



Diverse and Empowered Employees of Portland (DEEP) Leadership Development Program Pilot



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



Leadership Development Program Committee

- Janis McDonald, Project Manager (DEEP/WE) – PBOT
- Debbie Caselton (DEEP) – BES
- Sonny Benonaih-Jumbo (CAAN) – PBOT
- Cynthia Castro (ULA) – Parks
- Cristina Nieves (ULA) – Commissioner Fritz’s Office
- Carlos Hernandez (ULA) - PBOT

Leadership Development Program Mentees

Women's Empowerment (WE)

- Kristine Artman – Fire
- Puja Bhutani – BDS
- Huong Nguyen – BES
- Crystal Place – Parks
- Hun Taing – Parks
- Ashley Tjaden - BES
- Janis McDonald – PBOT

City African-American Network (CAAN)

- Tosin Abiodun – OMF
- Jay Brannon – BES
- Raphael Haou – PBOT
- Kim McCarty - Housing
- Tim Pittman – Water
- Ticole Waller – PBOT
- Sonny Benonaih-Jumbo – PBOT

Unidos Latinos Americanos (ULA)

- Stefanus Gunawan – Parks
- Marianna Lomanto – ONI
- Miriam Urenda – PBOT

Leadership Development Program Mentors

- Leah Treat – PBOT, Bureau Director
- Amalia Alarcon Morris – ONI, Bureau Director
- Mike Jordan – BES, Bureau Director
- Fred Miller – OMF, Chief Administrative Officer
- Maurice Henderson – PBOT, Deputy Director/Mayor Wheeler's Chief of Staff
- Jim Fairchild – OMF, Human Resources Coordinator
- Dora Perry – BDS, Equity and Inclusion Manager
- Christa Overby – BES, Wastewater Treatment Manager
- Jennifer Belknap Williamson – BES, Engineer

Leadership Development Program Mentors

- Saby Waraich – OMF, Information Systems Manager
- Rebecca Esau – BDS, Planner
- Jane Braaten – OMF, Business Operations Manager
- Yvonne Chang – Yvonne Chang Consulting, owner
- Ozzie Gonzalez – CH2M Hill, Global Director of Sustainability
- Mark Lewis – Multnomah County, Office of Diversity and Equity
- Stacey Triplett – Workforce Systems, Community Programs Manager
- Shelly Hunter – ACLU, Development Director
- Cyrenna Boston-Ashby - Consultant

Leadership Development Program Components

- Mentee Orientation
- Mentor Orientation
- Mentee Trainings
- Cohort Lunches
- Mentee/Mentor Relationships
- Graduation





Lessons Learned During Program Pilot

- Need a team to organize the program
- Smoother process for matching mentees/mentors
- Better communication with mentors
- Longer trainings – 2 hours
- Include more tangible skills
- Overall, clearly defined expectations



Sample Recommendations from Final Report

- Improve the mentee-mentor matching process.
- Empower mentees to play a larger program decision-making and leadership role.
- Expand the City's institutional support for the program.

Next Steps for Leadership Program

- Convene meetings with new members
- Incorporate lessons learned
- Include more groups
- Prepare application(s) to go live in July
- Orientation in October



Thank you!

