

**Recommendations: Respond to every Glassdoor Review**

1 message

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CC: Legal Aid for the Assistance in Filing a complaint/Discrimination Case of The Century.

**Ms. Lowe and Mr. Muller of Desert Aids Project, (<http://desertaidsproject.fucke>**

In a recent exchange on TwitterDM (<http://desertaidsproject.fuckeduphuman.net/Twitter/DMChat.html>) with Sue Lowe, Digital Content Manager, I pressed for an answer to some negative publicity on Glassdoor with negative outlook reviews.

Especially a review from 2015, "If you have integrity for the aids patient, go elsewhere" (<https://www.glassdoor.com/Reviews/Employee-Review-Desert-AIDS-Project-RVW8368599.htm>)

Just last month, a new negative outlook review appeared onsite at Glassdoor,

Oct 6, 2018

**"Community health"**

(<https://www.glassdoor.com/Reviews/Employee-Review-Desert-AIDS-Project-RVW22827884.htm>)

Former Employee - Anonymous Employee

Doesn't Recommend      Negative Outlook      Disapproves of CEO  
 I worked at Desert AIDS Project full-time

**Pros**

Beautiful building, meet great people.

**Cons**

This is the worst place I ever worked. They speak of self care, yet cause you stress. Management pretends to care when they are in your face. No need to complain nothing gets done. The only way to deal with them is by hiring a lawyer to get their attention.

**Advice to Management**

Learn how to manage.

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 But actually, it is the recommendation of this article that you respond to each and every review.

<https://www.efilecabinet.com/how-bad-glassdoor-reviews-affect-your-organizations-recruiting-efforts-and-how-to-overcome-them/> (<https://www.efilecabinet.com/how-bad-glassdoor-reviews-affect-and-how-to-overcome-them/>)

**How Negative Reviews Affect Your Recruiting Efforts**

It's easy to make your company sound good in a recruiting brochure, and as long as the pay is decent, prospective employees won't dig to

However, employees who want to advance in their career or who relocate in order to find a new job want to verify that they have made the know anyone who works at your company, then they're going to find websites like Glassdoor that offer additional insights.

One negative review probably won't affect your recruiting efforts much if you have predominantly good reviews. But if most of your reviews have a problem. Would you work for a company that every employee hates?

**What You Can Do about Negative Reviews**

The good thing is that there is a lot you can do about negative reviews.

**Read Reviews with an Open Mind**

First of all, you should take the time to read them with an open mind. Is there something in the critique that rings true? Reviews don't always but there's usually a grain of truth in the things people have to say about your organization.

**Identify Opportunities for Change**

If you receive a bad review because an employee didn't get along with their supervisor, then that might not be anything to worry about. But the same thing, **then it's time to take a look at the potential culprit. Reviews are an opportunity for you to change the way things a** employees are right, maybe that supervisor is not doing a good job.

**Respond to Every Review**

It's a good idea to take some time to respond to every review on Glassdoor. Here is the catch: you only get one chance. In your response, dismissing the reviewer's opinion. If you have addressed the issue or plan to do so in the future, you can let them know. Don't forget to thank a reviewer. Here are some examples of CEO responses to bad reviews (<https://www.glassdoor.com/employers/blog/5-ceo-responses-glassdoor>)

### Be Prepared to Address these Concerns in Future Interviews

It's quite possible for a potential employee to talk about the things that were said in the reviews during an interview. Therefore, it's a good idea to want to say. It's not a good idea to talk bad about the employee or try to shift the blame onto them. As long as you're upfront about the issues (<http://www.interoadvicory.com/2013/08/negative-glassdoor-reviews-4-ways-to-respond/>), your potential employee will likely still want to work

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Now I am an inquiry source as a client tier interface below employees and seeking a change in the way the Ryan White Care Act interface: problem that has surfaced against the Ryan White Care Act nationally systemic social services agencies that are described by the numerous appearing on Glassdoor. These reviews have common themes and directly affect both the standards of care and the quality of client service aspects of employee opinions.

In my last regional area, the Glassdoor Reviews for Colorado Health Network (<http://coloradohealthnetwork.fuckeduphuman.net>) are quite an environment that precedes the client tier interface that I had to tolerate before the reviews appeared on site 14 days after I had to leave the hometown of San Bernardino to be interfaced with Foothill Aids Project (<http://foothillaidproject.fuckeduphuman.net/>) once more. The first town San Bernardino prior to this Google Review appeared:

- #See [ Google Review ]/ (<http://foothillaidproject.fuckeduphuman.net/%23See%20Also%20%5b%20Google%20Review%20%5d/>)

Link To Direct Google Reviews URL

**Foothill Aids Project**  
670 N. Arrowhead Avenue, Suite A-B, San Bernardino, CA

**3.0** ★★★★★ 2 reviews

**Aaron Jacobson**  
Local Guide - 1 review

★★★★★ 11 months ago

This agency is FRAUDULANT in its services and practices when it comes to serving the HIV population and utilizing Ryan White Funding. My recommendation for any HIV client interested in signing with them is to run as far and as fast as you can...they treat HIV consumers with contempt and unprofessionalism.

