



Oklahoma Business Ethics Consortium

TULSA CHAPTER AGENDA • MARCH 28, 2019

PINNACLE



NAVIGATOR



STAR



I. Welcome & Kudos

Michael Pacewicz
Honorary Chairperson
Attorney & Director, Crowe & Dunlevy

II. Presentation of Horizon Member Honors

III. Upcoming Events

Shannon Warren
Founder & CEO, OK Ethics

- **Tulsa: Unity in the Community**
March 28
- **OK Ethics Annual Statewide Awards**
Roy Spence, The Purpose Institute
Tuesday, April 23
- **Awards Applications Due**
Carmichael Leadership: Thursday, March 28
Community Impact: Friday, March 29
- **National High School Ethics Bowl**
Dove Science Academy Donations

IV. Common Grounds

A fun little competition to discover what we have in common. Please pick someone to record your responses. If time permits, we'll ask the group with the greatest number of common traits to share their responses. These cannot be obvious (e.g. clothing, hair color, same employer), but requires inquiries that dig deeper (kids, vacation, favorite food, etc.).

REMINDER: PLEASE PICK UP CPE'S AT CONCLUSION OF EVENT.

V. Unity in the Community Panel

Revisiting Diversity, Equity and Inclusion

(See bios on page 5)

Moderator:

Justice Waidner-Smith
Diversity & Inclusion Manager, ONEOK

Panelists:

Brian Black, D.M.
Senior Site Leader, Spirit AeroSystems

Tahira Taqi
Account Executive & Inclusion and Diversity Specialist, Schnake Turnbo Frank

Lacey Horn
Treasurer of the Cherokee Nation

Kuma Roberts
Executive Director, Tulsa Regional Chamber Mosaic Program

VI. Closing

"First they came for the Communists, but I was not a Communist so I did not speak out. Then they came for the Socialists and the Trade Unionists, but I was neither, so I did not speak out. Then they came for the Jews, but I was not a Jew so I did not speak out. And when they came for me, there was no one left to speak out for me."

— *Dietrich Bonhoeffer (German Lutheran Pastor and Theologian. Authored "Ethics" in 1943, based on Aristotle's basic teachings related to character. His involvement in a plot to overthrow Adolf Hitler led to his imprisonment and execution. 1906-1945)*

DR. DAVID B. CARMICHAEL LEADERSHIP AWARD

Established in 2019, this OK Ethics award honors an Oklahoma City University professor who was responsible for starting the first student ethics chapter in Oklahoma. This award is intended to promulgate Dr. Carmichael's efforts in mentoring and promoting professionals, ages 25–35 years, who have demonstrated a strong propensity toward ethical leadership. Must be employed by his/her current employer for at least two years prior to the date of the Awards Program.

APP DEADLINE MARCH 29TH

OK Ethics

ANNUAL AWARDS

ROY SPENCE

Cofounder & Chairman, GSD&M • Cofounder & CEO, The Purpose Institute

APRIL 23 | This event is made possible by our friends at Ben E. Keith!

REMINDER: PLEASE PICK UP CPE'S AT CONCLUSION OF EVENT.

HELP! VOLUNTEERS NEEDED

Time Commitment:

3 hours
per month

Pay: \$0

Qualifications:

Pleasant, helpful, gracious and reliable. Must be an enthusiastic OK Ethics member

Benefits:

Priceless Appreciation for achieving OK Ethics' vision

Interested? Contact Shannon Warren at okethics@okethics.com.

APPRECIATION:

OK Ethics relies primarily on volunteers to achieve the organization's successful pursuit of Oklahoma's values of integrity at work. It takes leadership and teamwork to host these exciting events, and we salute your dedication in achieving OK Ethics' mission! Listed below are today's volunteers who consistently provide service to our members:

AGENDAS:

Special thanks to Bob Stuart and JD Young for printing the agendas. We appreciate Travis Jones of Career Development Partners making these arrangements.

AUDIO VISUAL:

Mark Breeden, NetLink Solutions, A-V Volunteer

VOLUNTEERS-AMBASSADOR & REGISTRATION TEAM:

Ambassadors welcome our guests each month and assist in helping them locate seats. They also arrive early to help distribute agendas and assist with name tags.

The Registration Team diligently records our guests' attendance and handles the collection of fees.

