



CITY EXPERIENCE
Mayor's Office of Resilience and Equity

Tulsa Women's Commission

Regular Meeting | February 7, 2025 | 12:00 – 1:00 pm

City Hall at One Technology Center | Room 411

Meeting Minutes

Commissioners Present: Premadonna Braddick, Susan Crenshaw, Ashleigh Frohrip, Betsy Jackson, Charisa Jacobs, Deidra Kirtley, Janet Levit, Amy Mariska, Meg Myers Morgan, Kate Neary, Maria Carlota Palacios

Commissioners Absent: Mary Quinn Cooper, Dezeray Edwards, Laura Latta

I. Call to Order

- a. Vice Chair Neary called the meeting to order at 12:01 pm.

II. Approval of Meeting Minutes

- a. Vice Chair Neary entertained a motion to approve the November 2024 meeting minutes.
 - i. Commissioner Morgan made a motion, Commissioner Carlota Palacios seconded.
 - ii. Aye: 9, Nay: 0
 1. Commissioners Levit and Braddick were not yet present in the meeting.
- b. Motion carried, November 2024 meeting minutes approved.

III. Oath

- a. Lexi passed around a document for commissioners to sign the oath of office. All commissioners present signed.

IV. Affordable Housing Options for Women and Families

- a. **Presentation: Tulsa Homelessness and Housing Resources (Erin Velez, Chief of Staff and Amy Olsen, CoC Director at Housing Solutions Tulsa)**
 - i. Erin Velez began by sharing information about Housing Solutions/A Way Home for Tulsa and passing out data sheets (Appendix 1).
 - ii. The Point in Time count for 2025 was conducted recently, data will be available soon. Current data is from 2024.
 - iii. Lack of affordable housing is the biggest contributor to homelessness.
 1. Visible homeless is increasing, not as concentrated in downtown Tulsa as in the past.
 2. Sheltered homelessness is a larger portion: 62%



CITY EXPERIENCE
Mayor's Office of Resilience and Equity

3. Substance use is a low number for contributing factor (about 20%), usually comes into play after someone becomes homeless. There are great resources in Tulsa to support folks with this challenge.
4. Lack of affordable housing and loss of benefits are top contributing factors for general population as well as for women.
- iv. 73% of people currently experiencing homelessness became homeless while living here in Tulsa.
- v. Most people are experiencing homelessness for the first time.
 1. Oklahoma is one of the only states to not have anti-retaliation laws protecting tenants. Organizations are working in the policy space to enhance renter protections and repair relationships between tenants and landlords to prevent eviction.
- vi. Tulsa needs 13,000 affordable housing units to meet housing need.
 1. Housing Forward is new nonprofit working to bring nonprofit & affordable housing developers.
 2. Average rent in Tulsa is \$1,000/month, but Tulsans earning minimum wage need to work 100 hours per week to afford that.
- vii. Current wait time from assessment to connection to a unit: 360 days
- viii. Amy Olsen reviewed some of the homeless data.
 1. 12,416 individuals have been assessed for housing assistance since Jan 2020.
 2. 21,000 individuals accessed services in 2024; 9,908 were women; 346 women secured housing in the last year.
- ix. The increase in homelessness is directly correlated to decrease in housing placements. COVID pandemic protections and additional resources are ending. Need advocacy for affordable housing in every neighborhood.
- x. Commission Discussion:
 1. Commissioner Mariska: Quality data. What was homelessness data in 2019? Curious to know change from 2019 to 2020.
 2. Commissioner Levit: Was HUD money turned off due to recent national executive orders?
 - a. Amy: Yes, for 48 hours.
 - b. Commissioner Levit: What would happen if that was lost permanently?
 - c. Erin: HUD money is used for emergency shelters, rapid rehousing and case management to stabilize individuals, and service chronically homeless individuals who may need supports for life to get and stay housed. Would lose



CITY EXPERIENCE
Mayor's Office of Resilience and Equity

housing and staff who support those individuals if HUD funds are lost.

3. Commissioner Crenshaw: Lots of these issues are women's issues and children's issues that affect women.

b. Presentation: NACA and Lending Resources (Commissioner Charisa Jacobs)

- i. NACA is a mortgage program operating since the 1980s that provides affordable homeownership. Seeks to address racial inequities in homeownership and is also a great resource for women. Way to build wealth and stability.
- ii. Commissioner Jacobs shared her personal story with housing insecurity.
- iii. Character based lending (without consideration of credit score) supports participants afford the mortgage they want.
- iv. Addresses barriers such as limited savings, restrictive underwriting based on credit score, and unaffordable terms to get participants pre-approved for a mortgage.

