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TULSA EQUALITY INDICATORS



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Research, Planning & Action

Data for Action Learning Series

LOCAL RESOURCE GUIDE 2021

Working toward greater equity

In 2021, dozens of local community organizations and leaders participated in the Tulsa Equality Indicators Data for Action Learning Series, hosted by the City of Tulsa and the Community Service Council.

For six months, we held in-depth community conversations and published blog posts around sustainable strategies and action steps currently on the ground working to address disparities throughout Tulsa.

This resource guide is a compilation of what we learned from these dynamic sessions and blogs, created to showcase how local agencies are driving change and advancing Tulsa toward a more just and equitable community.



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THEME 1: Economic Opportunity

These organizations and leaders were featured in our Economic Opportunity Learning Session and blog series in January 2021. Here is how they are working to increase equity and economic opportunity in Tulsa:

- **Black Women Business Owners of America**, represented by **Charity Marcus, Co-Founder**, is helping Black women in Tulsa and across the nation access the necessary resources, tools, people, and funding for entrepreneurship.
- **Tulsa Community WorkAdvance**, represented by **Karen Pennington, Executive Director**, has launched Retrain Tulsa to help people most impacted by COVID-19 find new career paths and refocus on high demand jobs by providing access to career services and soft skills training.
- **Goodwill Industries of Tulsa**, represented by **Modisane Kwanza, VITA Coordinator/Financial Resilience Programs Manager**, has launched the Financial Navigator Program with the City of Tulsa to provide assistance with accessing unemployment benefits, rent assistance, eviction prevention resources, payment plans, and more. Additionally, the organization launched the Financial Empowerment Center with the City to offer coaching services to assist with money management and to help individuals achieve long-term financial goals.
- **City of Tulsa Mayor's Office of Economic Development**, represented at the event by **Michelle Barnett, Deputy Chief of Economic Development**, has made changes to their incentive policies to incentivize businesses who are paying a living wage or above to grow or move to Tulsa; implemented a commercial revitalization strategy which focuses on incentivizing small businesses to grow, especially those along the Bus Rapid Transit (BRT) route; created economic development tools for small businesses which are available online; and provided loans to small businesses for COVID-19 relief.
- **Mayor G.T. Bynum**, in blog format, laid out the City of Tulsa's bold plan to align Tulsa's economic and community development efforts around the mission of achieving shared prosperity and racial equity. To do this, the City is consolidating the Mayor's Office of Economic Development, Tulsa Industrial Authority, Tulsa Parking Authority, and Economic Development Commission into a unified, enhanced Trust Authority centered on reducing inequities. This merge occurred in July 2021, with the creation of Tulsa Authority for Economic Opportunity (TAEO).
-- READ MORE --

LOCAL RESOURCES

- Tulsa Authority for Economic Opportunity
- Tulsa Community WorkAdvance
- Due North
- Black Women Business Owners
- City of Tulsa Business Resources
- Financial Empowerment Center
- Goodwill Industries of Tulsa
- Get your Refund Tulsa

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THEME 1: *Economic Opportunity*

- **TYPROS**, represented in blog format by **Andrea Pemberton, Executive Director**, helps create economic and leadership opportunities for young talent. Recently TYPROS has revved up their focus to serve the needs and support the aspirations of young professionals of color in Tulsa. TYPROS dedicated its 2021 grant cycle entirely to Black Wall Street and Historic Greenwood projects to provide resources to engage young Black Tulsans in innovative, community development projects, and is partnering with other young professional organizations such as Tulsa Jewish Young Professionals, Blueprint g18 and HYPE. -- **READ MORE** --



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THEME 2: Education

These organizations and leaders were featured in our Education Learning Session and blog series in February 2021. Here is how they are working to increase educational equity in Tulsa:

