



Inclusive Workplace Cultures Survey Executive Summary

October 26, 2016



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. The 2016 survey process included two separate questionnaires within the main survey: one targeted to organizations with 1-50 employees (as aligned with the Chamber's Small Business Connection membership), and one for organizations with 51 employees or more. This segmented approach allowed Mosaic to better engage with and accommodate the unique position of small businesses and sole proprietorships. Participants were directed to the appropriate questionnaire after first clicking on the main survey link and indicating the size of their company.

Mosaic e-mailed a survey link to over 300 local companies on June 2. Several follow-up efforts (e-mails, phone calls, and social media) were made through July and early August, with the survey closing on August 9. Reliant administered the survey via their on-line survey tool, ZipSurvey™.

The Large Business Questionnaire consisted of 44 items which included 21 yes/no questions, 7 Likert-scale (five points ranging from Strongly Disagree to Strongly Agree) questions, 3 checkbox questions, and 13 text questions. The Small Business Questionnaire was nearly identical in format to the Large Business Questionnaire; With the exception of having 1 fewer yes/no question, the Small Business Questionnaire had the same frequencies of item types as the Large Business Survey.

A total of 550 responses were collected for the Main Survey (which asked participants to indicate their company size). The final number of completed Large Business Questionnaires was 90. The final number for the Small Business Questionnaire was 59.

For purposes of this survey, the following definitions and examples were provided for relevant items across each of the small business and small business questionnaires.

Diverse People / Diverse Individuals / Diverse Candidates

Includes diversity of race, culture/ethnicity, nationality, gender, gender expression, sexual orientation, age, disability, 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, Disability-Owned Business

Examples of Diversity and Inclusion Topics: Race, culture/ethnicity, nationality, gender, gender expression, sexual orientation, age, disability, religion, veteran status or class.

Examples of Local D&I Events: Martin Luther King Parade, John Hope Franklin Reconciliation Dinner, Pride Parade, Veterans Parade, Festival Americas, etc.

The results of the Large Business Questionnaire are presented first in this report, followed by the results of the Small Business Questionnaire. Within each of these sections, the results provided first are the descriptive statistics for the quantitative 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.

Large Business Results

Inclusive Workplace Culture Category 1: CEO Commitment

3. Our CEO visually supports and values our company/organization's diversity and inclusion work.

		Response Percent	Response Total
Strongly Agree		78%	125
Agree		15%	24
Neither Agree nor Disagree		4%	6
Disagree		2%	4
Strongly Disagree		1%	1
		Total Responses	160

4. 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%	26
Published a blog post on a diversity and inclusion topic		8%	23
Distributed an All-Staff Communication internally regarding a diversity and inclusion topic		29%	79
Chaired your organization's diversity council		6%	17
Supported staff efforts to organize a company-sponsored diversity and inclusion event by speaking to the staff during the event about the importance of this type of event or work.		31%	85
Other selection:		15%	42
		Total Responses	272

6. My organization's local leadership actively mirrors our CEO's commitment to diversity and inclusion.

		Response Percent	Response Total
Yes		93%	80
No		7%	6
		Total Responses	86

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

		Response Percent	Response Total
Yes		77%	113
No		23%	34
		Total Responses	147

Inclusive Workplace Culture Category 2: Diverse People Practices

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

		Response Percent	Response Total
Yes		90%	103
No		10%	12
		Total Responses	115

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

		Response Percent	Response Total
Strongly Agree		59%	68
Agree		26%	30
Neither Agree nor Disagree		10%	11
Disagree		3%	3
Strongly Disagree		3%	3
		Total Responses	115

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

		Response Percent	Response Total
Strongly Agree		58%	67
Agree		27%	31
Neither Agree nor Disagree		10%	12
Disagree		3%	4
Strongly Disagree		1%	1
		Total Responses	115

18. My company/organization promotes diversity through its employee development practices.

		Response Percent	Response Total
Strongly Agree		53%	61
Agree		29%	33
Neither Agree nor Disagree		13%	15
Disagree		4%	5
Strongly Disagree		1%	1
		Total Responses	115

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

		Response Percent	Response Total
Strongly Agree		54%	62
Agree		24%	28
Neither Agree nor Disagree		17%	19
Disagree		4%	5
Strongly Disagree		1%	1
		Total Responses	115

22. Does your company regularly evaluate its physical plant(s)/operations for disability access?

		Response Percent	Response Total
Yes		81%	93
No		19%	22
		Total Responses	115

23. Does your company utilize images representing a diverse population for company advertisements, collateral material and other external communication pieces?

		Response Percent	Response Total
Yes		86%	99
No		14%	16
		Total Responses	115

Inclusive Workplace Culture Category 3: Internal Policy

25. 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, EEO, and ADA requirements.

		Response Percent	Response Total
Strongly Agree		59%	67
Agree		26%	30
Neither Agree nor Disagree		9%	10
Disagree		4%	5
Strongly Disagree		2%	2
		Total Responses	114

26. 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		19%	52
Affinity Groups		9%	24
Diversity Council or Committee		21%	57
Domestic partner benefits		22%	60
Referral process for accommodations or services		21%	58
Other selection:		7%	19
		Total Responses	270

27. Does your company's diversity/inclusion policy include sexual orientation?

		Response Percent	Response Total
Yes		88%	98
No		12%	14
		Total Responses	112

28. Does your company's diversity/inclusion policy include gender identity?

		Response Percent	Response Total
Yes		75%	84
No		25%	28
		Total Responses	112

Inclusive Workplace Culture Category 4: Community Outreach

30. My company supports diversity and inclusion work in the Tulsa region (through either monetary donations, in-kind support, or employee participation)

		Response Percent	Response Total
Strongly Agree		53%	59
Agree		28%	31
Neither Agree nor Disagree		12%	14
Disagree		4%	5
Strongly Disagree		3%	3
		Total Responses	112

31. Please indicate which specific diversity and inclusion topics and related events your company/organization has chosen to either support (via funds or in-kind services) or participate in (to include volunteering) during the past year.

		Response Percent	Response Total
Race		13%	64
Culture/Ethnicity		13%	64
Nationality		8%	40
Gender		10%	49
Sexual Orientation/Gender Identity or Expression		11%	55
Age		8%	38
Disability		9%	44
Religion		5%	22
Veteran status		11%	54
Socio-Economic Class		9%	42
Other selection:		2%	9
		Total Responses	481

Inclusive Workplace Culture Category 5: Diversity Supplier

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

		Response Percent	Response Total
Yes		53%	58
No		47%	52
		Total Responses	110

36. Are you tracking your diversity supplier spending?

		Response Percent	Response Total
Yes		34%	36
No		66%	70
		Total Responses	106

Inclusive Workplace Culture Survey: Additional Quantitative Items

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

		Response Percent	Response Total
Yes		59%	86
No		41%	61
		Total Responses	147

10. Percentage of senior management team made up of diverse individuals.

Min	Max	Mean	Standard Deviation	Response Total
0%	100%	40.28%	29.93%	83

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

		Response Percent	Response Total
Yes		80%	97
No		20%	25
		Total Responses	122

17. Do you discuss your non-discrimination policy or commitment to diversity and inclusion in new hire orientation?

		Response Percent	Response Total
Yes		83%	96
No		17%	19
		Total Responses	115

19. Do you provide staff support to attend diversity and inclusion conferences or training?

		Response Percent	Response Total
Yes		75%	86
No		25%	29
		Total Responses	115

20. Do you incorporate diversity and inclusion training into your employee development curriculum?

		Response Percent	Response Total
Yes		75%	86
No		25%	29
		Total Responses	115

32. Does your company track its philanthropic spending?

		Response Percent	Response Total
Yes		85%	93
No		15%	17
		Total Responses	110

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

		Response Percent	Response Total
Yes		47%	50
No		53%	56
		Total Responses	106

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

		Response Percent	Response Total
Yes		54%	57
No		46%	49
		Total Responses	106

44. Has your company/organization made changes related to its diversity and inclusion practices since the 2016 Mosaic Diversity Survey launched?

		Response Percent	Response Total
Yes		33%	35
No		67%	70
		Total Responses	105

48. Does your company have an international component?

		Response Percent	Response Total
Yes		50%	45
No		50%	45
		Total Responses	90

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

Industry	Number of Employees in NE Oklahoma	Number of Employees Company-Wide
AEC	110	110
Aerospace & Defense	1400	15000
Airline	5200	112,500
Appliance Manufacturing	1,100	99000
Architecture, Interiors and Engineering	57	57
Banking/Finance	48	4840
Big 4 Accounting Firm	100	225,000
c	560	560
Chemical Manufacturing	215	5,000
Childcare	500	500
Communications	1200	162700
Consulting	50	25000
Consulting	100+	100,000+
Consulting	50+	60,000+
Consulting Services		4000
Consulting Services	500	4000
Convenience Retailer	2000	20000
Education	600	600
Education	210	210
Education	6000	6000
Education	7,000	7,000
Education	5,000	25, 000
Education	650	650
Electric Utility	1,298	PSO: 1,729 AEP: 18,000
Energy/Pipeline	110	230
Financial	1200	1800
Financial Advisory Services	100	+30k
Financial Services	220	220
Financial Services	200	70000
Golf/Food/Fun	300	300
Health Care	136	136
Health Clinics	137	137
Health Insurance	1030	19371
Higher Education	850+	850+
Higher Education	250	250
Higher Education	500	500
Higher Education Institution	1280	1280
Information Technology	800	250,000
Labor Exchange, Employment, Trainin g	Approx 100	Approx 700
Legal	60	90
legal	51	54
Leisure & Recreation	100 - 150	100 - 150

Industry	Number of Employees in NE Oklahoma	Number of Employees Company-Wide
Library	385	385
Manufacturing	1,350 (approximately)	1,650 (approximately)
Manufacturing	900	1600
Manufacturing	209	3028
Manufacturing - specialty chemicals	120	200
Midstream - energy	1000	2200
Midstream Energy	~900	~2,350
Natural Gas	800	7000
Natural Gas	1452	5898
Natural Gas Utility	600-700	3400
Non-Profit	8000+	8000+
non-profit	388	560
Non-Profit	70	70
Non-profit	179	316
Non-Profit	72	72
Nonprofit Organization	542	542
Non-profit social services	100	100
Petrochemicals and Plastics	250+	5000+
Petrochemicals and Plastics	250+	5000+
Pipeline Services	750	2250
Pre-K through 12 Public Education	2,400	2,400
professional services	100	thousands
Professional Services	50	70,000+ in the US
Professional Services	100+	70000+
Professional Services Firm or CPA firm	130	200000
Professional services, law	85, more or less	180, more or less
Retail	1302	157,900
Service and Retail	133	147
Service Provider	Unknown	225,400
Social Sevices	145	145
Telecommunications	over 100	over 1,000
Telecommunications/Technology		13,000
Telecommunications/Technology	985	13,000
Transportation Industry	700	95,000
TV Data and Guide Software	80	1,100+
Venue Management	580	8,000+
(Not Provided)	approximately 350	approximately 4100
(Not Provided)	50	800
(Not Provided)	150	200,000
(Not Provided)	200 +	100k +
(Not Provided)	150	150

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	At Hewlett Packard Enterprise, we believe that the full power of our people will drive HPE 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. We are committed to increasing the diversity of our workforce and creating an inclusive environment in which all can thrive. From our leaders to our employees, we are weaving diversity and inclusion into the fabric of our company. From our own D&I thought leaders to partnerships with premier academic institutions and leading organizations, HPE brings extraordinary resources to bear in an aligned, holistic approach to Diversity & Inclusion that encompasses our people, our customers, our suppliers and the community at large.
2	My company understands not all employees are the same, so the protected classes is very encompassing of individuals. While helping with events, I try to be diverse in the locations and selections we make.
3	In the last twelve months, Bama has implemented a Trans Transition Policy and Internal Communication Plan for Team members who transition, provided supplier inclusion & diversity training via a webinar series, partnered with the Mayor's Commission on the Status of Women to create the business case for hiring non violent offenders through regional second chance programs and been awarded the OKEQ Business Advocacy Award for our support of LGBTQ Team Members.
4	I am a member of the corporate executive diversity council which provides oversight for corporate wide D&I activities. I also work with the local D&I council to hep with local activities and programs.
5	TYPros works toward being a model of inclusion of diversity by creating awareness and education initiatives; to impact and leverage change to positively affect underrepresented or marginalized groups in our region.
6	All employees are required to participate in annual sexual harassment and gender discrimination training. Effective in the fall, all employees will be required to participate in an annual diversity and inclusion training. Also, beginning in the fall, a diversity and inclusion certificate program will be available to the entire campus community. Offer a significant number and wide variety of diversity and inclusion-focused programs, speakers, events, and courses. All incoming and transfer students are required to fulfill a diversity designated requirement in order to earn a bachelor's degree. Recipient of the 2016 NADOHE Inclusive Excellence Award and a four year recipient of the Higher Education Excellence in Diversity Award.
7	Commerce Bank has begun the creation of Employee Resource Groups within the organization to support employee engagement and talent management. We have also developed and manage a branded campaign to recruit and retain former and active military called "Mission: Hire". We are creating an Executive Mentorship Program to grow racial and gender diversity in leadership ranks as well as Mentor Circles for Employee Resource Group members. Our Office of Inclusion and Diversity collaborates with key leaders to understand and respond to the changing demographics and cultural realities of current and future markets; and their impact on the cultural competence of the organization's workforce. Commerce is committed to representing the communities we serve by ensuring that our candidate slates represent the available talent in the workforce.
8	Although we have had I&D as a core value in our organization for years, we are re-setting and re-establishing our foundation, emphasizing awareness and understanding for common language among the workforce. We've set specific plans for the remainder of the year around: (1) awareness