👍 4

**Gabriel Andrew Chavez**



**Aaron Jacobson** (<https://www.google.com/maps/contrib/114550826868828934326/reviews?hl=en-US&sa=X&ved=2ahUKEwixpvT0hfreAhVJHjQIHfF8AK0QvvQBegQIARAW>)  
Local Guide - 1 review (<https://www.google.com/maps/contrib/114550826868828934326/reviews?hl=en-US&sa=X&ved=2ahUKEwixpvT0hfreAhVJHjQIHfF8AK0QvvQBegQIARAX>)  
a year ago

This agency is FRAUDULANT in its services and practices when it comes to serving the HIV population and utilizing Ryan White Funding. My recommendation for any HIV client interested in signing with them is to run as far and as fast as you can...they treat HIV consumers with contempt and unprofessionalism.

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The best way to describe this client involved interface to services is described as one that is a hate paradigm model introduced and preserved by agency organizations.

Now it might not be a favorite thing of yours to respond to the Glassdoor reviews especially what is the root source is so evil -- the creative #GovernmentSponsoredHate institutions, such as it is also apparently happening in the governmental sponsored hate program of The Unit embedded in the Ryan White Care Act. Don't insult my intelligence here and deny such involvements by your keeping silent in this hate paradigm. Respond with an act of compassion and kindness to correct.

Don't insult my intelligence when you realize the TwitterDM conversation that you abruptly cut off and blocked me when I pressed you for new statements made that our organization was hater-free. But your true colors finally were shown that you defend your hate based compensation and amending change for what is showing true.

The Negative Outlook Reviews for Colorado Health Network to the company culture embedded in this social service agency is held to be also just last month,

http://coloradohealthnetwork.fuckeduphuman.net

Oct 29, 2018

**"Stay Away"**

★☆☆☆☆

Former Employee - Medical Case Manager in Colorado Springs, CO

Doesn't Recommend Negative Outlook Disapproves of CEO

I worked at Colorado Health Network full-time (More than 5 years)

**Pros**

This unfortunately is a area that there is nothing to promote as there are no Pros to this job.

**Cons**

EEOC violations, confidentiality compromises of the people they are supposed to protect, pay is below average and benefits are horrible. The CEO is below the bottom of the swamp in regards to leadership. <https://www.glassdoor.com/Reviews/Colorado-Health-Network-Reviews-E1718672.htm>

Oct 29, 2018

**"Stay Away"** (<https://www.glassdoor.com/Reviews/Employee-Review-Colorado-Health-Network-RVW23177216.htm>)

Former Employee - Medical Case Manager in Colorado Springs, CO

Doesn't Recommend Negative Outlook Disapproves of CEO

I worked at Colorado Health Network full-time (More than 5 years)

**Pros**

This unfortunately is a area that there is nothing to promote as there are no Pros to this job.

**Cons**

EEOC violations, confidentiality compromises of the people they are supposed to protect, pay is below average and benefits are horrible. The CEO is below the bottom of the swamp in regards to leadership.

Feb 17, 2018



**"If you don't gossip like a teenager, you'll be an outsider."**  
 (<https://www.glassdoor.com/Reviews/Employee-Review-Colorado-Health-Network-RVW19297423.htm>)

Former Employee - Anonymous Employee

Doesn't Recommend      Neutral Outlook      I worked at Colorado Health  
 Network full-time

**Pros**

The mission at CHN is good.

**Cons**

Very caddy work environment for the most part.

**Advice to Management**

Get to know employees better

Sep 13, 2017



**"Employment"**  
 (<https://www.glassdoor.com/Reviews/Employee-Review-Colorado-Health-Network-RVW16815816.htm>)

Former Employee - Client Services in Denver, CO

Doesn't Recommend      Negative Outlook      I worked at Colorado Health  
 Network (Less than a year)

**Pros**

Case Managers are not micro-managed, occasionally drug companies will come in and bring free lunch, relaxed dress code, on a major bus line

**Cons**

Management is awful. They do not trust their employees with anything - not even tissues. If you want a box of tissues you have to go to upstairs and talk to the them. One person stores them in his office.

They had a big "investigation" because two employees quit because of racism and discrimination within the organization - the "investigation" was "inconclusive". They had a meeting with all of the staff (that was announced 24 hrs prior). Regarding discrimination. It was said that we were diverse "we have one of everything". How can an organization thrive when a top official is racist?