- **Tulsa Public Schools (TPS)**, represented by **Dr. Deborah Gist, Superintendent**, is using a comprehensive set of data disaggregated by different groups of students for strategic planning purposes. The Value of Child Equity Index allows TPS to make decisions in a more targeted, strategic way and accounts for neighborhood factors known to impact student success. Additionally, TPS is offering concurrent enrollment programs to support high school students.
- **Tulsa Tech**, represented by **Dr. Joyce McClellan, Chief Development and Diversity Officer**, is supporting high school students by encouraging economic development and post-secondary achievement. Tulsa Tech is also using data to remove barriers, direct new programming and reduce absenteeism. In an effort to eliminate barriers to student success, the district is also engaging in triage efforts with partners.
- **JUVENGAF**, represented by **Ricardo Rivera, Director**, focuses on helping students with school through tutoring, but also helps parents help their children by motivating and helping parents to finish high school themselves. The initiative also provides instruction to parents on school subjects in which their children may be struggling, and helps them understand the value of education in the U.S. so that they can help their children be successful.
- **ImpactTulsa**, represented by **Carlisha Williams Bradley, Executive Director**, is looking at the intersectionality of data related to disparate outcomes and how to eliminate these to better serve students, such as underlying neighborhood conditions. ImpactTulsa has also developed a data tool that is 86% accurate in predicting students at-risk for chronic absenteeism in an effort to identify at-risk students and take steps to address what is needed for success.
- **CAP Tulsa**, represented in blog format by **Karen Kiely, Executive Director and CEO**, focuses on two-generation approaches in early childhood to lay the foundation for later school success. The agency's work with young children and their parents simultaneously advances a two-generation approach to interrupt the cycle of poverty. The goal of CAP Tulsa is to prepare children for Kindergarten to increase the likelihood of future academic and economic success, narrowing the opportunity gap that too often exists between children from low-income families and their wealthier peers. -- **READ MORE --**

LOCAL RESOURCES

Tulsa Community
College TRIO Educational
Opportunity Center

Reports

Tulsa Higher Education Task
Force 2020 Report

ImpactTulsa Community
Impact Report

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THEME 3: *Housing*

These organizations and leaders were featured in our Housing Learning Session and blog series in March 2021. Here is how they are addressing housing barriers in Tulsa:

- **Housing Solutions**, represented by **Becky Gligo, Executive Director**, is conducting a systems analysis to identify and address disparities by tracking access to programs and outcomes.
- **Green Country Tulsa Habitat for Humanity**, represented by **Elian Hurtado, Director of Client Services**, engages with Tulsa's under-served communities to offer trainings on financial literacy and improving credit.
- **City of Tulsa Mayor's Office of Economic Development**, represented by **Kristin Maun, Housing Coordinator**, has created the Affordable Housing Trust Fund to increase the supply of affordable housing in Tulsa.
- **Community Service Council's Supportive Services for Veteran Families**, represented by **Rachel Runfola, Director of Veteran Programs**, provides wrap-around case management, temporary intervention and short-term assistance to veteran families who are homeless or facing eviction.
- **Tulsa Housing Authority (THA)**, represented in blog format by **Ruth Martin, Chief Legal Officer**, now offers multiple opportunities for tenants to find help before filing evictions and offers a myriad of HUD programs to help residents toward homeownership. THA is also participating in a HUD-VASH program to reduce veteran homelessness by allowing veterans to take vouchers to private landlords as a method to subsidize rent costs. -- READ MORE --
- **City Lights Foundation**, represented in blog format by **Sarah Grounds, Executive Director**, forms relationships and learns from those experiencing homelessness. The organization recently developed a low-barrier hotel to serve as a bridge to permanent housing for Tulsa's most vulnerable homeless neighbors from street outreaches, shelters, and those discharged from local hospitals. -- READ MORE --

LOCAL RESOURCES

Housing Solutions

Community Service Council's Supportive Services for Veterans Families

The City of Tulsa Affordable Housing Strategy

The City of Tulsa Affordable Housing Trust Fund

The Tulsa Landlord-Tenant Resource Center

RECOMMENDED READS

Evicted: Poverty and Profit in the American City by Matthew Desmond

The Color of Law: A Forgotten History of How our Government Segregated America by Richard Rothstein

Know Your Price: Valuing Black Lives and Property in America's Black Cities by Andre M. Perry

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THEME 5: *Justice*

These organizations and leaders were featured in our Justice Learning Session and blog series in April 2021. Here is how they are working to increase equity in areas related to justice in Tulsa:

