

Mosaic Inclusive Culture Survey Executive Summary

October 29, 2015

Reliant



Summary of Results of Mosaic Diversity Survey

The Tulsa Regional Chamber's diversity business council, Mosaic, initiated a survey of local businesses to gauge their awareness and involvement in diversity and inclusion efforts in order to help identify Mosaic's Top Inclusive Workplace Cultures. Mosaic e-mailed a survey link to over 300 local companies on June 15. Several follow-up efforts (e-mails, phone calls, and social media) were made through July and early August, with the survey closing on August 10. Reliant administered the survey via their on-line survey tool, ZipSurvey™.

The survey consisted of 38 items which included 15 yes/no questions, 7 Likert-scale (five points ranging from Strongly Disagree to Strongly Agree) questions, 3 checkbox questions, and 13 text questions. For purposes of this survey, the following definitions and examples were provided for relevant items in the survey.

Diverse People / Diverse Individuals / Diverse Candidates

Includes diversity of race, culture/ethnicity, nationality, gender, gender expression, sexual orientation, age, ability, religion, veteran status or class.

Diversity Supplier

The idea or concept that the growth of qualified supply chain vendors within a company's procurement system delivers added value to the client organization. Supplier Diversity Strategies typically focus on increasing the representation of minority-owned businesses within the company's supply chain pipeline. However, diversity programs can also focus on other underrepresented businesses in the expansion of their supply chain including small/medium sized businesses, geographically diverse suppliers, women-owned businesses and veteran-owned businesses.






Examples of Diverse Suppliers:

Minority-owned Business, Women-owned Business, Service-Disabled Veteran-owned Business, Veteran-owned Business, HUBZone Business, Small Business and Small Disadvantaged Business





A total of 182 surveys were opened with 107 completing the full survey. Provided first in the pages of results that follow are descriptive statistics for the quantitative survey items falling within the 6-category scoring rubric used to identify the Mosaic Top Inclusive Workplace Cultures. Descriptive results for the remaining quantitative items are then subsequently provided, and are followed by the remaining text-based (qualitative) results. Responses for some text-based items have been edited to protect the anonymity and confidentiality of participants who did not grant permission to publically share their responses.

Inclusive Workplace Culture Category 1: CEO Commitment



2. Our CEO visually supports and values our company/organization’s diversity and inclusion work.

		Response Percent	Response Total
Strongly Agree		69%	124
Agree		22%	40
Neither Agree nor Disagree		7%	13
Disagree		1%	2
Strongly Disagree		1%	1
		Total Responses	180



3. Please indicate below whether your CEO has done any of the following activities in the past year to support your company/organization’s diversity and inclusion mission:

		Response Percent	Response Total
Written an Op-Ed on a diversity and inclusion topic		10%	19
Published a blog post on a diversity and inclusion topic		15%	27
Distributed an All-Staff Communication internally regarding a diversity and inclusion topic		38%	69
Chaired your organization’s diversity council		8%	15
Other selection:		29%	52
		Total Responses	182

4. Is your company an affiliate of an organization headquartered outside of Tulsa?



		Response Percent	Response Total
Yes		37%	61
No		63%	105
		Total Responses	166

5. My organization’s local leadership actively mirrors our CEO’s commitment to diversity and inclusion.



		Response Percent	Response Total
Yes		88%	53
No		12%	7
		Total Responses	60

Inclusive Workplace Culture Category 2: Diversity Supplier

23. Does your company/organization demonstrate commitment to supplier diversity through a formal supplier diversity policy or statement?


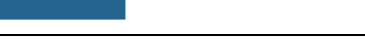
		Response Percent	Response Total
Yes		42%	52
No		58%	71
		Total Responses	123

25. Are you tracking your diversity supplier spending?

		Response Percent	Response Total
Yes		16%	19
No		84%	103
		Total Responses	122

Inclusive Workplace Culture Category 3: Diverse People






8. My company has a diversity/inclusion policy for recruiting, hiring, developing and promoting diverse individuals.

		Response Percent	Response Total
Yes		74%	110
No		26%	39
		Total Responses	149






11. What percentage of your senior management team is made up of diverse individuals?

Min	Max	Mean	Standard Deviation	Response Total
0%	100%	40.35%	32.83%	127






15. My company/organization promotes diversity through its *recruitment* practices.

		Response Percent	Response Total
Strongly Agree		47%	60
Agree		31%	39
Neither Agree nor Disagree		16%	20
Disagree		4%	5
Strongly Disagree		2%	3
		Total Responses	127






16. My company/organization promotes diversity through its *hiring* practices.

		Response Percent	Response Total
Strongly Agree		49%	62
Agree		29%	36
Neither Agree nor Disagree		17%	21
Disagree		3%	4
Strongly Disagree		2%	3
		Total Responses	126

17. My company/organization promotes diversity through its *development* practices.



		Response Percent	Response Total
Strongly Agree		46%	58
Agree		27%	34
Neither Agree nor Disagree		20%	26
Disagree		6%	7
Strongly Disagree		2%	2
		Total Responses	127

18. My company/organization promotes diversity through its internal *promotion* practices.



		Response Percent	Response Total
Strongly Agree		42%	53
Agree		26%	33
Neither Agree nor Disagree		23%	29
Disagree		7%	9
Strongly Disagree		1%	1
		Total Responses	125

Inclusive Workplace Culture Category 4: Internal Policies






9. Does your company's diversion/inclusion policy include sexual orientation?

		Response Percent	Response Total
Yes		89%	94
No		11%	12
		Total Responses	106




10. Does your company's diversion/inclusion policy include gender identity?

		Response Percent	Response Total
Yes		67%	71
No		33%	35
		Total Responses	106

19. My company/organization has internal policies and/or practices that provide equity and support for our diverse employees – including advocacy above and beyond affirmative action and EEO requirements.






		Response Percent	Response Total
Strongly Agree		40%	51
Agree		24%	31
Neither Agree nor Disagree		24%	30
Disagree		9%	12
Strongly Disagree		2%	3
		Total Responses	127

20. Please indicate the specific internal policies and/or practices that your company/organization has provided in the past year to provide equity and support to your diverse employees.






		Response Percent	Response Total
Employee Resource Groups		29%	38
Affinity Groups		11%	15
Partner Benefits		37%	49
Other selection:		22%	29
		Total Responses	131

Inclusive Workplace Culture Category 5: Community Outreach

21. My company supports diversity and inclusion work in the Tulsa region (i.e., supports public diversity and inclusion events, such as the Martin Luther King Parade, John Hope Franklin Reconciliation Dinner, etc.)



		Response Percent	Response Total
Strongly Agree		44%	55
Agree		26%	33
Neither Agree nor Disagree		22%	28
Disagree		6%	8
Strongly Disagree		2%	2
		Total Responses	126

22. Please indicate which specific diversity and inclusion community events your company/organization has chosen to support **in the past year**:

		Response Percent	Response Total
Martin Luther King Parade		30%	53
John Hope Franklin Reconciliation Dinner		18%	32
Equity Gala		15%	27
Pride Parade		15%	27
Excelencia Awards		8%	14
Other selection:		14%	24
		Total Responses	177

Inclusive Workplace Culture Category 6: Diversity & Inclusion Statement

6. Does your company have a diversity and inclusion statement?



		Response Percent	Response Total
Yes		64%	104
No		36%	59
		Total Responses	163

Inclusive Workplace Culture Survey: Additional Quantitative Items



13. Do you have someone who manages or directs diversity and inclusion work within your company or organization?

		Response Percent	Response Total
Yes		54%	75
No		46%	63
		Total Responses	138



26. Has your company/organization applied for any diversity and inclusion awards in the past year?

		Response Percent	Response Total
Yes		25%	31
No		75%	92
		Total Responses	123

28. Has your company/organization received any diversity and inclusion awards in the past year?

		Response Percent	Response Total
Yes		29%	35
No		71%	85
		Total Responses	120

31. Has your company/organization made changes related to its diversity and inclusion practices since the 2014 Mosaic Diversity Survey launched?

		Response Percent	Response Total
Yes		34%	40
No		66%	76
		Total Responses	116



33. Please provide the following information regarding your company/organization:

Industry	Number of Employees in NE Oklahoma	Number of Employees Company-Wide
Aerospace	145	20,000
Aerospace and Defense	2000	16000
Architecture, Interiors & Engineering	54	54
Convenience & Gasoline Retail	approx 2750	approx 21,000
Diversity Communications & Consulting	2	2
Education	580	580
Education	37	37
Education	37	4400
Education	7,000	7,000
Education	41	41

Industry	Number of Employees in NE Oklahoma	Number of Employees Company-Wide
Education	>600 fulltime	<i>(Not Provided)</i>
Energy	855	2339
Energy	511	1120
Film Production Company	Independent Contractors	<i>(Not Provided)</i>
Financial Services	<i>(Not Provided)</i>	<i>(Not Provided)</i>
Financial Services	48	4845
Health Care	450	<i>(Not Provided)</i>
Health Care/Health Insurance	975	22,320
Higher Education	2700	2700
Higher Education	1000	12000
Higher Education	500	500
higher Education	<i>(Not Provided)</i>	<i>(Not Provided)</i>
Higher Education	1250	1250
Hospitality	603	10,000 +
Information Technology	1,200	300,000
Insurance	6	6
Insurance and Employee Benefits	6	6
IT Consulting	1	1
Land Surveying	2	2
law	5	5
Leadership Training	3	4
Legal Professional Services	150	250
Management Consulting	1	1
Manufacturing	1300	1600
Manufacturing	860	1600
Manufacturing	205	<i>(Not Provided)</i>
Media	8	15
Mental Health	About 160	About 170
museum	6	6
Music industry	2	3
Natural Gas	<i>(Not Provided)</i>	<i>(Not Provided)</i>
Natural Gas	1745	6819
Natural gas utility	700	3400
Non Profit	27	27
Non Profit	30	<i>(Not Provided)</i>
Nonprofit	1	1
Nonprofit	2	2
Nonprofit	75	75
nonprofit	15	20
Non-Profit	250	<i>(Not Provided)</i>
Non-Profit	5	5
Non-Profit	500+	500+
Non-profit / Hospitality	3,100 hotel employees (2012)	1 employee in organization

