

Tulsa Area United Way

Diversity, Equity & Inclusion Plan

2022

COLLECTING, ANALYZING, AND SHARING DATA

Utilize and communicate data and research to provide education opportunities and better highlight needs, service gaps, the prevalence and scope of issues, and the disparities that exist among populations in our community.

- Provide quarterly staff education—totaling seven hours, in accordance with UWW requirements—to foster a high-performing and inclusive workplace of choice.
- Ensure each TAUW department documents a DEI-related goal with measurable outcomes and impact.

DEVELOPING A DIVERSE, EQUITY- MINDED WORKFORCE AND CULTURE

NURTURING A DIVERSE, EQUITY-MINDED BOARD

- Provide ongoing Diversity & Inclusion Advisory Council progress updates to the TAUW board throughout the year.
- Provide, communicate, and track meaningful board education opportunities of at least three hours, in accordance with UWW requirements.
- Actively cultivate and develop pipelines through the board development process, recruiting diverse volunteers for the Campaign Cabinet, Community Investments, and other committees in an intentional effort to represent the Tulsa region.

- Grow authentic relationships and trust with diverse potential funders and business partners.
- Include DEI education and data sharing for Community Investment training.
- Assess community investments, practices, and policies through the lens of racial disparity in our community, understanding gaps and creating a plan to address identified and targeted needs.

FUNDRAISING & RESOURCE ALLOCATION

COMMUNICATING, COLLABORATING & BUILDING CAPACITY WITH COMMUNITY PARTNERS

- Increase TAUW visibility and involvement in diverse communities and demonstrate our commitment to inclusive service, anti-discrimination, and anti-racism.
- Provide and communicate capacity-building opportunities to share research, resources, and DEI best practices to TAUW partners, BIPOC-led organizations, immigrant and refugee-focused organizations, and other community members.