



# Oklahoma Business Ethics Consortium

## PINNACLE



## NAVIGATOR



## STAR



**REMINDER:  
PLEASE PICK UP  
CPE'S AT CONCLUSION  
OF EVENT.**

## OKC CHAPTER AGENDA • MARCH 13TH, 2019

### I. Welcoming Remarks

Victor Flores, *President, Oklahoma Tribal Finance Committee*

### II. Guiding Principle

Introduction of **Secretary Lisa Johnson Billy**, *Oklahoma Office of Native American Affairs*

### III. Presentation of Horizon Member Honors

Oscar Womack, *CEO, Coherent Contracts*  
*OK Ethics Board of Directors*

### IV. Upcoming Events

Shannon Warren, *Founder & CEO, OK Ethics*

- **Unity in the Community Tulsa Event**  
Thursday, March 28
- **Annual Awards**  
*Roy Spence, The Purpose Institute*  
Tuesday, April 23
- **Awards Applications Due**  
Carmichael: Thursday, March 28  
Community Impact: Friday, March 29

### • Dr. Nathan Mellor

Wednesday, September 18

### V. Common Grounds

A fun little competition to discover what we have in common. Please pick someone to record your responses. If time permits, we'll ask the group with the greatest number of common traits to share their responses. These cannot be obvious (e.g. clothing, hair color), but requires inquiries that dig deeper (kids, vacation, favorite food, etc.).

### VI. Panel Presentation

Nancy Anderson (*Moderator*),  
*Vice President, Aircraft Modernization and Modification, Boeing*

Bob Funk, Jr.,  
*Partner, OKC Energy*

Sandra Quince,  
*Senior Vice President, Global Diversity & Inclusion Council, Bank of America*

Cynthia Tinkham,  
*Brigadier General, Oklahoma National Guard*

*OK Ethics*

# ANNUAL AWARDS

## ROY SPENCE

*Cofounder & Chairman, GSD&M • Cofounder & CEO, The Purpose Institute*

**APRIL 23** | This event is made possible by our friends at Ben E. Keith!



**DR. NATHAN MELLOR**  
**CEO of C3 BRANDS**

**SEPTEMBER 18**  
PETROLEUM CLUB EVENT CENTER  
(FORMERLY JIM THORPE EVENT CENTER)  
OKLAHOMA CITY

RECOMMENDED FOR 1 CPE IN BEHAVIORAL ETHICS.



**AUTHOR OF SLEEPING GIANTS**

Book Signing Immediately Following Program

# REMINDER: PLEASE PICK UP CPE'S AT CONCLUSION OF EVENT.

## HELP! VOLUNTEERS NEEDED

Time Commitment:

**3 hours**  
per month

**Pay: \$0**

### Qualifications:

Pleasant, helpful, gracious and reliable. Must be an enthusiastic OK Ethics member

### Benefits:

Priceless Appreciation for achieving OK Ethics vision

### Interested? Contact These OK Ethics Leaders:

Volunteer Coordinator: **Sally Boyd** at (405) 272-1858 or via email at [SBoyd@wdoil.com](mailto:SBoyd@wdoil.com)

Ambassador Team: **Daniel Yunker** at [dyunker@kimray.com](mailto:dyunker@kimray.com)

## VOLUNTEER APPRECIATION:

OK Ethics relies primarily on volunteers to achieve the organization's successful pursuit of Oklahoma's values of integrity at work. It takes leadership and teamwork to host these exciting events and we salute your dedication in achieving OK Ethics' mission! Listed below are today's volunteers who consistently provide service to our members:

## AGENDAS:

Many thanks to the volunteers from **Metro Technology Centers** who provide our monthly agendas.



## AMBASSADOR TEAM:

These friendly people welcome our guests each month and assist in helping them locate seats. They also arrive early to help distribute agendas and assist with name tags. Special Thanks to Sally Boyd, Volunteer Coordinator. Please contact [okethics@okethics.com](mailto:okethics@okethics.com) if you wish to volunteer for the Ambassador team.