Industry	Number of Employees in NE Oklahoma	Number of Employees Company-Wide
Nonprofit Organization	556	556
Non-profit think tank on State policy and budget	9	9
Non-profit, social services	16	16
Not-for-Profit Member Owned Organization	187	315
oil and gas	<30	<30
Oil and Gas	Not sure due to constant changing number of employees	60,000
Oil/Gas Transportation	115	230
Professional Consulting Services	<i>(Not Provided)</i>	20k Globally
Professional Sports	20	32
Public Relations/Management Consulting	20	20
Public School System	2000	2000
Public Utilities	1300	1730; 18,410
Recruiting	12	12
Recruitment	2	2
Religious Social Service	75	75
Service / Consulting	1	1
Service/Retail	136	150
Social Services (non-profit)	94	94
Sports and Leisure	0	0
Staffing	644	831
Telecommunications	approximately 1,200	170,000+
Telecommunications	941	13,000
Transportation	5,600	100,000
Transportation	640	90,000
Workforce development	30	<i>(Not Provided)</i>
<i>(Not Provided)</i>	760	<i>(Not Provided)</i>
<i>(Not Provided)</i>	75	75
<i>(Not Provided)</i>	12	21
<i>(Not Provided)</i>	11	1200
<i>(Not Provided)</i>	45	170
<i>(Not Provided)</i>	<i>(Not Provided)</i>	5500
<i>(Not Provided)</i>	1	39
<i>(Not Provided)</i>	300	1400

34. Does your company have an international component? Yes/no

		Response Percent	Response Total
Yes		26%	29
No		74%	83
		Total Responses	112

Inclusive Workplace Culture Survey: Qualitative Responses

1. Please share a quick narrative (100 words or less) of work you are doing with your company/organization related to diversity and inclusion in the workplace.

1	Diversity does not occur by accident or luck, but by belief, commitment and design. Our record — exemplified by awards and honors — proves we’re on the right track. We measure our progress. We hold our executives accountable for promoting diversity within their organizations. We commit ourselves to supplier diversity by setting targets that result in billions of dollars spent with diverse businesses. We provide training to our teams, support employee diversity groups and engage in community outreach through our volunteerism programs. Recognizing and respecting diversity brings about richness in our interactions that translates to better outcomes.
2	<ul style="list-style-type: none"> • Executive Sponsor for American Airlines Professional Women in Aviation Employee Business Resource Group / • Executive Sponsor for all Seven American Airlines Tulsa Maintenance & Engineering Center Employee Business Resource Groups (African American, Native American, Veterans, LGBT, Women in Aviation, Muslim, Jewish) / • Executive Sponsor for American Airlines Corporate Diversity Advisory Council / • Executive Sponsor for American Airlines Corporate participation in Women in Aviation International Conference/Events annually
3	We keep stats on our diversification. We try to keep a balance of our workplace diversity with the current market.
4	The Tulsa Historical Society staff is very intentional about telling ALL of Tulsa's stories and not just those of the rich, white, oil man.
5	The YMCA strives to help at-risk populations and support those with financial hardships participate in programs and be members of the association. As a community based organization, they 8 facilities in the YMCA of greater Tulsa all serve different populations to allow for a diverse organizational makeup.
6	We recently included the topic of Diversity into our New Hire Orientation as well as preparing for a Sensitivity Class for First and Second Level Managers
7	Currently we have two employees but have set in place policies for future employees so they understand our beliefs in equality and protection for all people we hire and work with.
8	Tulsa Community College has a Diversity Council who works on diversity, equity and inclusiveness for both our employees and our students. One of our objectives is to increase the diversity of our faculty to support the diversity of our students. A strategy that is showing results is working with a national consultant on diversity in recruitment and retention.
9	Advocating for a higher quality of life, increased access to services and equal opportunities for individuals impacted by intellectual and developmental disabilities.
10	Made hiring people of color a priority. Working with YWCA for in house Mosaic and Groundwork groups. Beginning a diversity council this year.
11	In the last 12 months, Bama has been working with the Mayor's Commission on the Status of Women to develop the business case for hiring non-violent female offenders who have the support of community programs such as Women-In-Recovery. We have added gender expression/identity protection clause to our policy manual, added a comprehensive medical plan for our Trans team-members, amended our inclusion statement to our internal/external job postings, added diversity training to our regulatory training program, created the framework for a D&I scorecard, and increased our Tier I diversity spend from 2% to 2.4%.
12	Hire the most competent and trained individuals that will best represent the company
13	Updated our diversity statement for 2015

1. Please share a quick narrative (100 words or less) of work you are doing with your company/organization related to diversity and inclusion in the workplace.

14	We have employees from numerous countries of origin working within our facilities. We strive to develop leaders within the organization so we obtain a diverse supervisory team.
15	Build awareness, respect and inclusiveness by sponsoring Employee Resource Groups including Asian American, African American, Hispanic Origin Latin American, Pride Partnership, Individuals with Disabilities, and Military Veterans. Expanded our diversity outreach recruiting efforts; completed training in the areas of culture, diversity, and harassment-prevention; and supported a variety of cultural, educational, developmental and business-focused community events.
16	Embraced the importance of Womens Resource Group. Continue to strive for an inclusive and diverse culture. Womens Resource Group has been an outlet for employees to deal and cope with the industry and the pending acquisition.
17	Almost all of our front line staff are bi-lingual English/Spanish. We have a mix Hispanic/Caucasian/African American employees that is beyond the demographic of the city.
18	Lead our firm's women's initiative to recruit and retain women professionals in the workplace. Others work to attract and retain other minorities in the profession at our business.
19	Inclusion and Diversity committee leads education and training.
20	Share with our conservative staff members our thoughts about diversity, acceptance, inclusion, etc.
21	Provide EEO training and distribute general HR materials on a variety of topics, including diversity. Regular diversity training is provided at national level.
22	Active community leader with regard to diversity. Work with Tulsa Burmese Community - actively work with Burmese community leaders and pastors to promot employment services for this community. High percentage (and growing) of our local workforce has come from the Burmese community. Pursue fair employment practices in every aspect of its business. Commitment to provide equal opportunity and fair treatment to all individuals on the basis of merit, without discrimination because of race, color, religion, national origin, sex (including pregnancy), sexual orientation, age, disability, veteran status or other characteristic protected by law. We encourage our Vendors to foster diversity within their work force and provide an inclusive and nondiscriminatory working environment in which all employees are valued and empowered to succeed. We believe that diversity in our work force is a valuable asset that supports different ideas, perspectives, and beliefs. • Non-Retaliation: Prohibit retaliation against any Vendor employee who, in good faith, seeks help or reports known or suspected violations of this Vendor Code. • Supplier Diversity: Proactively identify local and diverse suppliers who can support business operations effectively and promote strategic objectives with high quality goods and services, innovation, competitive
23	Progressing diversity and inclusion through the passion and participation of its employees and leaders alike. We believe the diversity of our thoughts, backgrounds and experiences affects all we do; from the hiring and development of our employees, to the actions of our Employee Resource Groups, and to the solutions we deliver to customers. We want our employees to feel good about their contributions, believe that everyone has a voice and know we all have the opportunity to make a difference in making a great place to work.
24	We currently use the words and occasionally talk about it but it is not a proactive part of our culture as it is for some other companies.
25	Diversity and inclusion is one of our core values. Utilize diversity connections and programs to gain knowledge and best practices that we can apply in our organization. We have a diversity and inclusion group throughout our organization that assist us with identifying events and issues in their

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	respective areas. Currently working to develop our supplier diversity programming.
26	A diverse workforce and inclusive workplace are integral to our business strategy and integrated throughout our company. Established a D&I Council, chaired by our CEO -Providing D&I education to all employees -Launched a Women's Resource Group -Seeking new hires with diverse perspectives proactively -Support a number of diversity groups and associations at the colleges and universities where we recruit; -Implementing LGBT protections and domestic-partner benefits -Encouraging participation in/support of D&I community activities.
27	Serve as the Chief Diversity Officer and oversee the organizations diversity and inclusion efforts.
28	Lead the Women's Leadership Initiative at my company, with the goal of removing or providing support to diminish unnecessary barriers that negatively impact females career development in order to improve gender imbalance in management and leadership roles.
29	Corporate-level focus on recruiting strategies and processes that ensure opportunities are visible and accessible to diverse applicants. Monthly talent reviews by all departments which includes a focus on identifying development and promotion opportunities for female and minority employees. Establishment of cross-functional, cross-level teams focused on key business issues/initiatives - driving diversity of thought and cross-functional learning.
30	Through our applicant tracking system when we post open positions they are being sent to a variety of job markets including those with diversity candidates. We consider all current employees that apply when considering promotions.
31	D&I Task Force is the most active part of our D&I work providing lunch and learns, monthly meetings, dialogue and recently added a book club.
32	Diversity is one of our core values and is very important to our organization. We have a diversity council comprised of a cross section of our organization. This council, meets a few times per year, plans development opportunities around diversity and schedules events. We are continually working on incorporating diverse ideas and beliefs into our culture. One of the criteria in our Employee of the year application pertains to Diversity and Respect.
33	Send staff to Common Ground training for a better understanding of aspects of religious expression. Revamped our recruitment materials to make certain diversity is reflected in these materials and that we are actively recruiting a diverse workforce. Hire bilingual staff in various areas of the organization to assist in interpreting for employees whose primary language is Spanish and to translate policies, procedures, benefit information, etc. Planning on providing staff online diversity training annually, beginning this year.
34	Provide training focusing on education on diversity and inclusion issues and we attempt to recruit diverse candidates for all openings.
35	Track our diversity recruiting/retention rates. Target recruiting to engage diverse candidates. Inclusion is a part of our culture and has come naturally for us.
36	Company supports women being involved in a women's leadership organization
37	Work regularly with diverse group of partners, cohorts, to plan and implement projects, especially those that focus on greater diversity.
38	We hire the best candidate for the job without bias for their race, sex or religion.
39	We start with finding the best candidates for the job from many sources. Then we keep inclusion in our decision making processes moving thru the entire process of employment, i.e.