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	& understanding; (2) policies, practices & benefits; (3) employee involvement; and (4) reporting & metrics. We are also in the process of hiring a high-level individual contributor to report to the VP of I&D.
9	A diverse workforce/inclusive workplace are integral to ONEOK’s business strategy and are integrated throughout our company. Highlights include: -Oversight from a 21-person D&I Council, chaired by our CEO; -Providing D&I education to all employees; -Hosting an active Women’s Resource Group, and providing opportunities for other BRGs in the near future; -Seeking new hires with diverse perspectives/identities; -Supporting numerous diversity groups at the universities/tech schools where we recruit; -Implementing LGBT protections beyond that required by law; - Participating in/supporting D&I community activities and organizations through volunteerism and the ONEOK Foundation; -Employing two full-time, dedicated diversity and inclusion professionals to drive our strategy.
10	Diversity and inclusion are areas of emphasis at Youth Services of Tulsa (YST). Within the employee handbook it states, “We aspire to involve every segment of the community in all aspects of our work and to demonstrate commitment to and accountability for an inclusive environment in which differences are recognized, respected, valued and celebrated.” We constantly seek out feedback in regards to diversity and inclusion and make adjustments to better meet the needs of clients and staff. For example, during the past year, YST designated two bathrooms as all-gender bathrooms and improved the handicap accessibility to our front doors.
11	Diversity and inclusion is an essential component of our salon culture and has been since we opened in 1980. Historically, salons have been safe havens for the LGBT community, but in the last decade we have successfully recruited more bilingual people and people of color. Since I have been chairing Mosaic, I have been much more intentional in staff meetings to share D&I information.
12	SMG Tulsa is dedicated to ensuring a diverse and inclusive workforce that mirrors the community as a whole. We have affirmative outreach programs to over 30 different organizations in the community that provide us with a well diversified applicant pool. All applicants receive our full and total commitment to remaining a diverse and inclusive workforce.
13	We implemented a diversity staffing review process to promote the hiring of diverse candidates. We increased chapters and participation in our employee resource groups. Our ERGs sponsored programs and events focused on culture, education and professional development. They actively volunteered to support community organizations. Our seven ERGs include: --ADAPT (Able and Disabled Allies Partnering Together) --African-American --Asian-American --Hispanic Origin Latin American --Military Veteran --Native American Tribes --Pride Partnership We provided diversity education programs for employees and sponsored a variety of diversity events. We offered medical benefits to cover transition-related care for transgender individuals.
14	I participate on the steering committee for one of our affinity groups and attend events as an ally for other historically underrepresented groups.
15	We continue to focus on I&D thru our Inclusion & Diversity Council via education and training. Recruitment strategies and employee engagement are a main focus. We recently initiated an I&D audit to assist in this effort and completed an employee engagement survey to provide some additional direction. Action plans are in development.
16	In order for our organization to continue to be recognized as a “Most Admired U.S. Energy Company” (2015 Fortune Magazine) by creating value for our shareholders and attracting and retaining talent, employees must collaborate effectively together. We continue to focus our

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	<p>inclusion efforts in order to have representation at all levels and remove hidden biases. 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 promoting a culture of collaboration and have inclusion committees, business resource groups, and field diversity teams tied to efforts focused on attraction and career development of a diverse workforce. We led an effort to establish a Women's Energy Network Oklahoma chapter, partnering with many of our local Tulsa-based companies such as ONEOK, and spoke at the Value of a Veterans Conference to share best practices of how to launch a Veterans affinity group.</p>
17	<p>Appointed three diversity and inclusivity coordinators for each division of our school. All employees read the book <i>Why are All the Black Kids Sitting Together in the Cafeteria? And other Conversations about Race</i>. Had monthly diversity and inclusivity discussions in small groups this year. Began family and student affinity groups. Wrote and board of trustees adopted a formal statement of diversity and inclusivity. Continue to grow diverse student and faculty populations.</p>
18	<p>To accomplish our goals, the following initiatives are being pursued: Recruiting, hiring, mentoring, retaining, promoting and advancing outstanding minority and women students. Improving the diversity of those holding leadership positions. Participating in diversity initiatives outside the organization. Encouraging employees to be active members on local and state organizations who promote diversity initiatives. Supporting civic leadership and community outreach among our attorneys that encourages support of a diverse community.</p>
19	<p>Level 3's commitment to a diverse and inclusive workplace is evident in growing employee participation in diversity and inclusion initiatives and leadership. More than 17 percent of our global workforce belongs to one of nine employee resource groups. As outlined in our newly-published Diversity and Inclusion Report, guest speakers on the topics of LGBT, gender, generations and disabled help build awareness and contribute to the company's ongoing education on diversity and inclusion. This year, our Diversity & Inclusion Week event focused on "Connecting our Global Community", as well as providing a better understanding of Millennials and employees with disabilities.</p>
20	<p>We have a signature diversity leadership program that provides diversity leadership skills to employees while also solving business challenges.</p>
21	<p>The survey was filled out as a group by the site Diversity and Inclusion council (ambassador, members, manager sponsor and Executive Diversity Council representative), along with our site's leadership team</p>
22	<p>To reap the greatest benefit from diversity, we value contributions from our entire team. By acknowledging and tapping into the diversity of thoughts, capabilities and backgrounds among our team members, suppliers and customers, we strengthen our ability to reach higher levels of achievement in business and in life. By celebrating diversity across all spectrums, including, but not limited to, race, national origin, religion, gender, sexual orientation, gender identity, disability, veteran/military status, and age, we are a stronger company and culture. We take pride in our talented and diverse team of people who focus on our customers, every day. Their combined intelligence, spirit and creativity make Verizon a great place to work, learn and grow.</p>
23	<p>At Tulsa Federal Credit Union we welcome and seek diversity candidates in our recruiting processes. Our culture is based on inclusion at its very core. Our training programs are based on a foundation of inclusion and understanding every perspective and viewpoint. We have a diverse membership and work to reflect that in our employee base.</p>

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24	The Tulsa facilities strategy is connected to the broader Corporation's strategy. This includes a community outreach strategy focused on veterans and the refugee community. Lastly, there are intentional efforts to ensure each open salaried position has a diverse candidate slate and diverse interview panel.
25	One of the core values of Union Public schools, as communicated in the district's strategic plan entitled "Together We Make a Difference", is: "Inclusiveness - Cultivate an organizational culture of accepting children, families, and employees for who they are rather than categorizing them by income, ethnicity, or ability." Training is provided to our employees to foster an inclusive environment for all employees. Additionally, one of my action steps under the strategic plan is to "Recruit and increase diversity among staff." I am currently working with the superintendent to develop a position with the specific focus of recruiting a more diverse work force.
26	At our company, we have a Mentorship program in it's 3rd year. What started as a Women to Women program, has now expanded to include males serving as Mentors and being mentored in the program. Additionally, we are conducting corporate resource groups to identify and address barriers that hinder females as they grow in their careers.
27	Our mission is to help young children in lower-income families grow up and achieve economic success. 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 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.
28	On a national level, I have joined the GLOBE (LGBT) business resource group. I have not had many opportunities to get involved on an office level.
29	Committed to eliminating racism in all forms, the YWCA offers training, consulting, advocacy, outreach and education to our employees and throughout the Tulsa community. We are dedicated to allying with individuals, organizations and businesses to promote racial equity. Our ever-expanding program slate includes racial justice workshops, caucus discussion groups, the annual Stand Against Racism, an anti-racism organizing collective, and more.
30	TCC is engaging in strategic efforts to institutionalize diversity as a transformative force that promotes professional growth and academic excellence.
31	we celebrate different cultural events and sponsor OCCJ and the chamber. We also sponsor Diversity Connex
32	As Dean of the College of Extended Learning and a member of the President's Diversity Task force, I work on keeping the administration informed of Diversity Issues in Higher Education. I participate on many committees and task forces and always keep a pulse on Diversity initiatives for the betterment of the University and the public it serves.
33	Tulsa Public Schools (TPS) is committed to workplace diversity and inclusion. Our 2016-20 Strategic Plan "Destination Excellence" equity component states: All children deserve the opportunity to develop their full academic and social potential. Valuing equity means that we must provide resources and supports matched to student need, for every student in every school. Our diversity is a community treasure, and we must foster an inclusive environment by examining biases and resolving unfair practices. The TPS Board Non-Discrimination Policies ensure equity and fair

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	treatment in the workplace there are procedures and compliance officer for accountability.
34	I serve on the cultural diversity coalition, the purpose of which is to promote cultural awareness throughout the organization.
35	1 The University of Tulsa (TU) has made a commitment to become more intentional about promoting diversity and inclusion among students, faculty and staff. This began with the President establishing the Office of Diversity and Engagement (ODE), and appointing a Chief Diversity Officer, who has a direct reporting line to the President’s Office. The Vice President for ODE has assembled a campus-wide Diversity Advisory Council whose task is to develop a Diversity Action Plan for TU. The DAC serves as the Steering Committee and there are working groups/subcommittees to assess the diversity landscape and make recommendations for future action. These Subcommittees are gathering data and information on access and equity capabilities, campus climate and inclusion, diversity in the curriculum, diversity training and much more. This collaborative group of thought leaders is comprised of representatives from faculty of all five colleges, senior staff from Human Resources, Admission, Athletics as well as student leaders and others. All are dedicated to ensuring that the University furthers its mission to educate "men and women of diverse backgrounds and cultures" as set forth in its mission statement. With regard to staff and faculty in particular, hiring of faculty from underrepresented groups has increased significantly over the past academic year, and staff numbers, while good, have improved as well.
36	We have done some training and strive to hire people with diverse backgrounds. Probably not doing nearly enough.
37	In collaboration with our African American Diversity Network, we hosted Derek Kerr, American CFO and Executive Sponsor for the group to speak to our Tulsa employees. His presentation provided diversity and Employee Business Group awareness, and promoted other Employee Business Resource Group (EBRG) events. We invited the D&I team to our bi-annual All Hands meeting to create awareness about the various Employee Business Resource Groups and American's commitment to D&I. In collaboration with Human Resources and facilities, we are working to establish a Mother's Room for female employees. In alignment with our Living Green EBRG, installed electric vehicle charging stations.
38	Currently exploring ways to bring diversity and inclusion more to the forefront of our day to day operations. Our organization is very diverse and our desire is to ensure inclusion of all in the growth and leadership of the organization.
39	The nature of our business—introducing new permanent and contingent staff into our clients' workforces—gives us a privileged position to contribute towards and celebrate diversity across our global network. From its founding, ManpowerGroup was a pioneer in creating opportunities for women to engage and thrive in the workforce, beginning in 1948 when it was not yet socially accepted for women to work outside of the home and develop careers. We have also played an important role in providing jobs to racial minorities, beginning in the 1960s, which was the most pivotal era for racial diversity in the United States workforce. In our employment practices and our special workforce development initiatives, ManpowerGroup practices leadership by tapping into the human talent and innovation of workers across the broad range of diversity with a focus on inclusion for all. This leadership in diversity continues today, particularly in providing opportunities for women, who are strongly represented throughout our global organization.

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.

40	The nature of our business—introducing new permanent and contingent staff into our clients' workforces—gives us a privileged position to contribute towards and celebrate diversity across our global network. From its founding, ManpowerGroup was a pioneer in creating opportunities for women to engage and thrive in the workforce, beginning in 1948 when it was not yet socially accepted for women to work outside of the home and develop careers. We have also played an important role in providing jobs to racial minorities, beginning in the 1960s, which was the most pivotal era for racial diversity in the United States workforce. In our employment practices and our special workforce development initiatives, ManpowerGroup practices leadership by tapping into the human talent and innovation of workers across the broad range of diversity with a focus on inclusion for all. This leadership in diversity continues today, particularly in providing opportunities for women, who are strongly represented throughout our global organization.
41	The Tulsa Regional Chamber recognizes the importance of diversity and inclusion in the workplace. In 2010 the Chamber created a Diversity and Inclusion Taskforce made up of employees and senior leaders to bridge the gaps between the many diverse components that made our workforce great. This D & I taskforce continues to grow and bring staff together through monthly and yearly activities and regular initiatives. Our staff has become more aware of the importance of diversity and inclusion; how to be an ally, and how to work together to our workforce an even better, more powerful team of diverse accepting people.
42	BCBSOK is a division of Health Care Service Corporation (HCSC), the largest customer-owned health insurance company in the US. HCSC is committed to being an employer of choice by creating strategies to build culture, develop our talent, and grow the business. We require Diversity & Inclusion training courses for all employees, support numerous Business Resource Groups, and partner with diverse organizations and suppliers. HCSC's Center for Diversity and Inclusion provides solutions and resources to develop and sustain a culturally agile organization. Embedding D&I considerations into business strategies is essential to providing affordable and accessible health care for our diverse member base.
43	We are a diverse group of people. We encourage everyone to provide input in how we grow and strengthen as a company and as individuals professionals. with everyone having a seat at the table, it ensures diverse suggestions and inclusion.
44	We never assume someone cannot work for/with us. We lay out what the duties are, what the expectations are, and let each person decide if they think this is the right place for them to work.