<b>Daniel Yunker</b>	<i>Kimray, Inc.</i>	<i>Chairperson, Ambassador Team OK Ethics Board</i>
<b>Sally Boyd</b>	<i>Duncan Oil</i>	<i>Volunteer Coordinator</i>
<b>Thad Chance</b>	<i>Accounting Principles</i>	<i>Ambassador</i>
<b>Lori Leeper</b>	<i>BancFirst</i>	<i>Ambassador</i>
<b>Sheila Swanson</b>	<i>Express</i>	<i>Ambassador</i>
<b>Oscar Womack</b>	<i>Coherent Contracts</i>	<i>Executive Ambassador</i>
<i>Many thanks to the Edmond Jr. ROTC for their assistance.</i>		

## REGISTRATION TEAM:

These dependable individuals diligently record our guests' attendance and handle the collection of fees:

<b>Mark Neumeister</b>	<i>D.R. Payne &amp; Associates</i>	<i>Registration Chairperson</i>
<b>Lucius Crandall</b>	<i>SandRidge Energy</i>	<i>Prepaid Registration</i>
<b>Sun Young Kim</b>	<i>Devon Energy</i>	<i>Prepaid Registration</i>
<b>Tiffany Starnes</b>	<i>Devon Energy</i>	<i>Prepaid Registration</i>

## OTHER INITIATIVES:

<b>Jalisha Petties*</b>	<i>Accounting Principals</i>	<i>Senior Member Care Team Member</i>
<b>Susan Loftin*</b>	<i>Parker Lynch</i>	<i>Member Care Team Member</i>
<b>Cherry Wilson*</b>	<i>Parker Lynch</i>	<i>Member Care Team Member</i>
<b>Shauna Smith*</b>	<i>Ahh Shoot!</i>	<i>Photography</i>
<b>Creative Photo Video Inc.*</b>		<i>Videography</i>
<b>Brad Holt*</b>	<i>Factor 110</i>	<i>Nametags</i>
<b>Phillip Grimes*</b>	<i>The Creative Guy</i>	<i>Agenda Design</i>

\*Paid Service Provider

## HORIZON



## CO-HOST AN UPCOMING EVENT

Consider co-hosting an upcoming event. Rates vary. Contact Shannon Warren, Founder, at (405) 858-2233 or [okethics@okethics.com](mailto:okethics@okethics.com) for more information.

# AWARD APPLICATIONS DUE SOON.

## AWARD CATEGORIES

### The Dr. David B. Carmichael Leadership Award

**Deadline: 2:00 PM on 3/28/2019**

Established in 2019, this OK Ethics award is named after an Oklahoma City University professor who was responsible for starting the first student ethics chapter in Oklahoma. This award is intended to honor Dr. Carmichael's efforts in mentoring and promoting adults (ages 25–35) who demonstrate a strong propensity toward ethical leadership.

*Individuals must be nominated by their organization.*

### Community Impact Award

**Deadline: Noon on 3/29/2019**

Implemented in 2012, these awards recognizes organizations, including nonprofits, that are making a positive impact by specifically in promoting Oklahoma values of integrity at work in our communities and on campuses. Organizations are encouraged to self-nominate.

*There are two categories:*

**Education | Community**

— **HOW DO I APPLY?** —

**See [www.okethics.org](http://www.okethics.org) to download applications.**

## HONORING OUR VOLUNTEERS



### Victor Flores

*Honorary Chair*

**Victor Flores** serves as President of the Oklahoma Tribal Finance Consortium. He is also with the Absentee Shawnee Tribe and works as the Chief of Staff and CFO. He is an adjunct professor for OSU Tribal Finance and Accounting program and adjunct professor for master level Finance with Southern Nazarene University. Has 22 years of experience in corporate finance and 3 years' experience in tribal finance. He was also recently appointed to serve on Governor Stitt's Committee focused on policy for Economic Development Partnerships with Native American Tribes.



