2017 Regional Inclusion Report
Mosaic focuses on creating meaningful change by championing diversity as a smart business practice. According to the Minority Business Development Agency (MBDA), 46 percent of the U.S. population will be made up of what we now consider minorities by 2045, and minority buying power will reach approximately $4.3 trillion. To be relevant in today’s market, it is critical to reflect the demographics of our customers on our internal teams and with our suppliers.

There is no perfect formula for building an inclusive workplace. As many of my colleagues have expressed, workplace inclusivity is a journey, not just a series of check boxes. It requires an ongoing commitment to learning and strategic change guided by industry best practices. Mosaic guides and supports businesses and organizations along the way by offering a roadmap with strategies and resources to increase workplace inclusion.

Mosaic’s five key pillars mirror best practices adopted by programs across the country. These pillars provide the foundation for Mosaic’s work.

**CEO COMMITMENT**
Visual and vocal commitment to diversity and inclusion work

**COMMUNITY OUTREACH**
Publicly supports diverse groups, organizations and programs in their community

**DIVERSE SUPPLIERS**
Written diversity supplier statement, policies and procedures

**DIVERSE PEOPLE**
Recruit, train, develop, support and promote diverse candidates and employees

**INTERNAL POLICY**
Supports and creates equity for full employment base around race, religion, sexual orientation, etc.

Mosaic is committed to supporting companies on their diversity and inclusion journey. Through programming like peer-to-peer networking events, lunch and learns, and our annual inclusive workplace cultures survey, Mosaic engages community members dedicated to creating a more inclusive region.
Mosaic’s annual Inclusive Workplace Cultures survey provides benchmark data for companies and organizations to gauge their strengths, opportunities and challenges. For those with exceptional diversity and inclusion practices, Mosaic awards the Top Inclusive Workplace Culture recognition. The five key pillars provide a general rubric for scoring survey responses, with recognition given at the three, four and five star level. Organizations demonstrating commitment to diversity and inclusion but in need of additional work in certain areas receive the distinction of Rising Star.

Analyzed collectively, these results also offer insight into trends for the region’s business community. Five years of survey responses show marked improvement in corporate commitments to creating diverse workforces and fostering inclusive workplaces.

In 2016, Mosaic developed a survey specifically for small businesses and sole proprietorships. This allowed Mosaic to engage with and accommodate the unique position of organizations with 50 or fewer employees (as aligned with the Chamber’s Small Business Connection membership), with a separate survey designed for organizations with more than 51 employees. The Star Ally category, also added in 2016, recognizes single-employee organizations.
PUBLICLY SUPPORTS DIVERSE GROUPS, ORGANIZATIONS AND PROGRAMS IN THEIR COMMUNITY
Like CEO commitment, community outreach promotes visible, public support for diverse groups and programs in the community. Mosaic regularly partners with inclusion-minded organizations for programming and events, including the Oklahoma Center for Community and Justice, the Center for Individuals with Physical Challenges and Oklahomans for Equality.

CEO COMMITMENT
VISUAL AND VOCAL COMMITMENT TO DIVERSITY AND INCLUSION WORK
Having a CEO who is visibly committed to diverse practices and policies is vital for top-down change. To support CEOs committed to inclusion, Mosaic hosted an inaugural CEO roundtable in 2017, which brought nearly 40 executives together to engage in tough conversations about the opportunities and challenges of diverse and inclusive workplaces.

COMMUNITY OUTREACH
VISUAL AND VOCAL COMMITMENT TO DIVERSITY AND INCLUSION WORK

MOISES ECHEVERRIA
President & CEO, Oklahoma Center for Community and Justice

“Community outreach is also a great way to keep employees engaged with your company. Our employees, especially millennials, want to work for a company that shares their values and practices those values through its actions. Encouraging community participation can be a great way for your employees to access professional development opportunities. Many volunteer positions can lead to leadership roles that allow them to learn and practice new skills and talents.”

WENDY THOMAS
Executive Director, Leadership Tulsa

“Strongly agree CEO values and supports D&I work.”

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<th>Year</th>
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<th>Large Company</th>
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<tr>
<td>2015</td>
<td>69%</td>
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<td>2017</td>
<td>87%</td>
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“Strongly agree or agree that organization shows public commitment to or outreach based on D&I.”