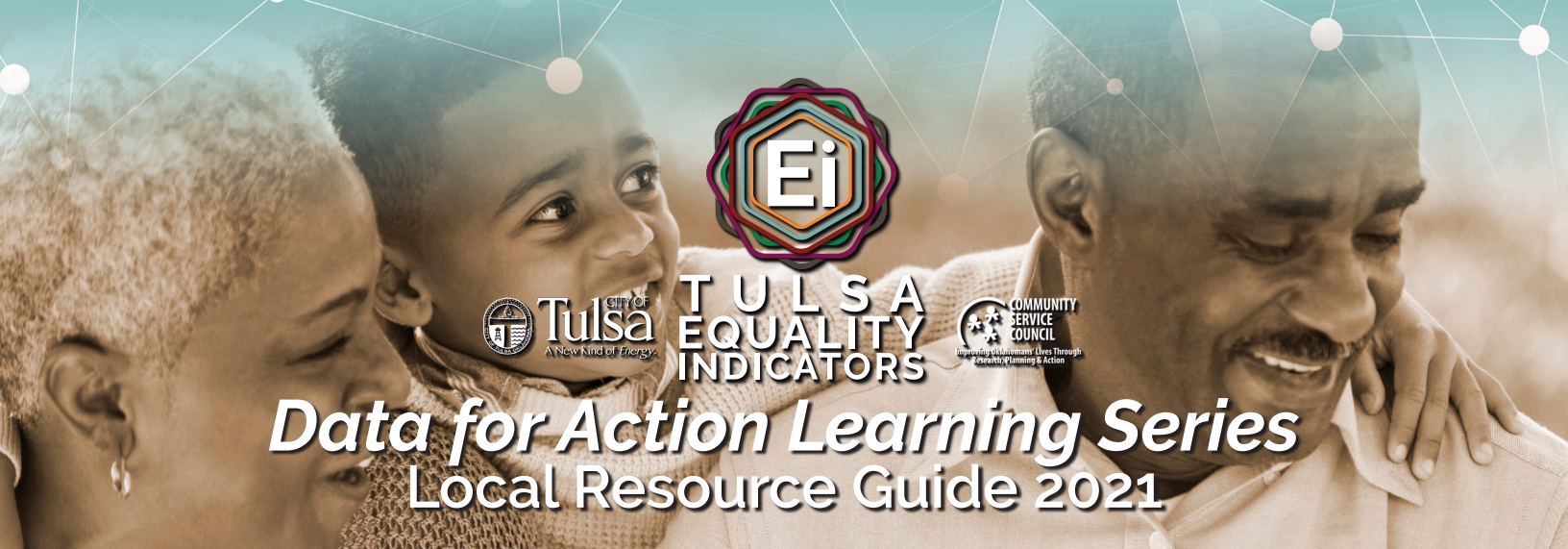
- **Oklahoma Policy Institute**, represented by **Damion Shade, Criminal Justice Policy Analyst**, has researched and uncovered the fact that North Tulsa—where 57% of residents are Black and 38% of residents live below the poverty line—has the highest concentration of court debt anywhere in the county. This turns into failure to pay warrants and a disproportionate number of arrests.
- **Tulsa Police Department (TPD)**, represented by **Wendell Franklin, Chief of Police**, is focused on cultivating trust with communities of color. This includes a dedicated captain for the new Community Engagement Unit, created to bolster internal policies to ensure increased accountability for violations, such as failure to activate a body camera. TPD has also revamped its Community Advisory Board.
- **Child Abuse Network**, represented by **Maura Guten, President and CEO**, advocates for change by increasing awareness of the fact that disparities in child abuse and neglect result from disparities in risk factors, such as poverty, untreated mental health and substance abuse issues, and intimate partner violence.
- **Family Safety Center**, represented by **Suzann M. Stewart, Executive Director**, takes the approach of housing multiple resources in one location to make it easier for clients to access services related to domestic violence, including applications for emergency protective order, child therapists, healthcare and more.
- **1st Step Male Diversion Program**, represented by **Buck West, Program Manager**, seeks to break the prison pipeline by supporting clients with wrap-around services while focusing on developing trust with law enforcement to prevent further justice involvement.
- **Still She Rises**, represented by **Kristina Saleh, Program Director**, offers interdisciplinary holistic representation, meaning their clients not only receive legal representation but also advocacy and outreach for needs in other areas.
- **DVIS**, represented in blog format by **Tracey Lyall, CEO**, serves all victims of domestic violence, sexual assault, stalking and adult sex trafficking, with a focus on marginalized populations who typically have access to fewer resources and face more barriers to seeking help. This includes victims who are at risk of deportation and incarcerated victims. -- READ MORE --