### Secretary Lisa Johnson Billy

*Guiding Principle*

**Secretary Billy** currently serves in the Chickasaw Nation Legislature, a seat she has held since 2016. She previously served in the Chickasaw Nation Legislature from 1996 to 2002. Billy also served in the Oklahoma House of Representatives from 2004 to 2016 representing District 42. During her time in the Legislature, Billy held various leadership roles including Floor Leader from 2014 to 2016, Deputy Whip from 2004 to 2008, and Vice Chair of the Republican Caucus from 2006 to 2008. She formed the Native America Caucus in the Oklahoma Legislature in 2006 and has been recognized for her work on prison reformation policies. Billy holds a B.A. from Northeastern State University and an M.Ed from the University of Oklahoma.

In January, Governor Stitt announced the appointment of Lisa Johnson Billy as Secretary of Native American Affairs, a cabinet position.

# OK ETHICS ANNUAL AWARDS



## ROY SPENCE

Co-Founder & Chairman, GSD&M • Cofounder & CEO, The Purpose Institute

Roy Spence is Co-Founder and Chairman of GSD&M, a leading marketing communications and advertising company. Roy Spence coined many of the familiar slogans we recognize such as “Don’t Mess With Texas” and “I Am An American.” He is also Co-Founder and CEO of The Purpose Institute, a consulting firm that helps people and organizations discover and live their purpose.

This Event is Made Possible  
by Our Friends at



# APRIL 23

Honoring Thomas Hill, CEO, Kimray  
Executive Pilot Award Recipient



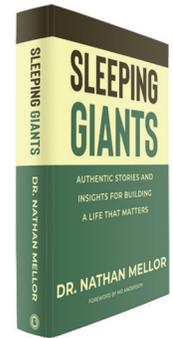
## DR. NATHAN MELLOR

CEO of C3 BRANDS

### SEPTEMBER 18

PETROLEUM CLUB EVENT CENTER  
(FORMERLY JIM THORPE EVENT CENTER)  
OKLAHOMA CITY

RECOMMENDED FOR 1 CPE IN BEHAVIORAL ETHICS.



**AUTHOR OF  
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## UPCOMING TULSA EVENT

# UNITY IN THE COMMUNITY



**Brian Black**  
Senior Site Leader Oklahoma  
Human Resources & EHS,  
Spirit AeroSystems



**Tahira Taqi**  
Account Executive &  
Inclusion Specialist,  
Schnake Turnbo Frank



**Kuma Roberts**  
Executive Director  
of Mosaic,  
Tulsa Regional Chamber



**Lacey Horn**  
Treasurer, Cherokee Nation;  
Member of US Department  
of Treasury's Tribal  
Advisory Committee



**Roger Ramseyer**  
Vice President of Tulsa's  
Cox Communications

**Recommended for 1 CPE  
in Behavioral Ethics at  
the basic level.**

Program is suitable at the basic level for accountants who are responsible for reinforcing ethical behavior in their organizations or clients served. OK Ethics makes no guarantees as it is up to the individual practitioner to determine relevance to their specific area of practice.

# MARCH 28<sup>TH</sup>

Hyatt Regency Tulsa  
11:30 AM to 1:00 PM

Registration Deadline  
Friday, March 22, 2019.

# UNITY IN THE COMMUNITY

Panel presentation to inspire and equip us to overcome ethnic, political and social divisiveness permeating our society's dialogue. Focus will be on promoting collaboration in ethical decision-making.

## — ABOUT THE PRESENTERS —



### **Nancy Anderson**

Nancy Anderson is vice president of Aircraft Modernization and Modification (AMM), a portfolio of aircraft in the Strike, Surveillance and Mobility division of Defense, Space and Security (BDS). Anderson is responsible for technical, quality, cost and schedule performance of some of Boeing's most complex military derivative, modification and upgrade programs. Nancy joined Boeing in 1997 and has held a series of positions in program management and engineering leadership including Defense & Government Services chief engineer; B-1 mission systems IPT

leader; Aircraft Sustainment and Modernization chief engineer; and Engineering & Logistics Services (E&LS) senior program manager. A key accomplishment was the establishment of Boeing International Support Systems and management of functional operations for the Boeing Oklahoma City site as Deputy Director. Before joining Boeing, Nancy founded and operated an Internet consulting company in Centerville, Ohio, that provided web services and computer networking.