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	training,Advertising,posting, publications, etc.
40	Management team focuses on brining on more diverse candidates. We continue to improve overall but there is still room to improve.
41	Company offers ongoing training and activities related to Diversity and Inclusion.
42	Post jobs with diverse groups on LinkedIn.
43	Provide D&I training to business partners and assist them with their hiring decisions, and workforce planning.
44	Focus on building relationships with diverse business owners to grow our diversity supplier network.
45	Intention focus on diversity and inclusion as core goal in our hiring practices.
46	Work closely with my assocaites to ensure we are using best practice when working with LGBTQ youth and employees. Increase awareness around race, ability, and class and other dimensions of diversity.
47	We provide Open Mind Open Doors leadership training to all of our employees, as it relates to Diversity and Inclusion. Most recently, we created a Diversity and Inclusion Committee and have participated in the following events: Martin Luther King Parade, Blanket Drive, Heart Walk and Susan G. Komen. We also held a Diversity Potluck luncheon that was a tremendous success, with employees bringing food from their different cultures and countries.
48	Attracting top talent regardless of an individual's background or personal identity is important to success and growth.
49	Hire from the communities we serve. Honor heritage of coworkers by celebrating holidays together with traditional food and music.
50	We honor the diversity of our staff. Create formal awareness by sharing information and resources shared through involvement with Mosaic.
51	Focus on diversity recruiting.
52	Informally share with staff members our thoughts about diversity, acceptance and inclusion.
53	Diversity Council works on diversity, equity and inclusiveness for both our employees and customers. One of our objectives is to increase the diversity of our management to support the diversity of our customers. A strategy that is showing results is working with a national consultant on diversity in recruitment and retention.
54	Build awareness, respect and inclusiveness by sponsoring Employee Resource Groups including Asian American, African American, Hispanic Origin Latin American, Pride Partnership, Individuals with Disabilities, and Military Veterans. Expanded our diversity outreach recruiting efforts; completed training in the areas of culture, diversity, and harassment-prevention; and supported a variety of cultural, educational, developmental and business-focused community events.
55	Developed education and training around inclusion.
56	Discuss respect and sensitivity for each other.
57	Organize an annual cultural event. Teach a class on Group Relations and Multi Cultural Issues that includes trips to the Jewish Musem and Cultural Center, Greenwood Cultural Center, John Hope Franklin Reconciliation Park and the Islamic Society of Tulsa. Bring in diverse speakers including one on the Americans with Disabilities Act.
58	We have a Diversity Council. Currently working on our D&I strategy and goals for our company and within our Supply Base.
59	We strive to hire diverse candidates.

1. Please share a quick narrative (100 words or less) of work you are doing with your company/organization related to diversity and inclusion in the workplace.

60	Cultivate an inclusive, respectful and productive work environment. Recognize, understand and utilize the contributions of all individuals. Celebrate the diversity of thought, background and culture that make us stronger. Promote zero tolerance for inappropriate and disrespectful behavior. Ensure that our business policies and practices reflect and advance our inclusive culture.
61	Established a Business Resource Group that promotes career, culture, and community for our stakeholders. Helped establish a BRG for Millennials in 2015. Strive to be inclusive in all the work that we do, encouraging people to share their opinions to create a stronger workplace.
62	Have a policy to serve small, underserved and minority businesses.
63	Recruiting efforts are focused on making sure we seek a diverse candidate pool. It is important that our staff reflects our customer base. Promote diversity by sharing experiences, videos that promote respect and team work during meetings.
64	Diversity starts at the top and partners value individuality at our company.
65	Supports diversity and inclusion in the workplace and in the representation in our community.
66	Ensure that our workforce mirrors the community in which we operate.
67	Facilitate D&I classes for leaders with direct reports.
68	At the Tulsa Police Department, I am constantly working to diversify our Department. The diverse communities that we now patrol in 2015 need to see people in uniform that look and understand them. It is my mission as Director of Outreach and Recruiting coordinator that every citizen in our city feels, as if the Department is one of them to work on the issues of crime and we can shorten the time of learning to understand each other because they come into this career having that knowledge.
69	We're a firm of 5 people so we're somewhat limited on workplace initiatives, but we have policies for hiring and internships in place to create as open and inclusive a workplace as possible. We also work with many designers/contractors who are in the LGBT community, and we support diversity as part of our culture to employees.
70	By nature of my business (golf course and club), we retain a diverse workforce of professionals and hourly wage earners. Other than hiring a multi-culture staff, I have not implemented any sort of plan related to inclusion in our office.
71	Participating with Mosaic events. Making diversity/inclusion a part of our performance reviews, hiring practices and strategic planning to increase awareness and foster tolerance among our team.
72	The lodging industry already has a very diverse workforce. However, we are keeping diversity a priority in leadership roles, such as our Board of Directors.
73	Through our contractor, we're intentionally hiring people who reflect the diversity of our customers. We've also focused on hiring justice-involved individuals.
74	I am a recruiter and always try to find the best candidate that fits the position along with a culture fit
75	We have implemented an annual optional staff survey that measures for varying types of diversity; race, sexual orientation, religion, geographic location, mental health, histories of homelessness and substance abuse, and physical health.
76	I am a musician (aside from working at a lighting/sound company in Tulsa, OK) and have always dedicated myself to learning more about those who are different from me as well as seeking out communities I feel close to/included in.
77	As a company of one, I really focus on self-development to see what bias I may hold and work to overcome those potential and real bias'. Since I have the honor of getting to work with great organizations - both for and not-for profit, I ensure that each presentation/session I conduct has

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	elements of diversity and help others to be open to development.
78	Health Care Service Corporation (HCSC) is the largest customer-owned health insurance company in the United States. BCBSOK is a division of HCSC. HCSC has a strong history of integrating diversity and inclusion (D&I) into our corporate culture. We are committed to being an Employer of Choice by creating strategies to attract, retain, develop and engage a diverse workforce. We require D&I training courses for all employees, support numerous Business Resource Groups and partner with diverse organizations and suppliers. Embedding D&I considerations into business strategies is essential to providing affordable and accessible health care solutions for our increasingly diverse member base.
79	I work for a WNBA franchise, the Tulsa Shock, promoting women's basketball. Our goal is to promote health and wellness, empower women and diversity, which is reflected in our sports fans/audience. Our sponsorships reflect our partners social responsibility programs such as Williams Women of Inspiration and AWE Tulsa's female youth clinics.
80	Our mission is to seek equal rights for Lesbian, Gay, Bisexual and Transgender individuals and families. But even within that mission we find a call to inclusion and diversity to make sure we are recruiting a diverse staff. Creating programming with cultural and racial distinctions and respecting unique differences. We also advocate for those with disabilities.
81	SMG Tulsa is dedicated to providing a workplace free from any form of discrimination. New employees receive an orientation which includes discussion of our commitment to equal opportunity and policies regarding proper treatment of anyone they have contact with at our facilities. We offer ongoing training opportunities for employees ensuring all employees, customers, clients, and vendors are treated with respect. We have implemented policies ensuring a safe environment for the transgender community. We ensure fair opportunities to all individuals regarding employment and promotion within the organization. We have a demonstrated history of embracing minorities, women, and other protected classes.
82	The Oklahoma Center for Community and Justice is dedicated to ensure our employees, business and community partners as well as our clients understand our vision in regards to inclusion of all in our practices, programs, and business endeavors. We work closely with our employees and board to ensure this vision is at the forefront of all we do.
83	Our agency focuses on doing business with minority owned companies. We have a particular focus on Native American government and native owned businesses we not only have as customers but also as suppliers. We also focus efforts to purchase from female owned businesses. Our largest supplier is woman owned and operated.
84	Meals on Wheels of Metro Tulsa (MOWMT) galvanizes the resources of Tulsa community organizations, businesses, donors, sponsors and more than 1400 volunteers. At the core of the Meals on Wheels service is a nutritious meal, companionship and a watchful eye on the health and safety of our seniors.
85	We currently have a voluntary Diversity Council. The Council is lead by a group of employees and sponsored by our HR department. Through the Council's efforts as a District, we celebrate and recognize several ethnic & diverse holidays. We are close to hiring an Outreach and Diversity Coordinator, this person will help increase our District's efforts in diversity and inclusion.
86	I am a one-man office. However, if I did have employees, I would ensure I had a diverse workforce.

