



DEEP

DIVERSE AND EMPOWERED
EMPLOYEES OF PORTLAND

PROGRESS REPORT 2015

Report to City Council by Debbie Caselton

Wednesday, June 10, 2015, 9:30 a.m.

PROGRESS REPORT 2015

The Diverse and Empowered Employees of Portland (DEEP), an employee driven group, has been working for the City of Portland's over 8,000 employees since 2007. This presentation will summarize what DEEP does, and highlight some of the successes over the past eight years.



MISSION STATEMENT

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 EXECUTIVE COMMITTEE



- Debbie Caselton, Co-Chair, Environmental Services*
- Janis McDonald, Co-Chair, PBOT (newly elected)
- Greg Wolley, Vice Chair, Purchasing*
- Mary Hansen, Secretary, Archives
- Delphine Kennedy-Walker, Historian, Attorney's Office*
- Maximo Behrens, Parks and Recreation
- Dylan Carmody, PBOT
- Jim Fairchild, Human Resources (Fire)
- Yvette Gayomali, Environmental Services
- Angie Harris, Water*
- Carolyn Quan Lee, Parks and Recreation*
- Dennis LoGiudice, ONI
- Thomas Nancarrow, Police

*founding member

DEEP BASICS

- Established in 2007
- Works independently under the umbrella of OEHR
- Oversees at least nine Affinity Groups
- Arranges for speakers/workshops and educational opportunities
- Assists with City's Cultural Celebrations and events
- Provides peer support
- Provides resources to employees
- Is an all volunteer group of City of Portland employees, for City employees

AFFINITY GROUPS

- City African American Network (CAAN)
- Faith & Friends Affinity Group
- Filipino American City Employees (FACE)*
- Freethinker/Atheist and Agnostic/Secular Humanist/Naturalist (FAASHN)
- LGBTQ & Friends Affinity Group
- PDXCityMamas
- Unidos Latinos Americanos (ULA) Affinity Group
- Veterans' Empowerment Team (VET)
- Women's Affinity Group
- Disability Awareness Group (in the works)

* FACE will merge into one group for Asian American Pacific Islanders

AFFINITY GROUPS

- Voluntary, employee-driven groups that are organized around a particular shared interest or dimension
- Network to promote professional development and advancement
- Discourage stereotyping
- Promote a positive work environment
- Bring concerns of their respective groups to top management
- Work with other entities to address broader organizational and community concerns



AFFINITY GROUPS



- An average of five active participants with up to 100 members or more
- Low meeting attendance unless speaker or topic arranged
- Most affinity groups work together organizing different events, such as Cultural Celebrations
- Lack of leadership periodically due to change in employment status, retirement, medical leave, etc.

SPEAKERS

- DEEP has arranged for many internationally and locally renowned speakers to speak to employees and the public
- Tim Wise, Luke Visconti, Walidah Imarisha, Damali Ayo, Ash Beckham, Lee Mun Wah, Gary Karp, Simon Tam and the Slants...and many more!
- Attendance ranges from 50 to 400 people



EVENTS



- Most events that DEEP organizes are centered on a designated cultural month
- DEEP organizes the annual Kwanzaa celebration at City Hall in December
- More than 100 employees and community members gather

TRAINING

- DEEP tries to purchase tickets to trainings, workshops or conference for employees to attend. A first-come, first-served with manager approval basis
- DEEP members have also provided trainings at various bureaus and conferences



PEER SUPPORT



- Employees feel safe, anonymous, and do not fear retaliation when questions or concerns arise. Some of the topics employees have sought DEEP's advice include:
 - Transgender healthcare
 - Potential layoff due to race
 - Random drug testing
 - Bullying
 - Language translation
 - Resources in general

RESOURCES

- DEEP website: www.portlandoregon.gov/deep
- Email DEEP directly at deep@portlandoregon.gov
- Twitter @DEEPortland
- Watch DEEP's videos of speakers and events: vimeo.com/deeportland
- DEEP library (more than 45 books and videos): check out at website