### **Bob Funk Jr.**

Bob Funk Jr. is owner of Prodigal. In addition to co-owning and operating OKC Energy FC with Tim McLaughlin, Prodigal co-promotes PBR (Professional Bull Riders) events in Oklahoma City and Tulsa, operates the Bricktown 4th Fest in downtown Oklahoma City and OKC's annual St. Patrick's Day parade and oversees the Prodigal Sports Group, which represents 15 of the best rodeo and bull riding athletes in the world as well as baseball athletes. OKC Energy FC plays in the USL. USL is the strongest, best operated and most experienced North American men's professional

soccer league below MLS, both on and off the field. Funk has worked on a variety of projects in the sports and entertainment world following his graduation from Oklahoma Baptist University in 1998. When not at work, Bob enjoys spending time with his wife Kim Garrett and their two children. Kim is the CEO of Palomar: Oklahoma City's Family Justice Center.

### **GENERAL PROGRAM DISCLAIMERS:**

**LEGAL:** Members of the Oklahoma Business Ethics Consortium frequently share information concerning various issues and developments that may have legal implications. The discussions, commentary, and handouts at Consortium meetings or presentations to other organizations are for general informational purposes only. They cover only some aspects of the subject topic, and do not constitute a complete legal analysis of the topic or how it might apply to any particular set of facts. Before taking any action based on information presented during a Consortium event, participants are encouraged to consult a qualified attorney.

**CPE'S:** From time to time, Continuing Professional Education credits are offered. Because OK Ethics relies heavily on volunteers to provide these, we do not have the manpower to send certificates after the program is completed.

**REMINDER: PLEASE PICK UP CPE'S AT CONCLUSION OF EVENT.**

**PHOTOGRAPHY:** Occasionally, photos of the event are made and these may be posted on the OK Ethics website or Facebook page. By attending the program, participants tacitly understand and agree to this process. If preferences are otherwise, please notify us at [okethicsadmin@okethics.com](mailto:okethicsadmin@okethics.com) or [okethics@okethics.com](mailto:okethics@okethics.com) or call (405) 558-1193 and we will be happy to comply with your wishes.

### **PRESENTATION STANDARDS:**

The observations and comments of presenters at Consortium meetings and networking are the views and opinions of the presenter and do not constitute the opinion or policies of the Consortium or any of its members. Presenters are respectfully requested to honor OK Ethics Guiding Principles as well as avoid profanity, preaching, politics, put-downs and self-promotion during their lectures. To ensure accountability, participants are invited to evaluate each program according to these and other standards.

**Visit [okethics.org](http://okethics.org) for resources, videos, articles and to see who's who.**

# UNITY IN THE COMMUNITY

## — ABOUT THE PRESENTERS —



### **Sandra Quince**

Sandra Quince is a Diversity & Inclusion Executive responsible for the Global Diversity & Inclusion Council (GDIC) as well as the Global Diversity and Inclusion Awards. In this role, she supports the CEO and Chief Diversity and Inclusion Officer in delivering the global D&I strategy for the company. Sandra's work with the GDIC is focused on growing the diverse representation of the workforce, promoting an inclusive workplace and being a place where all employees have the opportunity to achieve their goals and meet the needs of customers. Sandra is also the Market President Human Resources Leader for Oklahoma, responsible for driving engagement and retention efforts as well as performance planning for the Tulsa and Oklahoma City markets. Formerly, Sandra was in leadership development supporting the Consumer and Small Business Banking. In this role, Sandra was responsible for talent management as well as a Client Manager for the Consumer Bank.



