

# **Diversity, Equity and Inclusion Plan**

**as developed by the  
Tulsa Area United Way Diversity and Inclusion Advisory Council  
and approved by the Tulsa Area United Way Board of Directors  
for 2020 – 2021**

# Levers of Focused Intention

*An intentional focus on diversity, equity, and inclusion in all aspects of our work is essential to the continued relevance of United Way as a leader and partner to drive community collaboration and impact.*

*We look inward for inclusive accountability and leadership.*

*We look outward to drive equitable community change, partnering to build a community that champions equity and inclusion.*



# Levers of Focused Intention

## Collecting, Analyzing, and Sharing Data

In **2020**, determine which internal metrics and community-level data we will collect, analyze, share, and track in **2021** to better understand

- internal needs/gaps,
- the prevalence and scope of issues, and
- those most impacted.

## Developing a Diverse, Equity-Minded Workforce & Culture

In **2020**:

- Continue staff dialogue series, planning continued curriculum for **2021** to include racial equity training (will occur annually)\*
- Prepare leaders for performance management conversations; review performance documentation & decisions through the lens of DEI.

For **2021**, ensure each department & individual documents DEI goal.

## Nurturing a Diverse, Equity-Minded Board

In **2020**:

- Report D&I Council updates &/or recommendations at each Board Meeting.
- Determine board DEI education to offer in **2021**, inclusive of racial equity training (will occur annually)\*

## Fundraising, Resource Allocation, & Grantmaking

In **2020**, review the CI application for grantees and partner agencies, preparing to add new DEI questions as needed into the **2021** process.

In **2020**, review geographic diversity of campaigns and grantees, reaching out to diverse potential partners to run campaigns or to receive future support.

## Collaborating & Building Capacity with Partner Agencies, Corporations, and Community Initiatives

In **2020**, identify an opportunity for meaningful collaboration with the 1921 Race Massacre Commission.

Continue to explore and share DEI education opportunities with partners to determine ways we support through consultation, coaching, & accountability.

## Communicating and Building Awareness

In **2020**, develop, maintain, and publicly post an organization position opposing all forms of racism.\*

Continue public appearances and strong digital & traditional media positions, lifting up data & themes which illustrate patterns of discrimination & implicit bias that create lasting inequities & ongoing barriers to people's ability to flourish and thrive.

\* Indicates alignment with United Way Worldwide membership requirements approved by UWW membership on July 28, 2020. TAUW DEI training and statements will include racial equity and additional diversity factors.