



City of Portland  
Bureau of  
**Human Resources**  
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Office of Management and Finance

Kenneth L. Rust, Chief Administrative Officer

DATE: May 20, 2011

TO: Karla Moore Love

FROM: Donny R. Adair   
Bureau of Human Resources Diversity Development Office

SUBJECT: City Council Report and Presentation of the Diversity Champions Awards  
Wednesday May 25, 2011, 2:30 PM Time Certain

Attached is the report that will be given by Yvonne L. Deckard, Director of Human Resources for the City of Portland. The awardees will be present and they will be presented with specially designed trophies and certificates.

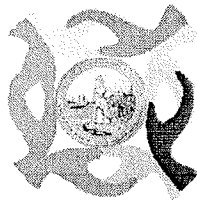
CC: Casey Ogden, Office of the Mayor.

**Sam Adams, Mayor**

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## **City of Portland Diversity Champions Awards**

Since 2007, the City of Portland has acknowledged extraordinary contributions to diversity annually by giving awards to city bureaus, bureau diversity committees, individuals and other committees or groups. Nominations were received from bureaus and individuals for programs and achievements during calendar year 2010. A diverse committee selected the winners. Below are the awardees and a brief summary of their contributions.

### **Bureau Award - Portland Police Bureau**

The Portland Police Bureau was selected in recognition of its tremendous efforts to achieve its hiring goals and improve relations with diverse communities. The 2010 recruiting efforts resulted in employment of women, African American, Asian American and Latino police officers. A major effort included recruiting and testing trips to other cities, resulting in a high number of women and people of color applying and successfully passing the test, and ultimately several applicants being hired as police officers.

The Police Bureau continues to connect with the Portland Community in several ways including ongoing relationships with the Latino Network, St. Francis Dining Hall, African American Advisory Council, the Arab Muslim Advisory Council, the Chief's Advisory Panel and the Sexual Minorities Roundtable. The Community - Police Relations Committee continues to bridge divisions and create a genuine environment that promotes honest discussion on emotionally powerful topics. The Police Bureau continues to improve and expand its efforts towards diversity and inclusion, and recognizes the process is continual and evolving.

### **Diversity Committee Award –Portland Parks and Recreation**

The Portland Park Bureau was the first city bureau to form a diversity development committee and program under the City of Portland Diversity Development Initiative adopted by the Portland City Council. It is a model for others as it serves diverse constituents.

In 2010 the Portland Parks and Recreation Diversity Development Committee created recruitment, hiring and retention recommendations for the bureau's hiring managers. The recommendations included unique outreach and advertising to assist with recruitment, a comprehensive list of questions and employee engagement techniques for retention. Many of the recommendations have already been implemented. Mentoring and job shadowing have increased due to the committee's retention initiative.

**Individual Award – Debbie Caselton, Diverse Empowered Employees of Portland**

Debbie Caselton has served as the Chairperson of the Diverse Empowered Employees of Portland (DEEP) since 2005. Under Debbie's leadership eleven (11) affinity groups were created which have supported employees in their efforts to develop their careers and eliminate bias and discrimination in their workplaces. She has led the DEEP Executive Committee's efforts to bring world class speakers and trainers to the City, which has impacted thousands of city employees. Debbie has effectively interfaced with the Mayor, supervising City Commissioner and other members of the City Council on behalf of DEEP. She is the leading force in developing DEEP's budget and managing the budget. She makes sure that all actions and expenditures are documented and accountable.

In summary, there would be no DEEP without Debbie. She has been inspirational and supportive to all employees of the City.

**Individual Award – Irene Konev, Auditor's Independent Police Review Division**

As the Independent Police Review's (IPR) Community Outreach Coordinator, Irene Konev worked throughout 2010 to improve community trust by developing relationships with the public. She made special efforts to reach out and bridge the gap with communities that in the past have felt ignored or left out. She facilitated meetings between IPR staff members and leaders of immigrant communities, speaking and listening to them in English, Spanish, and Russian. She arranged for IPR staff to meet with leaders of the African American, Slavic, Hispanic, Native America, Asian, youth, as well as leaders of groups working with homeless and people with mental disabilities. Irene has made presentations to and connections with dozens of community organizations. She was instrumental in expanding the recruitment of diverse applicants to the Citizen Review Committee, the nine (9) member advisory body to IPR.

**Other Committee/Group Award – Colored Pencils Community Partnership**

Colored Pencils is an all-volunteer crew that makes Last Fridays Portland's multicultural living room. Colored Pencils Art and Culture Night Steering Committee has produced a series of celebrations of their vision of a new Portland by sharing international cuisine, fine arts and performing arts. At venues in all parts of the city the work of 72 artists was exhibited and sold, performances were given by 132 individuals and groups and 14 immigrant family businesses participated.

Colored Pencils is a community-building process as well as an all-Portland party. While a lot of really smart people are planning a better city, Colored Pencils is expressing one; just being one.

Diversity Champions Awards (Presentation introduced by Mayor Adams)

MAY 25 2011

PLACED ON FILE

Filed MAY 20 2011

**LaVonne Griffin-Valade**  
Auditor of the City of Portland

By 

COMMISSIONERS VOTED AS FOLLOWS:		
	YEAS	NAYS
1. Fritz		
2. Fish		
3. Saltzman		
4. Leonard		
Adams		