1. Please share a quick narrative (100 words or less) of work you are doing with your company/organization related to diversity and inclusion in the workplace.

87	We promote diversity in our hiring process, as well as continuing to champion diversity our own and other workplaces through communications like webinars and blogs.
88	maintain a clean and safe work areas with personal offices and up to date equipment and soft ware.
89	Tulsa Public Schools (TPS) is committed to workplace diversity and inclusion. TPS serves 40,000 students that are racially and ethnically diverse. Our commitment to diversity and inclusion in the workplace is aligned to our mission statement "Excellence and High Expectations with a Commitment to All"; and TPS Board Non-Discrimination Policies. To ensure equity and fair treatment in the workplace there are procedures and compliance officer for accountability. Our workforce brings a unique and valuable perspectives to the workplace as well as challenges resulting from diversity; however, we have the hardest working employees with big hearts for children.
90	We provide annual training and ongoing professional development in diversity and inclusion and ask everyone who interviews at Youth Services about their comfort level working with diverse populations. We seek feedback from staff and clients to continually enhance our ability to be welcoming of all people and provide regular opportunities for staff to get to know each other and cultivate healthy working relationships.
91	Emergency Infant Services is a nonprofit that serves 17,000 kids a year with basic human needs. We do not discriminate our clients nor employees based on gender, age, color, religion, race, sexual orientation, minority, physical needs, etc. and my staff reflects that tapestry.
92	Our mission is to help families in need achieve economic self-sufficiency. We believe this is best fulfilled by embracing diversity and respect as core values and embedded practices like recruiting bicultural employees to better connect with clients and incorporating dual language learner curricula in our early childhood programs. We are cultivating an environment of dignity and respect by offering parenting and family advancement programs based on clients' skills and goals. We are committed to fostering an inclusive organization which is welcoming and respectful of all people, and celebrates the diversity of thought and background which makes us stronger.
93	Diversity is important in our business. We make sure that our advertising reflects the diverse population we seek -- ie, Bilingual ads, ads with pictures of people from all walks of life, as well as have a large diverse staff of Recruiters so when a candidate interacts, it can feel "like home". We strive to have managers and trainers who can also reinforce our "home" concept.
94	Our company is committed to creating awareness and education about how important diverse people and opinions are to the work place.
95	In 2014/2015 we formed our first Diversity and Inclusion Committee. We participated in several successful events that included a Diversity Pot Luck Lunch in which proceeds went to the Susan G. Komen Foundation. We put on a Blanket Drive for Salvation Army, participated in the Martin Luther King Parade, and had a presence in the Heart Walk for the American Heart Association. We hold a Open Mind Open Doors Diversity Training for all of our new hires and we have our own Diversity Mission Statement.
96	At Commerce Bank, we are focused on creating and maintaining an environment that is both inclusive and diverse. We are leveraging our corporate inclusion and diversity strategy which focuses on Awareness, Alignment and Accountability to ensure that inclusion and diversity is integrated into who we are and what we do everyday.
97	Tulsa's Young Professionals (TYPros), founded in 2005, works to attract and retain young talent in the Tulsa region and establish the next generation business and community leaders. Since its inception, TYPros leadership recognized that diversity must be a critical component of any effort to

1. Please share a quick narrative (100 words or less) of work you are doing with your company/organization related to diversity and inclusion in the workplace.

	grow and develop our community into an outstanding one for young talent. As such, when TYPros formed its original seven crews to organize members around their interests and activism, the TYPros Diversity Crew was among them.
98	We are an African-American and female owned firm, Our company is committed to helping other companies create and maintain an inclusive culture. We are dedicated to building a diverse workforce for ourselves and others, as well as creating a culture where all individuals can thrive and feel included. We have a strict open-door policy and are committed to working with diverse vendors as often as possible.
99	At HP, we believe that the full power of our people will drive HP success. A focus on Diversity & Inclusion helps to drive new business, fuel innovation, and attract and attain the best employees. It makes a difference in the workplace, marketplace, and community--advancing the way we live and work. We make it matter. Some of the activities to support that belief are: making available to all employees 2015 Simmons Leadership Conference Replay: Dare to Compete, Sponsoring a Champion level sponsor for the 2015 Catalyst Awards Dinner and National Society of Black Engineers Convention 2015. We also Signed Amicus Brief for Marriage Equality and are members of mosaic locally.
100	Our company is female and African American owned. We are committed to showing other companies how to create and maintain an inclusive culture, as well as promoting the importance of D&I. We are also committed to maintaining an inclusive culture at our company.
101	Our clients expect best practices from ManpowerGroup to support their cultures of diversity and inclusion. To ensure this, we've created customized programs to serve their needs, particularly in recruiting and developing a workforce that reflects the community. A sound diversity program is a critical component in the values and success of any organization. ManpowerGroup was one of the first in our industry to commit to a diverse workforce. Our Supplier Diversity Program mentors minority- and women-owned suppliers who support our mission of providing quality customer service. By sharing our knowledge and resources with our diversity partners, we accelerate their growth and profitability and meet our clients' diversity objectives.
102	Workplace diversity has come organically to the salon and spa industry. This has given us a team of 150 very unique individuals. We work to uncover the very unique gift that comes with each person and celebrate with our team, our guests, and our community.
103	Including a diverse group of independent contractors is a part of our corporate DNA.
104	Organization hired a VP for community and diversity to emphasize inclusion and help with hiring a more diverse work force.
105	Northeastern State University strives to bring awareness and understanding with Diversity and Inclusion. Student groups are continually practice diversity standards in their activities and functions. The entire campus this year will be watching mandatory video to include assessment focused on Title IX to ensure safety, guidance and reporting. NSU is revamping it's website to become more user friendly and compliant for all users despite disability or other challenge. Translator buttons are included for use by various language users. NSU supports many diverse programs and speakers such as "Safe Zones" and Immigration and Deportation.
106	We actively recruit employees and board members from diverse background and has a nondiscrimination policy in place.
107	Our company is working with employees around the global to create a unique and diverse team with flexible work schedules to achieve the company objectives.

1. Please share a quick narrative (100 words or less) of work you are doing with your company/organization related to diversity and inclusion in the workplace.

108	<p>WPX continues to demonstrate a commitment to diversity by supporting domestic partner benefits. We support volunteerism and allow employees to volunteer without requiring employees to use their paid time off. WPX executives and employees serve as board members for organizations such as the Oklahoma Center for Community & Justice, Hispanic American Foundation, and YWCA. We provide financial support multiple organization including Mosaic, OCCJ, Big Brothers/Big Sisters and a supporter of the Return on Inclusion Summit. We partner with Hawthorne Elementary and support this organization through employee mentoring and financial support. We have recently consolidated our workforce and transferred approximately 40+ employees from the Denver office to Tulsa.</p>
109	<p>In order for our organization to create value for our shareholders, employees must collaborate effectively together. We continue to focus our diversity and inclusion efforts to promote a culture of collaboration. We build awareness on the concept called Enterprise Contribution, which helps employees understand how their persona achievements, as well as how they collaborate with others, impacts organization’s success. Understanding how personal biases can interfere with optimal collaboration is key to connecting diversity and inclusion to our business outcomes. We have education aimed at this concept and have business committees tied to attraction and career development of a diverse workforce. This year, we led the effort to establish a Women Energy Network Oklahoma chapter, partnering with many of our local Tulsa-based companies such as OneOK.</p>
110	<p>Our diversity starts at the top. The Partners value individuality at our company. Their commitment to hire the best person based on skill set has ensured our office embraces all ethnicities, orientations and age at all levels. Embracing differences and creating common ground is the foundation of our successful business model. Interestingly, we are more than 50% women which is uncommon in our field.</p>
111	<p>The administration at Phillips Seminary is currently working toward the creation of a diversity/many gifts council. The institution's two most recent faculty hires bring east Indian and Hispanic cultures to the workplace.</p>
112	<p>Our organization recetnly added diversity and inclusion to our core vbalues statements and plan to increase our efforts in our Diversity and Inclusion Council. Also, adding an Outreach & Diversity Coordinator</p>
113	<p>We value individuals of ALL walks of life to be a part of our TEAM. We make it a priority to hire people of different backgrounds, we buy from diverse suppliers, we support/donate to groups that operate with those same values of diversity.</p>
114	<p>Management consulting around organizational development and diversity of thinking.</p>
115	<p>The University has established an inaugural Office of Diversity and Engagement to promote and cultivate a campus environment that encourages and supports diversity and inclusion. This office will lead collaboration in key areas including recruitment, community engagement and retention.</p>

3. Please indicate below whether your CEO has done any of the following activities in the past year to support your company/organization's diversity and inclusion mission: Other