Special Thanks to **Karie Mullins, Ambassador Team Leader.**

Karie Mullins	<i>Cognizant Technology</i>	<i>Ambassador Team Leader</i>
Katreena McGee	<i>ONE Gas</i>	<i>Ambassador</i>
Brandace Moore	<i>The Rowland Group</i>	<i>Ambassador</i>
Brian Shore	<i>ONE Gas</i>	<i>Ambassador</i>
Chukwuka "John" Umeojiako	<i>Northeastern State University</i>	<i>Ambassador</i>
Renelda Gunn	<i>ONE Gas</i>	<i>Registration</i>
Connie McLoughlin	<i>WPX</i>	<i>Registration</i>

OTHER INITIATIVES:

Jalisha Petties*	<i>Accounting Principals</i>	<i>Member Care Supervisor</i>
Susan Loftin*	<i>Parker Lynch</i>	<i>Member Care Team</i>
Boyd Murphy*		<i>Videographer</i>
Brad Holt*	<i>Factor 110</i>	<i>Nametags</i>
Phillip Grimes*	<i>The Creative Guy</i>	<i>Agenda Design</i>

*Paid Service Provider

DOVE DONATIONS — NATIONAL HIGH SCHOOL ETHICS BOWL

On January 19th, at the Oklahoma High School Ethics Bowl, Dove Science Academy Ethics Team won first place out of twenty-five teams. Dove Science Academy is a small public charter school. The majority of Dove's students are minority students who fall well-below the poverty level: in fact, 83% of their students qualify for free/reduced lunches.

As a result of their dedication, Dove's Ethics Team earned an invitation to compete in April at the Ethics Bowl National Competition at the University of North Carolina at Chapel Hill. This is the second time in three years that Dove students have earned this honor of representing Oklahoma, but they can't afford the funds necessary to cover the cost of travel and accommodations for the trip. They are trying to raise \$5000 and are getting close. Please help with a donation through either GoFundMe or provide a tax-deductible donation through The S.E.E.D Foundation today.

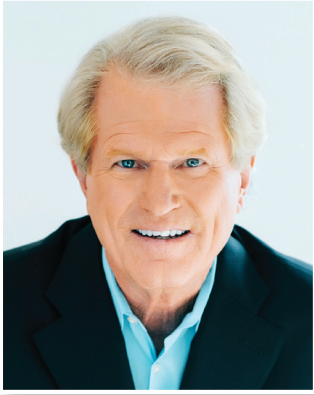
HORIZON



CO-HOST AN UPCOMING EVENT

Consider co-hosting an upcoming event. Rates vary. Contact Shannon Warren, Founder, at (405) 858-2233 or okethics@okethics.com for more information.

OK ETHICS ANNUAL AWARDS



ROY SPENCE

Co-Founder & Chairman, GSD&M • Cofounder & CEO, The Purpose Institute

Roy Spence is Co-Founder and Chairman of GSD&M, a leading marketing communications and advertising company. Roy Spence coined many of the familiar slogans we recognize such as “Don’t Mess With Texas” and “I Am An American.” He is also Co-Founder and CEO of The Purpose Institute, a consulting firm that helps people and organizations discover and live their purpose.

This Event is Made Possible
by Our Friends at



APRIL 23

Honoring Thomas Hill, CEO, Kimray
Executive Pilot Award Recipient



AWARD APPLICATIONS DUE SOON.

AWARD CATEGORIES

The Dr. David B. Carmichael Leadership Award

Deadline: 2:00 PM on 3/28/2019

Established in 2019, this OK Ethics award is named after an Oklahoma City University professor who was responsible for starting the first student ethics chapter in Oklahoma. This award is intended to honor Dr. Carmichael’s efforts in mentoring and promoting adults (ages 25–35) who demonstrate a strong propensity toward ethical leadership.

Individuals must be nominated by their organization.

Community Impact Award

Deadline: Noon on 3/29/2019

Implemented in 2012, these awards recognizes organizations, including nonprofits, that are making a positive impact by specifically in promoting Oklahoma values of integrity at work in our communities and on campuses. Organizations are encouraged to self-nominate.

There are two categories:
Education | Community

See www.okethics.org to download applications.

UPCOMING OKC EVENT



DR. NATHAN MELLOR

CEO of C3 BRANDS

SEPTEMBER 18

**PETROLEUM CLUB EVENT CENTER
(FORMERLY JIM THORPE EVENT CENTER)
OKLAHOMA CITY**

RECOMMENDED FOR 1 CPE IN BEHAVIORAL ETHICS.



**AUTHOR OF
SLEEPING
GIANTS**

**Book Signing Immediately
Following Program**

UNITY IN THE COMMUNITY

Panel presentation to inspire and equip us to overcome ethnic, political and social divisiveness permeating our society's dialogue. Focus will be on promoting collaboration in ethical decision-making.

— ABOUT THE PRESENTERS —



Brian Black, D.M.

