

Moore-Love, Karla

From: Hartley, Stephon
Sent: Monday, September 12, 2016 9:40 AM
To: Council Clerk – Testimony
Subject: Written Testimony for PCOD Time Certain 9:45am 9/14/2016 EOM
Attachments: Model Employer Testimony.docx

Stephon Hartley

1221 SW 4th Ave., Suite 340
Portland, OR 97204
Constituent Services & Policy
Office of Mayor Charlie Hales
P: 503-823-4740

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.