### **Brigadier General Cynthia K. Tinkham**

Brigadier General Cynthia K. Tinkham is the Assistant Adjutant General – Army, Oklahoma National Guard. She advises and assists The Adjutant General on the preparation of Oklahoma Army National Guard units for Homeland Defense and mobilization. She has oversight of training, administration, logistics and personnel actions. She directs the immediate staff and provides guidance to the staff and subordinate commanders. General Tinkham also facilitates command staff decisions pertaining to force development, planning, strength maintenance and task force operations. She advises The Adjutant General concerning any issue or matter that affects the Oklahoma Army National Guard, its citizen Soldiers and their families. General Tinkham commissioned in 1991 through the Oklahoma Military Department Officer Candidate School, Oklahoma City, Oklahoma. In previous assignments, she has served 189th Regiment (RTI) Commander, Director of Manpower & Personnel/J1, and Director of Personnel/G1. General Tinkham deployed to Afghanistan in 2009

as Executive Officer of the 1-45th Agriculture Business Development Team. Prior to receiving her commission, General Tinkham served for 2 years as an Enlisted Soldier in the Oklahoma Army National Guard.

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### ***Recommended for 1 CPE in Behavioral Ethics at the basic level.***

Program is recommended for 1 CPE in Behavior Ethics, with emphasis on personal integrity involving traits such as humility, honesty, determination and cultivation of wisdom. It is suitable at the basic level for accountants, professionals and leaders who are responsible for reinforcing ethical behavior in their organizations or clients served. OK Ethics makes no guarantees as it is up to the individual practitioner to determine relevance to their specific area of practice.

# Leader Bias Checks snapshot



## Recruitment & Talent Acquisition

Before you start: ask yourself, or ask the room of decision makers

Look out for...



Mitigate bias...



- ✓ What are the key criteria I am using to make this recruitment decision?
- ✓ Am I relying too much on 'gut instinct'?
- ✓ What biases do I have about the candidate's background, education, previous companies or experiences?

- ✓ Instruct yourself to be fair. Simply telling yourself to be fair can reduce bias by 50%.
- ✓ Take time to recognize your first impressions, and actively challenge them.

- ✓ Am I making early assumptions about the new team member?
- ✓ Am I sharing all cultural norms and expectations of the team?
- ✓ Am I providing space for team members to voice their concerns?

- ✓ Avoid making early assumptions about the person's performance. Make your personal and organization's unwritten/unsaid rules as explicit as possible during onboarding.
- ✓ Ensure all new hires have an opportunity to share their concerns.

- ✓ Are all my direct reports getting the opportunities they deserve?
- ✓ What am I doing to ensure that my employees are on their desired career path? Am I getting feedback on my managerial style?

- ✓ Most leaders have "go to" people. Ensure all of your team is getting the exposure and opportunities they need.

- ✓ What are the key criteria I am using to make talent assessment decisions?
- ✓ Am I being influenced by other people's opinions, rather than objective evidence?
- ✓ Am I setting group expectations during talent calibration meetings?

- ✓ Check for patterns or biases from other assessors (360 degree) or prior managers. Seek feedback on your team from a diverse group of colleagues.

- ✓ How recent is the evidence I am using; is it out of date?
- ✓ For this candidate, am I paying more attention to negative experiences over positive ones?
- ✓ Am I being influenced by other people's opinions, rather than objective evidence?
- ✓ Am I down-grading this person only because I don't know enough about them or their achievements?
- ✓ Am I promoting this person more quickly than their technical, or people/team/"how" capability, warrants?

- ✓ Ensure the criteria and evidence is balanced, over a full appraisal period highlighting achievements, strengths and development areas.
- ✓ Identify your biases beforehand so that you can judge the employee on objective successes. An isolated incident shouldn't cloud overall strong/consistent performance.

**Many thanks to Sandra Quince, Bank of America, for providing this checklist.**

# KEEP IT SIMPLE: INDIVIDUAL ACTIONS MATTER

## **Don't be shy:**

- Share a cup of coffee with someone you've never met.
- Invite a co-worker from outside your normal circle to lunch.
- Be curious and willing to learn about other cultures.
- A simple acknowledgement can go a long way – say “hello.”