1	Publicly states our commitment to and the importance of Diversity & Inclusion to the success of our company, including a recorded message from him on this same sight
2	Has addressed her support for diversity in her OpenLines meetings with employees across the College. Has supported the upgrade and re-positioning of the Assistant Vice President for Diversity and Inclusion.
3	Met with State Legislative leaders regarding inclusion; participated in ADA awareness programs, facilitated workshop for families with special needs.
4	Steered Inclusion Campaign (still active)
5	At HCSC, our President and CEO supports D&I by signing off on executive compensation tied diversity results and supplier diversity metrics and progress. She also attends BRG programs and actively engages in these events by serving as a guest speaker or panelist. Annually, she selects an employee(s) who, throughout the year, has exhibited exemplary D&I behaviors and honors them during a leadership meeting with a special D&I award.
6	Served on boards that promote diversity
7	Met with Oklahomans for Equality to discuss various methods to ensure the proper treatment and respect of LGBT individuals and families.
8	Participated in several boards and committees that focus on Native American issues. He also co-founded the Young Native Leaders Council
9	Agreed to hire an Outreach and Diversity Coordinator
10	Supports TPS Diversity Council initiatives.
11	Updated our diversity statement.
12	CEO regularly shares views on diversity and inclusion with employees during meetings and through videos. Published diversity and inclusion articles on intranet website and is a key sponsor and advocate for our annual employee engagement survey.
13	Make concrete decisions to support diversity
14	Visibly supports our diversity efforts and diversity leaders
15	Member of D&I Council.
16	Employee Diversity Training
17	Spoke about diversity and inclusion in an all-employee broadcast. Recognized employees with awards based on demonstrating Respect, which is a core value and the cornerstone of our Diversity & Inclusion efforts.
18	Recorded a video that was available to all employees
19	CEO travel to share D&I Commitment to locations across business units.
20	Discussed organization's D & I on weekly radio broadcast
21	Is discussing the initiative (in terms of a business imperative) at annual employee meetings
22	"Inclusiveness" is a specific core value for our organization, widely publishing to all employees.
23	Inclusion training for all staff
24	Crafted a new vision regarding diversity
25	Addressed D&I at our recent leadership meeting.
26	Scheduled training on diversity and inclusion
27	Hosted through a professional work group a diversity/inclusion panel

3. Please indicate below whether your CEO has done any of the following activities in the past year to support your company/organization's diversity and inclusion mission: Other

28	D&I experts invited to speak at leadership team strategy retreats to focus on D&I understanding and associated with employee recognition.
29	She is the former National Diversity Council/Chair
30	Expressed his commitment internally on our employee intranet and externally on our website.
31	Featured in Diversity Executive, Consulted with other companies regarding D&I, participated in events regarding D&I
32	Recognized as top women in Silicon Valley
33	Been featured in Diversity Executive, on a national radio show, Consulted with other companies regarding D&I, participated in events regarding D&I
34	Board participation and sponsorship of diversity professional and community based organization
35	Specific focus on projects with diverse groups of people
36	Established a Community/Campus Diversity Committee.
37	Conduct Town Halls where he addresses the employee base of the importance of bringing all of your talents and ideas to work to help foster innovation and collaboration
38	Each year our CEO, Alan Armstrong, meets with the winner of our Leave the Ladder Down Award (Recognition for Leaders who promote and Inclusive Environment) and formally recognizes the recipient at the next Board of Directors Meeting. Our progress against our diversity and inclusion goals is discussed annually with the Board. Alan has helped ensure that Williams has a diverse Board of Directors and our company has been recognized as 2020 Women on
39	Our partners are very involved in a variety of community based organizations and they encourage all staff members to do the same. This isn't regulated. They want people to follow their passion and recognize all efforts to build our community has value.
40	Actively working to create a diversity council
41	Added Diversity and respect to our core values
42	Support and encourage involvement from our organization for MOSAIC and TYPros Diversity Crew.
43	Shows through her actions that supports and celebrates diversity & inclusion

12. Has your company/organization taken steps to increase the number of diverse individuals in senior management?

1	The company has always had a commitment to reflect diversity in its senior management.
2	Yes, by focusing internally on targeted development for high potential women and minorities; external focus on a diverse pool of candidates when senior level positions become available
3	HCSC is always taking steps to improve diversity and inclusion, both in the workplace and when considering candidates for all levels of employment. Management development programs, including the Diverse Leadership Program (DLP), work to identify diverse employees at management level and provide them with leadership development, specifically focusing on building skills to increase our pipeline of diverse talent for leadership. HCSC is very proud of the portion of diverse individuals present within the senior management level of the company, but we are always striving to choose candidates that are both qualified and diverse. Data and trends around diversity at various levels of the organization and with specific business units are shared with corporate leaders and helps drive informed discussions around identifying top talent to include the succession pipeline. These discussions focus on identifying successors and their readiness to advance to current and future executive roles and actions needed to accelerate their development. Individual meetings are then set between Talent Management and corporate leaders to identify successors based on performance, with diversity as a key consideration. HCSC fosters an inclusive work environment where all employees are valued contributors to achieving business objectives and are recognized and rewarded accordingly. Through leadership commitment, we are able to maintain a diverse and culturally competent workforce that is sensitive and responsive to our customers' needs.
4	Our Bylaws require we recruit and connect to a diverse section of our regional demographics.
5	Our hiring and promotion policies ensure that each individual applying for senior level positions is afforded an equal opportunity to be selected for the position. We make every attempt to promote from within and are continuously providing leadership and management training to all high potential candidates including those of diversity.
6	Yes, through targeted development, succession planning, workforce planning, performance management, and staffing goal: "For job groups that have an affirmative action plan goal and when opportunities are posted both internally and externally. Provide a diverse slate of candidates to the hiring manager 75% of the time."
7	A distinct and recognizable effort has been made to start becoming more diverse. It will take time, but need to start somewhere. Despite this, diversity and inclusion is encouraged throughout all sectors of the company.
8	Not specifically. Our executive committee is elected by the partners and anyone can run, including the women, gay, and minority race partners. Some are elected, and some are not, but I do not think the election results turn on diversity issues as much as other business issues within the firm.
9	Being a standalone company for only 18 months, we have not had an opportunity to add to our senior management team at this point; however, we do consider this aspect in our succession planning discussions. We do not necessarily target this group for diverse individuals any more than we do for the entire organization.
10	Yes. We have re-vamped and re-launched a formal mentorship program via the Women's Resource Group and are beginning the process of overlaying a D&I lens in our succession planning processes.
11	Yes, through the use of executive search firms that emphasize diversity and inclusion throughout the process of identifying candidates.
12	Yes, we are continuing to increase our recruiting efforts to reach more diverse candidates.
13	Although recruitment efforts have been made to increase diversity within the organization as a

12. Has your company/organization taken steps to increase the number of diverse individuals in senior management?

	whole, specific efforts to increase diversity in senior management have not occurred.
14	We seek diverse persons to serve on more junior management roles with the intention they will get training and exposure leading to senior roles.
15	Yes. We have hired diverse professionals over the last few years.
16	Yes, we have taken steps to increase the number of diverse individuals throughout the company.
17	I assume so. I continue to see more diverse individuals added (Latino, Female, Asian)
18	Diversity among senior management is key for the work we do. We are currently working with our staff which is diverse to develop them to be able to be in senior management.
19	Yes. This is a key element in the evolution and development of our company.
20	We have taken a more proactive approach to ensuring our top leadership represents the community we serve. Our new Superintendent is committed to this effort and has increased the diversity of our executive teams.
21	Yes, we are constantly looking to have a diverse and balanced management team. We have accomplished this through promotions of skilled and diverse individuals from within the organization.
22	The CEO happens to be a LGBT person and is very aware of diversity and inclusion, so hires the best person for the job, but also seeks individuals on staff that mirror the clientele we serve.
23	Decisions regarding recruitment, hiring, compensation, promotions, and training opportunities follow the guidelines of CAP Tulsa’s Affirmative Action Plan (AAP). An annual evaluation documents the company's efforts to achieve its Equal Employment Opportunity/ Affirmative Action Plan goals and responsibilities. Currently, minority headcount incumbency rates are above availability rates in the local community. CAP Tulsa remains committed to help ensure the continuation of a diverse workforce - as detailed in its AAP.
24	Yes, we track these numbers on a monthly basis.
25	Yes we have implemented a process that ensures diversity is a part of our board selection criteria
26	Yes, all of our senior management is diverse.
27	Yes, coaching, mentoring, and support of organizations that provide candidates and support for diverse individuals.
28	ManpowerGroup partners with many national and local diversity focused professional organizations that provide access to diverse talent, including Urban League, Hispanic Alliance of Career Enhancement, Human Rights Campaign and NSHBMA.
29	While we have a 100% diverse management team, we are always seeking to develop diverse team members
30	Yes, by enhancing hiring practices.
31	Yes. Our succession management efforts focus on promoting an inclusive workplace by identifying and developing diverse talent to assume senior leadership positions in the future. Through enterprise initiatives such as the acquisition of Access Midstream Partners, we are thoughtful about providing development opportunities for women and minorities to serve on integration teams. Our recruiting efforts have also extensive outreach to diverse partners that help us extend the “net” to have a diverse pool of applicants for our positions. By utilizing social media we are able to find diverse candidates based on selected pools such as veterans. We have inclusive benefits such as domestic partner benefits and opportunities to participate in diversity and inclusion efforts: our inclusion committees, business resource groups, and field diversity teams, which also helps us attract a more diverse population. Through our extensive career development efforts, we create a

12. Has your company/organization taken steps to increase the number of diverse individuals in senior management?

	level playing field for ALL employees to rise to senior management.
32	We consider all candidates and hire the best person for the job that also exudes a collaborative work ethic and commitment to communication.
33	Women make up half of the senior executive team. There has not been much turnover in our small organization. The administration is currently in the process of creating a diversity/many gifts council. This process has included consultation with other higher education institutions, corporations and community leaders.
34	Yes - I continuously look to bring individuals of many different backgrounds and experience. It is my belief that having a diverse and inclusive workplace/culture starts at the top of an organization.