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<th>Year</th>
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<td>2015</td>
<td>70%</td>
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<td>2017</td>
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SURVEY RESULTS

"Strongly agree CEO values and supports D&I work.”

"Strongly agree or agree that organization shows public commitment to or outreach based on D&I.”
DIVERSE **SUPPLIERS**

**WRITTEN DIVERSITY SUPPLIER STATEMENT, POLICIES AND PROCEDURES**

Supplier diversity programs encourage businesses to consider untapped supplier networks. A 2015 Hackett group study highlights the importance of supplier diversity: on average, supplier diversity programs add $3.6 million to the bottom line for every $1 million in procurement operation costs. To support businesses in choosing diverse suppliers, Mosaic championed the “Diverse Business” label for companies in the Chamber’s membership directory.

**SURVEY RESULTS**

“Organization has a supplier diversity policy and/or commitment.”

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<th>Year</th>
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<td>2015</td>
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<tr>
<td>2016</td>
<td>72%</td>
<td>54%</td>
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<tr>
<td>2017</td>
<td>89%</td>
<td>56%</td>
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**DIVERSE **PEOPLE**

**RECRUIT, TRAIN, DEVELOP, SUPPORT AND PROMOTE DIVERSE CANDIDATES AND EMPLOYEES**

The diverse people pillar encourages businesses and organizations to create a strategic plan for diverse hiring practices and inclusive policies. To do this, we must continue to learn about diverse populations and understand their specific needs. At monthly meetings, Mosaic creates an intentional space to learn from peers and industry experts on topics like transgender issues, immigration and religious diversity. These conversations boost the Tulsa business community’s collective knowledge and help inform policies and practices.

**SURVEY RESULTS**

“Strongly agree or agree that organization promotes diversity through its hiring practices.”

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<tr>
<td>2015</td>
<td>78%</td>
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<td>2016</td>
<td>85%</td>
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<td>2017</td>
<td>95%</td>
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**WES MITCHELL**

Vice Chair of Education & Workforce, Tulsa Regional Chamber

“Supplier diversity is not a quota or social program, it is a business strategy that drives successful business outcomes in a market increasingly driven by disruptive innovation. Small businesses are significant contributors to the Tulsa economy, and supplier diversity programs give them an opportunity to have a seat at the table. With that seat comes increased competition in the supply chain, innovative solutions and potential new markets. With increased competition in price and service levels, smaller firms have the opportunity to face off against larger incumbents, driving increased productivity overall.”

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**LEIGH B. GOODSON, PH.D.**

President & CEO, Tulsa Community College

“One way ICC has strengthened its effort to recruit and retain quality employees has been through our search committee composition requirements and trainings when we hire new employees. In addition to having a diverse cross-section of the college population represented on the search committee, ICC provides a human resource or a diversity advocate as an ex officio member available for consultation. This individual also monitors the applicant pool for diversity.”
RELIGIOUS ACCOMMODATIONS IN THE WORKPLACE
This year’s Inclusive Workplace Cultures survey took a deeper look into how organizations across the region support religious diversity in the workplace.

“Taking into account an employee’s faith commitments and the potential impact on their work life, while also elevating understanding across religious differences within a company, signals to all employees that they matter and do not need to worry about navigating an environment where their faith will expose them to unfair and unsafe situations,” said Joshua Linton, inclusion and diversity coordinator at ONE Gas. “This commitment cultivates an atmosphere where employees can fully engage their job without managing unnecessary anxiety due to their religious values, especially if their faith happens to fall outside of the mainstream.”

In May, Mosaic hosted a lunch and learn to discuss what companies can do to promote religious accommodation in the workplace. More than 40 community members came to hear from panelists Joshua Linton; Sarah Rana, director of youth and school based programs, Oklahoma Center for Community and Justice; and Gary Peluso-Verdend, president and associate professor of practical theology at Phillips Theological Seminary. The panelists discussed how making room for religious diversity in the workplace is another way for companies to ensure an inclusive environment for their employees.

SURVEY RESULTS
“Strongly agree or agree that internal policies go over and above Equal Employment Opportunity (EEO) and Affirmative Action requirements.”

