

# Diverse and Empowered Employees of Portland (DEEP)



City Council Briefing

August 1<sup>st</sup>, 2007

# Overview

- ⇨ Employee-driven group
- ⇨ Enhanced work experience:
  - Networking, resource, professional development and support
- ⇨ DEEP will assist the City of Portland to provide:
  - Mentoring
  - Resources
  - Peer Support
  - Interview panel resources
  - Recruitment and retention strategies
  - Assist with diversity events



# What DEEP Is

- ⇒ Voluntary and employee-driven
- ⇒ Affinity Groups by shared interest or dimension
- ⇒ Complies with City of Portland workplace conduct rules
- ⇒ Inclusive and open to all City employees



# What DEEP Is NOT



- ⇨ DEEP and the affinity groups are NOT intended to create a public forum or platform
- ⇨ DEEP is NOT intended to establish or promote any political or social agenda



# Statement of Need

DEEP and Affinity groups will:

- ⇒ facilitate professional development, cultural connections, diversity and understanding within the City's workforce
- ⇒ increase morale; provide insights into diverse markets; build bridges to outside communities; reduce grievances and litigation; and empower employees
- ⇒ compliment the City's efforts to attract, develop and sustain a diverse workforce committed to quality public service

# Benefits to the City of Portland

## ⇒ DEEP program goals:

- Peer support on an individual or affinity group basis
- Mentoring Program
- Resources
- Assistance with diversity events
- Interview panel resources
- Retention & recruitment strategies



# Support

- ⇒ Bureau Directors and Chiefs
- ⇒ City Attorney's Office
- ⇒ Human Resources and Diversity  
Development/Affirmative Action Office
- ⇒ City Council offices

# Other Comparable Models

- ⇒ Corporations:
  - General Motors, Ford Motors, Microsoft, Nike, Kaiser Permanente, Kodak, General Mills, etc.
- ⇒ Government:
  - CIA, City of Denver, Multnomah County, City of Tempe, State of Oregon
- ⇒ Most common affinity groups:
  - African American, Hispanic/Latino, Women, LGBT, Asian/Pacific Americans, People with Disabilities, Veterans, American Indian, and Age-related (young or aging employees)





**Questions?**

[www.portlandonline.com/diversity](http://www.portlandonline.com/diversity)