4. 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	Chaired outreach inclusive initiatives in the Tulsa Community.
2	Sends communications to prospective faculty and students of color and financially supports D & I campus programs
3	Created an officer level position to lead I&D efforts.
4	Presented at and/or attended multiple external D&I-related events to show his support publicly
5	Strategy retreat speaker
6	Over the past year, our organization was in the midst of a proposed acquisition by Energy Transfer Equity. The dynamics of this proposed merger were very complex and as such, required a great deal

4. 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

	of our CEO's time and attention. The proposed acquirer, Energy Transfer Equity, did not have dedicated resources for D&I. We intentionally did not suggest nor request our CEO to participate in any of these types of activities so that he could more ap
7	Facebook posts
8	Spoke at the company's annual Global Diversity & Inclusion conference
9	Speaking about our Women's Leadership Initiative at annual employee meetings
10	D&I highlighted in 10 Year Strategic Framework with road show to share with all employees
11	Appeared on TV news segments promoting diversity and inclusion
12	Sent administrators to the Equity Institute in Oakland, CA
13	Created a VP level position for Diversity/Inclusion
14	Ministry of service and statement of faith included diversity and inclusion
15	Board participation and sponsorship of diversity focused professional and community based organizations
16	HCSC President and CEO Paula Steiner attends Business Resource Groups' events, and actively engages by frequently 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 award. BCBSOK President Ted Haynes is part of BCBSOK's internal Executive Diversity Council, and he is an Executive Sponsor for the Nati
17	It is just an expected and clearly demonstrated part of our culture.

8. Link to your company's diversity and inclusion statement on your website:

1	http://www8.hp.com/us/en/hpe/hp-information/about-hp/diversity/
2	http://www.bama.com/diversity-inclusion/
3	http://www.cpchem.com/en-us/company/diversity/Pages/default.aspx
4	http://www.typros.org/diversity
5	http://diversity.okstate.edu/
6	http://www.level3.com/en/careers/diversity-inclusion/ AND http://www.level3.com/~media/files/careers/en_corp_diversityinclusionreport.pdf?la=en
7	https://www.commercebank.com/about/careers/inclusion-and-diversity-at-commerce/default.asp?ref=megaac
8	http://www.onegas.com/en/About/Responsibility.aspx
9	http://www.oneok.com/en/Responsibility/Diversity
10	It is located in our Employee Handbook and agency Operations Manual.
11	www.captulsa.org
12	http://www.ihloffspa.com/about/our-values/
13	http://smgworld.com/jobs
14	http://www.aep.com/careers/diversity/
15	I'm not sure where it is at the moment. If I were on a computer, if be more able to click and find it.

8. Link to your company's diversity and inclusion statement on your website:

16	http://www.expl.com/Careers/Inclusion-Diversity
17	http://co.williams.com/communitystakeholder-relations/diversity-employee-relations/ We treat all employees, customers, business partners, shareholders and the evolving communities we serve with respect and dignity. It's consistent with our Core Values & Beliefs and it drives business success.
18	It is incorporated into our internal documents and is being placed on our website this August.
19	http://www.gablelaw.com/about-gablegotwals/diversity/
20	The statement is within our Diversity and Inclusion Report: http://www.level3.com/~media/files/careers/en_corp_diversityinclusionreport.pdf?la=en
21	http://www.spiritaero.com/about-spirit/commitments/global-diversity/
22	http://www.cpchem.com/en-us/company/diversity/Pages/default.aspx
23	http://www.verizon.com/about/our-company/diversity-inclusion/
24	Our diversity and inclusion statement is in our employee handbook. Our core values, which support diversity and inclusion, can be found on our website: www.tulsafederalcu.org
25	http://whirlpoolcorporation.com/diversity-inclusion/
26	https://issuu.com/unionschools/docs/strategic_plan_2014-2018
27	http://captulsa.org/careers/diversity-inclusion/
28	http://www2.deloitte.com/global/en/pages/about-deloitte/topics/global-diversity-deloitte-is-diversity.html
29	https://www.ywcatulsa.org/pages/culture/
30	www.tulsacc.edu Diversity is our common bond. Sincere appreciation for and cultivation of differences enriches our lives, the community, and the education we offer. It is a source of our pride and integral to our success.
31	Its in our Value Statement: ● Cultivate a Diverse and Collaborative workforce where people are inspired
32	https://www.nsuok.edu/AboutUs/Mission,VisionandValues.aspx
33	http://www.tulsaschools.org/non_discrimination_main.asp and http://www.tulsaschools.org/plan
34	http://www.ou.edu/community.html
35	Yes, we have a non-discrimination statement and an EEO policy. Both are on the HR website, but that is password protected. I can later provide a PDF. The Diversity Advisory Council has drafted a Diversity statement, and it is now in the process of being reviewed. It should be on the Diversity webpage soon.
36	We provide equal employment opportunities to all employees without regard to race, color, religion, gender, age, national origin, sexual orientation, disability or veteran status.
37	http://hub.aa.com/en/dv/diversity-statement
38	Equal Employment Opportunity Employer: It is the policy of Volunteers of America that all actions in connection with any position or employee of Volunteers of America shall be taken without regard to race, color, creed, sex, national origin, religion, disability or age. We provide human service programs and opportunities for individual and community involvement for people of all faiths. Our ministry is one of service, nondiscriminatory in the delivery of our services, providing assistance to

8. Link to your company's diversity and inclusion statement on your website:

	people of all faiths. Volunteers of America never requires those we help to participate in worship services or even to acknowledge specific beliefs.
39	ManpowerGroup Diversity will lead the integration of diverse talent and diversity best practices into the changing world of work and contribute to the success of our clients, the communities in which we work, and ManpowerGroup. *Incorporated into internal diversity strategy documents and decks for internal distribution
40	ManpowerGroup Diversity will lead the integration of diverse talent and diversity best practices into the changing world of work and contribute to the success of our clients, the communities in which we work, and ManpowerGroup
41	https://tulsachamber.com/about/chamber-careers/
42	http://www.bcbsok.com/company-info/who-we-are/diversity

11. How has your company/organization taken steps to increase the number of diverse individuals in senior management?

1	Yes, Diversity is a key component of our Talent Management process.
2	Yes. In addition to promoting women this last year to more senior roles, we are currently formulating a succession plan to increase ethnicity representation in senior management.
3	Yes, we have an active program underway to recruit and develop diverse candidates for senior leadership.
4	Yes, We continually look for diverse leaders to be on the Board.
5	Diversity workshops for search and screening committees at the director level and above, including provost.
6	Commerce Bank has established annual progress goals targeted at growing the representation of diverse individuals in senior management. We have also analyzed our recruitment process to ensure that diversity begins in our candidate slates and continues throughout the process and finally we are rolling out mentorship and advocacy programs to support the development of diverse talent.
7	We have not taken any steps; we have not had a need to add to our senior management; therefore, no steps have been taken to date.
8	Since last year, ONEOK has increased our percentage of diverse Officers from 16% to 24%. A couple of tactics utilized this year in which we sought to increase diverse individuals in senior management were (1) creating and facilitating a 9-month mentorship program whereby 30 employees, the majority of whom are from diverse identities, were mentored by Officers and Directors within the company and (2) by launching an "Emerging Leaders Program" with a built-in emphasis on D&I.
9	YST attempts to promote from within. Recently, YST promoted minorities and women into leadership positions during an agency leadership transition and departmental reorganization process.
10	Our management team consists of seven females and one gay Hispanic male.
11	In the last year we promoted another diverse candidate into our senior management team increasing our diverse management force percentage from 60% to 66%.
12	We utilize targeted development, succession planning, performance management, mentoring and coaching. In addition, we have implemented a new process in our hiring system that requires additional review whenever we get to a final list of qualified candidates during staffing. If the hiring

11. How has your company/organization taken steps to increase the number of diverse individuals in senior management?

	manager wants to hire the non-diverse candidate, the process is halted to inquire further as to why the diverse candidate is not being selected. Upper leadership in Human Resources and the hiring Business Unit participate in the inquiry and final decision.
13	We have diversity represented on our board, however, in senior management I don't know what we have anyone but white males.
14	Our executive team is made up of only 7 individuals. Turnover at this level is minimal so the opportunity to improve upon the recruitment efforts of diversity candidates is extremely low.
15	Our senior management team is large (11), which will make a percentage not fully reflective of the diversity of our leadership team. We have three female officers (two SVPs, one VP) reporting directly to the CEO, two of whom are minorities as well. In addition, we have been recognized nationally for the diversity of our Board of Directors Our succession management efforts focus on promoting an inclusive workplace by identifying and developing diverse talent to assume senior leadership positions in the future as it relates to gender, generation, and ethnic background. Our recruiting efforts include 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 such as LinkedIn and Career Builder, we are able to find diverse candidates based on selected pools such as veterans. It has been a game changer for recruiters and helped us target diverse potential candidates: 80% of our members self-identity by affinity, race, and/or culture that allows us to source more candidates. Williams was on the cover of “Recruit Military” and highlighted in the March-April 2016 edition of this magazine for our efforts related to military recruiting. 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 level playing field for ALL employees to rise to senior management.
16	Getting more intentional in our hiring process. Connecting and becoming members with orgs that helps attract and recruit leaders of color
17	We have not taken any action to increase senior management diversity.
18	Level 3 is focused on promoting and hiring from within, as well as building succession plans that ensure leadership continuity and bench strength. This planning came into action in 2016 when the role of President of North America became open due to a retirement. Laurinda Pang, formerly Chief Admin Officer, was an ideal fit for the role based on her capabilities to interface with customers and manage the company’s sales and operations for North America. Laurinda is a model leader for women in the company and actively participates in women’s events. She is a member of the Level 3 Women Employee Resource Group.
19	Spirit is always looking for the most qualified individuals who come from diverse perspectives.
20	There has been addition of diverse members in the past years to our senior management. However, the main diversity can be seen in our very diverse work force as well as diverse candidates being developed for senior leadership. Although diverse candidates are being actively recruited, the job will be given to the most qualified candidate.
21	As we grow departments and acquire new companies, we have a dedicated HR program that is focused on acquiring and retaining a diverse staff. In addition, in the summer of 2015, we launched a program designed to demonstrate how technology and entrepreneurship education can help young minority men achieve success in school and in the jobs of tomorrow. Minority Male Makers, a two-year program created in partnership with four historically black colleges and universities (HBCUs), started with summer immersion classes on campus and continued with ongoing mentoring

11. How has your company/organization taken steps to increase the number of diverse individuals in senior management?

	throughout the school year. In 2014, the Verizon Wireless National Accessibility Customer Service Center (NACS) opened in 2014 to support customers who need additional assistance to meet their wireless needs. The NACS complements our existing Center for Customers with Disabilities, which serves Verizon’s “wireline” customers. We continue to advance our plans to provide videophone-based care in American Sign Language in the NACS.
22	Our CEO is very involved in the recruitment of his staff and actively sought a diverse executive staff.
23	all open salaried positions posted externally must have a diverse candidate slate
24	Minority candidates currently employed in other tiers of management are groomed for promotional opportunities.
25	Created a Women's Leadership Initiative; promoted 8 diverse individuals into Director or VP roles in last 2 years.
26	New succession planning process assists in intentionally and systematically identifying employees for growth potential. Process allows us to record credentials, skills and abilities to target employee development opportunities. Creation of Aspiring Leaders Program (ALP) to cultivate strong leaders and to promote from within. Introduces potential emerging leaders to the requirements and expectations of a management position and to build a diverse leadership pipeline.
27	Hiring practices seem to take diversity into account.
28	YWCA Tulsa strives to maintain diversity in all levels of our organization; including our board and senior management team. Within our board our board development committee is committed to providing pathways for diverse individuals to serve their community through providing board leadership to our organization.
29	We've hired a diversity recruitment consultant company that continuously conducts outreach activities with thousands of minority professional and academic associations, and posts our senior management positions at Minority-Serving Institutions and current academic professionals worldwide.
30	We focus on balance using talent, race, and gender to create a well rounded leadership team
31	Due to state budget failure, TPS is undergoing reorganization in every depart. TPS continues to hire a diverse group of talent at the executive level.
32	The organization recently created (within the past 18 months) The Diversity and Inclusivity Academic Council. The Council is the primary advisory committee to the Vice President for University Community on matters of diversity, equality, and inclusivity in our academic colleges and departments on the Norman and Tulsa Campus.
33	The University, consistent with its EEO statement, has considered candidates for senior level management positions based on talent, skills and ability, and without regard to race, culture/ethnicity, nationality, gender, gender expression, sexual orientation, age, disability, religion, veteran status or class.
34	Mentoring programs.
35	Enterprise wide, we have put a new succession planning program in place with a commitment to increase the promotions of internal diverse talent. In addition, female director and above have a quarterly Women's Leadership Forum where female executives mentor other women, providing networking opportunities and career development.

