August 2018 Newsletter

Client Inspiration

"I took your Fast Track series last month, and went to my Dress For Success appointment yesterday. I was outfitted beyond what I could have imagined.

I sort of stumbled upon Dress For Success and am so glad that I did. It's a wonderful organization and puts so much focus into helping women transition out of a tough time into something good. Shopping with my shopper was amazing. She made me feel like a million bucks. When I finish transitioning I would like to get involved.

Thank you!"

- Victoria, DFSO Client

Program News

By the numbers...

We are excited to announce that the average wage for our clients is now $15.84 - well above minimum wage!

Upcoming Events

Staff Spotlight
Kim Dealy, Workforce Development Specialist

Please tell us a little about your life story:
I grew up in Eastern Oregon with my parents and two older brothers. My father was a research scientist for the Federal Forest Service and my mother grew up on a farm and was the first in her family to graduate from college. She became a teacher, married and after my brother was born became a homemaker/volunteer and later retired from a career as an executive assistant in the Alaska State Health and Social Services Department. We spent a lot of backpacking time in the outdoors camping, hiking and rafting. I studied at U of O receiving a BS in Sociology with a minor in Women’s Studies. Since then I have had a variety of jobs including: as a café manager, retail salesperson, nanny, care-giving, outdoor/experiential education instructor for all ages, and mental health worker as a milieu therapist/office coordinator. Most recently I was an Employment Specialist with Goodwill’s Job Connection here in Portland. In my personal life, I have the honor of being the care manager for my mother and 108 year old grandmother.

What is something that would surprise people about you?
I lived and worked in Dublin, Ireland and have traveled to Eastern Africa and South America and Europe.

Please describe your role at DFSO:
As the Workforce Development Specialist I have the pleasure of working with clients in multiple programs. I

From Our Executive Director

The “dog days” of summer are now upon us and fall is knocking on the door. Kids are heading back to school, and the focus shifts back to schools books and teachers. In this edition, you have met Kim Dealy, our Workforce Development Specialist. Kim is a teacher, coach, cheerleader and “wayshower” for the clients of Dress for Success Oregon. Kim comes to us from Goodwill Job Connection and brings experience not only working with the population we serve, but considerable life experience relevant to the issues that impact our clients.

But one question you might have is, what is workforce development, and what does it mean? The concept of workforce development is uniquely American and a relatively recent concept. USAID’s current definition states that, “workforce development is now considered to be more than a single program or initiative. It is an

October 3:
Empowerment Breakfast

November 9:
Women Veteran’s Event

November 16-18:
The Closet Sale
*VIP Pre-Sale November 15!*
facilitate two work retention programs, PWG and HOPE. I also am the coordinator (and teach alongside volunteers) for our Fast Track job preparation classes. Of course I also help with events and some donation days!

What do you enjoy most about working for DFSO? I feel like I won the lottery. I didn’t know until I got to Dress that I had found my ideal job. I thrive on the variety and working with the people we serve, but also on the energy and vision that the women and men who work and volunteer here bring to the work of empowering women. Of course I also enjoy bringing my dog, Wally, to work from time to time!

What do you wish people knew about DFSO? There is a focus on authenticity, integrity and a drive to provide value of service, equity and diversity that is hard to find in a workplace, yet I feel is so important. It is as energizing as it is sometimes tiring. Luckily there is also a work-life balance ethic here as well! I am proud of the work we do and am eager to go to work each and every day.

Want to host an event or clothing drive for us? Please Click Here!

interconnected set of solutions to meet employment needs: It prepares workers with needed skills, emphasizes the value of workplace learning and addresses the hiring demands of employers from the outset. The goal is to place workers in jobs where there are career development opportunities.”

The mission of Dress for Success Oregon is, “To empower women to achieve economic independence by providing a network of support, professional attire and the development tools to help women thrive in work and life.” Compare this to USAID’s definition of workforce development, you can see that Dress for Success Oregon is, in fact, a workforce development organization. Our purpose is to offer long-lasting solutions that enable women to break the cycle of poverty. By providing pre-employment job coaching, post-employment job retention support, and professional attire, we offer women "relational support.”

This is a term we developed to describe our work and it is based on the concept of "social support" which has four elements:

- **Emotional support** is the offering of empathy, concern, affection, love, trust, acceptance, intimacy, encouragement, or caring. It is the warmth and nurture provided by sources of social support. Providing emotional support can let the individual know that he or she is valued. It is also referred to as "esteem support" or "appraisal support."

- **Tangible support** is the provision of financial assistance,
material goods, or services. Also called instrumental support, this form of social support encompasses the concrete, direct ways people assist others.

- **Informational support** is the provision of advice, guidance, suggestions, or useful information to someone. This type of information has the potential to help others problem-solve.

- **Companionship support** is the type of support that gives someone a sense of social belonging (and is also called belonging). This can be seen as the presence of companions to engage in shared social activities.

The programs Dress for Success Oregon offers encompass all of the elements described above; that is how we implement and facilitate change for the women we serve. We are proud to be the only women-focused, relational support based, workforce development organization in the state of Oregon. We are excited for what we can offer women in Oregon, and we are truly happy to have Kim Dealy leading the way.

Onward and upward!

- Shari Dunn, Executive Director

**Interested in Volunteering?**