Senior Site Leader Oklahoma Human Resources & EHS, Spirit AeroSystems

Brian A. Black, D.M. serves as the Human Resources Senior Site Leader for Spirit AeroSystems North Carolina Operations, a global leader builder of aerostructures, systems and components for commercial and defense aircraft.

In this role Dr. Black is responsible for providing strategic leadership support to North Carolina business leaders and building people capability in support of business goals and objectives aligned with corporate-wide strategies. Previously, Black held five positions with Spirit including Community Relations Manager, Public Affairs & Diversity Senior Manager, Executive Development & Diversity Senior Manager, Senior

Manager, Oklahoma Human Resources and Senior Site Leader, Oklahoma Human Resources and EHS.

Dr. Black holds Bachelor's and Master's degrees in business from the University of South Carolina. In addition, he earned a doctorate of management in organizational leadership from the University of Phoenix.

Dr. Black held several positions within the National Urban League system including the Urban League of Portland, Oregon Vice President of Programs, the Urban League of Upstate South Carolina Regional Senior Vice President and Chief Operating Officer and the Urban League of Kansas President and Chief Executive Officer.

Dr. Black has received numerous awards and accolades including the Spirit AeroSystems Leader in Diversity Award, Butler Community College Diversity Leadership Award, National TRIO Achiever Award, Wichita Business Journal Leaders in Diversity Award, A. Price Woodard Humanitarian Award and the Kansas Health Foundation and the Charles F. Kettering Foundation Fellowships.

Dr. Black has served on numerous community boards and committees and currently serves as a member of the Newman University Board of Trustees, Tulsa Air & Space Museum & Planetarium Board of Directors, Sigma Pi Phi Fraternity Epsilon Iota Boulé and Fellow of the Executive Leadership Council.



Tahira Taqi

Account Executive & Inclusion and Diversity Specialist, Schnake Turnbo Frank

Born in Manama, Bahrain and raised in Tulsa, Tahira Taqi now works as an account executive and inclusion and diversity specialist at Schnake Turnbo Frank. She graduated as the Outstanding Senior from the Gaylord College of Journalism and Mass Communications at the University of Oklahoma with a bachelor's degree in public relations and minors in Chinese, international studies and psychology. Tahira will graduate this year with her MBA with an HR certification from Oklahoma State University.

Tahira started at Schnake Turnbo Frank, a public relations and leadership consulting firm, three years ago and continues to grow the firm's internal an external inclusion and diversity efforts. In April 2017, the firm held the inaugural Inclusion & Diversity Summit in Oklahoma City. To continue the dialogue around inclusion and diversity, Tahira developed the I&D Consortium. Monthly meetings allow community leaders to come together to network, learn to grow on their journey to making our marketplaces and communities inclusive and diverse. This Consortium has grown from 50 members to over 560 members from 175+ companies in the last year.

She is a strong advocate for all, believing that everyone should have the ability to be who they are, without fear of oppression or persecution. Tahira is certified in unconscious bias and cultural IQ by the global Cultural Intelligence Center and continues to stay active in the community through her work with the Mental Health Association Oklahoma, A New Leaf, Street School, Reading Partners, the Suravya Anne Foundation, STAAR Foundation, the Tulsa Area United Way and the Oklahoma Center for Nonprofits.

GENERAL PROGRAM DISCLAIMERS:

LEGAL: Members of the Oklahoma Business Ethics Consortium frequently share information concerning various issues and developments that may have legal implications. The discussions, commentary, and handouts at Consortium meetings or presentations to other organizations are for general informational purposes only. They cover only some aspects of the subject topic, and do not constitute a complete legal analysis of the topic or how it might apply to any particular set of facts. Before taking any action based on information presented during a Consortium event, participants are encouraged to consult a qualified attorney.

CPE'S: From time to time, Continuing Professional Education credits are offered. Because OK Ethics relies heavily on volunteers to provide these, we do not have the manpower to send certificates after the program is completed.

REMINDER: PLEASE PICK UP CPE'S AT CONCLUSION OF EVENT.

PHOTOGRAPHY: Occasionally, photos of the event are made and these may be posted on the OK Ethics website or Facebook page. By attending the program, participants tacitly understand and agree to this process. If preferences are otherwise, please notify us at okethicsadmin@okethics.com or okethics@okethics.com or call (405) 558-1193 and we will be happy to comply with your wishes.