20. Please indicate the specific internal policies and/or practices that our company/organization has provided in the past year to provide equity and support to your diverse employees. Other:

1	Added gender identity to our policies, made changes to our building for improved accessibility, provided our open enrollment guide in Spanish, joined some minority chambers of commerce, we offer applicants assistance with completing applications
2	All-employee D&I training, robust internal D&I communications strategy.
3	Numerous programs and initiatives
4	Culture surveys, women's leadership meetings and Mentorship program for women by women.
5	Additional training
6	Expanded benefits to include Transgender-related treatment, Pride Partnership Ally program; Required Diversity and Inclusion training for employees; Required Harrassment Prevention training; EEO Discrimination Laws and Prevention training for leaders
7	We recruit at minority association events, and recruit at events that feature diversity candidates.
8	Specific committee and corporate strategy focusing on D&I
9	Mentoring program for women. Diversity & Inclusion Week with speakers, community outreach and leadership involvement.
10	Verbally stating the need to be diverse in our staff as well as the programs we promote
11	Paternal leave benefits, benefits for adoption and foster parents, for maternity in addition to medical leave, for same sex partners where ever possible
12	Inclusion Committees
13	Gender Reassignment Benefits; Diversity & Inclusion Summit
14	Continuing education and training. Strategic recruitment of volunteers and board members.
15	Strong EAP package
16	Diversity and DVIS training
17	Safe Environment for Transgenders;
18	Encouragement and support of involvement in diversity initiatives in the community
19	Paternity time off
20	Adding gender identity and expression to our employee handbook
21	Our firm isn't big enough for affinity groups, but we have weekly meetings to discuss any problems any individual may have
22	Choice of projects & independent contractors
23	Inclusion Committees and field diversity teams
24	Support involment in the American Indian Chamber of Commerce Oklahoma, found member of Young Native American Leaders Council & other various support for our diverse employees.
25	TU has created a new Office of Diversity and Engagement

22. Please indicate which specific diversity and inclusion events your company/organization has chosen to support in the past year: Other

1	Return on Inclusion Summit; Veterans Day parade; wide variety of donations and sponsorships to organizations and groups that promote diversity and inclusion
2	OCCJ Benefit dinner and membership, Greenwood Chamber of Commerce, Hispanic Chamber of Commerce, TMM
3	Rainbow Run, Special Olympics, Veteran's Day Parade, Native American Awareness Month
4	Greenwood Cultural Center Legacy Awards, 100 Black Men Gala, Langston University Golf Tourn., OCCJ Gala, YWCA's Gala, Dress for Success' 5K and Fashion Show, Oklahoma Bar Association Diversity Luncheon, Executive Women International Conference, Urban League Annual Dinner, OSU Women's Business Conference, Hispanic-American Gala, etc...
5	OCCJ
6	Veteran Events
7	UW Day of Caring
8	OCCJ support, Black Chamber in OKC and Hispanic Chamber in Tulsa
9	Tulsa Global Alliance
10	Dialogue with colleagues in a very conservative field
11	Hispanic American Foundation Dinner, Tulsa Global Alliance
12	Autism Awareness at Drillers Game, Developmental Disabilities Awareness Day at State Capitol, Americans with Disabilities Act 25th Anniversary, Special Olympics, Special Needs Council at Boston Ave Methodist.
13	Partnership with organizations serving diverse groups; OK Womens Coalition
14	Links, International "Spring into Jazz" Event - Indian Health Care Resource Center of Tulsa Summer Wellness Camp - Indian Health Care Resource Center of Tulsa Dance of the Two Moons - Greenwood Cultural Center Gala - Tulsa Shock Native American Night - Greater Tulsa Hispanic Chamber of Commerce Cinco de Mayo Festival - Mujer Trabajadora Women's Business Expo - Red Ribbon Gala, Tulsa CARES - Mirror Gala, Youth at Heart - OCCJ Awards Dinner, Tulsa
15	Diversity Month, Dance of the 2 Moons, American Indian Chamber of Commerce, The Gathering
16	Conducted ethnic heritage month activities for students with assemblies, posters, luncheons, and traveling classroom.
17	COO joined Mosaic; One of 10 organizations honored during the 1st North Tulsa 100 Awards Gala; participant in North Tulsa Development committee; Hispanic Chamber member
18	Tribal Celebrations
19	ADA Anniversary
20	Veteran's Day / event and participation in the Parade
21	Dialogue Institute Tulsa
22	hispanic, women, and Native American community events
23	Indian Healthcare Resource Center - Dance of The Two Moons, The Gathering, Muscogee Creek Nation: Gala sponsor and Swing For Education sponsor
24	KIPP, MVP Weekend, Kendall Whittier through True Blue Neighbors

27. Please provide as much detail as possible regarding the award your company/organization applied for (e.g., the name of the award, the application year, the sponsoring organization, etc.):

1	2014 Mosaic Inclusive Workplace
2	Military Times: "Best for Vets: Employer" CivilianJobs.com: "Most Valued Employer for Military" Human Rights Campaign: "Corporate Equality Index" Victory Media: "Military Friendly Employers"
3	Human Rights Campaign "Corporate Equality Index" - Score raised from 30/100 to 70/100.
4	2012, 2013, and 2014 Higher Education Excellence in Diversity Award
5	Mosaic
6	Verizon received several awards in the past year for its workplace diversity: 14th year to receive Working Mother 100 Best Companies award, 14th year to receive DiversityInc Top 50, 7th year to receive Diversity MBA, received 90% on the Human Rights Campaign 2015 Corporate Equality Index (CEI), received top company from Hispanic Association for Corporate Responsibility, ranked number 2 in Latina Style's annual list of the best companies for Latinas to work for in the U.S., ranked in the top 10 of 2015 list of Military Friendly Employers, 10th year to receive recognition for proactively breaking down barriers that impede women businesses by Women's Business Enterprise National Council, and Verizon is a Million Dollar Club member of the U.S. Hispanic Chamber of Commerce.
7	2014 Mosaic Inclusive Workplace - Top Inclusive Workplace Culture - Top Women in Oil & Gas
8	Examples of Awards Received: USHCC Corporation of the Year, Diversity MBA Magazine 50 Out Front, HRC Corporate Equality Index 100% since launch of CEI, USBLN/AAPD Disability Equality Index top scoring company, Best of the Best Diversity Employer & Supplier Diversity Programs for Black EOE Journal/Hispanic Network Magazine and USVeteran/Military Magazine, Top Supplier Diversity Program by NaVOBA, Diversity Council Honors Award (top 25 Diversity Councils in the nation - 6 consecutive years starting in 2011) (see more at www.aa.com/diversity)
9	2013 and 2014 Mosaic Inclusive Workforce 2014 HEED Award (Higher Education Excellence in Diversity) - sponsored by Insight Into Diversity
10	McDonald's Supplier Diversity & Inclusion Award The Diversity and Inclusion award recognizes suppliers who demonstrate a mindset and culture throughout their organization that supports Diversity. The supplier has a demonstrated track record of success which has been consistently measured and shared both internally and externally. This supplier has demonstrated efforts to develop a diverse base of secondary suppliers: has a plan for development of diversity within all ranks of their organization and/or worked to develop or expend tier one suppliers in the McDonald's system. The progress is measured and is part of their business discussions/reviews, and looks beyond traditional methods to find innovative ways to develop a diverse supplier base. The supplier's contributions can be measured in terms of the percent of tier two suppliers that are diverse, but also in terms of staff development, talent management and supporting growth of our existing or new suppliers to the system through a transfer of knowledge demonstrating a system first approach. Recognized by McDonald's or an independent third party as a leader in diversity, this supplier has measurable progress related to Talent Management and Succession planning in support of its diversity goals. This supplier has demonstrated our leadership by supporting the training of diverse suppliers, assisting them in their growth and development, collaboratively working with all suppliers in the respective category sharing best practices and supporting innovation in our system.
11	DiversityInc - Top 50 Companies for Diversity Diversity MBA – Best Places for Diverse Managers & Women to Work BDPA – Corporate Epsilon CEI - Corporate Equality Index (2016) G.I. Jobs - Top 100 Military Friendly Employers (2016) Tulsa Regional Chamber - Diversity Mosaic Modern Healthcare – Best Places to Work The Oklahoman – Top Workplaces Journal Record Beacon Award Nominee- Philanthropic Impact, large business
12	2014 Mosaic Inclusive Workplace Culture Award
13	Awarded the 2014 Mosaic Inclusive Workplace Culture Award: Human Rights Coordinator was the 2015 YWCA Ten Women of the Year recipient: 2014 recipient of the Communicator's Award for Tulsa Recruitment Campaign.

