

CITY EMPLOYER OF CHOICE INITIATIVEIF YOU WISH TO SPEAK TO CITY COUNCIL, **PRINT** YOUR NAME, ADDRESS, AND EMAIL.

NAME (PRINT)

ADDRESS AND ZIP CODE (Optional)

Email (Optional)

✓ PHILIP J. WOLFE	941 NW Naito Parkway PDX 97209	philip.wolfe@portlanddisability.com
✓ Kathy Colman		
✓ Travis Wall		
✓ Ian Jorgis		
✓ Charles Johnson		
✓ Crystal Elinaki		

Hello... okay this is awkward... hi commissioners... my name is Philip j wolfe. I am a commissioner with PCOD. Thank you for giving me the opportunity to type my message with you all today.

I need few more minutes than normal because my mind races faster than I type so bear with me...

Oh boy, okay, here I go, When I was 20 years old, I applied my first job with the Gap at Beverly Hills, CA. I got hired. Other employee got hired same time when I got hired. Four months later, this employee got promoted and I stayed the same position for more than a year, I realize discrimination is in play so I filed a lawsuit

and settle out of court. Here in Portland for 6 years now, I have personally witness a serious disparity in hiring people with disabilities with the city. I have applied three different city positions and got turned down. The most recent was for a position... Disability Program Specialist. It was a blow to my stomach that I am continued to be subjected as one of the stasisis people with disabilities that are viewed as a burden. Evidently all the bearucus, and city people are not trained in providing accommdattions with people and their disabilities. They often assume, that we must educate them, and accommodate them which isn't the case, and today, to see this council scrambling for interpreters for us today is quite distasteful.

I as a PCOD commissioner, fully support the Strategic plan with an understanding that the HR shall hire staffs to work with and follow through.

I believe I could have expressed better through ASL but this shall do for now. Thank you for your time. It is always good to see you again, and by the way, allow me remind you, we live in a system oppression and here in Portland, I believe can be a model to break the system oppression. Thank you

I am writing today on behalf of the Strategic Plan to Implement the 2012 Model Employer Resolution. My name is Leilani Ganser and I've been a Portland resident for a little over a year now. I am also a disabled person. I'm currently at Reed College studying biology and political science and I hope to one day work in local government. While Portland has, for the most part, been an incredibly warm and welcoming city, there are issues with city employment that give me pause. For me as a student, it's incredibly disheartening to see so few people who look like me. In the White Paper discussion there were no disabled persons aged 18-25 spoken to and that can discourage young persons with disabilities like myself from believing they can begin careers in local government. It's also in the city's best interest to encourage and support the hiring and retention of more disabled employees as a point of perspective. Making the city the best it can be requires making the city accessible, safe, and enjoyable and that requires the perspectives and lived experience from many other Portlanders in a way that represents the true population of Portland.

While I have some issues with more specific portions of the plan, including the benchmark for percentage of disabled employees and the process and language used for determining and securing accommodations, the FTE for implementation of the plan, especially with the advisement of the Portland Commission on Disability is absolutely necessary for improving the City of Portland workforce.

9-14-2016