PRESENTATION STANDARDS:

The observations and comments of presenters at Consortium meetings and networking are the views and opinions of the presenter and do not constitute the opinion or policies of the Consortium or any of its members. Presenters are respectfully requested to honor OK Ethics Guiding Principles as well as avoid profanity, preaching, politics, put-downs and self-promotion during their lectures. To ensure accountability, participants are invited to evaluate each program according to these and other standards.

Visit okethics.org for resources, videos, articles and to see who's who.

UNITY IN THE COMMUNITY

— ABOUT THE PRESENTERS —



Kuma Roberts

Executive Director of Mosaic, Tulsa Regional Chamber

Meg Weinkauff is the founder of The Faithful Leader, a coaching and consulting firm focused on people reaching their full potential. She teaches in the College of Business at Oral Roberts University specializing in Digital Marketing as one of her courses. Meg is working on her Ph.D. at Regent University in Organizational Leadership. She also holds certifications as a Personal Branding Strategist and Social Branding Analyst.

Through her entrepreneurial and social endeavors, Meg has utilized social media as a communication tool. As a Millennial, she has spent a lot of her adult life in a digitally connected world. In 2016, Meg was nominated and chosen as one of the NextGen Under 30 winners.

Overall, Meg loves people and passionate about making connections across the globe to make the world a better place. She is married to an amazing man, Derek Weinkauff. Together, they have three dogs and enjoy spending time outdoors.



Lacey Horn

Treasurer, Cherokee Nation; Member of US Dept. of Treasury's Tribal Advisory Committee

Serving as Treasurer for the Cherokee Nation, LaceyHorn is chief financial officer for the largest tribe in the United States. She began her career with KPMG-Chicago and interned at Hunt Oil. Lacey is a board member of the Oklahoma Center for Nonprofits and the Native American Rights Fund (NARF). She has appointments to Treasury and GASB advisory committees. Lacey earned two degrees from SMU and is a licensed CPA.



Roger Ramseyer

Market Vice President & Tulsa Market Leader, Cox Communications, Inc.

Roger Ramseyer serves as vice president and market leader for Cox Communications' operations in northeast Oklahoma.

In this role, Roger champions the customer and employee experience with a strong focus on operations, employee engagement, government and regulatory affairs, marketing, diversity and inclusion, and growing talent in the Tulsa market. He is responsible for alignment between regional and corporate reporting teams including operations, Cox Business, Cox Media, Cox Radio, Cox Television, Cox YurView Oklahoma, and Cox Residential Services, and various field services, construction, and outside plant maintenance teams.

Before coming to Cox, Roger served as managing director of global government and public affairs/corporate communications for INVISTA and Koch Industries in Wichita, Kansas. He also served as vice president and managing officer of a Koch family foundation. Roger worked for Bank IV and NationsBank (now Bank of America) for 12 years where he served as corporate spokesman and senior vice president of corporate marketing.

Roger has been a longtime community advocate in the communities in which he has lived and has held leadership roles in a variety of civic, religious and educational organizations.

Roger is a member of the board of directors of the Tulsa Regional Chamber of Commerce, where he currently serves as vice-chair of government relations and for which he will serve as board chairman in 2020. He also serves on the board of the Oklahoma BizPac, is a member of the Rotary Club of Tulsa, and is a trustee of the Tulsa Community College Foundation.

He holds a BS in Business from the University of Kansas and an MBA from the University of Texas at Austin.



MODERATOR

Justice Waidner-Smith

Diversity and Inclusion Manager, ONEOK

Ms. Waidner-Smith has worked in the field of culture and inclusion for more than 15 years. She has experience implementing strategic diversity and inclusion initiatives; background in organizational development and change management; and is a subject matter expert on numerous diversity issues. Justice earned a B.A. in Social Identity Theory and Writing from Hampshire College in Amherst, MA and a M.A. in Intercultural Leadership and Management from the School for International Training Graduate Institute in Vermont

Named by Tulsa People and Tulsa Business Journal as a 40 Under 40 recipient, Justice has served on the boards of the Tulsa Area Human Resources Association (TAHRA) as the VP of Diversity, Camp Fire, Center for Individuals with Physical Challenges, YWCA Tulsa and Teach for America. Last year, she was named one of Diversity MBA magazine's "Top 50 Emerging D&I Leaders."

Recommended for 1 CPE in Behavioral Ethics at the basic level.

Program is suitable at the basic level for accountants who are responsible for reinforcing ethical behavior in their organizations or clients served.

OK Ethics makes no guarantees as it is up to the individual practitioner to determine relevance to their specific area of practice.

Leader Bias Checks snapshot



Before you start: ask yourself, or ask the room of decision makers

Look out for...



Mitigate bias...