65% 84% 58% 86% 81%
2015 2016 2017

DEEPER DIVE:
TOP 3 WAYS LARGE AND SMALL COMPANIES OFFER RELIGIOUS ACCOMMODATIONS IN THE WORKPLACE:

OFFERING FLOATING TIME OFF FOR EMPLOYEES TO OBSERVE EVENTS OF PERSONAL SIGNIFICANCE.
TAKING INTO ACCOUNT THE DIFFERENT RELIGIOUS BELIEFS OF EMPLOYEES WHEN PLANNING HOLIDAY-RELATED EVENTS.
FLEXIBLE SCHEDULING TO ACCOMMODATE RELIGIOUS PRACTICES AT WORK (E.G., MEDITATING, PRAYING, WORSHIPING, ETC.)

INTERNAL POLICY
SUPPORTS AND CREATES EQUITY FOR FULL EMPLOYMENT BASE AROUND RACE, RELIGION, SEXUAL ORIENTATION, ETC.
The internal policy pillar encourages companies to create strategic rules and procedures that accommodate employees’ diverse needs as they relate to things like religion, gender, and cultural practices. Mosaic regularly offers lunch and learns and other informative sessions that focus on best practices around workplace policies. This year, lunch and learns covered topics including unconscious bias and religious diversity.

Backy Frank
CEO & Managing Partner, Schnake Turnbo Frank
“STF is purposeful and intentional in our internal development. Our internal Inclusion and Diversity Committee hosts lunches on inclusion subjects, while our Development Committee hosts internal trainings on individual development. These offerings serve to educate and strengthen our team. Whether learning about the best techniques for conflict management, learning about the history of transgender rights in Oklahoma or learning about emotional intelligence – we have created an environment that not only allows, but welcomes, difficult conversations that enlighten our decisions.”

SURVEY RESULTS
“Strongly agree or agree that internal policies go over and above Equal Employment Opportunity (EEO) and Affirmative Action requirements.”

65% 84% 58% 86% 81%
2015 2016 2017

COMBINED  LARGE COMPANY  SMALL BUSINESS

DEEPER DIVE:
TOP 3 WAYS LARGE AND SMALL COMPANIES OFFER RELIGIOUS ACCOMMODATIONS IN THE WORKPLACE:

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FLEXIBLE SCHEDULING TO ACCOMMODATE RELIGIOUS PRACTICES AT WORK (E.G., MEDITATING, PRAYING, WORSHIPING, ETC.)
MOSAIC CHAMPIONS

#RacismStinks
A Gathering Place For Tulsa
Accounting Principals
Acupuncture Advance
AEP/PSO
AETNA
All Souls Church
Alzheimer's Association
American Electric Power
American StaffCorp
Anti-Bullying Collaboration
Anticipation Tattoo Removal
Arvest
Avansic
Baker Hughes
Bank of America
Benham
Better Way to Wealth
Blue View (A Digital Agency)
Brady Arts District
Brickhugger LLC
Camp Fire Green Country
Cancer Treatment Centers of America
CAP Tulsa
Career Point College
Celebrating Difference, LLC
Central State Community Services Oklahoma
Chinowth & Cowen Realtors
Chevron Phillips Chemical
Cimarex Energy Co
CJ's MetaCoffee
Coldwell Banker
Commerce Bank
Community Service Council
Conner & Winters, LLP
Costco
Cox Media Group Tulsa Radio
Cultural Outreach Solutions
D. W. Gates Engineering
Dillon Services
Direct Connect
DiversityConneX
Domestic Violence Intervention Services (DVIS)