V. Vice Chair Report

- a. YWCA Pinnacle Awards Update with guest Toneille Bent
 - i. Gratitude for commissioners who are helping to plan this year's Pinnacle Awards.
 - ii. The event is April 4th, and the theme is "tapestry."
- b. Vice Chair Neary highlighted two recent pieces of news related to childcare, and noted there are three Oklahoma House bills 1847, 1848, 1849, that address childcare.
 - i. Commissioner Morgan: Bill Knight referenced Tulsa Women's Commission's work in his Tulsa Regional Chamber inauguration speech.

VI. Old Business – no old business

VII. New Business – no new business

VIII. Announcements / Public Comments

- a. Commissioner Crenshaw: Tulsa/Oklahoma has a law that elected officials have to be present to vote in spaces like City Council meetings, with no option for proxy voting or online ballot. This can affect elected officials on parental leave or with other caregiver responsibilities. Particularly impacts women in office or considering running. This commission could potentially have a voice in helping to change that.
- b. Commissioner Braddick: Human Trafficking Awareness Summit on February 15
- c. Lexi shared an opportunity for the commission to table at Atlas School's Women's Resource Fair. Will follow up over email to get volunteers.

IX. Adjournment

- a. Vice Chair Neary entertained a motion to adjourn.



CITY EXPERIENCE
Mayor's Office of Resilience and Equity

- i. Commissioner Crenshaw made a motion, Commissioner Jackson seconded.
- ii. Aye: 11, Nay: 0
- b. Motion carried, meeting adjourned at 1:04 pm.

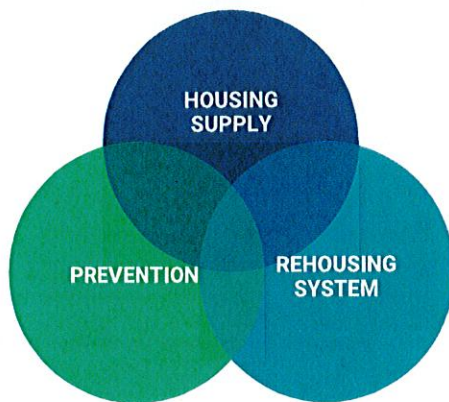
TULSA CITY/COUNTY

Homelessness in Tulsa



A Way Home for Tulsa

Reducing homelessness requires a balanced system of housing creation, prevention and rehousing. A Way Home for Tulsa (AWH4T) is a collective of Tulsa agencies that exists to plan and implement strategies in support of a balanced system of care. Since January 2020, Tulsa's system of care has assessed 12,416 for housing assistance and pending referral.



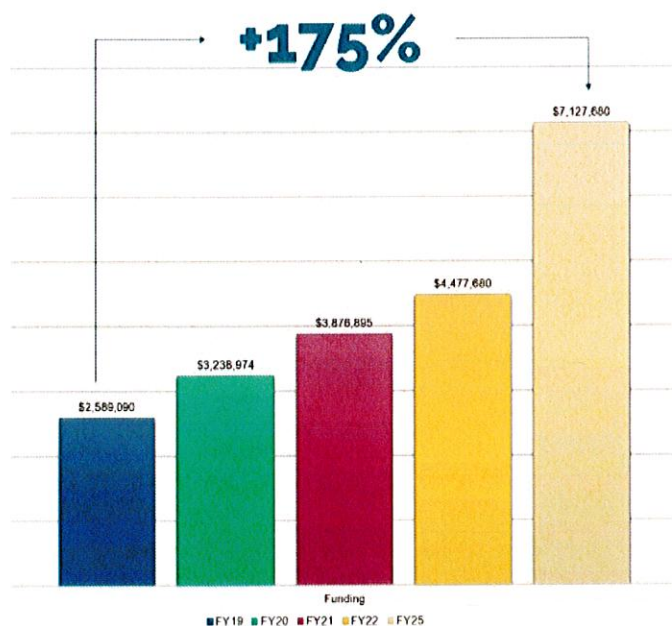
In the last year, AWH4T homeless prevention providers served 3,211 households, including 2% of all renting households in Tulsa City/County.

The lack of supply of affordable housing has led to increased prices, high rates of eviction, and increased inflows into homelessness.

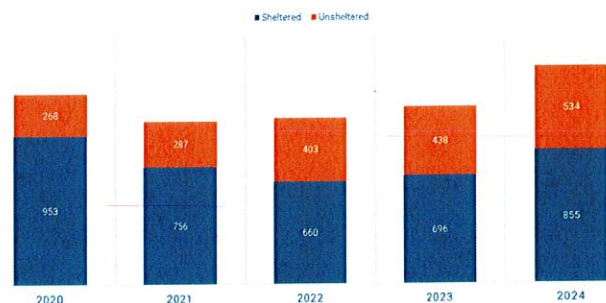
Since 2022, AWH4T has helped 2,480 people experiencing homelessness move back into permanent housing. Unfortunately, the inflow has increased, outpacing the rehousing rate.