- | | | |
|--|--|--|
| <p>Recruitment & Talent Acquisition</p> | <ul style="list-style-type: none"> ✓ What are the key criteria I am using to make this recruitment decision? ✓ Am I relying too much on 'gut instinct'? ✓ What biases do I have about the candidate's background, education, previous companies or experiences? | <ul style="list-style-type: none"> ✓ Instruct yourself to be fair. Simply telling yourself to be fair can reduce bias by 50%. ✓ Take time to recognize your first impressions, and actively challenge them. |
| <p>On Boarding & Development</p> | <ul style="list-style-type: none"> ✓ Am I making early assumptions about the new team member? ✓ Am I sharing all cultural norms and expectations of the team? ✓ Am I providing space for team members to voice their concerns? | <ul style="list-style-type: none"> ✓ Avoid making early assumptions about the person's performance. Make your personal and organization's unwritten/unsspoken rules as explicit as possible during onboarding. ✓ Ensure all new hires have an opportunity to share their concerns. |
| <p>Development</p> | <ul style="list-style-type: none"> ✓ Are all my direct reports getting the opportunities they deserve? ✓ What am I doing to ensure that my employees are on their desired career path? Am I getting feedback on my managerial style? | <ul style="list-style-type: none"> ✓ Most leaders have "go to" people. Ensure all of your team is getting the exposure and opportunities they need. |
| <p>Talent Assessments</p> | <ul style="list-style-type: none"> ✓ What are the key criteria I am using to make talent assessment decisions? ✓ Am I being influenced by other people's opinions, rather than objective evidence? ✓ Am I setting group expectations during talent calibration meetings? | <ul style="list-style-type: none"> ✓ Check for patterns or biases from other assessors (360 degree) or prior managers. Seek feedback on your team from a diverse group of colleagues. |
| <p>Promotions</p> | <ul style="list-style-type: none"> ✓ How recent is the evidence I am using; is it out of date? ✓ For this candidate, am I paying more attention to negative experiences over positive ones? ✓ Am I being influenced by other people's opinions, rather than objective evidence? ✓ Am I down-grading this person only because I don't know enough about them or their achievements? ✓ Am I promoting this person more quickly than their technical, or people/team/"how" capability, warrants? | <ul style="list-style-type: none"> ✓ Ensure the criteria and evidence is balanced, over a full appraisal period highlighting achievements, strengths and development areas. ✓ Identify your biases beforehand so that you can judge the employee on objective successes. An isolated incident shouldn't cloud overall strong/consistent performance. |

Many thanks to Sandra Quince, Bank of America, for providing this checklist.

KEEP IT SIMPLE: INDIVIDUAL ACTIONS MATTER

Don't be shy:

- Share a cup of coffee with someone you've never met.
- Invite a co-worker from outside your normal circle to lunch.
- Be curious and willing to learn about other cultures.
- A simple acknowledgement can go a long way – say “hello.”

Show some grace:

Most people trip up not out of malice, but from a lack of experience. Don't jump to conclusions about what you perceive as bias.

Explore:

Consider shopping in different neighborhoods. There are several international markets in OKC, so experiment with different foods and you might discover new friends can offer some delicious recipes.

Get involved:

Get involved in community outreach opportunities (see table insert on pages 9–10).

Get real:

Consider taking the *Implicit Association Test* to help realize your own biases. Acknowledging that we all have biases and that is okay, is often a very important first step of deeper D&I conversations.

Source: <https://implicit.harvard.edu/implicit/takeatest.html>

Stop it!

Politely interrupt harmful language, bias or behavior in the moment. This includes noting your own, as we all have biases. Speak up!

Love:

According to a *New York Times* article by Arthur C. Brooks, the problem is not incivility or intolerance, but “contempt: a noxious brew of anger and disgust.”

He goes on to say that we are negatively affected by “divisive politicians, screaming heads on television, hateful columnists, angry campus activists and seemingly everything on the contempt machines of social media.”

He further indicates that this leads to contempt, but it is an opportunity to change one's heart – our own. And he suggests that we respond with warmheartedness and good humor.

Read more at <https://www.nytimes.com/2019/03/02/opinion/sunday/political-polarization.html>

Listen:

Listen to and amplify underrepresented voices.

Point out interruptions. Studies show that women are far more likely than men to be interrupted in meetings.

<https://business.linkedin.com/talent-solutions/blog/diversity/2017/50-ideas-for-cultivating-diversity-and-inclusion-in-the-workplace>

Get engaged:

Actively engage in the diversity effort by knowing the diversity goals and vision of your organization and its connection to the overall business objectives.

