

# United Way of North Central Oklahoma Diversity, Equity & Inclusion Plan

## 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 UWNCO 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 UWNCO 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 Ponca City.

- 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 UWNCO 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 UWNCO partners, BIPOC-led organizations, immigrant and refugee-focused organizations, and other community members.