



Mosaic Index 2018 Summary Report

October 31, 2018



Summary of Results of Mosaic's 2018 Workplace Index

The Tulsa Regional Chamber's diversity business council, Mosaic, initiated a survey of local businesses to gauge their awareness of, and involvement in, diversity and inclusion efforts. The intent of the survey, or Index, was also to provide a tool for employers to examine their own diversity and inclusion efforts and discover what they are doing well and what needs more work. To that end, participants who provided their company name and contact information on the Index were provided individual company reports upon the close of the administration period. The report herein contains the summary data, across all participating organizations, for the 2018 Mosaic Index.

The index link was sent out to over 2,000 local companies by Mosaic on June 1, 2018. Several follow-up efforts (e-mails, phone calls, and social media) were made through July and early August, with the survey closing on August 10, 2018. Reliant administered the survey via their on-line survey tool, ZipSurvey™.




The Index consisted of 27 items which included 10 forced-choice (e.g., yes/no) items, 7 multiple-choice checkbox items, and 10 open-ended text items.

A total of 172 responses were collected for the first item of the survey, and 110 unique survey reports were generated for individual companies.




The results of the Index provided first in this report are the descriptive statistics for the quantitative items falling within Mosaic's 6 Key Pillars of Diversity and Inclusion, followed by the descriptive results for the remaining quantitative items.

Mosaic Pillar 1: CEO Commitment




Survey Item 1: Diversity & Inclusion is one of my organization’s stated values and/or priority areas.

		Response Percent	Response Total
Yes		83%	143
No		15%	26
I don’t know		2%	3
		Total Responses	172

Survey Item 3: My organization publicly communicates information about its diversity goals and/or values.






		Response Percent	Response Total
Yes		69%	118
No		28%	49
I don’t know		3%	5
		Total Responses	172

Survey Item 6: Leaders within my company communicate about the internal value of Diversity & Inclusion (D&I):








		Response Percent	Response Total
Very infrequently or not at all		14%	23
On an ad hoc basis		21%	34
In regular communications that focus on D&I		20%	32
Whenever discussing the organization’s business strategy and goals		45%	72
		Total Responses	161

Mosaic Pillar 2: Internal Policies

Survey Item 5: My company has created strategic rules and procedures [large business] or has common practices [small business] that accommodate employees' diverse needs on the following (please select all that apply):






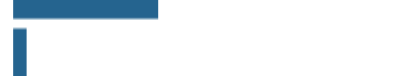

		Response Percent	Response Total
My company regularly evaluates its physical plant/operations for disability access		31%	119
My company offers floating time off for employees to observe events of personal or religious significance		35%	132
My company takes into account the different religious beliefs of employees when planning work or holiday-related events		30%	115
I don't know		1%	4
None of the above		3%	10
		Total Responses	380

Survey Item 10: Affinity/Business Resource Groups/Employer Resource Groups (BRG/ERG) at my organization (please select all that apply):








		Response Percent	Response Total
Provide support and mentorship to employees of similar backgrounds or experiences		15%	36
Connect people from different backgrounds or experiences		21%	50
Offer programs – such as celebrations or speaker series – that raise awareness about Diversity & Inclusion within the organization		19%	46
Are leveraged by the business to drive strategic priorities		13%	31
Our organization does not have Affinity Groups/BRGs/ERGs or a diversity council		23%	54
I don't know		2%	4
None of the above		8%	18
		Total Responses	239

Mosaic Pillar 3: Diverse People






Survey Item 2: The primary objective of my organization’s Diversity & Inclusion efforts is to:

		Response Percent	Response Total
Comply with legal requirements		8%	13
Enhance external reputation		3%	5
Attract and retain talent		45%	77
Respond to customer expectations		1%	2
Achieve business results		34%	58
I don’t know		3%	5
None of the above		7%	12
		Total Responses	172








Survey Item 7: The following statements best describes accountability for diversity and inclusion within my organization (please select all that apply):

		Response Percent	Response Total
Leaders have specific D&I goals		22%	60
Leaders’ progress toward meeting their D&I goals is measured		18%	49
Progress towards meeting D&I goals influences performance evaluation for leaders		15%	42
Progress towards meeting D&I goals influences performance evaluation for all employees		14%	39
Other		12%	32
I don’t know		3%	7
None of the above		16%	45
		Total Responses	274








Survey Item 8: My organization has programs or efforts in place to (please select all that apply):

		Response Percent	Response Total
Recruit diverse candidates		39%	105
Develop a pipeline of diverse leaders		27%	71
Provide targeted development opportunities for diverse employees		25%	67
I don't know		1%	3
None of the above		8%	20
		Total Responses	266

Survey Item 9: My organization sponsors training programs [large business] or offers access to training programs [small business] that focus on (please select all that apply):




		Response Percent	Response Total
Non-discrimination and regulatory compliance		22%	92
Embracing differences in the workplace		23%	95
Overcoming unconscious bias		18%	74
Teaching leaders how to manage diverse populations		16%	66
How inclusive behaviors can be embedded into my everyday job activities and responsibilities (such as product design, customer service, etc.)		16%	68
I don't know		1%	4
None of the above		4%	18
		Total Responses	417

Survey Item 14: My organization gathers and analyzes the following data (please select all that apply):






		Response Percent	Response Total
Employee demographic, compensation, or other data required to comply with regulatory requirements		36%	104
Discrepancies in performance rankings by gender, race and/or other dimensions of diversity		9%	27
Discrepancies in compensation by gender, race and/or other dimensions of diversity		17%	48
Discrepancies in promotions by gender, race and/or other dimensions of diversity		17%	48
Feedback from customers on our diversity practices		10%	30
I don't know		3%	10
None of the above		7%	19
		Total Responses	286

Mosaic Pillar 4: Community Outreach

Survey Item 4: My company publicly supports diversity and inclusion work in the Tulsa region.






