed fresh perspective and inspired new and different ideas
- Honed leadership and coaching skills

Mentee trainings have been facilitated by Yvonne Chang and Steven Holt. Topics have included:

- Inclusive Mentoring for Inclusive Leadership: a Training for Mentees
- Leadership Technical Proficiency
- Multicultural Leadership Practices to Build a Vibrant Workplace Community
- Communal and Expressive Leadership Practices to Engage the Heart, Body and Soul
- Communication – the Art of Connecting
- Grids and Bias
- Conflict Resolution

Yvonne Chang also lead a training for mentors titled – Inclusive Mentoring for Inclusive Leadership: a Training for Mentors.

We have 6 people on the LDP organizing committee who with the help of the consultant, developed and lead the program – Janis McDonald (PBOT/DEEP/WE), Debbie Caselton (BES/DEEP), Sonny Benonaih-Jumbo (PBOT/CAAN), Cynthia Castro (Parks/ULA), Cristina Nieves (Commissioner Fritz’s Office/ULA) and Carlos Hernandez (PBOT/ULA). We have 15 mentees (6 from Women’s Empowerment, 6 from City African-American Network, and 3 from Unidos Latinos Americanos) from 9 bureaus (OMF, PBOT, Parks, ONI, Fire, BDS, BES, Housing and Water). Two of our LDP organizers also have mentors through the program. There are 19 mentors ranging from 3 bureau directors to middle managers and owners of companies.

Below is a list of mentees:

- Marianna Lomanto
- Miriam Urenda
- Stefanus Gunawan
- Tosin Abiodun

- Kristine Artman
- Puja Bhutani
- Jay Brannon
- Raphael Haou
- Kim McCarty
- Huong Nguyen
- Tim Pittman
- Crystal Place
- Hun Taing
- Ashley Tjaden
- Ticole Waller
- Sonny Benonaih-Jumbo
- Janis McDonald

Below is a list of mentors:

- Leah Treat
- Amalia Alarcon Morris
- Mike Jordan
- Fred Miller
- Maurice Henderson
- Jim Fairchild
- Ozzie Gonzalez
- Yvonne Chang
- Dora Perry
- Tammy Cleys
- Cyrenna Boston-Ashby
- Christa Overby
- Mark Lewis
- Jennifer Belknap Williamson
- Stacey Triplett
- Saby Waraich
- Shelly Hunter
- Rebecca Esau
- Jane Braaten

Once we have our final report, we will present to City Council.

Agenda No.
REPORT
 Title

Diverse and Empowered Employees of Portland (DEEP) Leadership Development Program
 presentation to Council (Report)

INTRODUCED BY Commissioner/Auditor: Mayor Hales	CLERK USE: DATE FILED <u>NOV 08 2016</u>
COMMISSIONER APPROVAL Mayor—Finance and Administration - Hales Position 1/Utilities - Fritz Position 2/Works - Fish Position 3/Affairs - Saltzman Position 4/Safety - Novick	Mary Hull Caballero Auditor of the City of Portland By:  Deputy ACTION TAKEN: NOV 16 2016 ACCEPTED
BUREAU APPROVAL Bureau: Office of Equity and Human Rights Bureau Head: Dante J. James Prepared by: Jeff Selby Date Prepared: 10/31/2016 Impact Statement Completed <input checked="" type="checkbox"/> Amends Budget <input type="checkbox"/>	
City Auditor Office Approval: required for Code Ordinances	
City Attorney Approval: required for contract, code, easement, franchise, charter, Comp Plan	
Council Meeting Date November 16, 2016	

AGENDA
TIME CERTAIN <input checked="" type="checkbox"/> Start time: <u>4:00 p.m.</u> Total amount of time needed: <u>30 minutes</u> (for presentation, testimony and discussion)
CONSENT <input type="checkbox"/>
REGULAR <input type="checkbox"/> Total amount of time needed: _____ (for presentation, testimony and discussion)

FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS:		
		YEAS	NAYS
1. Fritz	1. Fritz	✓	
2. Fish	2. Fish	_____	
3. Saltzman	3. Saltzman	_____	
4. Novick	4. Novick	✓	
Hales	Hales	✓	