- Commit to the process by understanding how diversity impacts your role, and how your role impacts the success of the diversity initiative.
- Consider serving or organizing on committees that organize diversity-related events and activities.
- Become a mentor, mentee, or part of a co-mentoring relationship.

Source: <https://www.officevibe.com/blog/diversity-and-inclusion-activities>

Walk in someone else's shoes:

Take a minute to develop empathy by imagining the distinct challenges a marginalized minority might face.

Watch your language:

Use *Alex* to catch potentially hurtful language in written communications and provide alternatives for rephrasing. It is a tool for identifying gender-favoring, polarizing, religious bias or other inconsiderate terms.

<https://alexjs.com/>

KEEP IT SIMPLE: INDIVIDUAL ACTIONS MATTER (Continued)

Learn and grow:

Consider viewing some of the D&I videos that Facebook sponsors to create more self-awareness. A few excerpts are listed below.

Source: <https://managingbias.fb.com/>

- *Performance Attribution Bias Video*: When it comes to decision-making, unconscious biases cause some people to be perceived as “naturally talented,” whereas others are presumed to have “gotten lucky.” People on the receiving end of these biases are less likely to receive credit for their ideas, are interrupted more often during team interactions and have less influence on teams.
- *Competence/Likeability Tradeoff Bias Video*: Research shows that success and likeability are positively correlated for men and negatively correlated for women. Women are expected to be nurturing and care-taking, while men are expected to be assertive and action-oriented. Having to produce results and be liked makes it harder for women to get hired and promoted, negotiate on their own behalf, and exhibit leadership.
- *Maternal Bias Video*: Research shows that women who are mothers experience an unconscious bias in the workplace that fathers and women without children do not. Mothers are disliked when not seen as nurturing mothers, and given fewer opportunities.

Attendees are encouraged to check the resources from Mosaic. We've included a few in your handouts, but here is a list from their website at www.mosaictulsa.com/resources.

Get involved in the Community: Opportunities for Outreach

Project Title	Organization Name	Category
Mirror Mirror Gala	Youth At Heart	Underserved Youth
Equality Gala	Oklahomans For Equality Inc	LGBTQ
Humanitarian Awards	Oklahoma Center for Community and Justice	Diversity & Inclusion
Red Ribbon Gala	Tulsa Cares / HIV Resource Consortium	LGBTQ
TARC Advocacy Awards	TARC	Individuals with Disabilities
Tulsa Vestido Rojo	American Heart Association	Latinx
Center Experience	Center for Individuals with Physical Challenges	Individuals with Disabilities
Gracias Awards	Coalition Of Hispanic Organizations Inc	Latinx
Dance of the Two Moons	Indian Health Care Resource Center of Tulsa	Native American
Excelencia Awards Gala	Tulsa Hispanic Chamber of Commerce	Latinx
Festival Americas	Festival Americas	Latinx
Hispanic Health Fair	Coalition Of Hispanic Organizations Inc	Latinx
Legacy Awards Dinner	Greenwood Cultural Center Inc	African American
North Tulsa Men's Health and Wellness Expo	Community Health Foundation	African American
Spring Into Jazz Gala	Links Foundation Inc	African American
Stacked Deck	Resonance Center For Women Inc	Second Chance Employment
Street Party	Street School Inc	Underserved Youth
The Garden Party	The Little Light House Inc	Individuals with Disabilities
Tulsa Juneteenth	Tulsa Community Foundation	African American
Return on Inclusion Summit	TAHRA	Diversity & Inclusion
Global Vision Awards	Tulsa Global Alliance	International
Mosaic	Tulsa Regional Chamber	Diversity & Inclusion
Mallets & Moonlight	Center for Individuals with Physical Challenges	Individuals with Disabilities

