

Tulsa Area United Way

Diversity, Equity & Inclusion Plan

2024

- Provide and track seven hours of staff education—in accordance with UWW requirements—to foster a high-performing and inclusive workplace of choice. Provide additional, differentiated education to supervisors and leaders.
- Integrate an emphasis on DEI throughout recruitment, hiring, onboarding, and retention.
- Update policies in employee handbook to align with industry-recommended best practices and increase inclusivity.
- Develop a DEI Guide that grounds all staff in a shared understanding of how and why TAUW engages in this work.

DEVELOPING A DIVERSE, EQUITY-MINDED WORKFORCE AND CULTURE

NURTURING A DIVERSE, EQUITY-MINDED BOARD

- Provide three hours of board education, in accordance with UWW requirements.
- Actively develop leadership pipelines through the board development process, engaging diverse volunteers in all TAUW committees, cabinets, and councils in an intentional effort to reflect the diversity of the Tulsa region.

- Grow authentic relationships and trust with diverse potential funders and business partners.
- Create a plan to address identified gaps and needs, informed by data, community initiatives, and collaborative opportunities.
- Refine our Innovation and Collaboration Grants processes to further prioritize inclusivity and equity.

FUNDRAISING & RESOURCE ALLOCATION

COMMUNICATING, COLLABORATING & BUILDING CAPACITY WITH COMMUNITY PARTNERS

- Increase TAUW visibility and involvement in the Tulsa region, intentionally engaging marginalized groups. Leverage our assets to support more equitable communities.
- Conduct a website inclusivity and accessibility review and identify needed updates.
- Survey partner nonprofits to identify key areas in DEI where TAUW can provide assistance and build a sustainable framework to provide needed leadership and support.
- Launch the Hispanic Financial Mobility Coalition.
- Develop and offer programming that educates the community on key data and research, disparities, and diverse stories while driving revenue for TAUW.