If you are a woman or person of color, it is very hard to move up in the org and be heard. If you are a cute, white male, you will do well in this company.

Turnover is high!

Show Less

**Advice to Management**

Maybe start with a little bit of respect (for clients and staff)?

Jul 28, 2017



**"Low pay, oppressive management, dishonest business practices..."** (<https://www.glassdoor.com/Reviews/Employee->

# Review-Colorado-Health-Network-RVW16120377.htm)

Current Employee - Anonymous Employee

Doesn't Recommend Negative Outlook I have been working at

Colorado Health Network full-time (Less than a year)

### Pros

Brand new facility, friendly coworkers, easy access to downtown. Interviews are too easy. Great benefits. Benefits those less fortunate.

### Cons

Oppressive leadership, disingenuous management, dishonest business practices. I really want to like this place but the management could use some training. I have witnessed some dishonest business practices going on here. Toxic work environment. Pay is very low. Upper level management is very elitist, discriminating, and oppressive toward other staff.

### Advice to Management

Take some training courses to learn how to perform your job better. Many may have landed in their current positions due to the Peter Principle. Do some house cleaning, see who actually contributes to the successful functioning of the company and trim the fat. Just because someone is fun outside of work and makes you laugh does not mean they are competent managers that need to be leading other people. Take a look in the mirror.

Now on July 5th 2017, in a Facebook live recorded two weeks prior to the Glassdoor Reviews for Colorado Health Network first appearing on the Site,

post See All ([https://www.facebook.com/search/str/james+m+driskill+priorities/keywords\\_blended\\_posts?filters=eyJycF9hdXRob3IiOiJ7XCJyYV1X1XCi6XCjhdXRob3JlZnJpZW5kc19mZWVwXCI6XCjhdmdzXCi6XCjcn0ifQ%3D%3D&ref=eyJzaWQlOiIiwLjM1NTE2MjQ5MDYyMTcxMDU3IiwicmVmIjoic2VlX2](https://www.facebook.com/search/str/james+m+driskill+priorities/keywords_blended_posts?filters=eyJycF9hdXRob3IiOiJ7XCJyYV1X1XCi6XCjhdXRob3JlZnJpZW5kc19mZWVwXCI6XCjhdmdzXCi6XCjcn0ifQ%3D%3D&ref=eyJzaWQlOiIiwLjM1NTE2MjQ5MDYyMTcxMDU3IiwicmVmIjoic2VlX2))

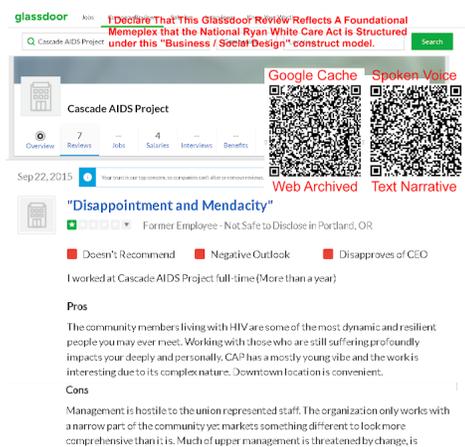


**James M Driskill** (<https://www.facebook.com/InTheMindw...>)  
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 tHK6Q9rhnwzTtVAYOMB1o9qMZ56y\_hYQFsyC-5LRPdk1jw...

Priorities are priorities filling my medicine when the pharmacy normally will close. Denver Colorado AIDS Project (<https://www.facebook.com/InTheMindway/videos/10209656249>)

in front of the Office of the Colorado Health Network aka Denver Colorado Aids Project is where I named Jamie Villalobos second in tier director leadership of that agency as the puppeteer in harassment campaign that targeted me to their endgame an unjustified eviction from HIV Housing at Chesney Kleinjohn Apartments. This campaign targeted me long before my reassignment Cares were I claim was collusion and conspiracy between agencies to hold a targeted hate agenda against my tenancy in the failed business relationships meeting between client/tenant and c housing agents Jennifer Mattock (<http://jennifermattock.fuckeduphuman.net/Persons/Jennifer.Ann.Mattock/>) of Pillar Property LLC (<http://pillarpropertyllc.fuckeduphuman.net/>) and Darrell John (<http://persons.fuckeduphuman.net/Darrell.Johnson/>) of Chesney Kleinjohn apartments, HIV EXCLUSIVE Residence housing in Denver Colorado.

and now we get to the current dataset of Cascade Aids Project (<http://cascadeaidsproject.fuckeduphuman.net>)



