

Tulsa Area United Way

Diversity, Equity & Inclusion Plan

2023

COLLECTING, ANALYZING, AND SHARING DATA

- Provide staff education—totaling seven hours, in accordance with UWW requirements—to foster a high-performing, diverse, and inclusive workplace of choice.
- Provide differentiated training to managers and leaders.
- Integrate an emphasis on diversity and inclusion throughout recruitment, hiring, onboarding, and retention.
- Update Equal Employment Opportunity policy in accordance with current industry-recommended language.
- Create a Vendor Diversity policy.

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

DEVELOPING A DIVERSE, EQUITY- MINDED WORKFORCE AND CULTURE

- 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, Affinity Groups, and other committees in an intentional effort to represent the Tulsa region.

NURTURING A DIVERSE, EQUITY-MINDED BOARD

- Grow authentic relationships and trust with diverse potential funders and business partners.
- Include DEI education and data sharing for Community Investment training.
- Update Community Investments Diversity policy and create a plan to address identified gaps and needs, informed by data, community initiatives, and collaborative opportunities.

FUNDRAISING & RESOURCE ALLOCATION

COMMUNICATING, COLLABORATING & BUILDING CAPACITY WITH COMMUNITY PARTNERS

- Increase TAUW visibility and involvement in diverse communities, intentionally engaging those who have been marginalized. Work with residents and public and private partners to co-create solutions that ensure everyone has the resources and opportunities they need to thrive. Leverage our assets to support more equitable communities.
- Survey partner nonprofits to identify key areas in DEI where TAUW can provide assistance.
- Build a sustainable framework to provide DEI leadership and support to partner nonprofits.