



Mosaic Index 2022 Report

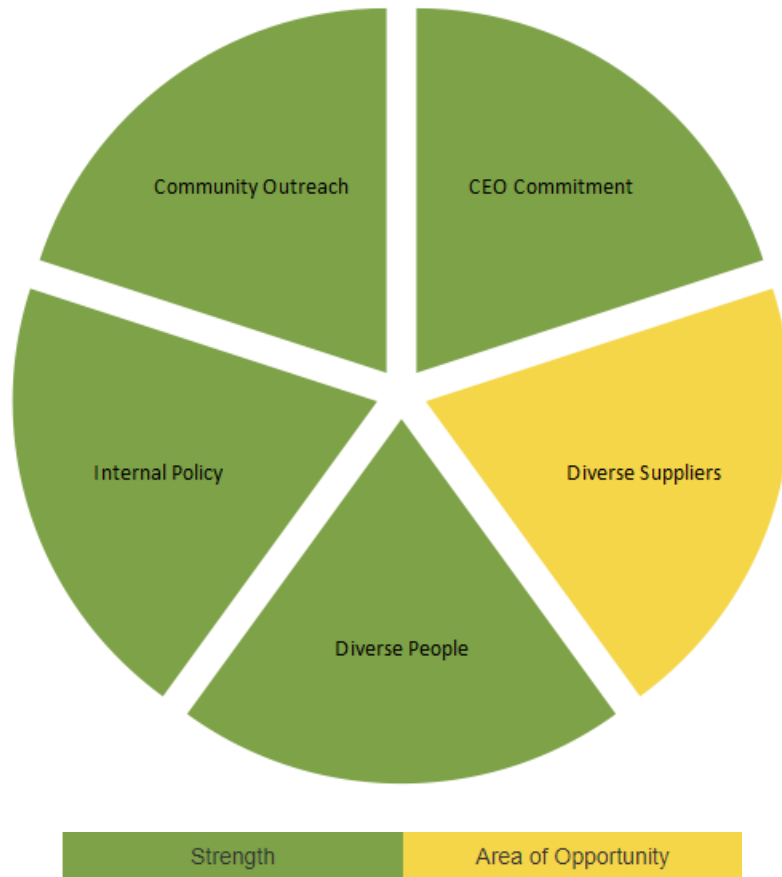
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Company Name: GableGotwals

Mosaic's 5 Key Pillars



This report contains resources to help guide & support your work as it relates to Mosaics above pillars: Each section gives you quick tips for further elevating and/or strengthening your efforts in these areas. These best practices have been collected from academic sources and best practices from a variety of sources, toolkits and internet resources.

CEO Commitment

Score: Strength

Top leadership consistently making a very personal and visible statement of support for diversity and inclusion is paramount for the success diversity and inclusion efforts. Without clear and consistent messaging from the CEO, owner and senior leadership, staff at all levels will consider diversity and inclusion a nice soft addition instead of an imperative for future success.

[Quick Tips]

- Publish Diversity statement on your website and other promotional materials.
- Join the board of a multicultural non-profit. There have been significant increases of business leaders and CEO taking on leadership roles at multicultural non-profits, especially those in which they are not personally a member of the targeted demographic. The learning experience for the leader is dramatic and the relationship building with the nonprofit and communities they served often leads to increased recruitment, retention and customer relations.
- Ensure that your organization's leader (CEO/Executive Director/Owner) participates in Mosaic's CEO Roundtable.
- Learn more about the CEO-driven business commitment to advance diversity and inclusion within the workplace and take the pledge at <https://www.ceoaction.com/the-pledge/>
- For a deeper dive, visit <http://www.mosaictulsa.com/wp-content/uploads/2018/08/1-CEO-Commitment-Best-Practices.pdf>

Diverse Suppliers

Score: Area of Opportunity

Supplier diversity programs are meant to encourage use of minority-owned, woman-owned, LGBT-owned, small and other historically underutilized businesses as suppliers. Share experiences with other companies. Meeting with other companies that have supplier diversity programs is useful for sharing lessons learned.