11. How has your company/organization taken steps to increase the number of diverse individuals in senior management?

36	No action at this time
37	ManpowerGroup is committed to increasing our diverse representation at senior management level by actively participating in and financially supporting diversity initiatives and programs, and we, as an organization, are continually reinforcing the strategic value of diversity to show our commitment. In addition, our Executive Leadership Team is held visibly accountable from an outcome perspective.
38	ManpowerGroup is committed to increasing diverse individuals in senior management by participating in and financially contributing to diversity programs and initiatives on local and national levels with both diversity focused community and professional organizations. Our Executive Leadership team is held visibly accountable for making this a priority throughout the organization.
39	In the past year an additional two women were added, one of whom is African American. In our recruiting efforts for our current vacant position we are actively seeking a diverse qualified candidate.
40	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 Perspectives 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 at 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 down to local management, and help to drive informed discussions around identifying top diverse talent. This year HCSC launched the Diversity Score Card, which encourages management at all levels to take intentional steps to understand the importance of diversity within our organization. In addition, HCSC's Center for Diversity & Inclusion created a cohort course for executive leadership in order to increase the awareness of unconscious bias, enable leaders to recognize the impact of bias, and to connect unconscious bias awareness to developing a high performance culture. The cohort's topic of unconscious bias helps to educate leaders about how their actions and behaviors can have a positive impact on diversity and our culture of inclusion. Also, all leaders at the manger level and above with direct reports were assigned a D&I performance goal. The goal gives leaders an opportunity to increase management's knowledge and deepen their impact for growing a diverse team where each employee feels valued, respected and connected to the organization.
41	We choose the best candidates based on skills. This is open to everyone regardless of any of the categories listed above. We don't poll or categorize people regarding any of the categories listed above.
42	The founding partners are mindful of the three of them not being diverse, and our industry needing to be more diverse. Starting with hiring an over-40 diverse female HR manager, the diversity has only increased from there.

26. 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	Conferences, programs, and speakers
2	Benefits for same-sex married team members

26. 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:

3	Diversity Staffing Review
4	EAP
5	Inclusion Committee and Field Diversity Teams
6	Inclusion of focus on D&I in 10 year Strategic Framework including deepening D&I focus to improve multicultural competencies and creating opportunities for internal growth to create a strong and diverse leadership pipeline
7	2016-20 Equity Component
8	mid-level manager inclusion summit
9	Veterans Ambassador Committee
10	Disability Advocacy Council, Refresh of Transgender guidelines

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

1	First-generation college students
2	Chamber-Mosaic
3	Creating WEN OK chapter
4	COO participation in Mosaic council; participation in Lead North; Hispanic Chamber member; leadership training focus on managing across generations; participation in New Voices both for internship opportunities on CAP Tulsa's board, and 2 CAP staff have joined the program; participation in YWCA Stand Against Racism; focus on diversity and inclusion in annual Together We Read guest reader event
5	MLK Parade, JHFCR Dinner & Symposium, Pride Parade, Veterans Parade, Hispanic Chamber

35. Link to your diversity supplier policy or statement on your company's external website.

1	http://www8.hp.com/us/en/hpe/hp-information/livingprogress/humanprogress/supplychain.html
2	http://www.bama.com/diversity-inclusion/
3	https://gcfa.okstate.edu/sites/default/files/documents/hub_zone.pdf
4	Our supplier diversity statement and policy are currently available by request as they were finalized within the last month. We are also in the process of updating our corporate website and the new version will include a dedicated page for supplier diversity including a link for vendors to register in our vendor management system.
5	http://www.onegas.com/About/Responsibility.aspx
6	http://www.oneok.com/Responsibility/Diversity/Suppliers
7	www.captulsa.org/contract/bidding
8	http://www.ihloffspa.com/about/our-values/
9	The information is disseminated to all contractors of SMG Tulsa on an annual basis and those

35. Link to your diversity supplier policy or statement on your company's external website.

	statements are kept in our Affirmative Action Program Binder located in the HR Office.
10	http://www.aep.com/about/b2b/suppliers/supDiversity/
11	http://www.expl.com/Careers/Inclusion-Diversity
12	http://www.level3.com/en/supplier
13	http://www.spiritaero.com/suppliers/
14	http://www.verizon.com/about/our-company/supplier-diversity
15	stored in supplier portal
16	http://captulsa.org/contact/bidding/
17	http://www2.deloitte.com/global/en/pages/about-deloitte/topics/global-diversity-deloitte-is-diversity.html
18	https://www.ywcatulsa.org/pages/partners/
19	line #26 https://procedures.nsuok.edu/Portals/0/Procedures/Standard-Term-and-Conditions.pdf
20	http://www.ou.edu/regents/CURSUPolicyManual.pdf
21	The supplier diversity policy resides in the Purchasing Services and Accounts Payable Manual, which is not a public-facing document on the website. It contains sections requiring that vendors comply with all applicable laws and regulations regarding EEO. It further provides that efforts should be made to include small business, minority-owned firms, woman-owned business enterprises" whenever possible. In the "Equal Opportunity" section, TU recognizes the need to increase representation of underrepresented groups.
22	http://hub.aa.com/en/dv/supplierdiversity
23	http://www.manpower.us/en/About-Us/Supplier-Diversity.htm
24	https://tulsachamber.com/about/chamber-careers/
25	http://www.hcsc.com/supplier_diversity.html

39. 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	YUM! Brands' 2015 Supplier Diversity Award OKEQ 2016 Corporate Advocate Award
2	Participated in Houston's Top Places to Work for 2015. Ranked #22. The award is sponsored by the Houston Business Journal.
3	Association of Fundraising Professionals -Philanthropy Awards – Diversity award
4	2016 Institutional Inclusive Excellence Award from the National Association of Diversity Officers in Higher Education; 2015 Higher Education Excellence in Diversity (HEED) Award from Insight Into Diversity magazine, also recipient of the 2012, 2013, and 2014 HEED Award;2015 Mosaic Top Inclusive Workplace Cultures Award from the Tulsa Regional Chamber
5	The Diversity Inc., Top 50 awards for the year 2015-2016.
6	Corporate Equality Index (CEI) in 2015 Mosaic Inclusive Workplace in 2015
7	Mosaic Inclusive Workplace Award and Human Rights Campaign "Corporate Equality Index," measuring LGBT inclusion - score raised from 30/100 in 2014 to 85/100 in 2016.
8	Mosaic
9	Mosaic Inclusive Workplace Cultures

39. 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.):

10	2015 Mosaic Award
11	Tulsa Regional Chamber Mosaic 2015 Top 5-Star Top Tier Employer Award Victory Media: "Top 100 Military Friendly Employers" 2015 Dave Thomas Foundation for Adoption: Best Adoption-Friendly Workplace in the Energy and Utilities sector - 2015 U.S. Veterans Magazine: "Best of the Best: Top Veteran-Friendly Companies" - 2015 Women's Forum of New York: Corporate Champion for board diversity - 2015 Human Rights Campaign (HRC) Corporate Equality Index in 2015 - AEP scored 95 out of 100, up 15 points from previous year
12	I know we've done well and received awards, but can't name them offhand - ask Justice! Very proud of what she has lead us to accomplish. Unfortunately, like some other answers, I know we have made great progress, but don't work directly in this area and know limited amounts about some areas.
13	2015 "Rising Star" Inclusive Workplace Culture (Mosaic - Tulsa Chamber of Commerce) Tulsa Young Professionals with their Boomtown 10 Award - celebrated 10 years of TYPros and recognized 10 leaders in the city who have made a lasting impact attracting, supporting and retaining young professionals for the Tulsa region: Alison Anthony , director of Strategic Outreach and president of the Williams Foundation was honored this award. Oklahoma Mentor Day at the State Capitol - Honored as a reliable mentor since the OKC mentor program was established three years ago. 2020 Women on Board - The 2020 Women on Boards Honor Roll Companies for 2015 highlights Williams to have been on the Winning "W" Company list for five consecutive years, 2011 – 2015. Women's Forum of New York Honors Williams for achieving at least 20% female representation on its board. Williams has 33% on our board, which is a corporate game changer that is making special efforts to advance women in the boardroom.
14	Multiple organizations and publications recognized Level 3 for its diversity and inclusion efforts last year. Notably, we were named a top employer for veterans and for LGBT equality. The awards and recognition listed here reaffirm our commitment to initiatives that are important to our executives, employees, job candidates and customers. • Most Valuable Employers winner, CivilianJobs. Com (2016) • Best for Vets, Military Times EDGE magazine (2016) • 40 under 40 Spotlight, Denver Business Journal (2015) • Outstanding Women in Business – Tech and Telecom Category, Denver Business Journal (2015) • 2016 Best Places to Work for LGBT Equality, Human Rights Campaign 2016 Corporate Equality Index • MOSAIC Award 4-Star recipient for Workplace Diversity, Tulsa (Oklahoma) Regional Chamber of Commerce (2015) • Optimas Award Gold Winner for Global Outlook, Workforce Week magazine (2015) • LEAD 500 Award Finalist in Corporate Leadership Programs, Leadership Excellence Essentials magazine (2015) • Workplace Equality Index, list of LGBT equality-minded employers, Denver Investments investment management firm (2016) • Colorado Legal Department of the Year for Diversity, National Law Journal (2015) • Women in Cable Telecommunications, Rocky Mountain Chapter
15	Diversity Inc. Top 50 Companies for Diversity
16	Participated in Houston's Top Places to Work for 2015. Ranked #22. The award is sponsored by the Houston Business Journal.
17	Fortune 1000 companies on best places to work for LGBT employees
18	Mosaic Inclusive Workplace Culture – 2016
19	Deloitte has received multiple awards for diversity and inclusion.
20	In 2016, our very own Mission Impact Director Mana Tahaie, received the Russell Bennett Recognition Award; recognizing her courageous social justice leadership in Tulsa.
21	Mosaic award, 2015 (I think). I know we were an award recipient so I assume someone applied for

39. 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.):

	the award.
22	Confucius Center grant. The award toward the purchase and support of Chinese culture. A designated room will be established on the BA campus and display many artifacts of the Chinese Culture.
23	Recipient of the MOSAIC Inclusive Workplace Culture Award 2015 five star and 2014 four star. Human Rights Coordinator was the recipient of the 2015 YWCA Ten Women of the Year award. In 2014 TPS was the recipient of the Communicator's Award for Tulsa Recruitment Campaign.
24	Human Rights Campaign Corporate Equality Index, to measure best places to work for LGBT employees, 2016. USBLN/AAPD sponsored Disability Equality Index, for Best Places to work for individuals with disabilities, 2016. Prism's ERG and Council Honors, 2016. ISHCC top Employee Business Resource Group, 2015. 2016 NBIC Best-of-the-Best Top 30 Corporations. Corporate Veterans Business Champion of the Year, 2016. 2016 Disability BRG Award of Excellence by Springboard Consulting, honoring the outstanding contributions and achievements of Corporate Disability Business Resource Groups. The Manufacturing Institute awarded its 2016 STEP Ahead Award. The annual award recognizes accomplishments for women in science, technology, engineering and production.
25	USBLN Disability Equality Index Survey- 2016, Best Places to Work. Joint initiative of the American Association of People with Disabilities (AAPD) and the US Business Leadership Network (USBLN). The DEI is a national, transparent benchmarking tool that offers businesses an opportunity to receive an objective score, on a scale of zero (0) to 100, on their disability inclusion policies and practices and is intended to help companies identify opportunities for continued improvement and help build a company's reputation as an employer of choice. Human Rights Campaign- 2016 Corporate Equality Index (CEI), a national benchmarking survey and report on corporate policies and practices administered by the Human Rights Campaign Foundation. This survey evaluates businesses for LGBT-related policies and practices including non-discrimination workplace protections, domestic partner benefits, transgender-inclusive health care benefits, competency programs and public engagement with the LGBT community. Women's Enterprise USA- 100 WE Corporations of the Year consists of the influential companies that regard the inclusion of women's business enterprises as essential to supply chain productivity and, ultimately, to corporate success.
26	Applied for the Communications Award for ACCE (Association of Chamber of Commerce Executives) in 2016.
27	<ul style="list-style-type: none"> • National: <ul style="list-style-type: none"> o Diversity MBA Magazine's 2015 50 Out Front Companies for Diversity Leadership: Best Places for Women & Diverse Managers to Work – ranked #7 o Diversity MBA Magazine's 2015 Top 10 Best in Class for Representation – ranked #4 o Diversity MBA Magazine's 2015 Top 10 Best in Class for Workplace Inclusion & Retention – ranked #6 o Diversity MBA Magazine's 2015 Top 10 Best in Class for Accountability – ranked #6 o Diversity MBA Magazine's 2016 50 Out Front Companies for Diversity Leadership: Best Places for Women & Diverse Managers to Work – ranked #6 • GI Jobs: <ul style="list-style-type: none"> o 2015 Military Friendly Employer • Regional: <ul style="list-style-type: none"> o BCBSIL: Diversity MBA Magazine's 2016 Top 50 Companies for Diversity and Inclusion: Best Places for Women & Diverse Managers to Work (ranked #1 regional company); Chicago Sinfonietta- 2015 Chairperson's Award for Diversity & Inclusion; State of Illinois– Illinois Hires Heroes Consortium o BCBSOK: 2015 Tulsa Regional Chamber Mosaic Award for Inclusive Workplace Culture o BCBSTX: University of Texas, Dallas– 2015 Corporate Diversity Award • Specialized: <ul style="list-style-type: none"> o National Society of High School Scholars– Top 25 Companies o Forbes: Where Top Millennials Most Want to Work in 2015 (ranked #9)

