

RESOLUTION No. 36523

Establish employee-driven committee entitled Diverse and Empowered Employees of Portland for City employees as a means to enhance the City work experience through networking, resource and professional development and support (Resolution)

WHEREAS, the Mayor and Commissioners of the City of Portland approves and supports the establishment of DEEP; and

WHEREAS, the mission of DEEP is to assist the City of Portland in creating and enhancing a work environment that is inclusive and supportive of the City's diverse workforce; and

WHEREAS, DEEP is committed to working to support the City of Portland's interest in attracting, developing and sustaining a diverse workforce committed to quality public service; and

WHEREAS, DEEP will provide the City assistance in a variety of ways, including, but not limited to a mentoring program, resource referral, assist the Diversity Office with diversity events, provide peer support on an individual or affinity group basis, interview panel resources, and recruitment and retention strategies; and

WHEREAS, DEEP will help develop affinity groups designed to facilitate cultural connections, diversity and understanding within the City's workforce; and

WHEREAS, DEEP envisions that affinity groups will be organized around the protected classes set forth in non-discrimination laws such as race, disability, ethnicity, gender or sexual orientation, as well as other historical barriers to an equitable inclusive work environment; and

WHEREAS, DEEP is open to any and all employees within the City of Portland; and

WHEREAS, DEEP ensures that each affinity group conducts its discussion and activities in a manner that complies with the City of Portland and Bureau rules regarding workplace conduct, including, but not limited to Human Resources Administrative Rule 2.02. Conduct that is contrary to Rule 2.02, or undermines the spirit or intent of Rule 2.02 will be grounds for dismantling or not approving an affinity group; and

WHEREAS, DEEP has no intention of allowing the affinity groups to create a public forum or platform, nor are they intended to establish or promote any political or social agenda. Rather, the affinity groups are designed to facilitate employee professional development, cultural connections, diversity and understanding within the City's workforce.

NOW, THEREFORE, BE IT RESOLVED the Portland City Council declares its support for the group called Diverse and Empowered Employees of Portland (DEEP) to assist the City of Portland in creating and enhancing a work environment that is inclusive and supportive of the City's diverse workforce; and

BE IT FURTHER RESOLVED that the Portland City Council adopts the Affinity Group Guidelines and Application (attached as Exhibit A).

Adopted by the Council: AUG 01 2007

GARY BLACKMAR
Auditor of the City of Portland

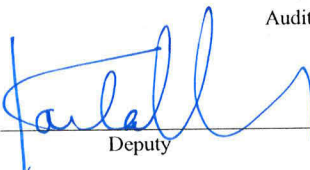


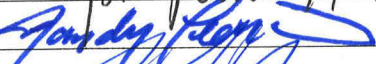


By:


Deputy

Mayor Tom Potter
Commissioner Randy Leonard
Commissioner Sam Adams
Commissioner Erik Sten
Commissioner Dan Saltzman
Prepared By: Debbie Caselton and
Delphine Kennedy-Walker
Date: July 26, 2007

Establish employee-driven committee entitled Diverse and Empowered Employees of Portland (DEEP), for City employees as a means to enhance the City work experience through networking, resource and professional development and support (Resolution)

JUL 27 2007

INTRODUCED BY	CLERK USE: DATE FILED _____
Mayor Potter Commissioner Sam Adams Commissioner Randy Leonard Commissioner Dan Saltzman Commissioner Erik Sten	Gary Blackmer Auditor of the City of Portland By:  Deputy
NOTED BY COMMISSIONER	ACTION TAKEN:
Affairs 	
Finance and Administration 	
Safety 	
Utilities 	
Works 	
BUREAU APPROVAL	
Bureau: Mayor's Office	
Prepared by: Carmen Rubio Date: July 26, 2007	
Financial Impact Statement <input type="checkbox"/> Completed <input type="checkbox"/> Amends Budget <input checked="" type="checkbox"/> Not Required	
Portland Policy Document <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Council Meeting Date: July 26, 2007 9:30 TC	
Bureau Head: Mayor Tom Potter	

AGENDA	FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS:		
			YEAS	NAYS
Consent Regular <input checked="" type="checkbox"/>	Adams	Adams	✓	
NOTED BY	Leonard	Leonard	✓	
City Attorney	Saltzman	Saltzman	✓	
	Sten	Sten	✓	
	Potter	Potter	✓	