## **Show some grace:**

Most people trip up not out of malice, but from a lack of experience. Don't jump to conclusions about what you perceive as bias.

## **Explore:**

Consider shopping in different neighborhoods. There are several international markets in OKC, so experiment with different foods and you might discover new friends can offer some delicious recipes.

## **Get involved:**

Get involved in community outreach opportunities (see table insert on pages 9–10).

## **Get real:**

Consider taking the *Implicit Association Test* to help realize your own biases. Acknowledging that we all have biases and that is okay, is often a very important first step of deeper D&I conversations.

Source: <https://implicit.harvard.edu/implicit/takeatest.html>

## **Stop it!**

Politely interrupt harmful language, bias or behavior in the moment. This includes noting your own, as we all have biases. Speak up!

## **Love:**

According to a *New York Times* article by Arthur C. Brooks, the problem is not incivility or intolerance, but “contempt: a noxious brew of anger and disgust.”

He goes on to say that we are negatively affected by “divisive politicians, screaming heads on television, hateful columnists, angry campus activists and seemingly everything on the contempt machines of social media.”

He further indicates that this leads to contempt, but it is an opportunity to change one's heart – our own. And he suggests that we respond with warmheartedness and good humor.

Read more at <https://www.nytimes.com/2019/03/02/opinion/sunday/political-polarization.html>

## **Listen:**

Listen to and amplify underrepresented voices.

Point out interruptions. Studies show that women are far more likely than men to be interrupted in meetings.

<https://business.linkedin.com/talent-solutions/blog/diversity/2017/50-ideas-for-cultivating-diversity-and-inclusion-in-the-workplace>

## **Get engaged:**

Actively engage in the diversity effort by knowing the diversity goals and vision of your organization and its connection to the overall business objectives.

- Commit to the process by understanding how diversity impacts your role, and how your role impacts the success of the diversity initiative.
- Consider serving or organizing on committees that organize diversity-related events and activities.
- Become a mentor, mentee, or part of a co-mentoring relationship.

Source: <https://www.officevibe.com/blog/diversity-and-inclusion-activities>

## **Walk in someone else's shoes:**

Take a minute to develop empathy by imagining the distinct challenges a marginalized minority might face.

## **Watch your language:**

Use *Alex* to catch potentially hurtful language in written communications and provide alternatives for rephrasing. It is a tool for identifying gender-favoring, polarizing, religious bias or other inconsiderate terms.

<https://alexjs.com/>

# KEEP IT SIMPLE: INDIVIDUAL ACTIONS MATTER (Continued)

## Learn and grow:

Consider viewing some of the D&I videos that Facebook sponsors to create more self-awareness. A few excerpts are listed below.

Source: <https://managingbias.fb.com/>

- *Performance Attribution Bias Video*: When it comes to decision-making, unconscious biases cause some people to be perceived as “naturally talented,” whereas others are presumed to have “gotten lucky.” People on the receiving end of these biases are less likely to receive credit for their ideas, are interrupted more often during team interactions and have less influence on teams.
- *Competence/Likeability Tradeoff Bias Video*: Research shows that success and likeability are positively correlated for men and negatively correlated for women. Women are expected to be nurturing and care-taking, while men are expected to be assertive and action-oriented. Having to produce results and be liked makes it harder for women to get hired and promoted, negotiate on their own behalf, and exhibit leadership.
- *Maternal Bias Video*: Research shows that women who are mothers experience an unconscious bias in the workplace that fathers and women without children do not. Mothers are disliked when not seen as nurturing mothers, and given fewer opportunities.