41. 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	Hewlett Packard receives 100% on the Corporate Equality Index by the Human Rights Campaign Hewlett Packard named one of 2015 Working Mother's 100 Best Companies (25th year on this list) 2015 Reader's Choice "Top 50 Employers" in Minority Engineer Magazine HP ranked #2 on Careers & the disABLED Magazine's 2015 "Top 50 Employers"
2	YUM! 2015 Supplier Diversity Award OKEQ 2016 Corporate Equality Award
3	Recipient of 2015 Texas Workforce Solutions Employer of the Year Award
4	2015 Mosaic Top Inclusive Workplace
5	All awards received listed in previous question.
6	Recognition - Mosaic Inclusive Culture Rising Star, 2015 Recognition - Show Me Heroes Veteran Commitment, 2015
7	2015 Inclusive Workplace Culture 4-star winner
8	Mosaic (5 out of 5 stars); HRC (85/100) - Both increased over the previous year
9	Mosaic
10	Mosaic Inclusive Workplace Culture
11	2015 Mosaic Award
12	Tulsa Regional Chamber Mosaic 2015 Top-5 Star Top Tier Employer Award Victory Media: "Top 100 Military Friendly Employer" 2015 Dave Thomas Foundation for Adoption: Best Adoption-Friendly Workplace in the Energy and Utilities sector - 2015 U.S. Veterans Magazine: "Best of the Best: Top Veteran-Friendly Companies" - 2015 Women's Forum of New York: Corporate Champion for board diversity - 2015 Human Rights Campaign (HRC) Corporate Equality Index in 2015 - AEP scored 95 out of 100, up 15 points from previous year
13	2015 "Rising Star" Inclusive Workplace Culture (Mosaic - Tulsa Chamber of Commerce) Tulsa Young Professionals with their Boomtown 10 Award - celebrated 10 years of TYPros and recognized 10 leaders in the city who have made a lasting impact attracting, supporting and retaining young professionals for the Tulsa region: Alison Anthony , director of Strategic Outreach and president of the Williams Foundation was honored this award. Oklahoma Mentor Day at the State Capitol - Honored as a reliable mentor since the OKC mentor program was established three years ago 2020 Women on Board - The 2020 Women on Boards Honor Roll Companies for 2015 highlights Williams to have been on the Winning "W" Company list for five consecutive years, 2011 – 2015. Women's Forum of New York Honors Williams for achieving at least 20% female representation on its board. Williams has 33% on our board, which is a corporate game changer that is making special efforts to advance women in the boardroom.
14	The awards and recognition listed here reaffirm our commitment to initiatives that are important to our executives, employees, job candidates and customers. • Most Valuable Employers winner, CivilianJobs. Com (2016) • Best for Vets, Military Times EDGE magazine (2016) • 40 under 40 Spotlight, Denver Business Journal (2015) • Outstanding Women in Business – Tech and Telecom Category, Denver Business Journal (2015) • 2016 Best Places to Work for LGBT Equality, Human Rights Campaign 2016 Corporate Equality Index • MOSAIC Award 4-Star recipient for Workplace Diversity, Tulsa (Oklahoma) Regional Chamber of Commerce (2015) • Optimas Award Gold Winner

41. 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.):

	for Global Outlook, Workforce Week magazine (2015) • LEAD 500 Award Finalist in Corporate Leadership Programs, Leadership Excellence Essentials magazine (2015) • Workplace Equality Index, list of LGBT equality-minded employers, Denver Investments investment management firm (2016) • Colorado Legal Department of the Year for Diversity, National Law Journal (2015)
15	Diversity Inc. 25 Noteworthy Companies for Diversity
16	Recipient of 2015 Texas Workforce Solutions Employer of the Year Award.
17	In 2015 alone: Minority Business News USA named Verizon to its “Corporate 101” list in recognition of supporting diverse businesses. The Women’s Business Enterprise National Council included Verizon in its “Top Corporations” in support of women-owned business enterprises for the 10th consecutive year. The U.S. Hispanic Chamber of Commerce Million Dollar Club recognized Verizon for spending over \$1 billion with Hispanic business enterprises and for integrating these businesses into our sourcing and procurement process. DiversityBusiness.com ranked Verizon No. 5 on its 2015 “Div50” list for multicultural business opportunities. Verizon is a charter member of the Billion Dollar Roundtable, a coalition of 20 companies that spend more than \$1 billion each year with diverse suppliers. Black Enterprise magazine included Verizon on its “35 Top Companies for Supplier Diversity” list, recognizing best practices for diverse representation within supply chains. Verizon participated in the 2014 Disability Equality Index survey (completed in early 2015), receiving a score of 80 points and perfect scores in the areas pertaining to enterprise-wide access for individuals with disabilities, employment practices (such as accommodations, benefits, recruitment, education, retention and advancement) and community engagement. Verizon scored 85 percent and is in the top 20 Fortune 1000 companies on the Human Rights Campaign 2016 Corporate Equality Index (CEI), which evaluates employment policies and practices supporting equality for LGBT (Lesbian, Gay, Bisexual and Transgender) communities. G.I.Jobs/Military Friendly ranked Verizon in the top 25 military-friendly companies for our continued support of military heroes. We are proud to have been named to the 2015 list of Military-Friendly Employers, and ranked #3 for our industry, by Victory Media, which is the publisher of G.I. Jobs and is a service-disabled, veteran-owned business.
18	Fortune 1000 companies on best places to work for LGBT employees
19	Moal Rising Star recognition in 2015.
20	Mosaic Inclusive Workplace Culture -2016. Also recognized as a 2016 Best Nonprofit to Work For from Nonprofit Times which includes the question, my employer enables a culture of diversity scoring at 93%.
21	D&T has received multiple diversity and inclusion awards in the past year.
22	In 2016, our Director of Mission Impact, Mana Tahaie received the Russell Bennett Recognition Award from the Tulsa Metropolitan Ministry; recognizing her outstanding Social Justice Leadership in the Tulsa Community.
23	Mosiac, 2015, Tulsa Regional Chamber.
24	Confucius Center grant. The award toward the purchase and support of Chinese culture. A designated room will be established on the BA campus and display many artifacts of the Chinese Culture.
25	TPS won back-to-back awards for the Inclusive Workplace Culture Survey 2014 and 2015.
26	TU is the proud recipient of the 2015 MOSAIC Top Inclusive Workplace Cultures 3-star award. (The University has also won in previous years.)
27	Disability Equality Index:American scored 100 percent on the 2016 Disability Equality Index. The DEI®

41. 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.):

	<p>is a joint initiative of the USBLN and AAPD, comprised of business leaders, policy experts and disability advocates. The DEI annual benchmarking tool offers businesses an opportunity to receive an objective assessment of their overall disability inclusion policies, helping to identify opportunities for continued improvement, while building their reputations as organizations that value diversity and inclusion. National President’s Community Service Award: The League of Latin American Citizens’ (LULAC) prestigious National President’s Community Service Award was presented to American Airlines Captain Jim Palmersheim, senior manager – Veterans Initiatives and former U.S. Army pilot. This honor is given annually to an individual in the community who works closely with veterans and active duty military to provide them outstanding programs and services. American has always been proud to support our military. Top 25 Councils in the nation: Association of ERGs and Councils recognized American’s Diversity Advisory Council for the seventh consecutive year. The DAC placed third in the nation in a pool of 538 applicant nominees. 2016 NBIC Best-of-the-Best Top 30 Corporations: American received honor from The National Business Inclusion Consortium (NBIC) for our outstanding commitment to cross-segment diversity and inclusion in employee programs and supplier diversity. Canadian Employment Equity Achievement Awards: American achieved representation above the overall Canadian labor market transportation sector in three out of four designated groups, including women, visible minorities and people with disabilities. Corporate Veterans Business Champion of the Year: Supplier Diversity was selected to receive National Veteran-Owned Business Association’s (NaVOBA) Award for the airline’s dedication to helping develop veteran business owners as suppliers and continued support of NaVOBA. 2016 BRG Award of Excellence: American Airlines was selected as a 2016 Disability BRG Award of Excellence Recipient by Springboard Consulting, LLC. This is the only national award that specifically recognizes, honors and celebrates the outstanding contributions and achievements of Corporate Disability Business Resource Groups. Equal Opportunity: American Airlines ranks on the 23rd Annual "Top 50 Employers" list in Equal Opportunity Magazine. The readers of Equal Opportunity selected the top companies in the country for which they would most prefer to work or believe would provide a positive working environment for members of minority groups. Human Rights Campaign: American received 100 percent on the Human Rights Campaign Foundation's 2016 Corporate Equality Index (CEI). The CEI is the national benchmarking tool on corporate policies and practices pertinent to lesbian, gay, bisexual and transgender employees. American is proud to be the only airline to receive a top score every year since the inception of the CEI. STEP Ahead: The Manufacturing Institute awarded its 2016 STEP Ahead Award to Stacey Brown, senior manager at American’s Tulsa Maintenance and Engineering Center. The annual award recognizes accomplishments for women in science, technology, engineering and production.</p>
28	<p>USBLN Disability Equality Index Survey- 2016, Best Places to Work. Joint initiative of the American Association of People with Disabilities (AAPD) and the US Business Leadership Network (USBLN). The DEI is a national, transparent benchmarking tool that offers businesses an opportunity to receive an objective score, on a scale of zero (0) to 100, on their disability inclusion policies and practices and is intended to help companies identify opportunities for continued improvement and help build a company’s reputation as an employer of choice. Human Rights Campaign- 2016 Corporate Equality Index (CEI), a national benchmarking survey and report on corporate policies and practices administered by the Human Rights Campaign Foundation. This survey evaluates businesses for LGBT-related policies and practices including non-discrimination workplace protections, domestic partner benefits, transgender-inclusive health care benefits, competency programs and public engagement with the LGBT community. Women’s Enterprise USA- 100 WE Corporations of the Year consists of</p>

41. 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.):

	the influential companies that regard the inclusion of women’s business enterprises as essential to supply chain productivity and, ultimately, to corporate success.
29	USBLN Disability Equality Index Survey- 2016, Best Places to Work. Joint initiative of the American Association of People with Disabilities (AAPD) and the US Business Leadership Network (USBLN). The DEI is a national, transparent benchmarking tool that offers businesses an opportunity to receive an objective score, on a scale of zero (0) to 100, on their disability inclusion policies and practices and is intended to help companies identify opportunities for continued improvement and help build a company’s reputation as an employer of choice. Human Rights Campaign- 2016 Corporate Equality Index (CEI), a national benchmarking survey and report on corporate policies and practices administered by the Human Rights Campaign Foundation. This survey evaluates businesses for LGBT-related policies and practices including non-discrimination workplace protections, domestic partner benefits, transgender-inclusive health care benefits, competency programs and public engagement with the LGBT community. Women’s Enterprise USA- 100 WE Corporations of the Year consists of the influential companies that regard the inclusion of women’s business enterprises as essential to supply chain productivity and, ultimately, to corporate success.
30	HCSC was ranked number six for Diversity MBA Magazine’s 2016 “50 Out Front Companies for Diversity Leadership: Best Places for Women & Diverse Managers to Work.” Also, HCSC is ranked number one for Regional Company for “Best Places for Women & Diverse Managers to Work.” Diversity MBA is a national leadership organization targeting leadership and talent management among professionals, managers, and executives. The Professional Diversity Network has listed HCSC as one of the “Top 100 Diversity Leading Employers of 2016!” The Diversity Excellence Award recognizes HCSC’s initiatives in reaching its diversity recruitment goals. The Professional Diversity Network provides a professional network for diverse talent that is far more engaging and welcoming than a typical job board. Diversity MBA Magazine recently recognized two employees in their “Top 100 under 50 Diverse Leaders,” which will be in the fall issue of their national magazine. J.T. Petherick, director of Legislative and Tribal Relations for BCBSOK, was named one of the Top 100 under 50 Emerging Leaders for 2016, and Dr. Derek Robinson, vice president of Enterprise Quality and Accreditation, was selected as one of the Top 100 under 50 Executive Leaders. In July 2016, El Latino American newspaper presented BCBSOK Latino Community Outreach Specialist Jessica Lozano with the “Mujer Trabajadora” (Working Woman) award for her continued support of the Latina community in Oklahoma.

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

1	None, our diversity and inclusion work is very comprehensive.
2	All. Lack of a diversity and inclusion statement and task force.
3	Comprehensive D & I certificate program, which will be implemented this fall. Stronger faculty outreach efforts. Increased private financial support for students of color, particularly for undocumented Latino/Hispanic students.
4	We plan on continuing to dedicate additional manpower and financial resources to grow the reach of our diversity and inclusion work within our workforce and communities.
5	Currently in the process of hiring a program coordinator to assist with developing and implementing

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

	I&D components.
6	Information and resources on "Measurement and metrics" and "Diversity Supplier First Steps"
7	We could use more diversity in our Board of Directors and use additional training in regards to individuals with disabilities.
8	We are continually working to improve our ability to recruit diverse individuals. We are making good progress with our efforts through our programs and partnerships with community resources and organizations. A particular area where we could use some support is in the recruitment of females and minorities for positions such as line workers, electricians, technicians, and fleet mechanics. These roles are critical to our business and provide very rewarding careers.
9	An understanding of common diversity and inclusion theories from the surrounding community.
10	Staff
11	Better communication of the goals throughout the organization; better resources; an assigned point person; a way to make sure that like Safety (HSE), it is also a part of every department's responsibility and every person needs to pay attention to diversity and inclusion.
12	Likely more benchmarking against companies in the region
13	Not necessarily lacking, but our goal of the recent I&D audit is to be able to better set strategies/action plans and direction around this most important work.
14	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 collaboration/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."
15	A formal director of diversity and inclusion
16	Difficulty identifying diverse candidates to hire.
17	MLK, Jr. day parade and other Black History month events
18	Continue to focus on D&I within recruitment
19	Additional resources to support our diversity outreach and recruiting efforts at the college level. Further research into industry best practices regarding diversity and inclusion, including the role of senior leadership support and resource allocation. This information will help us to strengthen and grow the impact of our diversity and inclusion efforts.
20	Employee headcount who can be fully focused on diversity and inclusion
21	- Ways to understand what the real issues are that lead to D&I problems. - On-site Human Resources
22	I believe we are doing remarkably well with our diversity committee's work. We may have received awards he is aware of that I am not.
23	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 and Burmese communities with job opportunities and program offerings and identifying diverse candidate pools for professional positions. Assistance from the Chamber in broadcasting RFPs to attract a better diversity of respondents and a greater number of bids would be very beneficial.