27. Please provide as much detail as possible regarding the award your company/organization applied for (e.g., the name of the award, the application year, the sponsoring organization, etc.):

14	Mosaic Inclusive Workplace Culture
15	We have been applying for the Mosaic Award for the past two years and have won each time, with last year being our greatest achievement to date, by being one of Tulsa's top Companies for Diversity and Inclusion.
16	Commerce Bank participated in Diversity Inc.'s 2015 Top 50 companies for diversity and inclusion survey.
17	Association of Fundraising Professionals diversity award
18	HP ranks as a Top 50 Employer for Careers & the disABLED Magazine HP ranks as a Top 50 Employer for Minority Engineers Magazine HP Germany awarded the 1st rank in German Women Career Index by the Federal Ministry of Family Affairs HP receives 100% on the Corporate Equality Index by the Human Rights Campaign HP named one of 2014 Working Mother's 100 Best Companies HP is "Best of the Best" Top Veteran Friendly Companies in 2014 HP named Employer of the Year 2014 by Equal Opportunity Publication (EOP), Careers & the DisABLED Magazine The National Association for Female Executives (NAFE) named Hewlett-Packard Company as one of the "Top 50 Companies for Executive Women" HP is honored to be named the 2014 "Employer of the Year" by CAREERS & the disABLED Magazine. 2014 Corporate Citizenship Award National Action Council for Minorities in Engineering
19	Human Rights Campaign CEI Survey Award
20	NSU has received the top 20 Diversity Business and Education award for the last two years. We are very proud of this honor in many ways.
21	Eastern Oklahoma Chapter of AFP Outstanding Diversity & inclusion in Philanthropy award
22	2014 Top Inclusive Workplace Culture (Mosaic – Tulsa Chamber of Commerce) - 50 Most Powerful Women in Oil and Gas - Sponsored by Oil and Gas Diversity Council. The council is committed to promoting an inclusive and diverse environment where people from all walks of life will be able to share their unique perspectives and viewpoints. This award recognizes women leaders in the oil and gas industry who continue to embrace and promote diversity and inclusion at their company and community.
23	TU received a MOSAIC Award last year.

27. Please provide as much detail as possible regarding the award your company/organization received (e.g., the name of the award, the application year, the sponsoring organization, etc.):

1	USHCC Corporation of the Year, Diversity MBA Magazine 50 Out Front, HRC Corporate Equality Index 100% since launch of CEI, USBLN/AAPD Disability Equality Index top scoring company, Best of the Best Diversity Employer & Supplier Diversity Programs for Black EOE Journal, Hispanic Network Magazine and USVeteran/Military Magazine, Top Supplier Diversity Program by NaVOBA, Diversity Council Honors Award (top 25 Diversity Councils in the nation - 6 consecutive years starting in 2011)
2	2013 and 2014 Inclusive Workplace from Mosaic
3	Graduation and ceremony at State Capitol for the Partners in Policymaking year-long program with the Oklahoma Developmental Disabilities Council. Guest speaker for Bit by Bit Therapeutic Riding Center annual event.
4	YUM! Brands' inaugural Supplier Diversity Award The Supplier Diversity Award was created to honor a supplier demonstrating significant leadership in the area of diversity and inclusion.
5	I have received OUT Magazines OUT 100 award, Best of the Best in Oklahoma Magazine, LGBT awards from around the country.
6	2014 Diversity & Inclusion Awards and Recognition National: #7 ranking on the 2014 DiversityInc Top 10 Regional Companies; #6 ranking on the Diversity MBA 50 Out Front for Diversity Leadership, "Best Places to Work for Women & Diverse Managers Ranking" (Ranked #1 Regional Company); 2014 National Black Data Processing Associates (NBDPA) Corporate Epsilon Award; 2014 Military Friendly Employers - GI Jobs; 2015 Military Friendly Employers – GI Jobs (honor bestowed in 2014); Calendar Marketing Association - Bronze Award for Most Original Custom Diversity Wall Calendar, Calendar Marketing Association; Regional: Mosaic's 2014 Top Inclusive Workplace Cultures - Blue Cross and Blue Shield of Oklahoma; The Oklahoman's Top Workplaces - Blue Cross and Blue Shield of Oklahoma; Related Awards: The Civic 50 – Corporate Responsibility - 2015 Diversity & Inclusion Awards and Recognition National: Diversity MBA Best Top 50 Companies for Diversity and Inclusion “Best Places for Women and Diverse Managers to Work” – ranked #7 oTop 10 Best in Class for Representation – ranked #4 oTop 10 Best in Class for Workplace Inclusion & Retention – ranked #6 oTop 10 Best in Class for Accountability – ranked #6 Regional: Chicago Sinfonietta – 2015 Chairperson’s Award for Diversity & Inclusion (Blue Cross Blue Shield of IL) University of Texas, Dallas – 2015 Corporate Diversity Award Related Awards/Recognition: National Society of High School Scholars (NSHSS) - Top 25 Companies Where Top Millennials Most Want to Work in 2015 – ranked #9
7	Named as a “Top 100 Military Friendly Employer” in 2014 and published in G.I. Jobs Magazine. Awarding company is Victory Media Inc., a veteran-owned business.
8	2014 Mosaic Inclusive Workplace
9	Mosaic
10	Forbes Magazine: “America's Best Employers” Military Times: “Best for Vets: Employer” CivilianJobs.com: “Most Valued Employer for Military” – Finalist Human Rights Campaign: “Corporate Equality Index”
11	Mosaic Top Inclusive Business
12	Human Rights Campaign "Corporate Equality Index" Named 4 out of 5 stars for Mosaic in 2014.
13	2014 Higher Education Excellence in Diversity Award Top 100 Degree Producers (Diverse Magazine)
14	Oklahomans for Equality received the 2014 diversity award from Mosaic.
15	2014 Mosaic Top Inclusive Workplace Cultures Award
16	Applied 2014, Awarded the 2014 Mosaic Inclusive Workplace Culture Award build and sustain the business case for diversity and inclusiveness: Applied 2015, Human Rights Coordinator awarded 2015 YWCA Ten Women of the Year support the YWCA's vision of "Eliminating Racism and empowering women": Applied 2014, recipient of the 2014 Communicator's Award for Tulsa Recruitment Campaign.

27. Please provide as much detail as possible regarding the award your company/organization received (e.g., the name of the award, the application year, the sponsoring organization, etc.):

17	Tulsa Kids award on best places to work among small businesses and working families based on several factors, but one of them being diversity and inclusion and family friendly work environment.
18	Mosaic Inclusive Workplace Culture
19	Mosaic, 2014
20	AFP's Recognized as an alternate for the diversity award
21	Employee in our MERGE (multicultural employee resource group) won Young Hispanic Achievers Award (HACR) MERGE BRG featured in Diversity Best Practices news publication for Black History Month accomplishments
22	Top 20 Diversity award. 2013 and 2014. Proud of them.
23	Eastern Oklahoma Chapter of AFP Outstanding Diversity & Inclusion in Philanthropy award
24	2014 Top Inclusive Workplace Culture (Mosaic – Tulsa Chamber of Commerce) - 50 Most Powerful Women in Oil and Gas - Sponsored by Oil and Gas Diversity Council. The council is committed to promoting an inclusive and diverse environment where people from all walks of life will be able to share their unique perspectives and viewpoints. This award recognizes women leaders in the oil and gas industry who continue to embrace and promote diversity and inclusion at their company and community. Williams' Executive Officer, Robyn Ewing received this award
25	Dialogue Institute of Tulsa Dialogue Award, May 2015
26	TU Received a MOSAIC award last year.

30. What resources, services or information is your company/organization currently lacking that it needs to facilitate its diversity and inclusion work?

1	We need qualified minority candidates to hire. There are too few who want to live in Tulsa, it appears to us. When we have gone out of the region to recruit, we cannot entice them to Tulsa. We have had more success in our Dallas and Austin offices, and DC. We had a great candidate this summer, but she has expressed interest in moving to Houston.
2	Time for all employee education/training
3	Commitment of time and resources to fully engage in the process and the belief that it will make a real difference in the success of the organization.
4	Supplier diversity best practices/info.
5	Connections at our non-corporate sites.
6	Training modules specific to diversity and inclusion.
7	Tools and resources on how to build diversity and inclusion awareness with leadership and executive team.
8	Increased discussions and training regarding cultural competency. Access to affordable health insurance that includes coverage for transgender individuals.
9	Handbook of best practices
10	Dedicated staff
11	Tools and resources for better tracking metrics.
12	A committee
13	City Leadership involvement to facilitate
14	Not lacking resources or information, we feel Mosaic and the Chamber are a good resource for these things.
15	A precise plan on implementation from hiring to day-to-day functions.
16	As stated before, we already have a diverse workforce and there is a culture of respect for diversity in our industry. However, we do not have anything formally written to reflect our current diverse culture.
17	Awareness of how to do it. Best practices.
18	Too small to dedicate someone to these efforts.
19	It's challenging to find diverse recruiting sources.
20	While there is always room for improvement and growth, Verizon continues a keen focus on cultivating diversity and inclusion. We strive to create an inclusive, performance-driven culture in which every Verizon employee worldwide has opportunities to contribute and grow. Our equal opportunity policy provides protection to all persons, without regard to race, color, religion, age, gender, sexual orientation, gender identity and expression, national origin, disability, military status, citizenship status, veteran status or any other legally protected categories.
21	We strive to continue to keep abreast of what our community is doing in-terms of inclusion. Any information on diversity and inclusion education/awareness offerings: tools/resources, training/workshops, etc... that will provide us continuous improvement to further embed inclusion in the way we work will be helpful. We are always interested in diversity practices with tangible, analytical data to tie to business results. We also welcome partnership opportunities to promote our offerings and vice-versa as a way to collaborate and share the "best of the best."
22	Diversity Awareness Training and Sensitivity Training

30. What resources, services or information is your company/organization currently lacking that it needs to facilitate its diversity and inclusion work?