Links to Independence Golf Classic	Ability Resources	Individuals with Disabilities
FallFest	A New Leaf	Individuals with Disabilities
Night of Dreams Gala	The Dream Center	African American
Lunar New Year Gala	Dillion International	International
Women of the Year - Pinnacle Awards	YWCA Tulsa	Women, Immigrants and Refugees
Vintage '53	TSHA	Individuals with Disabilities
Hispanic Student Scholarship Luncheon and Career Fair	Hispanic American Foundation	Latinx
Reconciliation in America National Symposium	John Hope Franklin Center for Reconciliation	African American
Gold Medal Gala	Special Olympics	Individuals with Disabilities
Noche de Gala	Hispanic American Foundation	Latinx
Holiday Mart	Center for Individuals with Physical Challenges	Individuals with Disabilities
Rock 'n Ramble	Show, Inc.	Individuals with Disabilities
The Gathering Business Summit	American Indian Chamber of Commerce	Native American
Tulsa Envision the Future Luncheon	New View Oklahoma	Individuals with Disabilities
Goodwill Annual Awards Luncheon	Goodwill	Individuals with Disabilities
	A New Leaf	Individuals with Disabilities
	Ability Resources	Individuals with Disabilities
	Catholic Charities	Immigrants and Refugees
	Center for Employment Tulsa	Second Chance Employment
	Center for Individuals with Physical Challenges	Individuals with Disabilities
	Center for Individuals with Physical Challenges	Individuals with Disabilities
	Coalition Of Hispanic Organizations Inc	Latinx
	Coffee Bunker	Veterans
	Crossroads, Inc.	Individuals with Disabilities
	Goodwill Industries	Individuals with Disabilities
	Greenwood Cultural Center Inc	African American
	Hispanic American Foundation	Latinx
	Indian Health Care Resource Center of Tulsa	Native American
	John Hope Franklin Center for Reconciliation	African American
	Oklahoma Center for Community and Justice	Diversity & Inclusion
	Oklahomans For Equality Inc	LGBTQ
	Reading Partners	Underserved Youth
	Resonance Center For Women Inc	Second Chance Employment
	Shining Honor Project	Individuals with Disabilities
	Show, Inc.	Individuals with Disabilities
	Special Olympics	Individuals with Disabilities
	Street School Inc	Underserved Youth
	TARC	Individuals with Disabilities
	The Bridges Foundation	Individuals with Disabilities
	The Dream Center	African American
	The Little Light House Inc	Individuals with Disabilities
	TSHA	Individuals with Disabilities
	Tulsa Cares / HIV Resource Consortium	LGBTQ
	Tulsa Global Alliance	International
	Tulsa Hispanic Chamber of Commerce	Latinx
	Tulsa Regional Chamber	Diversity & Inclusion
	Women in Recovery	Second Chance Employment
	Youth At Heart	Underserved Youth
	YWCA Tulsa	Women, Immigrants and Refugees

**This list is not meant to be comprehensive, it only offers a suggested list of organizations where companies can engage employees for volunteer opportunities involving diverse populations.

Thank you to Mosaic for compiling this list. More info at www.mosaictulsa.com/resources.

Attendees are encouraged to check the resources from Mosaic. We've included a few in your handouts, but here is a list from their website at www.mosaictulsa.com/resources.

Best Practices:

Indicates the five pillars for targeted resources to help your organization improve in these areas. Your Mosaic Inclusive Workplace Index results will help show which pillars your organization should focus on.

About the Mosaic Inclusive Workplace Index:

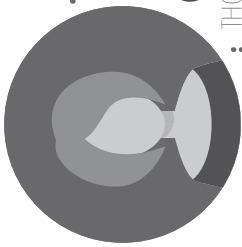
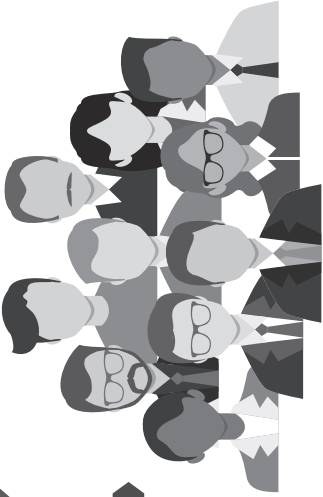
For the past three years, Mosaic has released an annual survey to provide benchmark data for companies and organizations to gauge their strengths, opportunities and challenges with recognition given based on results at the three, four and five star level.

In 2018, Mosaic redesigned and renamed the survey the Inclusive Workplace Index. The new assessment tool will still help organizations, both large and small, evaluate their diversity and inclusion efforts, but it is more user friendly and offers immediate feedback. Companies will also receive suggested resources based on their results targeting growth areas.

Individual results will be kept confidential with results reportedly publicly only in aggregate. Data will also be used to help gauge regional strengths and weaknesses to help make Northeast Oklahoma a more inclusive and desirable place for business and talent to consider.

**DIVERSITY & INCLUSION:
THE BUSINESS CASE**

GENDER-DIVERSE
COMPANIES ARE 15% MORE LIKELY
TO OUTPERFORM THEIR PEERS,¹



..... COMPANIES WITH THE
HIGHEST PERCENTAGE
OF WOMEN BOARD DIRECTORS OUTPERFORMED
.....
..... THOSE WITH THE LEAST BY **53%**²
.....