## Get involved in the Community: Opportunities for Outreach

<p><b>1</b>    <b>Raindrop Turkish House of Oklahoma</b> 4444 N Classen Blvd, Ste 200 Oklahoma City, Oklahoma (405) 702-0222 Facebook.com/DialogueOK</p>	<p>The Raindrop Foundation aims to cultivate friendship and promote understanding of diverse cultures through its unique services to the community. We strive to establish bridges between the Turkish and American cultures and communities by providing easily accessible educational, social, and cultural services. Services are provided with the intention of contributing to global peace at the grassroots level by sharing Turkey’s heritage of tolerance and understanding.</p>
<p><b>Raindrop Calendar of Events:</b></p>	
<p>Table of Abraham, Sunday, April 28, 2019: 5:00 p.m. – 7:00 p.m.</p>	<p>Abraham is considered the father of the three monotheistic faiths in the world, Judaism, Christianity, and Islam. In the spirit of dialogue and in honor Abraham, the Dialogue Institute regularly hosts a panel program that brings community leaders and clergy from the three Abrahamic faiths to engage in a dialogue about the commonalities of and common issues concerning the Abrahamic communities over delicious food</p>
<p>Ramadan Fast Breaking (Iftar) Dinners, May 5- June 4:</p>	<p>For the world’s 1.5 billion Muslims, Ramadan is a time of fasting, prayer, closeness to God, family, and community. It is also the perfect time for Muslims to invite their neighbors to get a small taste of Ramadan through iftar dinner, which are the meals that break the fast.</p> <p>During the month of Ramadan, Muslims fast by abstaining from consuming water or food from dawn to dusk. Iftar – or fast breaking – dinners take place each night once the sun sets. This is an important time not only for those who participate in Ramadan because of their faith, but also it is an important time for practicing Muslims to share their tradition with friends from different backgrounds over delicious food and through lively conversation. It is truly a special time when people of all backgrounds come together and share in the Iftar experience, learning about different cultures and faiths in the process.</p>
<p>Ladies Coffee Night, Friday, April 12, 6-8 pm:</p>	<p>Ladies Coffee Night is a rich cultural experience of sharing friendship along with a presentation. Homemade food and Turkish Coffee as well as games prepared by the ladies of Raindrop Turkish House are enjoyed by the different faiths and cultures of people. Please come join us to get to know one another.</p>
<p><b>2</b>    <b>Oklahoma Conference of Churches</b> Oklahoma City, OK 73118 (405) 525-2928 www.okchurches.org</p>	<p>Founded in 1972, the Oklahoma Conference of Churches has a long history of ministry to the people of Oklahoma. Organizing disaster response solutions, cooperating with government agencies to educate people on specific needs, and hosting events designed to inform and promote understanding and unity, the Oklahoma Conference of Churches touches the lives of people from all socio-economic ranks. Comprised of Christian denominations, Interfaith houses of worship, and community organizations, OCC connects the voices and efforts of many groups for meaningful results.</p>