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

24	the desire of my fellow employees to engage in conversation and genuinely discuss diversity issues
25	Formal Training awareness
26	More with gender promotions
27	None that I can think of. It's part of our DNA now.
28	We could add a staff committee to increase awareness.
29	Our mission is achieved through a combination of local programming and legislative advocacy – a holistic way to impact people Tulsa and shape policy that affects us all. YWCA Tulsa is always seeking philanthropic support to continue its social justice work throughout Tulsa.
30	I think globally we do great communicating and living the commitment, locally (Tulsa area) we could do a better job at educating our employees and demonstrating in the community
31	We took a severe budget cut this year so our financial resources will be limited which resulted in the elimination of our diversity & inclusion coordinator position and also limits training/conferences that our diversity & inclusion staff can attend.
32	We always seek resources for the support and promotion of Cultural activities. More cultural activities in collaboration with community would enhance diversity.
33	Continual state budget cuts is a major factor. School districts are overall financially challenged to educate the children and teachers are the lowest paid in the nation (Next to Alabama).
34	Information on how to leverage what we are already doing. How to effectively celebrate and market it.
35	cCommunication
36	OU-Tulsa is fortunate to have most all of the resources necessary for a strong diversity and inclusion framework.
37	Through the Diversity Advisory Council, we are collecting data and information about the diversity landscape at TU in an effort to analyze our strengths, challenges and opportunities to build an even stronger, more diverse and inclusive campus community.
38	We use the statistics for the US Census Data in our Open Mind Open Doors, Diversity and Inclusion Training and the stats are back to 2010. If those were updated more timely, we could provide the most up-to-date stats, which can change immensely.
39	training materials
40	We are always looking for best practice information from the D&I community to continue our forward momentum and success as an inclusive employer and service provider.
41	Examples of quality policies and procedures addressing D&I Strategies to improve diversity in leadership
42	Need ingress/egress for the physically disabled
43	Assistance with recruiting a more diverse workforce
44	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.

45. Please provide examples of the changes made within your company/organization since the 2016 Mosaic Diversity Survey:

1	We added a Transition Plan, Trans Policy Document and Trans Communication plan to accommodate Trans Team Members, Added a Veteran Resource Group, Started reporting Management Demographics to senior management, hosted an Unconscious Bias training for all professionals by a National Speaker, added inclusion questions to annual survey, started aggregating EEOC complaints that were inclusive in nature and reporting out, added inclusion as a leadership competency, required internal buyers to attend I&D training, and provided a supplier webinar training.
2	Added supplier diversity statement to company website and have enhanced the tracking of supplier spend. Elevated I&D position within the organization to an officer level and we are adding an individual contributor position to support it. Expanded our stated definition of inclusion and diversity beyond our core value statement. Developed an actual strategy to advance an inclusive and diverse workforce.
3	Started offering D&I training to all 2,300+ employees; embedded D&I into all of our leadership trainings, added "gender identity" to the EEO policy; added D&I pages, including supplier diversity statement, to external website; implemented a comprehensive D&I communications strategy for internal reach; started doing more identity-based D&I events such as Black History Month and LGBT Awareness, as well as more D&I skills-building trainings, etc...
4	For blind massage therapist, we redid training delivery modules to more audio and provided braille labels in the massage room.
5	We increased our diversity hiring goal to provide a diverse slate of candidates to the hiring manager 80% of the time for job groups that have an affirmative action plan goal and when opportunities are posted both internally and externally to AEP, or externally only. We have implemented a new process in our hiring system that requires additional review whenever we get to a final list of qualified candidates during staffing. If the hiring manager wants to hire the non-diverse candidate, the process is halted to inquire further as to why the diverse candidate is not being selected. Upper HR and business unit leadership are brought into the loop for review. We established a lead diversity role to partner with HR Consultants across AEP to identify strategies and opportunities in their local territories to diversify their workforce. We modified our diversity reports to provide leaders with greater detail on the tracking of their diversity hiring. We established a team to review and upgrade our recruiting materials to more effectively reflect our commitment to attracting diverse applicants.
6	We continue to invest time and effort to further energize our diversity and inclusion efforts. Our inclusion committees (Talent Acquisition & Retention and Organizational & Professional Programming) developed goals to support our business strategy and to create a more collaborative environment. With senior leader sponsorship, the committees are a forum for employees to provide ideas on how to source, promote, and retain talent to build an inclusive culture. We provided new programming focused on career development and talent acquisition/retention that include: - Employee Education sessions such as our inclusive leadership, women's leadership panel discussion and supporting a recognition mindset. - Mentoring Panel Discussion consisted of Williams' senior leaders and employees educating employees on creating and sustaining successful mentoring relationships. Williams also participated in the Houston Women's Energy Mentoring program. - Enhance your LinkedIn profile and features available to brand yourself. - Inclusion Resources - Tools such as the Employee Recognition Guide highlighted existing ways to recognize employees and Inclusion Moment Guide to provide managers and employees best practices to promote inclusion and collaboration at the workplace. We also established an Oklahoma Women in Energy chapter, led by our employees. One of our most exciting grass-roots accomplishments is the launch of our Veterans Resource Group, with close to 250 veterans and allies a part of the kick-off meeting! One of

45. Please provide examples of the changes made within your company/organization since the 2016 Mosaic Diversity Survey:

	<p>their key goals is to assist with recruiting efforts, especially to fill our Field Operations positions. They also hosted a company-wide recognition event on Veteran’s Day by having our senior leaders sponsor luncheons/snacks and passed out U.S. flags to all of our veterans. We also had the opportunity to present our best practice at the Value of a Veterans Conference on "how to get a business resource group up and running." We will continue to evolve our inclusion committee efforts by enhancing the structure to one committee from two, to maximize our employee base and formalize a steering committee to provide strategic direction.</p>
7	<p>In 2015 and leading into 2016, we began expanding options to inform and train employees on implicit bias as potential a barrier to inclusiveness, In 2015, we trained select groups of managers on implicit bias and in 2016 we introduced Facebook’s implicit bias training resources to all employees as part of Diversity & Inclusion Week. The training is ongoing and also is presented to all incoming new hires as recommended training. Since the 2015 award , we also have focused on the launch and development of Level 3 Friends, our Employee Resource Group (ERG) focused on providing support for employees with disabilities and employees who may be caregivers of those with disabilities. In the 2016 Diversity & Inclusion Week, we hosted an external speaker on the topic of ‘Employees with Disabilities: Driving an Inclusive Workforce’. The expert spoke about supporting coworkers with disabilities, as well as how businesses are tapping into these employees’ unique perspectives in helping to develop new products and services. Lastly, since 2015 our LGBT employee resource group has generated greater participation, including an organized Level 3 presence at the PRIDE parades in Tulsa and Denver in June 2016.</p>
8	<p>Since last year’s survey, we have introduced our 10 year Strategic Framework that includes directives on deepening our diversity and inclusion focus to foster high employee engagement, build a diverse leadership pipeline and provide a great place to work. Succession planning and the Aspiring Leader programs were all developed in the last year with a focus on building a stronger and more diverse leadership pathway. And utilizing our annual guest reader event to highlight diversity and inclusion with our littlest clients exposed both groups to the importance of D&I every day.</p>
9	<p>We created an Office of Diversity & Inclusion as a result of a major reorg. We are in the process of creating a centralized student-facing office to better support our underrepresented and underserved student groups.</p>
10	<p>Enhance awareness of Diversity Included an additional Diversity statement as part of objectives.</p>
11	<p>The 2016-20 strategic plan has an "Equity" component that is being supported by the Director of Instruction and Equity (a newly created position). In response to the Orlando, FL shootings the Superintendent had the ESC flags lowered to half staff with the addition of the "Gay Pride Flag". TPS had mandatory Trans-gender training for all principals, assistant principals and school leadership teams. In response the police shootings in Dallas the Superintendent held a vigil for peace on July 12, 2016 at BTW; participants listened to a united message from speakers; made a pledge to unite T-Town and signed a poster which has been framed and hangs in the entryway of the ESC.</p>
12	<p>The University has increased diversity on the faculty.</p>
13	<p>We are thrilled to announce that we recently named a new Global Diversity Officer to expand our d&i efforts to have global reach.</p>
14	<p>We improved our supplier statement based on the Diversity and Inclusion recommendations of Mosaic.</p>
15	<p>The Center for Diversity Inclusion developed the Diversity & Inclusion Score Card, which helps identify opportunities to be more inclusive in the area of employee development. The D&I Scorecard is intended to provide insight into various dimensions of diversity with the company’s divisions, and</p>

45. Please provide examples of the changes made within your company/organization since the 2016 Mosaic Diversity Survey:

<p>serves as a discussion tool. In addition, the 2016 HCSC Diversity & Inclusion performance goal is intended for managers and above with direct reports. Also, a comprehensive inclusion index is being built to leverage internal data, external data, and survey metrics. Plus, this year HCSC launched a company-wide Science, Technology, Engineering and Mathematics (STEM) Program. We recognize this programming is a vital aspect of our country, our community, and our business. HCSC's newly-created Center for Diversity and Inclusion Academic Relations team is focused on identifying and leveraging STEM programs and partnerships across the company. Leveraging a company-wide STEM strategy provides HCSC with the ability to identify and grow diverse talent needed while impacting local communities by closing gaps on education disparities.</p>

Small Business Results

Inclusive Workplace Culture Category 1: CEO Commitment

3. Are you an active ally of diversity and inclusion in your professional space or industry and the community at large?

		Response Percent	Response Total
Yes		91%	87
No		9%	9
		Total Responses	96

4. Our CEO visually supports and values our company/organization's diversity and inclusion work.

		Response Percent	Response Total
Strongly Agree		70%	67
Agree		11%	11
Neither Agree nor Disagree		15%	14
Disagree		4%	4
Strongly Disagree		0%	0
		Total Responses	96

5. 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		9%	12
Published a blog post on a diversity and inclusion topic		15%	21
Distributed an All-Staff Communication internally regarding a diversity and inclusion topic		21%	30
Chaired your organization's diversity council		9%	13
Supported staff efforts to organize a company-sponsored diversity and inclusion event by speaking to the staff during the event about the importance of this type of event or work.		21%	30
Other selection:		24%	34
		Total Responses	140

7. My organization's local leadership actively mirrors our CEO's commitment to diversity and inclusion.

		Response Percent	Response Total
Yes		92%	22
No		8%	2
		Total Responses	24

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

		Response Percent	Response Total
Yes		55%	48
No		45%	39
		Total Responses	87

Inclusive Workplace Culture Category 2: Diverse People Practices

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

		Response Percent	Response Total
Yes		67%	46
No		33%	23
		Total Responses	69

16. My company/organization promotes diversity through its recruitment practices.

		Response Percent	Response Total
Strongly Agree		46%	32
Agree		26%	18
Neither Agree nor Disagree		26%	18
Disagree		1%	1
Strongly Disagree		0%	0
		Total Responses	69

17. My company/organization promotes diversity through its hiring practices.

		Response Percent	Response Total
Strongly Agree		45%	31
Agree		33%	23
Neither Agree nor Disagree		20%	14
Disagree		1%	1
Strongly Disagree		0%	0
		Total Responses	69

19. My company/organization promotes diversity through its employee development practices.

		Response Percent	Response Total
Strongly Agree		33%	23
Agree		33%	23
Neither Agree nor Disagree		29%	20
Disagree		4%	3
Strongly Disagree		0%	0
		Total Responses	69

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

		Response Percent	Response Total
Strongly Agree		32%	22
Agree		30%	21
Neither Agree nor Disagree		36%	25
Disagree		1%	1
Strongly Disagree		0%	0
		Total Responses	69

22. Does your company regularly evaluate it's physical plant(s)/operations or workplace facilities (e.g., office building(s), workspaces, etc.) for disability access?

		Response Percent	Response Total
Yes		65%	45
No		35%	24
		Total Responses	69

23. Does your company utilize images representing a diverse population for company advertisements, collateral material and other external communication pieces?

		Response Percent	Response Total
Yes		83%	57
No		17%	12
		Total Responses	69

Inclusive Workplace Culture Category 3: Internal Policy

25. 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, EEO, and ADA requirements.