**Disappointment and Mendacity**  
 Former Employee - Not Safe to Disclose in Portland, OR  
 I worked at Cascade AIDS Project full-time (More than a year)  
 Pros  
 The community members living with HIV are some of the most dynamic and resilient people you may ever meet. Working with those who are still suffering profoundly impacts your deeply and personally. CAP has a mostly young vibe and the work is interesting due to its complex nature. Downtown location is convenient.  
 Cons  
 Management is hostile to the union represented staff. The organization only works with a narrow part of the community yet markets something different to lock more comprehensive than it is. Much of upper management is threatened by changes is

conflict avoidant to the point of dysfunction and is retaliatory when confronted. Often, people with poor skills are promoted to leadership and this creates frustration and a sense of unfairness highlighting backroom agreements meant to undermine. Morale is dreadful. In the past few years most staff have been fired, pressured to leave, or asked to work with compromised ethics. Gay, black, HIV+, and trans identified staff have been systematically marginalized. CAP treated HIV+ staff as second class citizens, ignored client requests for change, and silences critics. If you go against CAP, even if justified, you will find it hard to work in the HIV community in Portland. The board is completely distant from the staff and the clients being served, and act condescending and unhelpful. You would think if 50% of the staff leave in a few months time, it might be a wake up call that there are big problems that can't be dismissed as "disgruntled" staff. Since CAP is the only game in town for HIV related needs, they have no checks and balances and no accountability when they injure the community they are claiming they serve.

**Advice to Management**  
 Stop displaying images and raising money through deception. Admit you do not serve the community at large and close your doors. CAP is not about HIV anymore, it's about retaining jobs and keeping people working at the expense of programming and directives that empower. If you want to be a LGBTQ health center then so be it, but do not pretend you are helping people living with HIV, because you are not. You are only focusing on addicts and the mentally ill. Also, an LGBTQ health group or HIV group with no gay or HIV+ leaders, or people of color managing direct services means you will be just like any other colonized public health care model that delivers incompetent care. The community does not need public health coalities, we have them already. We also do not need tokenized minorities to cover for the heteronormative, white, middle class faux professionalism that is the root of the HIV pandemic to begin with, and abundantly present in CAP management's ranks. There is a big problem when the public adores you and your clients and the community you claim to serve would rather go without than be at the mercy of a place they distrust and dislike.

.Google Saved Cache:

 Cascade AIDS Project Reviews Glassdoor.ca.html  
(<http://webdomains.realuphuman.net/glassdoor.com/HIV-AIDS-SERVICES-ORGANIZATIONS-EmployeeReviews/Cascade%20AIDS%20Project%20Reviews%20%20%20Glassdoor.ca.html>)  
25-Oct-2018 03:10 186K

10 Jul, 2017

**"Review" (<https://www.glassdoor.ca/Reviews/Employee-Review-Cascade-AIDS-Project-RVW15834982.htm>)**

Current Employee - Anonymous Employee

Doesn't Recommend      Negative Outlook      Approves of CEO  
 I have been working at Cascade AIDS Project part-time

**Pros**

The volunteers are amazing, as are the front line staff who work for the organization

**Cons**

Communication going downstream from the top are not good.

6 Feb, 2017

**"Needs Improvement" (<https://www.glassdoor.ca/Reviews/Employee-Review-Cascade-AIDS-Project-RVW13654798.htm>)**

Former Employee - Anonymous Employee

Doesn't Recommend      No opinion of CEO      I worked at Cascade AIDS Project  
 full-time

**Pros**

CAP does great work in the HIV+ community. Their housing program is large and well staffed.

**Cons**

CAP is not the safest or most accepting place to work for a person of color or for trans-identified folks. This being some of their target populations to serve as well...

**Advice to Management**

Management needs to start listening to the people on the front lines and valuing their expertise and the knowledge of those who have been there the longest.

22 Sep, 2015

Helpful (4)

**"Disappointment and Mendacity" (<https://www.glassdoor.ca/Reviews/Employee-Review-Cascade-AIDS-Project-RVW8041978.htm>)**

Former Employee - Not Safe to Disclose in Portland, OR (US)

Doesn't Recommend      Negative Outlook      Disapproves of CEO  
 I worked at Cascade AIDS Project full-time (More than a year)

**Pros**

The community members living with HIV are some of the most dynamic and resilient people you may ever meet. Working with those who are still suffering profoundly impacts you deeply and personally. CAP has a mostly young vibe and the work is interesting due to its complex nature. Downtown location is convenient.

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Management is hostile to the union represented staff. The organization only works with a narrow part of the community yet markets something different to look more comprehensive than it is. Much of upper management is threatened by change, is conflict avoidant to the point of dysfunction and is retaliatory when confronted. Often, people with poor skills are promoted to leadership and this creates frustration and a sense of unfairness highlighting backroom agreements meant to undermine. Morale is dreadful. In the past few years most staff have been fired, pressured to leave, or asked to work with compromised ethics. Gay, black, HIV+, and trans identified staff have been systematically marginalized. CAP treated HIV+ staff as

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