



## Mosaic Workplace Index 2019

*Thinking about the strategy and goals of your organization, select the answer that most closely applies...*

1. Diversity and Inclusion is one of my organization's stated values and/or priority areas.
  - Yes
  - No
  - I don't know
  
2. The primary objective of my organization's Diversity and Inclusion efforts is to:
  - Comply with legal requirements
  - Enhance external reputation
  - Attract and retain talent
  - Respond to customer expectations
  - Achieve business results
  - I don't know
  - None of the above
  
3. My organization publicly communicates information about its diversity goals and/or values.
  - Yes
  - No
  - I don't know
  
4. My company publicly supports Diversity and Inclusion work in the Tulsa region.
  - Yes
  - No
  - I don't know
  
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):
  - My company regularly evaluates its physical plant/operations for disability access
  - My company offers floating time off for employees to observe events of personal or religious significance
  - My company takes into account the different religious beliefs of employees when planning work or holiday-related events
  - I don't know
  - None of the above

***Thinking about the roles and responsibilities within your organization, select the answer that most closely applies...***

6. Company leaders communicate about the internal value of Diversity & Inclusion (D&I):
- Very infrequently or not at all
  - On an ad hoc basis
  - In regular communications that focus on D&I
  - Whenever discussing the organization's business strategy and goals
7. The following statement best describes accountability for Diversity and Inclusion (D&I) within my organization (please select all that apply):
- Leaders have specific D&I goals
  - Leaders' progress toward meeting their D&I goals is measured
  - Progress towards meeting D&I goals influences performance evaluation for leaders
  - Progress towards meeting D&I goals influences performance evaluation for all employees
  - Other
  - I don't know
  - None of the above

***Thinking about the Diversity and Inclusion programs or efforts in place at your organization, select the answer that most closely applies...***

8. My organization has programs or efforts in place to (please select all that apply):
- Recruit diverse candidates
  - Develop a pipeline of diverse leaders
  - Provide targeted development opportunities for diverse employees
  - I don't know
  - None of the above
9. My organization sponsors training programs [large business] or offers access to training programs [small business] that focus on (please select all that apply):
- Non-discrimination and regulatory compliance
  - Embracing differences in the workplace
  - Overcoming unconscious bias
  - Teaching leaders how to manage diverse populations
  - How inclusive behaviors can be embedded into my everyday job activities and responsibilities (such as product design, customer service, etc.)
  - I don't know

- None of the above

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

- Provide support and mentorship to employees of similar backgrounds or experiences
- Connect people from different backgrounds or experiences
- Offer programs – such as celebrations or speaker series – that raise awareness about Diversity & Inclusion within the organization
- Are leveraged by the business to drive strategic priorities
- Our organization does not have affinity groups/BRGs/ERGs or a diversity council
- I don't know
- None of the above

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

- My organization has a written statement
- My organization has a written statement that is shared on our external website
- My organization has a written statement and have challenges locating appropriate suppliers
- My organization has a written statement and tracks spending metrics
- My organization has does not have a written statement

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

- Does not consider supplier diversity
- Considers supplier diversity on an ad hoc basis or when requested to do so
- Consistently considers supplier diversity
- Proactively solicits proposals from and contracts with diverse suppliers as part of the organization's overarching supply chain strategy
- I don't know

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

- Encouraging employees to participate/volunteer with groups working with diverse populations
- Actively placing employees in community leadership roles
- Recruiting diverse employees to represent the company in external leadership training programs
- I don't know
- None of the above

***Thinking about your organization's approach to data & metrics, select the answer that most closely applies...***

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

- Employee demographic, compensation, or other data required to comply with regulatory requirements
- Discrepancies in performance rankings by gender, race and/or other dimensions of diversity
- Discrepancies in compensation by gender, race and/or other dimensions of diversity
- Discrepancies in promotions by gender, race and/or other dimensions of diversity
- Feedback from customers on our diversity practices
- I don't know
- None of the above:

***Please provide the following information regarding your company/organization:***

Company Information:

15. Company Name:

16. Industry:

17. Number of employees in Northeast Oklahoma:

18. Number of employees company-wide:

19. Primary Oversight and decision-making authority for Diversity & Inclusion (D&I) initiatives lies with:

- Legal and compliance
- HR and/or D&I program office
- Senior leadership
- Board of Directors
- Business Owner
- I don't know
- There is no oversight

20. Does your company have an international component?

- Yes
- No

Contact Information

21. Name:

22. Title:

23. Email Address:

24. Phone number:

25. What resources, services or information is your company/organization currently lacking that it needs to facilitate its Diversity and Inclusion work?

26. Has your company/organization made changes related to its diversity and inclusion practices since the 2018 Mosaic Index?

- Yes
- No

27. Please provide examples of the changes made within your company/organization.

28. Is your company a member of the Tulsa Regional Chamber?

- Yes
- No