		Response Percent	Response Total
Strongly Agree		36%	25
Agree		20%	14
Neither Agree nor Disagree		35%	24
Disagree		7%	5
Strongly Disagree		1%	1
		Total Responses	69

26. 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		14%	10
Affinity Groups		11%	8
Diversity Council or Committee		15%	11
Domestic partner benefits		18%	13
Referral process for accommodations or services		20%	15
Other selection:		23%	17
		Total Responses	74

27. Does your company's diversity/inclusion policy include sexual orientation?

		Response Percent	Response Total
Yes		76%	52
No		24%	16
		Total Responses	68

28. Does your company's diversity/inclusion policy include gender identity?

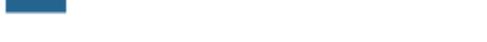
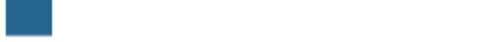
		Response Percent	Response Total
Yes		63%	43
No		37%	25
		Total Responses	68

Inclusive Workplace Culture Category 4: Community Outreach

30. My company supports diversity and inclusion work in the Tulsa region (through either monetary donations, in-kind support, or employee participation)

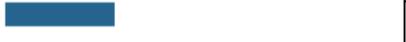
		Response Percent	Response Total
Strongly Agree		49%	33
Agree		22%	15
Neither Agree nor Disagree		24%	16
Disagree		4%	3
Strongly Disagree		0%	0
		Total Responses	67

31. Please indicate which specific diversity and inclusion topics and related events your company/organization has chosen to either support (via funds or in-kind services) or participate in (to include volunteering) during the past year.

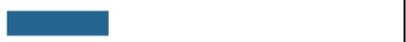
		Response Percent	Response Total
Race		12%	29
Culture/Ethnicity		15%	37
Nationality		7%	17
Gender		12%	30
Sexual Orientation/Gender Identity or Expression		12%	30
Age		9%	23
Disability		7%	18
Religion		6%	16
Veteran Status		6%	16
Socio-Economic Class		11%	28
Other selection:		2%	6
		Total Responses	250

Inclusive Workplace Culture Category 5: Diversity Supplier

33. Does your company demonstrate commitment to supplier diversity through priority use of diverse, locally-owned, businesses?

		Response Percent	Response Total
Yes		72%	47
No		28%	18
		Total Responses	65

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

		Response Percent	Response Total
Yes		26%	17
No		74%	48
		Total Responses	65

Inclusive Workplace Culture Survey: Additional Quantitative Items

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

		Response Percent	Response Total
Yes		28%	24
No		72%	63
		Total Responses	87

11. Percentage of senior management team made up of diverse individuals.

Min	Max	Mean	Standard Deviation	Response Total
0%	100%	63.48%	32.39%	54

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

		Response Percent	Response Total
Yes		49%	36
No		51%	38
		Total Responses	74

18. Do you discuss your non-discrimination policy or commitment to diversity and inclusion in new hire orientation?

		Response Percent	Response Total
Yes		64%	44
No		36%	25
		Total Responses	69

20. Have you or your staff attended a Mosaic Lunch & Learn, Networking Event, or Economic Inclusion Forum within the past year?

		Response Percent	Response Total
Yes		55%	38
No		45%	31
		Total Responses	69

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

		Response Percent	Response Total
Yes		9%	6
No		91%	59
		Total Responses	65

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

		Response Percent	Response Total
Yes		24%	16
No		76%	50
		Total Responses	66

43. Has your company/organization made changes related to its diversity and inclusion practices since the 2016 Mosaic Diversity Survey launched?

		Response Percent	Response Total
Yes		16%	10
No		84%	54
		Total Responses	64

47. Does your company have an international component?

		Response Percent	Response Total
Yes		7%	4
No		93%	55
		Total Responses	59

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

Industry	Number of Employees in NE Oklahoma	Number of Employees Company-Wide
Advocacy for Human Rights	6	300 volunteers
Architecture	25	25
Arts & Culture	6	6
Chamber		4
Child Welfare Foster Care Agency	15	500
Civil Engineer	6	500
Construction & Technology	32	32
Consulting	18	18
Consulting / Organizational Development	1	1
Consulting/Training	4	9
Diversity Recruitment	2	2

Industry	Number of Employees in NE Oklahoma	Number of Employees Company-Wide
Education	42	42
Film Production Company	12+ independent contractors	12+ independent contractors
Financial	1	300
Financial Planning	15	15
Food service/events	10	18
Garden Center / Florist	11	11
Handmade jewelry	1	1
Higher Education/Religious Education	45	45
Insurance and Financial Services	5	0
IT Consulting	1	1
Legal	6	6
Management Consulting	1	1
Marketing & Communication Strategy	1	1
Non Profit	3	3
Non Profit Social Service Organization	10	11
Non profit/economic development	4-30	4-30
NonProfit	17	17
Nonprofit	5	5
Nonprofit	13	50
Nonprofit	15	15
non-profit	6	6
Non-Profit	16	16
Non-Profit	1	1
Non-profit	22	22
Non-profit	30	30
non-profit	37	37
Nonprofit Think-Tank	9	9
non-profit-social services	16	16
Professional Consulting	22	22
Professional Services	17	17
Professional Services/Architecture	34	37
Public Charity: Full Inclusion Childcare	10	10
Public Relations	14	21
Publishing	7	12
Real Estate	100	100
Search & Recruiting	17	17
Staffing/Recruitment	26	27
Tourism Promotion	5	5
Trade Association / Hospitality		1
Transportation	12	20
Workforce	9	>50
Workforce Development	15	400
(Not Provided)	3	3

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	As one of the nation’s leading youth development organizations, Camp Fire takes pride in its long-standing commitment to providing programs and services to all youth and families. CAMP FIRE’S STATEMENT OF INCLUSION: Camp Fire works to realize the dignity and worth of each individual and to eliminate human barriers based on all assumptions which prejudice individuals. Our program standards are designed and implemented to reduce sexual, racial, and cultural stereotypes and to foster positive intercultural relationships. We are inclusive, welcoming children, youth and adults regardless of race, religion, socioeconomic status, disability, sexual orientation or other aspect of diversity.
2	From supply chain to service providers, we seek out locally owned and minority businesses by utilizing Regional Chamber resources and other local diversity business resources. Additionally, we work with Cherokee Nation and Muscogee Creek Nation TERO through participating in recruiting events, native networking events, and utilizes tribal job placement and vocation programs for recruitment and training of Native Americans.
3	Emergency Infant Services' mission is to meet the basic human needs of infants and children, through five years of age, whose families are in crisis. We do this without discrimination.
4	In the past year, we brought on two new faculty--both persons of color. I completed the YWCA Crossroads group. We initiated a student-faculty-staff diversity/inclusion council. We adopted a diversity supplier policy. We've participated in several Tulsa community conversations re: race and an employee and several students gave leadership to the post-Orlando vigil.
5	Immersing myself in successful best practices and supporting and speaking out loud about businesses that do the same.
6	I use local businesses instead of chains whenever possible.
7	As a Female CEO with a Hispanic family, it comes naturally to me to consider diversity as 'normal' in my work environment. We advertise our EEO stance and always try to expand our candidate pool with minorities.
8	At the board staff level we have recruited/retained justice-involved people, who make up half our board staff. At the front line, we recruit/retain people who mirror our clients, many of whom are minority.
9	As an organization working to eliminate bigotry, bias and racism in our community, OCCJ continues to engage volunteers and board members who represent a unique cross-section of our community. Most of our current team came from a volunteer role before joining as paid staff.
10	I believe our company means well but I do not see a effort to recruit in that manner.
11	We help people to get back to work and our clientele is very diverse. Our attitude toward our work, by nature, has to be inclusive because of the people that we serve. We have a significant portion of our population that identifies as lesbian, gay, bisexual and/or transgender.
12	We offer full inclusion care for children. We believe that all people are important members of the community regardless of race, ethnicity, religion, ability or disability. One of our strongest employees is an adult with developmental disabilities. He has worked with us for 14 years and I do not know what we would do without him.
13	We are actively seeking a new engineer, and are reaching out to minority engineering society (SWE, NSBE, etc) to try to broaden our outreach. We understand that having 3 white engineers we have a

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.

	very homogeneous background and experiences.
14	I am an African American woman, over 50, who promotes entrepreneurship and extensive networking in the community. I am on the steering committee of LEAD North which welcomes all people interested in developing North Tulsa's vitality.
15	We are breaking down racial stereotypes and equalizing the social economic landscape of our community, by organizing group and family oriented activities focused on the appreciation of diversity. Along with providing interactive learning classes in the minority area on community enrichment, & entrepreneurship. We at #racismstinks cherish the invaluable knowledge of others from differing cultural backgrounds, knowing that divided are achievements are restricted, but through the power of inclusion, "Together We Will Change The World."
16	I am a female REALTOR and I strive everyday to work in a color blind state. My clients range from Hispanic, African American to LGBT. I do volunteer work for the area Chamber of Commerce, local non-profit food banks and others to keep myself grounded and to do my part in making this a better world for all to live in.
17	TARC is committed to ensuring a quality of life for individuals with developmental disabilities and their families and this mission guides not only external activities of the organization but the workplace culture we maintain. This commitment begins with staff recruitment. We seek to hire and maintain a workforce that "walks the walk" and demonstrates to the community, through the employees who represent it in the community, that the organization values diversity and respect individuals from diverse backgrounds.
18	Teaching and coaching based on different temperaments we are born with, learning to understand the differences, and effective communication with each. We teach temperament and interaction style and how the differences, when brought together, make us stronger as a whole.
19	As a national architecture firm, we work very closely with the national movement on diversity and women in the workplace. We also have a very diverse staff with several of our team involved with Mosaic.
20	Participate in our I&D committee
21	We embrace & encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical & mental ability, political affiliation, race, religion, sexual orientation, socioeconomic status, veteran status, & other characteristics that make our employees unique. But these aren't just words to us, we live them every day in our own hiring practices 50% of our staff members are associated with two or more "diverse" groups. We spend time volunteering in our community to expose us to other Tulsans that we might not normally encounter.
22	Schnake has been very intentional and focused in the inclusion space in the last twelve months. We created our Inclusion Council which is chaired by our CEO, Becky Frank. The intent of this steering committee is to help us lead our internal and external Inclusion practices. We have also hired on an Associate for Inclusion & Diversity to help clients create inclusive workplaces.
23	As a non-profit provider of services to the physically disabled population we are striving to encourage a diverse workplace to include disabled individuals by providing education, advocacy and awareness. We also host a team-building event each year to promote diversity and inclusion.
24	We recently updated our personnel policy to include language around non-discrimination that includes new categories sexual orientation, gender identity and pregnancy in addition to the usual

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.

	legally required categories. We also have a class recruitment policy that sets proactive goals for diversity representation. We also have a program "New Voices" specifically aimed at assisting other non profits to become more diverse by recruiting and training individuals from under-represented groups to serve on are boards.
25	None except for trying to point out things in the news we think our employees should be thinking about.
26	We have recently developed core values, and we hold Leadership and Coffee meetings to bring important issues concerning us as people and as an organization to open discussion in a safe place. We work to bring our message to multiple groups, and often have our information translated to reach those who do not speak English.
27	We our an online recruitment platform that focuses on connecting diverse professionals with career opportunities, internships, and corporate and nonprofit board positions.
28	Insurance and financial service office offering commercial and residential products
29	The Metro Tulsa Hotel & Lodging Association already serves a very diverse membership. We are intentional about keeping diversity on our board of directors.
30	Developing programming and a documentary to highlight the diversity of Tulsa. It is a very intentional effort to tell all of Tulsa's story and not just the rich white oil man's story.
31	We are an all inclusive workplace owned and operated by Lesbians, gays, and straight individuals
32	We actively support and promote D&I through our hiring, training and HR practices.
33	Last year, we invited the YWCA to provide Groundwork and Mosaic opportunities for our interested employees. I initiated this with the support of our administration. Our President has assembled a 2044 Diversity Task Force to help us do some hard institutional work toward becoming a more racially just body. I'm involved in providing weekly community gathering opportunities and one of our priorities is increasing the inclusiveness of the content, leadership, and participation in these gatherings.
34	Oklahomans for Equality seeks equal rights for LGBTQ individuals and their families and recognizes the intersection of race, religion, disability, ethnicity, and gender discrimination.
35	We have non discrimination policy that includes sexual orientation and race, religion, etc
36	Actively recruiting individuals from all diversities to represent each collaboration.
37	Our organization continues to sustain a diverse workforce from multiple countries and backgrounds to reach our full potential personally and professionally.
38	We hire the best person for the job when recruiting employees.
39	Paisan Logistics is committed to a diverse workforce, as evident in our current team. Although we do not have many job opportunities, we always seek out candidates that will continue this companies culture of diversity.
40	Tulsa Campaign is committed to ensuring all of our employment practices are non-discriminatory esp. regarding race, color, national origin, religion, age, disability, sex (including pregnancy), sexual orientation, veteran status, marital status, genetic information or any other factor protected by federal, state or local law. We are also committed to ensuring our hiring practices, trainings and general work environment are inclusive and encourage diversity of backgrounds, cultures, orientation, etc. as well as encouraging a pluralism of ideas and opinions.
41	Luna Sol Consulting does not specifically engage in D&I work for our clients, but we weave in Diversity and Inclusion into every engagement we have with our clients. Our core focus is coaching,

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.

	strategic planning and team development. Within each practice area, D&I plays a key role in that area of development. In coaching, we focus on development of the individual and expand their belief system to really value differences and find connections, better understanding themselves, potential bias and gifts of theirs as well as others. Strategic Planning looks through the lens of the organization and with D&I we look at how they can improve that area. Team development is a focus similar to coaching, but with all parties of the team, as well as other departments they may interact. D&I work is a thread throughout all our focus areas, or really any work we partner with our clients.
42	OK Policy promotes adequate, fair, and fiscally responsible funding of public services and expanded opportunity for all Oklahomans. OK Policy is fully committed to cultural diversity and equal employment opportunity. It is OK Policy's procedure to make employment opportunities available to a wide-range of diverse individuals without regard to race, creed, color, national origin, sex, age, disability, HIV status, any condition defined under the Americans with Disabilities Act ("ADA"), marital or parental status, sexual orientation, gender identity, or citizenship status. OK Policy is committed to providing a work environment free of bias based on the above classifications, and to complying with the ADA and the policies and directives of the Equal Employment Opportunity Commission, to the extent applicable. All OK Policy employees are expected to support this policy
43	I myself am a minority small business woman owner. I try to have the most diverse work force by training employee to hire right and accept all diverse people. We include every employee in certain training and decisions. We include every manager in every decision for their own properties.
44	We are a magazine publishing company so we try to show diversity in the pages of our publications and to have fair and forward work policies.