[Quick Tips]

- Use the [Equality Business Alliance](http://www.okeq.org/eba) (<http://www.okeq.org/eba>) as a resource when looking for diverse businesses to work with.
- Reach out to various Chambers throughout the community for a list of their members (ie, Native American Chamber of Commerce, Hispanic Chamber of Commerce, Black Wall Street Chamber...)
- Measure what matters and begin to understand how your business or organization utilizes diverse suppliers.
- For a deeper dive, visit <http://www.mosaictulsa.com/wp-content/uploads/2018/08/1-Supplier-Diversity-best-practices.pdf>

[Common Diversity Supplier Metrics to consider]

- Total or percentage of spending with diverse suppliers.
- Number or percentage of diverse suppliers.
- Percentage of suppliers meeting or exceeding expectations.

Diverse People

Score: Strength

Make inclusion and diversity a part of your culture. People usually hire new employees based on "fit," but that often means "people like us." To avoid this natural and subconscious inclination we must create a system that levels the playing field for candidates. Take an intentional approach to hiring diverse employees. When we build a culture where fit means people who expand who we are, then diversity and inclusion will be valued and relevant aspect of your organization.

[Quick Tips]

- Undertake targeted recruitment activities. Advertise with professional minority organizations like Association for Black Engineers and/or Hispanic Young Professionals.
- Select a diverse hiring committee and educate the committee on methods of assessing potential candidates during interviews.
- Include at least one diversity related question during the interview.
- Emphasize the importance of experience working with diverse populations (not just race and ethnicity, but also sexual orientation, gender identity, religious affiliation, etc.)
- For a deeper dive, visit <http://www.mosaictulsa.com/wp-content/uploads/2018/08/1-Toolkit-for-recruiting-and-hiring-a-diverse-workforce2.pdf>

Internal Policy

Score: Strength

Policies that support a diverse workforce change over time. What worked in the 1980s may not be effective today. Implementing policies and procedures requires an understanding of how diversity was previously defined, present-day interpretations of diversity and how future changes and trends in the workplace will affect diversity. Diversity is much more broadly defined now, and policies written 10 years ago may fall short today. It's important to keep up to date with current best practices to inform your internal diversity and inclusion policies.

[Quick Tips]

- Consider incorporating into your business diversity policies special training and development opportunities for minorities and women who demonstrate aptitude for leadership positions.
- Ensure the policies you implement are consistently and equitably applied within your workplace.
- Implement management accountability for adhering to your company's policies and procedures that support your diverse workforce.
- Use floating holidays so employees can choose which religious holidays they want to celebrate.
- Model your policies from organizations that are doing it well. Keep your eyes open for innovative policies that address your organization's needs.
- Provide a survey to your employees about internal policies. If you aren't sure if your internal policies are inclusive, ask!
- For a deeper dive, visit <http://www.mosaictulsa.com/wp-content/uploads/2018/08/1-Internal-Policy-best-practices.pdf>

Community Outreach

Score: Strength

Relationships make the biggest difference in determining the effectiveness of your outreach. It's also ranked as the most difficult element to achieve, given a variety of obstacles, with time, language, and cultural differences being the most common. Trust is key to overcoming obstacles and it doesn't get built with a few cursory visits. The required investment of time, planning, and resources is challenging and yet may make the difference regarding whether your relationships and ultimately your outreach efforts are successful.

[Quick Tips]

- Approach community members with the attitude that they are the experts of their own situations. This is both respectful, effective, and is the truth. Outreach works best when guided, if not directed, by the community.
- Interact with diverse community members in a sensitive, dignified, and ultimately sustainable manner. Being genuine and sincere overcomes many of the perceived barriers.
- Incorporate qualities or opportunities into your outreach and engagement programs that will specifically appeal to community members. For example, cultural exchanges create an atmosphere of mutual respect and understanding which is fertile ground for open and honest dialog.
- For ways to get engaged with the Tulsa community, visit <http://www.mosaictulsa.com/wp-content/uploads/2018/08/1-Diverse-Community-Outreach.pdf>