23	More employees and larger company size to have need for diverse employees and suppliers
24	Funding for staff and technology.
25	None of which I am aware. We are a small organization that often needs to attract talent from out of state, especially faculty. And bringing people who are not from OK to OK is sometimes a challenge because of the national narratives re: OK.
26	How to incorporate best D&I Practices in a manufacturing setting.
27	Awareness of other organizations to conduct business with, and or partner with.
28	HCSC is always open to various ways to support diversity and inclusion. Any materials, such as webinars, printed or digital materials, and other resources that would support this mission are welcome.
29	We need to post our mission statement on website. Also, training on social media diversity. Our staff was limited by management promoting our Pride game earlier this season. Most of our staff worked to highlight our diverse audience but we could not actively promote the Pride message.
30	Staff development
31	We have a good working relationship with OKEQ and OESC which helps us to keep up to date on all forms of diversity needs and training within the organization.
32	Supplier Diversity statement in website
33	We need to just make it a priority and examples of some area best practices
34	With continual budget shortfalls in state funding, additional funding is needed to enhance our workforce diversity and inclusion initiatives.
35	We are constantly looking for additional educational materials and training to promote diversity and inclusion in the workplace.
36	CAP Tulsa always values resources and recommendations regarding effective strategies to reach diverse audiences with employment and service opportunities. For example, the agency is continuously interested in new and effective methods for reaching the local Hispanic community with job opportunities and program offerings. Assistance from the Chamber in broadcasting RFPs to attract a better diversity of respondents and a greater number of bids would be very beneficial.
37	We are currently focusing on hiring more military personnel who are veterans. We need to bring our numbers up and with there being no Military Bases near by, it is a challenge.
38	Financial services industry specific benchmarking data would be an excellent resource to further facilitate our work around inclusion and diversity.
39	Currently we are working on building a database of the diversity of Tulsa's boards and commissions. It would be a big help to have a better understanding of boards and commissions that need a more diverse perspective.
40	We are a small business and it would be helpful to know best practices from other small companies. Maybe a Small Business Resources section on the Mosaic website.
41	Having a list of diverse workers/independent contractors is important.
42	Giving new VP a full opportunity to develop vision and action plan
43	A full policy that is posted regarding "Diversity Purchasing" by Fall 2015
44	Staff time

30. What resources, services or information is your company/organization currently lacking that it needs to facilitate its diversity and inclusion work?

45	Best Practices sharing, Webinars, Networking events with other D/I practitioners
46	We strive to continue to keep abreast of what our community is doing in-terms of inclusion. Any information/knowledge sharing on diversity and inclusion education/awareness offerings: tools/resources, training/workshops, etc... that will provide us continuous improvement to further embed inclusion in the way we work will be helpful. We are always interested in diversity practices with tangible, analytical data to tie to business results. We also welcome partnership opportunities to promote our offerings and vice-versa as a way to collaborate and share the “best of the best.”
47	Our administration is very good at reaching out to others in the community experienced in these issues to help fill the institution's needs.
48	Guest speakers, sensitivity training, more training regarding cultural competence,etc.
49	We just recently started tracking our diversity spend, best/common practices in this area would be helpful.
50	Additional employee hiring to put this into practice
51	Additional funding would provide opportunities for more programming, training, and personnel.

32. Please provide examples of the changes made within your company/organization since the 2014 Mosaic Diversity Survey:

1	Establishment of separate, local chapters of HQ Employee Resource Groups including Pride Alliance, African-American, and Asian-American. Corporately, Established an Individuals with Disabilities employee resource group. We established a Transgender Policy and expanded benefits to include Transgender-related benefits to include counseling, medical treatment, therapy and surgical procedures.
2	Hosted our first Diversity & Inclusion Week (globally); Took part for the first time in the Human Rights Campaign (HRC) Equality Index resulting in a positive score; Renewed our commitment to hiring Veterans with emphasis on hiring into our Operations Tech Academy and attending military hiring events; Launched an enhanced corporate web presence with emphasis on describing company as a culture and work environment in support of diversity and inclusion; Recognized by Forbes Magazine as one of America's Best Employers based on various criteria including culture; Surveyed employees to find that engagement among employees who are also members of an Employee Resource Group (ERG) resulted in scores that are as much as 12% higher than the rest of the employee population.
3	Diversity and Inclusion statement expanded in handbook.
4	We continue to work with our purchasing department on developing a supplier diversity policy; we have attended more deliberate minority-related career fairs; we have signed a contract with Direct Employer for enhanced diversity recruiting.
5	Started offering D&I training to all employees; added "gender identity" to the EEO policy; added D&I pages, including supplier diversity statement, added to external website.
6	Additional programs and initiatives, as well as dedicated resources.
7	Did not participate in 2014 survey. Since that time, our Women's Leadership team has developed a Women's Mentorship program, a "Lunch & Learn" program for informal learning opportunities with subject matter tailored to professional women, and began an Ambassadorship program where we conduct gatherings designed to provide learning and internal networking opportunities amongst our employees.
8	More aware of posting job openings with diversity job markets.
9	We have a greater focus on our outreach to diverse markets.
10	Formation of employee resource groups
11	Hired someone to facilitate diversity and inclusion work.
12	Our leadership team has significantly increased its diversity. We've also added sexual orientation to our EEO statement.
13	Uses our Woman Owned business as a selling point
14	In relation to the merger and integration of American Airlines and US Airways, we have a stronger emphasis on recruiting diverse talent, focus on internal talent development and succession planning.
15	Upgraded and restructured the position of Assistant Vice President for Diversity and Inclusion - currently recruiting candidates to fill it - Added Gender Identity to our Equal Opportunity Policy
16	Participation in the Y programs. Taking steps to develop a diversity council. Hire two new faculty of color for two open positions.
17	Please look to the initial intro paragraph. In addition, we added D&I questions to our annual supplier survey to understand the baseline of our suppliers D&I programs.
18	Implementation of diversity staff survey

32. Please provide examples of the changes made within your company/organization since the 2014 Mosaic Diversity Survey:

19	The most notable change that we've made since 2014 is the new governance model for our Business Resource Groups. We have created a new organizational structure to ensure we have leaders from all levels of the organization engaged. We've also created a new strategic plan that aligns BRG goals and objectives to our success as a corporation. We are also working more closely with Talent Acquisition, Talent Management and other internal partners to ensure diversity and inclusion are integrated into their strategic plans.
20	The 2015 Pride game was promoted and we incorporated digital signage. Also, we included the Pride Night in our Shock theme game calendar, something we did not do in 2014.
21	Put in place a defined "safe environment" for the transgender community.
22	Offered partner benefits
23	We have created and published a diversity statement and supplier diversity statement on our website.
24	The United States Department of Education Office of Civil Rights (OCR) has approved our Language Assistance Plan to improve services to our Limited English Proficient (LEP) parents. We now have a state policy that addresses transgender athletes. TPS will comply with state policy changes and we are examining our gender identity policies.
25	Since last year's survey, we have revised our CAP Core Values to broaden Diversity to Diversity & Inclusion – Cultivating an inclusive, respectful and productive work environment. Also extended our definition of Gender Identity in our Employee Handbook to include "identity or expression" to better reflect our overall policy of acceptance. Have had D&I expert provide training to leadership team and expanded our realm of recognition opportunities to recognize diversity in thought and contribution.
26	Partner benefits, accommodating transgendered facility needs, Hispanic Hiring campaign to include ESL instructors, translated materials, bilingual trainers and recruiters, and application process. Consciously diversified recruiter ranks by ethnicity, age, gender, etc.
27	We created our first Diversity and Inclusion Committee for our Tulsa location and provided a variety of events that included Diversity and Inclusion.
28	Rolled out training for all managers of people across the organization. Implemented all employee foundational awareness training. Launched Mission: Hire, a recruiting effort targeted at veterans and reservists in the Armed Forces.
29	Added a supplier and value statement.
30	HP Signs Amicus Brief for Marriage Equality
31	We added our Diversity Supplier statement to the website. We also are more intentional in celebrating diversity by name at our staff meetings.
32	Major hire as senior VP, plan to start affinity groups
33	Reaching out to more diverse purchasing market. More awareness and understanding of the many cultural people that are blended.
34	We continue to invest a significant amount of time and effort to further energize our inclusion efforts. Our inclusion committees (Talent Acquisition & Retention and Organizational & Professional Programming) developed goals to support our business strategy and goal to create a more collaborative environment. This includes a focus on mentoring, inclusion resources/tools, employee and manager education, brand awareness, and employee recognition. We also established an Oklahoma Women in Energy chapter, led by our employees. We have further

32. Please provide examples of the changes made within your company/organization since the 2014 Mosaic Diversity Survey:

	<p>engaged our employee-base to support diversity and inclusion through our integration efforts with Access and their involvement with our inclusion committees and business resource groups. One of our most exciting grass-roots accomplishments is the launch of our Veterans Resource Group, with potential of 500 employees engaged! With senior leader sponsorship, the committees are a forum for employees to provide ideas on how to source, promote, and retain talent and build an inclusive culture. We continue to provide training in partnership with Global Novations for all employees with the opportunity to learn how to enhance collaboration and build an inclusive culture. Since the launch last year, we have made enhancements do this offering to further focus on collaboration and build our “One-Williams” culture. Finally, we have devoted more internal resources to support our inclusion efforts and have become more involved in the Mosaic efforts overall.</p>
35	<p>Added Diveristy and Respect ot our core values and adding a position to focus on Outreach and Diversity</p>
36	<p>We created diversity & inclusion statement and also published on our website. We recently began tracking our diversity spend.</p>
37	<p>As noted above, TU has created a new Office of Diversity and Inclusion, and the President appointed an inaugural Vice President to head that office.</p>