

From: BHR Communications [REDACTED]

Sent: Tuesday, June 23, 2020 1:24 PM

To: Citywide All Employees Distribution List [REDACTED]

Subject: Time to Grieve and Reflect

Importance: High

City Colleagues,

On Monday, June 8th the Mayor communicated his desire to give employees space to grieve and reflect. In response to his commitment, BHR temporarily expanded the use of HRAR 6.08, Funeral and Bereavement Leave, with the intent of allowing staff a chance to grieve over the recent loss of Black lives in America and the trauma that has accompanied this.

Humbly, we are in a process of learning as a City. The intention of this bereavement leave centers on the needs and experiences first and foremost of our Black employees during a movement of Black justice and a recognition of all the trauma that Black employees face in their everyday lives given systemic racism. Additionally, we intended to give space for BIPOC communities experiencing racism and processing a lot of trauma during this time as well. And finally, we wanted to provide space for individuals in close proximity to these experiences as a multi-racial or white family member with immediate family members experiencing the trauma of racism.

We want to encourage our white employees to do some reflection on how to step up and cover the work space so that BIPOC and those employees that truly need the time can grieve and take time to care for themselves.

We will not make judgements about who should or should not take this leave. There are complexities within race and how different communities are experiencing this movement for Black justice and grieving the atrocities racism has placed on our communities of color.

We acknowledge that there are high emotions for everyone right now, and that Black people and all communities of color experience racism directly. We know there are no rules we can make that will fully acknowledge these complexities. We are asking particularly white employees to reflect on why and how they are taking this time if they so choose, and we ask white employees to consider how they can support BIPOC colleagues. We are also encouraging BIPOC communities, particularly Black employees to take care of their needs, and know that the City of Portland acknowledges that Black Lives Matter.



BHR Communications

City of Portland, OMF Bureau of Human Resources