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.

**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.

**FUNDRAISING & RESOURCE ALLOCATION**
- 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.

**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.

**COMMUNICATING, COLLABORATING & BUILDING CAPACITY WITH COMMUNITY PARTNERS**

Developed in partnership with TAUW staff and TAUW's Diversity & Inclusion Advisory Council
Approved by TAUW Board of Directors on April 18, 2023