LOCAL RESOURCES

- Oklahoma Policy Institute
- Open Justice Oklahoma
- Tulsa County Fines and Fees Mapping Tool
- Tulsa Police Department Community Engagement Unit
- The Child Abuse Network
- Look Out Reach Out Initiative
- Family Safety Center
- 1st Step Male Diversion
- Still She Rises

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THEME 5: *Public Health*

These organizations and leaders were featured in our Public Health Learning Session and blog series in May 2021. Here is how they are working to reduce health disparities in Tulsa:

- **Tulsa Health Department (THD)**, represented by **Reggie Ivey, Chief Operating Officer**, has named racism as a public health threat, recognizing it as a root cause of disparity and inequity in health and healthcare. THD recommends multi-level structural and policy interventions to reduce health disparities, including those focused on economic instability, limited educational and employment opportunities, societal racism, and lack of resources. To address disparities in health and healthcare, THD has implemented several programs including the Healthy Living Program, The Center for Community Health Improvement, and Know Your Numbers.
- **Tulsa Birth Equity Initiative**, represented by **LaBrisa Williams, Executive Director**, is addressing disparities in infant mortality by advocating for expanding Medicaid coverage to birthing women up to a year postpartum, and for diversifying the physician workforce to better reflect the communities they serve. The initiative also offers a free community-based doula program to improve maternal health outcomes, and a preconception program to encourage healthy lifestyles prior to becoming pregnant.
- **Hunger Free Oklahoma**, represented by **Chris Bernard, Executive Director**, is advocating for strategies to eliminate food deserts and reduce food insecurity in Tulsa including: incentivizing stores to have fresh produce; removing barriers to access WIC and SNAP; encouraging urban agriculture through local zoning; enacting regulations to enable people to sell produce grown in local community gardens or farms; and offering tax incentives and subsidies for full-service grocery stores through combinations of private, public and philanthropic capital.
- **Healthy Minds Policy Initiative**, represented by **Zack Stoycoff, Executive Director**, recommends policy and structural changes to create an ideal system of care for those with mental illness, including: workforce development and job creation enabling self-sufficient wages; individualized levels of care based on need; better connection between physical and mental healthcare systems to encourage earlier detection of mental illness and fewer disruptions in care; an increase in the number of and value placed on behavioral health providers; and a culturally and linguistically appropriate provider workforce.

LOCAL RESOURCES

Tulsa Health Department Programs:

- Healthy Living Program
- The Center for Community Health Improvement
- Know Your Numbers

Tulsa Birth Equity Initiative

Hunger Free Oklahoma

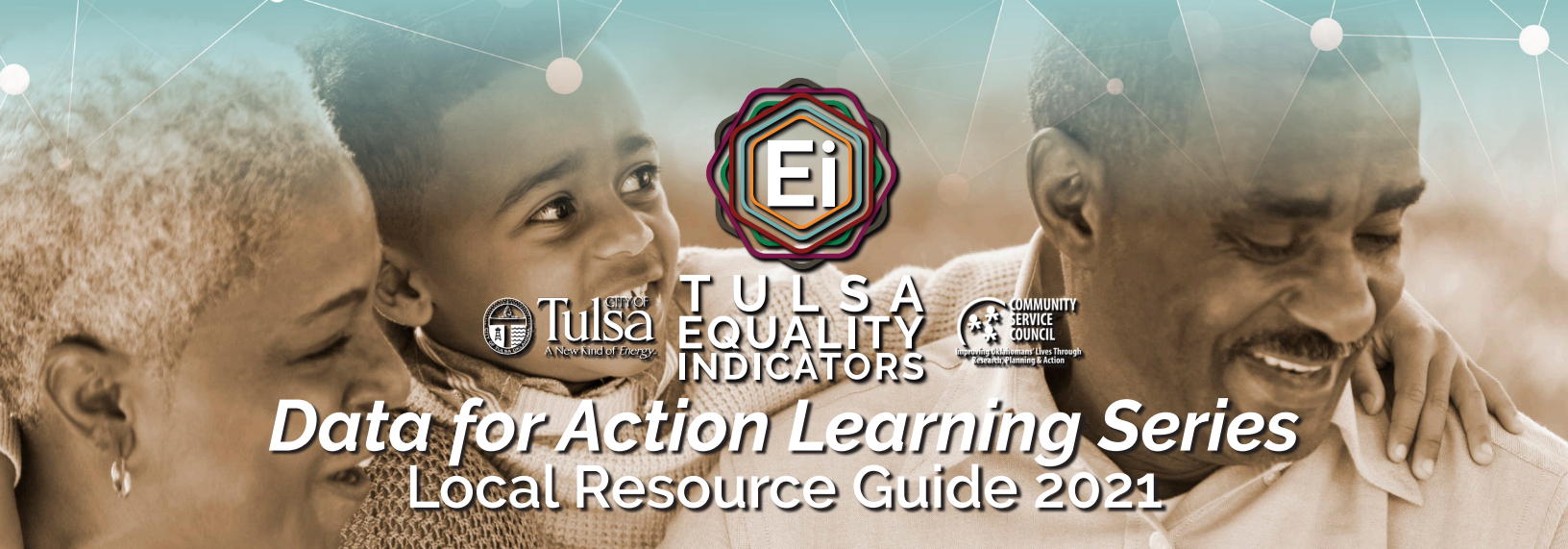
Family & Children's Services
Crisis Care Center