When 10% more of a company's
employees report feeling included,
average attendance increases by
almost one day per year per employee.³

**Inclusive teams outperform their peers
in team-based assessments by 80%³**

EMPLOYEES THAT FEEL INCLUDED AND THINK
THEIR ORGANIZATION IS COMMITTED TO
AND SUPPORTIVE OF DIVERSITY, REPORT AN
UPLIFT IN INNOVATION, RESPONSIVENESS
TO CUSTOMERS AND TEAM COLLABORATION,³



(1) McKinsey & Company, "Diversity Matters" (2) Catalyst, "Bottom Line" report
(3) Deloitte-Australia, "Victorian Equal Opportunity & Human Rights Commission"

INCLUSION IS TANGIBLE

The concept of inclusion incorporates both an active process of change and an emotional outcome ("I feel included"). More specifically, feelings of inclusion are driven by perceptions of a.) fairness and respect, and b.) value and belonging. These two elements build upon one another sequentially.

WORK-LIFE BALANCE IS A KEY SIGNAL

An employee's ability to balance their work-life commitments is a key driver of an employee's feeling of inclusion. It signals that an employee is seen as a whole person with life within and outside the workplace. Work-life balance is also read as a signal of the organization's support for diversity.

**Deloitte Australia*

REPORTED BENEFITS

- Improved customer orientation
 - Greater employee satisfaction
 - Better decision making and innovation
- *McKinsey & Company*

**STRATEGIES IMPLEMENTED BY FIRMS
EXPERIENCING STRONGER FINANCIAL OUTCOMES
THROUGH INTENTIONAL D&I WORK INCLUDE:**

- Creating a top-level focus and strategy at the CEO/COO/CHRO level
- Assigning a top executive the responsibility for leading and sponsoring the inclusion and diversity program
- Creating behavioral standards, diversity metrics and holding leaders accountable for results
- Creating an internal and externally-visible scorecard to measure progress for recruiting, promotion rates, compensation levels, participation in coaching programs, turnover, and participation in ERGs, supplier diversity
- Integrating diversity and inclusion strategies in recruitment, performance management, leadership assessment and training
- Creating employee networks/resource groups around company-wide D&I efforts
- Competing in external award programs

**Bersin by Deloitte*

GUIDING PRINCIPLES

Adopted July, 2004

To ensure that the Consortium fosters positive characteristics of integrity in the successful achievement of its goals, these Guiding Principles were discussed and adopted (with revisions) during a milestone planning session held by Consortium leaders in Stroud on June 18, 2004. These principles were developed based on the Character First's values and philosophies.

RESPONSIBILITY TO SELF AND OTHERS

Service

- Passion for promoting ethics and integrity
- Encouraging the promotion of ethical behavior through personal actions and
- Sharing ideas and resources
- Responsibility and accountability for fulfilling the mission of the Consortium.

Collaboration

- Achievement of common goals through the promotion of ethical, mutually beneficial relationships
- Service to the Consortium over promotion of self-interest
- Cooperation emphasized over competition in promoting ethical business conduct
- Members collaborate by being constructively engaged in discussions regarding ethics
- Seeking consensus in interactive discussions regarding ethical matters.

Respect

- Members may become aware of confidential information shared by others in an effort to determine an ethical course of action. We ask members to be sensitive in recognizing and respecting the efforts made toward achieving ethical behavior. In that vein, public disclosure of this information is discouraged.
- We respect other members and the process by:
 - Exhibiting listening skills and actively listening to discussions
 - Being open to other points of view and outcomes
- We are an inclusive organization and demonstrate this by welcoming members who are in different stages of learning as applied to ethical behavior.

LEAD WITH INTEGRITY

Dependability

- Members are asked to demonstrate their support of this initiative by consistently attending meetings.

Initiative

- Recruiting other members who have demonstrated a desire to promote ethical behavior in their organizations.
- Recognizing what needs to be done to help promote the Mission of the Consortium and taking action to assist in that effort.

Honor

- Members are asked to honor the Consortium through the practice of integrity and ethical behavior in their business dealings.
- We express gratefulness to our hosts, sponsors and speakers; as well as to those whose volunteer service makes OK Ethics a stronger organization.
- Realizing that each of us is in a mode of continual learning, we demonstrate humility, care and compassion when sharing our thoughts and knowledge.

Courage

- Speak the truth with confidence and encourage others to do the same.

INSPIRE TRUST

We serve and promote the cause of truth with integrity, objectivity and fairness to all persons.

- We hold ourselves accountable by consistently honoring our word.
- We extend trust abundantly to those who have earned it.
- Trust, once earned, will not be taken for granted, manipulated or abused.

Visit okethics.org for resources, videos, articles and to see who's who.



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