<p><b>3</b>      <b>Respect Diversity Foundation</b> and the <b>Oklahoma Center for Community and Justice</b> Joan Korenblit 405-706-3828 rdfrdf@cox.net www.respectdiversity.org</p>	<p>“Different &amp; The Same”</p> <p>The Respect Diversity Foundation and the Oklahoma Center for Community and Justice joined forces to offer an engaging diversity program. Our trained volunteers go into your schools one hour/week to teach a six-week curricula that promotes greater understanding and respect</p> <p>Different and the Same is a child-focused initiative that helps students identify, talk about, and prevent prejudice. The centerpiece of the program is a series of nine 12-15 minute, child-friendly DVDs; developed by the company affiliated with the highly-regarded children’s program, “Mister Rogers’ Neighborhood.”</p>
<p><b>4</b>      <b>Greater Oklahoma City Hispanic Chamber of Commerce</b> www.okchispanicchamber.org</p>	<p>The Greater Oklahoma City Hispanic Chamber of Commerce is a community-based organization located in the heart of Oklahoma City with a membership of over 400. The Chamber is a nonprofit 501(c) 6 organization whose primary purpose is to serve local community needs, focusing on those that impact businesses.</p> <p>The Greater Oklahoma City Hispanic Chamber of Commerce was founded by a group of Hispanic entrepreneurs on June 12, 2000. The purpose of this organization is to promote the advancement of the commercial and economic interests of Hispanic-owned businesses, Hispanic-managed businesses, and the Hispanic-oriented businesses, trades and professionals in central Oklahoma.</p>
<p><b>Activities</b></p>	<ul style="list-style-type: none"> <li>• The Greater Oklahoma City Hispanic Chamber of Commerce frequently provides services to the Hispanic community in the form of business training workshops as well as one on one counseling through our Business Assistance Center.</li> <li>• ¡Viva Expo!, the Chamber’s annual business and consumer expo where over 200 Hispanic and non-Hispanic businesses promote and display products and services. Over 17,000 people attended last year.</li> <li>• Monthly network “Business After Hours” for members to network and promote their business and projects. The monthly network is held every fourth Thursday of the month.</li> <li>• Spring Gala/ Silent Auction and awards ceremony.</li> <li>• ¡Viva Sabor!- Wine tasting and Hispanic and Latino food tasting event is done twice a year. Some of the finest restaurants offering samples of the best Hispanic and Latino dishes in Oklahoma. Featuring entertainment as well as Hispanic and Latino Art</li> <li>• Ribbon cuttings for new businesses</li> <li>• ‘Who’s Hiring Now’ Bilingual job/career fairs are held throughout the year</li> <li>• Food Certification classes are held 5 times a year in Spanish</li> <li>• Latino Leadership Class (LLOKC) sessions run throughout the year.</li> </ul>
<p><b>5</b>      <b>Interfaith Alliance Foundation of Oklahoma</b> 301 Northwest 36th Street Oklahoma City, OK 73118 Tel: (405) 237-8426 Email: tiaokc@gmail.com</p>	<p>The mission of the Interfaith Alliance Foundation of Oklahoma is to promote the positive role of religion as a reconciling force in public and private life. They will work together to make our society more inclusive, our public discourse more civil and our nation more affirming of diversity.</p> <p>The Alliance sponsors the LEADD program of the Interfaith Alliance for promoting leadership education advancing democracy and diversity amongst high school students.</p> <p>Additionally, the Alliance sponsors an Interfaith Day of Reflection on the National Day of Prayer, giving visual support to the core American value of religious liberty.</p>
<p><b>6</b>      <b>Shiloh Camp</b> 448 NE 70th St, Oklahoma City, OK 73105 (405) 858-7011 Office <a href="http://shilohcamp.org/volunteer">http://shilohcamp.org/volunteer</a></p>	<p>Shiloh Camp provides sports, arts, adventure, Bible study, worship, and love wrapped inside of an unforgettable five days of life changing experience. Their goal is to teach, train, and model Christ’s love to children from our community in a culturally relevant environment that will serve as a model of excellence for our city and the country. Shiloh Camp builds confidence, equips the mind and spirit and strengthens the body and plants the seeds of hope for a brighter tomorrow!</p> <p>Shiloh Camp depends on volunteers to serve the community. There are many ways to invest your time and talent at Shiloh. They love hosting individuals, families, and groups for volunteer days.</p> <p>If interested in volunteering, please email <a href="mailto:rainey@shilohcamp.org">rainey@shilohcamp.org</a>.</p>
<p><b>7</b>      <b>Institute for Economic Empowerment of Women</b> PEACE THROUGH BUSINESS® Karel Ford, CMP   Director of Operations 405-943-4474 (office) 405-206-8982 (cell) <a href="mailto:kford@icew.org">kford@icew.org</a></p>	<p>PEACE THROUGH BUSINESS® is a business training and mentorship program for women entrepreneurs in Afghanistan and Rwanda. Since 2006 the program has been empowering women in the global marketplace. Its three major components — In-Country Education, Leadership Development, and Pay It Forward — combine to create a continuing program educating women, promoting their business and leadership skills, building a strong public policy agenda in the women’s business community, and helping to build stable economies.</p>