Healthy Minds Policy Initiative
Mental Health Resources

Tulsa Commission on Youth
Mental Health and Family
Resilience (City of Tulsa)

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THEME 5: *Public Health*

- **Ascension St. John (ASJ)**, represented in blog format by **Monica Barczak, PhD**, was part of the coalition that led to Medicaid expansion in Oklahoma, allowing more low-income people to qualify for Medicaid (SoonerCare) benefits and reduce the risk of a health crisis and ER visits. ASJ is also working to: identify and address unconscious bias in healthcare; standardize coordination of care and response to emergencies; increase communication among patients and providers; and improve the delivery of quality prenatal and postpartum care. -- **READ MORE** --
- **Community Service Council (CSC)**, represented in blog format by **Su Phipps, PhD, R.N.**, advocates for Tulsa's maternal-child public health programs as a means to reduce infant mortality, such as CSC's Healthy Start program. The agency also is convening public health and community healthcare providers to pilot maternal safety bundles to reduce maternal mortality and morbidity through standardization of prenatal and postpartum care delivery. CSC also houses programs that use bilingual and bicultural community peer educators to remove the unique barriers that impede immigrant families' access to healthcare, while connecting them with culturally responsive services that can better address their social determinants of health. -- **READ MORE** --



LOCAL RESOURCES

MySoonerCare.org

Ascension St. John

Community Service Council
Programs:

Healthy Start

Power of Families

Sia Mah Nu (Burmese
Refugee Support)

211 Eastern Oklahoma

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THEME 6: *Services*

These organizations and leaders were featured in our Services Learning Session and blog series held in June 2021. Here is how they are working to increase equitable access to services for Tulsans:

- **Tulsa Public Schools (TPS)**, represented by **Jonathan McIlroy, Director of Data Strategy**, has a designated Internet Access Task Force to address disparities in access to the internet among TPS families. Key efforts of this group include: reducing barriers to pre-registration for internet access; using internet navigators that families trust to help them access the internet; providing free or reduced cost internet; and building knowledge about the availability of programs to empower families and eliminate language and process barriers.
- **Institute for Developmental Disabilities at Oklahoma State University**, represented by **Kami L. Gallus, Professor and Associate Director of Research**, assists people who need additional supports to participate fully in all aspects of community life. The institute focuses on building relationships between individuals with, and those without, developmental disabilities, and has three primary objectives: provide training to students, community members, and persons with development disabilities; promote social and community inclusion; and contribute to the growing body of knowledge about the inherent value of individuals with developmental disabilities.
- **Leadership Tulsa**, represented by **Marcia Bruno-Todd, Director of Programs and Community Impact**, is working to increase representation in community and public service leadership roles. Leadership Tulsa has several programs focused on this effort: New Voices is working to increase representation on Tulsa's nonprofit boards; LT Represent is a nonpartisan civic leadership program for individuals interested in appointed and elected positions; and the Hispanic Leadership Institute promotes the individual development of Tulsa-area Hispanics/Latinx for increased participation in leadership roles.
- **University of Oklahoma-Tulsa MPA Program**, represented by **David Blatt, George Kaiser Family Foundation Professor of Practice**, emphasized that Oklahomans in general vote at some of lowest levels in nation. Voting is a cornerstone of our democracy to make voices and interests heard. Blatt recommended the following policy changes to reduce disparities in voter turnout in Tulsa: expanding early voting; offering early voting on Sundays; implementing a national voting holiday; restoring voting rights for felons; and facilitating more targeted voter outreach efforts.