5. 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	Encouraged Diversity initiatives with our clients
2	ActiveMosaic member
3	CEO serves on several community groups where D&I issues are central.
4	OCCJ Leadership is consistently making public statements about the importance of D&I.
5	Diversity is natural, accepted and part of our open dialogue
6	Serve on OCCJ board
7	Founded a non-profit organization to tackle the very issues of diversity and inclusion.
8	Attend mosaic events and sponsored activities
9	Registered all staff at national convention to attend a diverse event(s)
10	Sponsors outside experts to present to our staff regularly.
11	Worked with committees around diversity and inclusion initiatives
12	Prepared presentations and collateral on the importance of D&I
13	Encouraged membership to take Mosaic survey.
14	I am the CEO and diversity figures in to every exhibit and program we develop
15	Regular discussion of diversity in meetings

5. 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

16	Actively and directly hired individuals to represent diversity in collaborations.
17	Through TAHRA work ensuring D&I is at forefront of our efforts in the HR arena. Have no staff, but have worked with clients on the above.
18	Spoken about work culture and inclusion within the workplace

9. Link to your company's diversity and inclusion statement on your website:

1	http://www.tulsacampfire.org/inclusivity/
2	It is in our employee handbook, but not a link on our website.
3	http://ptstulsa.edu/Diversity
4	We are a human relations organization dedicated to achieving respect and understanding for all people through education, advocacy and dialogue. Stated another way — we fight bias, bigotry and racism in all its forms.
5	specialkidscare.org
6	http://www.racismstinks.com/ The mission statement is at the beginning.
7	The “Code of Ethics” of the National Association of Realtors www.realtor.org/mempolweb.nsf/pages/code shall serve as a guide and represent the very minimum of standards. Associates, by their association with McGraw Realtors, agree to subscribe to the NAR Code of Ethics. The associate further agrees to follow the Oklahoma Real Estate License Code and Rules. The National Association of Realtors and the U.S. Department of Housing and Urban Development entered into a Fair Housing Partnership on December 5, 1996. It is the policy of this Company and its associates to fully endorse this partnership. Associates must always maintain ethical and fair treatment of all clients and customers of the Company as well as a spirit of cooperation with other associates and brokers. Further, by association with the Company, it becomes the associate’s responsibility to keep current on associate responsibilities for compliance with the Oklahoma Real Estate Commission, the National Association of Realtors, the Oklahoma Association of Realtors, the Greater Tulsa Association of Realtors, and the Company policies and codes
8	http://www.ddadvocacy.net/index.php/commitment-to-diversity-and-inclusion/
9	www.exceptionalleaderslab.com
10	It is in our personnel policy which is reviewed with staff regularly
11	http://www.schnake.com/about/
12	http://switchgearrecruiting.com/news-3/ (towards the bottom of the page)
13	http://www.schnake.com/about/
14	It is a stand alone policy as well as included in our personnel policies.
15	It is kept in on our Employee Handbook
16	http://diversityconnex.com/contact/
17	It is in our policies and procedures manual and the board member notebooks.
18	http://www.luxa.us/luxa-enterprises-diversity-and-inclusion-polic

9. Link to your company's diversity and inclusion statement on your website:

19	http://ptstulsa.edu/Diversity
20	okeq.org
21	Employee guidelines and hiring documents. Also actively discussed with applicants
22	It is part of our mission statement.
23	Our company's statement is in our business plan. Here is is: La Semana Newspaper embraces an inclusive workplace that is respectful to all people and welcomes a diversity of thought to contribute to the development and integration of the Hispanic American culture.
24	Luna Sol Consulting partners with clients to find their own gifts and the gifts of others, honoring our differences and commonalities and harness that value for the organization, team and individual. We need to re-do our site, have not touched since developed 7 years ago. We are working on this year and the above statement will be included.
25	We do not necessarily have a statement, per se, but we do regularly write about it. http://okpolicy.org/wp-content/uploads/2012/11/Closing-the-Opportunity-Gap.pdf

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

1	We always seek to hire exceptionally well qualified individuals who bring additional dimensions of diversity to our staff.
2	Yes, we have a very diverse population for a staff of 16 that represents our client base including race/culture/ethnicity; gender; sexual orientation; age; and ability.
3	Phillips Seminary recently hired a new vice president of finance. This position was filled by a female applicant, making the senior management team half female. And the faculty, which shares governance with the administration and trustees, includes 8 women and 5 men who are full-time employees with faculty status. Two persons of color, including one person who is gay, joined the faculty in the past year.
4	At this time, our staff is 80% diverse in entirety. Leadership is 100%
5	Race, religion, ethnicity etc is not part of our job descriptions. We hire humans who are passionate and committed. As a result we are an exceptionally diverse work site
6	Attempted to bring on passionate and qualified individuals but have been unsuccessful as of this stage.
7	TARC is a rather small organization and the organizational structure is relatively flat. Most people report directly to the CEO. Hiring guidelines do clearly state, however that: TARC is committed to the policy of equal opportunity in employment. It is our policy to recruit and employ qualified persons on the basis of merit without regard to race, color, religion, national origin, sex, age, ancestry, marital status, sexual orientation, disability, military or veteran status, or any other protected class as set forth under applicable state and federal civil rights laws. Employment decisions will be based on the individual's qualifications to perform the job. This policy of nondiscrimination applies to employment, training, compensation, promotion, transfer, social and recreational programs, and all other conditions of employment.
8	Our company was started by two people. One of the founders is a native american gay woman. We hired an african american to manage our website.

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

9	As an architecture firm, you can only be a principal once licensed. We should have several by year end. We have also moved a few people into project management roles which brings diversity to that level of leadership.
10	Promoting females to the management team
11	We have taken steps within our recruitment and hiring processes as well as we promote individuals from within.
12	We have added another female in 2016.
13	We work to recruit through a variety of pathways that will reach diverse groups.
14	We promote from within and have a preference for hiring diverse professionals.
15	Proactive diversity search in recruiting
16	We actively recruit diverse individuals in all openings.
17	We do pretty well with gender and sexual orientation. Racial diversity is more challenging for us. Specifically, we have trouble retaining employees of color. In the last year or so we have hired an African-American woman as our HR officer. She started part time and recently moved up to full time.
18	Our governing bylaws require gender balance, racial representatives consistent with Tulsa population demograhpic s and integration of those with disabilities.
19	All management and key employees are gay
20	TAUW actively seeks candidates when positions become available with local organizations that could produce diverse candidates. In our job openings we have even stated that diverse individuals are encouraged to apply.
21	This is not really applicable since it is a firm of one. We do partner with clients to promote D&I in recruiting, hiring, promotions, and development opportunities
22	We are currently mentoring several employees for growth opportunities and are constantly looking at ways to provide opportunities for growth within the company.
23	Our company has always hired diverse individuals. We actively promote from within which means that those same diverse individuals have been promoted to upper management.

26. 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	Telephone hotline in place for staff to report workplace issues anonymously
2	Modified work schedules
3	Involved in national Equity by Design movement
4	Established an Inclusion Council with base members and posted open meetings
5	D&I training
6	Diversity discussions
7	Hiring practices

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

1	OKEQ EBA
2	Women in business
3	Women in Recovery (an alternative to incarceration)

35. Link to your diversity supplier policy or statement on your company's external website.

1	http://ptstulsa.edu/Diversity
2	This statement is not posted, but rather a practice of all employees.
3	http://www.realtor.org/code-of-ethics
4	http://www.ddadvocacy.net/index.php/supplier-diversity-policy/
5	Internally, still being developed
6	http://www.schnake.com/about/
7	http://diversityconnex.com/contact/
8	http://www.luxa.us/luxa-enterprises-diversity-and-inclusion-polic
9	Company mission statement
10	It is stored in our Dropbox administrative policy files. We try to use local owned businesses who represent all diversity before national "chain" suppliers.

38. 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	2015 Mosaic D&I
2	Outstanding Diversity and Inclusion in Philanthropy award from the Eastern Oklahoma Chapter of the Association of Fundraising Professionals
3	We received the Mosaic Rising Star Award last fall.
4	MOSAIC Award

40. 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	2016 Special Achievement in Advocacy from the TULSA ADVOCATES FOR THE RIGHTS OF CITIZENS WITH DEVELOPMENTAL DISABILITIES (TARC)
2	Dialogue Award from the Dialogue Institute of the Southwest—Tulsa for the seminary's outstanding contributions to Tulsa, Oklahoma, 2015.
3	#racismstinks did not receive any awards last year, but we did receive recognition from all local news sources tv, newspapers, magazines, and social media.

40. 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.):

4	Selected for recognition as organizational winner in November, 2015 on National Philanthropy Day for Outstanding Diversity and Inclusion in Philanthropy.
5	Mosaic's Rising Star award was received last fall.
6	Mosaic award 2015
7	Received an Emmy for a documentary about Tulsa's history which explored Tulsa's boomtimes but told the story of the Trail of Tears and the 1921 Tulsa Race Riot. We also won 3 awards for film festivals.
8	Dialogue Institute (Turkish Raindrop House) We've received other recognitions, I'm pretty sure. We're fairly visible in Tulsa social justice circles.
9	MOSAIC SAGE (Services & Advocacy for GLBT elders) Tulsa Interfaith Alliance Advocacy Award Advocacy Award for transgender incarcerated & ICE detainees
10	MOSAIC 2015

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

1	Larger employee population.
2	Samples of supplier diversity policies Suggested best practices for inclusive personnel policies, organizational policies and practices
3	The seminary remains a little known institution in the Tulsa area. A TV advertising campaign with a message of diversity and inclusion has increased the seminary's visibility, but the institution is still under utilized for the great community resource it is. More partnerships with better-known companies/organizations would help the seminary bring its message of diversity to more people.
4	Policies for employee handbook for same sex/gender identification
5	My company may have such resources. I'm just not aware of them.
6	Marketing materials Formal hiring policies
7	What we do is inclusion. We have fought for inclusion before it became a political by word. We found some of the questions silly because we simply do not care about your gender, your race, your sexual orientation etc etc. We care about what you, as a human being, will bring to our company and to our services.
8	We have an internal website with lots of information, but the diversity information hasn't been updated recently and lots of links are broken.
9	None. Mine is a home-based business, established January 2016, and I am the sole employee. Occasionally I hire a male veteran for assistance.
10	Honestly, the pipeline of those with architectural degrees controls how diverse our company can be - to a degree. There is a limited pool to choose from.
11	More employees to implement the practices of diversity.
12	We are currently intention but do not have any written statements as this survey implies.
13	A more diverse museum studies program on the university level.
14	We are very small three people office. Additional resources is always helpful.
15	We need to do a better job of supporting and retaining employees of color.

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

16	More people of color willing to serve on our board of directors. Difficult challenge every year. Just recruiting applicants and candidates for the membership to vote for is a challenge.
17	Sample D&I policies, best practices and sample language to ensure sensitivity to inclusivity.
18	How to help clients (leadership) understand their role in the community and in discussions around D&I, to not be afraid and understand how to be a stronger supporter and ally.
19	creating a statement of inclusion/diversity for vendors used for company operations.

44. Please provide examples of the changes made within your company/organization since the 2016 Mosaic Diversity Survey:

1	The seminary established a reporting hotline that allows staff members to report issues related to diversity and inclusion, along with other concerns. Restrooms: the seminary is designating two restrooms as non-gendered and the other restrooms may be used by whomever identifies with the gender designation. The seminary president has convened a 2044 Council to address the changing demographics in the U.S. to a majority/minority population.
2	Raising awareness that neutral was not really a position. Realizing that we are not yet in a world where all are equally respected, our position of being neutral does not advance our community to the standard of equality and the place that we want to live long term.
3	Preparing for employees with gender identity situations.
4	Developed and published a formal Diversity Supplier Policy.
5	Posting D and I statement on website.
6	Since the last year, we have appointed a VP of Inclusion, updated our non discrimination clause to include sexual orientation and gender identity/expression, added a Supplier Diversity Statement, and our Inclusion Council has hosted company wide Lunch-N-Learns covering topics like best Inclusion practices isn't the workplace to LGBT 101.
7	These are not new initiatives, but ways of building on previous and current work. For instance, our President recently emailed all employees expressing a firm commitment toward identifying and addressing institutional racism embedded in our current structures and practices. He affirmed the ongoing work of the Diversity Council.