MOSAIC MEMBERS

DR Consulting
Drury University
Dynamic Workforce Solutions
Emergency Infant Services
Enterprise Holdings
Equality Federation
Esteem Community Development
Exceptional Leaders Institute
Family Safety Center
Gateway Foundation
Gateway Market
Girl Scouts of Eastern Oklahoma
GOSA.TV
Grant Associates
Greater Tulsa Hispanic Chamber
Greenwood Chamber of Commerce
GuRuStu Group
Hillcrest Medical Center
Hilti
Hmong American Association of Oklahoma, Inc.
Hogan Taylor
Holland Hall
HolyFrontier Tulsa Refinery
iHelpTulsa.com
Indian Health Care Resource Center
Indo-American Chamber of Commerce (IACCO)
ITI Technical Institute
J. Hale & Associates, LLC
Jenkins Consulting Group
John Hope Center for Reconciliation
John Zink Company
Key Personnel
KKT Architects, Inc.
KMS Consulting
La Semana USA
Langston University
LEAD North
Legal Aid Services of Oklahoma, Inc.
Legal Shield
Level 3 Communications
LIFE Senior Services
Liquid Compass LLC
Lowe’s
Luna Sol Consulting
LUXA Enterprises
LWR Consulting
Mabrey Bank
Macy’s
Magellan Midstream Partners
ManpowerGroup
Mariner Wealth Advisors
Matrix Service Company
McGee Enterprises Inc.
MedExpress Urgent Care
Melton Truck Lines
Mental Health Association in Tulsa
MetLife
Metro Tulsa Hotel & Lodging Association
Michelle Lehman Consulting
Mill Creek Lumber & Supply
Morgan Stanley Wealth Management
Morton Health
Morton Investigations
Moxie Group, LLC
Nabholz Construction
New York Life Insurance Company
NewView Oklahoma
NORIDM
Northeastern State University
Northwestern Mutual
OCOSA Communication, LLC
OK National Hispanic Christian Leadership Conference
Oklahoma Center for Community and Justice
Oklahoma Center for Non-Profits
Oklahoma Employment Security Commission
Oklahoma Policy Institute
Oklahoma State University Division of Institutional Diversity
Oklahoma State University Institute of Technology
Osage Casinos
OU-Tulsa School of Community Medicine
OwnTulsa | Keller Williams Advantage
P&R Supply & Company
Pancho Anaya
PepsiCo
Phillips Theological Seminary
Pine Hill Consulting
Pollard & Associates
Prevent Blindness Oklahoma
Project Special Courage
Pryer Aerospace
Que Buena Tulsa 1530 AM
Reliant
Residential Title & Escrow Services, Inc.
Resume Writers’ Inc
Rural Enterprises
Saint Francis Hospital
Samson Advisory Services
Scott McCoy Insurance
Selles Schafer Architects
Sequoia Tulsa
Signature Symphony
Sisserou’s Restaurant
SMG Tulsa
Socialvention
Sodexo
Sole Mates
Sonic Drive-In
Southwestern Power Administration
St. Francis Community Services
State Farm
Sustainable Tulsa
Switchgear Search and Recruiting
TARC
Tate Law Firm
Teach for America
TEDC Creative Capital
Teri Aulph Consulting
The Center for Individuals with Physical Challenges
The Insurance Crew
The McIntosh Group
The Persimmon Group
The Q4 Group
The University of Oklahoma
The University of Tulsa
The Working Staff
Transition and Purpose Consulting, LLC
Tulsa Area United Way
Tulsa Community College
Tulsa County Sheriff’s Office
Tulsa Day Center for the Homeless
Tulsa Educare
Tulsa Fire Department
Tulsa Health Department
Tulsa Hispanic Resource Association
Tulsa Historical Society
Tulsa Honor Academy
Tulsa Metropolitan Ministry
Tulsa Newcomer Services
Tulsa Police Department
Tulsa Public Schools
Tulsa Regional Chamber
Tulsa Tech
Tulsa World Media Company
TYPros
Tyler Media
U.S. Cellular
Union Public Schools
University of Oklahoma
University of Oklahoma Wayman Tisdale Specialty Health Clinic
University of Tulsa
Up With Trees
US Cellular
Verizon
Walden’s Machine
Walsh Branding
Wells Fargo
What’s Happening Tulsa
Women for Economic and Leadership Development
Workforce Tulsa
YMCA of Greater Tulsa
Youth Services
YWCA Tulsa
Zaida Kepford Language Skills
Zia Communications

HOW TO GET INVOLVED
Not a Mosaic member yet? Here are three easy steps to get started today:

1. SIGN UP ONLINE
   mosaictulsa.com/join

2. ATTEND OUR MONTHLY MEETINGS
   Third Tuesday of every month from 8-9 a.m. at the Dennis R. Neill Equality Center

3. REVIEW ORGANIZATIONAL BEST PRACTICES
   Find out how your organization can improve its inclusive workplace culture at mosaictulsa.com/build-your-case

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WPX Energy Company

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