		Response Percent	Response Total
Yes		84%	144
No		12%	20
I don't know		5%	8
		Total Responses	172

Survey Item 13: My company engages employees in Diversity and Inclusion work in the community by (please select all that apply):






		Response Percent	Response Total
Encouraging employees to participate/volunteer with groups working with diverse populations		42%	111
Actively placing employees in community leadership roles		29%	76
Recruiting diverse employees to represent the company in external leadership training programs		23%	61
I don't know		1%	2
None of the above		6%	16
		Total Responses	266

Mosaic Pillar 5: Supplier Diversity

Survey Item 11: What is the current status of a diversity supplier statement within your organization:

		Response Percent	Response Total
My organization has a written statement		21%	29
My organization has a written statement that is shared on our external website		16%	22
My organization has a written statement and has challenges locating appropriate suppliers		3%	4
My organization has a written statement and tracks spending metrics		12%	17
My organization does not have a written statement		48%	67
		Total Responses	139

Survey Item 12: When selecting third party suppliers/vendors to work with, my organization:

		Response Percent	Response Total
Does not consider supplier diversity		24%	33
Considers supplier diversity on an ad hoc basis or when requested to do so		13%	18
Consistently considers supplier diversity		17%	23
Proactively solicits proposals from and contracts with diverse suppliers as part of the organization's overarching supply chain strategy		28%	39
I don't know		19%	26
		Total Responses	139

Mosaic Workplace Index 2018: Additional Items

Survey Item 16: Industry	Survey Item 17: Number of Employees in NE Oklahoma	Survey Item 18: Number of Employees Company-Wide
Architecture	4	4
Architecture	30	0
Architecture/Engineering	70	70
At. John's Hospital	1000	2000
Background Screening	23	25
Banking	600	6000
Business Services	19	19
cellular communications	125	300
Chamber of Commerce	70	70
civil rights advocacy and direct services not for profit	5	5
Construction	0	3600
Construction	450	3600
Construction	25	25
Construction	35	35
Consulting	14	15
Consulting	1	1
Consulting	3	3
Consulting Leadership Development	2	2
Consulting/Staffing/Recruiting	500	3892
Convention Center Management	550	6000
Diversity & Inclusion and Leadership Training	5	12








Education	6500	7000
Education	1075	1075
Education	37	37
Education	600	600
Education	75	75
Electric Utility	1238	17631
Energy	50	3500
Energy	789	1836
Energy	1055	2562
Energy - Oil and Gas Transportation	115	229
Financial	4	4
Financial Services	56	4789
Financial Services	7	7
Food	65	1000000
For Profit	400	330
Government / Public Health	350	350
Headhunting / Recruiting	10	10
Health Care	984	1131
Health Care	144	144
Higher Education	500	500
Higher Education	1700	1700
Higher Education	42	43
Higher Education	1250	1250

Home Improvement Retail	2000	310000
horticulture/retail sales	8	8
Hotel/Hospitality	150	6000
Industrial Construction	670	5000
Law Firm	113	186
Law Firm	125	170
Lawn care	60	70
Lending/Banking/Mortgage	11	11
Management Consulting	40	85
Manufacturing	1800	2200
Manufacturing	1791	2194
Manufacturing	1676	2081
Manufacturing	58	58
Manufacturing	900	2000
Manufacturing	60	60
Manufacturing	111	117
Manufacturing	113	118
Manufacturing	137	5000
Manufacturing	160	30000
Manufacturing	675	2500
Media	4	13
Mental Health	400	550
Non Profit	5	6
Non Profit	50	500
Non Profit	30	30
Non profit	800	800
Nonprofit	8	8
Nonprofit	17	32
Nonprofit	3	3
Nonprofit	616	616
Nonprofit	114	114


NonProfit	105	105
Nonprofit	4	4
Nonprofit	5	5
Nonprofit	18	18
Nonprofit	8	8
Non-Profit	110	110
Non-Profit	128	128
Non-Profit	150	170
Non-Profit	30	30
NON-PROFIT	231	283
Non-profit	76	76
Non-Profit Manufacturing/Rehabilitation	10	142
Nonprofit Organization	15	15
Non-Profit/Education	95	4000
Non-Proft	173	173
nonprpofit	11	12
Oil & Gas	100	250
Oil and gas production	10	180
Outpatient Primary Care	152	152
PR/Consulting	11	15
PR/Marketing	11	11
Professional Services	15	15
Professional Services	100	85000

Public Health	344	344
Retail	1680	130000
Service	430	430
Service and Retail	124	124
Social Sciences	60	60
Staffing	35	35
Telecomm	500	20000
Transmission and Sales of Hydro Power	100	180
Transportation	5200	107567
Transportation	820	100000
Utilities	750	3400
workforce development/non-profit	24	24

Survey Item 19: Primary oversight and decision-making authority for Diversity & Inclusion (D&I) initiatives lies with:

		Response Percent	Response Total
Legal and Compliance		1%	1
HR and/or D&I Program Office		29%	33
Senior Leadership		46%	51
Board of Directors		10%	11
Business Owner		9%	10
I don't know		3%	3
There is no oversight		3%	3
		Total Responses	112

Survey Item 26: Has your company/organization made changes related to its diversity and inclusion practices since the 2017 Mosaic Inclusive Workplace Culture survey?

		Response Percent	Response Total
Yes		55%	62
No		45%	50
		Total Responses	112