LOCAL RESOURCES

Modus

The OSU Institute for
Development Disabilities

City of Tulsa Citizen
Committees

Leadership Tulsa programs:

New Voices

LT Represent

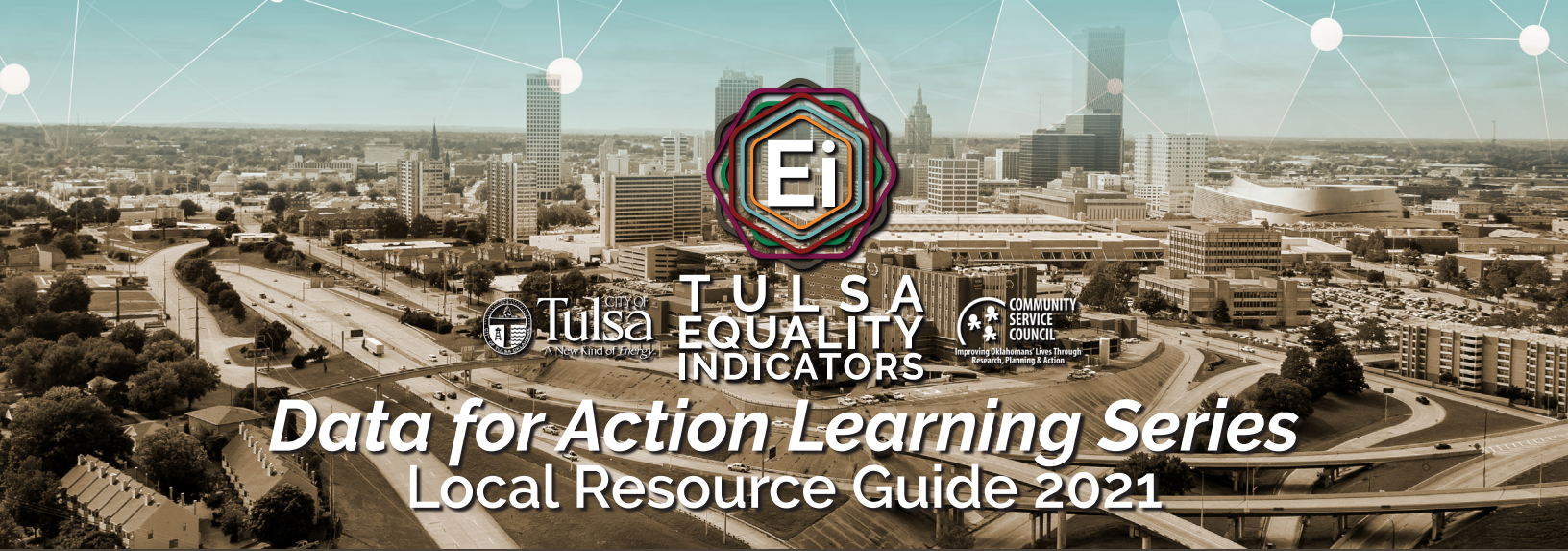
Hispanic Leadership Institute

Tulsa Transit

Oklahoma Policy Institute's
*Repairing Oklahoma's Broken
Democracy* by David Blatt

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THEME 6: *Services*

- **Tulsa Transit**, represented by **Liann Alfaro, Planning and Marketing Director**, is focusing on efforts to reduce disparities in public transportation, including moving from a flag stop system to a designated stop system. The company looks at "transit propensity" when considering both routes and stops, including rates of unemployment, vehicle availability, walkability, etc. Tulsa Transit is also looking into ways to reduce commute time, including dedicated bus lanes, adoption of national mobility methods, greater frequency of routes, and more.
- **Modus**, represented in blog format by **Leslie Neal, Founder/Executive Director**, is setting the trend for equitable transportation by serving those isolated in their communities and cut off from access to healthcare, social services, educational opportunities, and employment-related services. Through volunteer-based transportation, Modus ensures Tulsans can access reliable transportation so they can in turn access the critical services they need. -- **READ MORE** --



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*Thank you to each of the organizations
in this guide for their commitment to doing
the good work on the ground to increase
equity and opportunity for Tulsans everywhere!*

Explore the data at tulsaei.org