Current Funding Overview

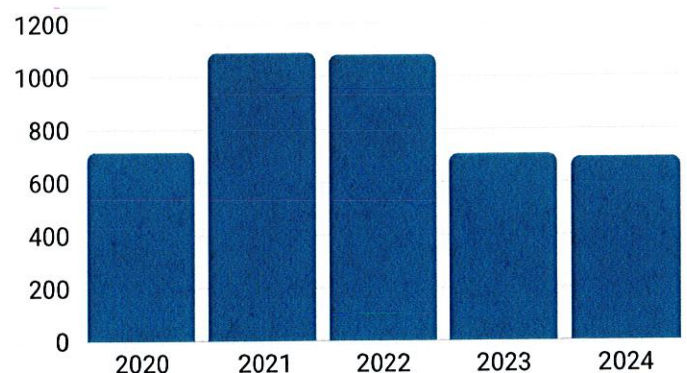
Our current annual award from HUD is **\$4,477,680**. With the addition of the Youth Homelessness Demonstration Program funding, we will have an annual award of **\$7,127,680 starting in 2025**.



Increase in Homelessness



Decrease in Housing Placements



TULSA CITY/COUNTY

2024 Point-in-Time Count Results



The Point in Time (PIT) Count is required by the U.S. Department of Housing and Urban Development (HUD). It is a count of people experiencing sheltered and unsheltered homelessness on a single night in Tulsa County.

1,389

INDIVIDUALS EXPERIENCING HOMELESSNESS IN TULSA

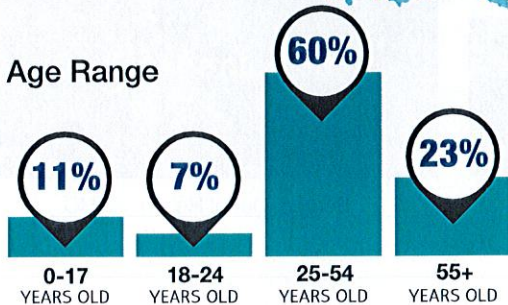
on the night of January 25, 2024

38%
Unsheltered



62%
Sheltered

81% of respondents first became homeless in Oklahoma, 73% first became homeless in Tulsa.



Foster Care

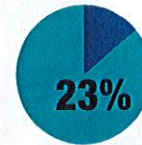
17% of respondents have been in the foster care system.

Disabling Conditions

46% of respondents have a disabling condition.

Domestic Violence

39% of respondents have a history of domestic violence.



Employment

23% were employed at the time of the survey.

Justice Involvement

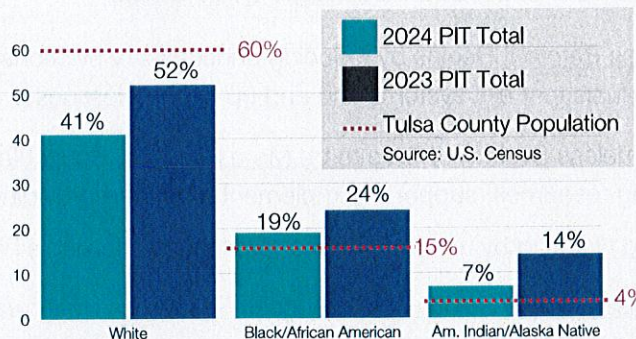
56% of respondents mentioned a personal history of incarceration.

Veterans

8% of respondents were veterans.

Race / Ethnicity

Homelessness continues to have a disproportionate impact on communities of color. This disparity not only reflects broader systemic inequalities but also emphasizes the importance of community action and advocacy. AWH4T agencies are working to address and mitigate the factors contributing to this pressing issue.



11%
Tribal Citizens

8%
Latina/e/o

Improving the quality of life for all people living in Tulsa by creating a community where homelessness - if it occurs - is rare, brief, and non-recurring.

5,441 Total number of people served in 2023.

Newly Homeless

In 2023, 2,816 of the 5,441 people within Emergency Shelters, Safe Havens, Transitional Housing, and Street Outreach were experiencing homelessness for the first time.

52%

Lack of Affordable Housing

Loss of Income/Benefits

Mental Health

Job Loss

Relationship Breakdown

Domestic Violence

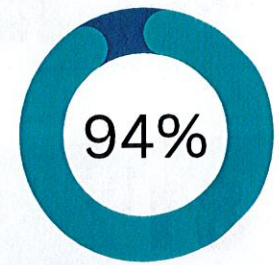
Causes of Homelessness

These are the top reasons respondents said contributed to their homelessness.

Affordable Housing

Finding and securing stable, suitable living arrangements for individuals or families experiencing homelessness or at risk of becoming homeless is more challenging when affordable housing and rental assistance isn't available in a community.

Tulsa's Housing Retention Rate is 94%, showing that prioritizing housing with supportive services is a highly successful strategy for ensuring long-term stability and preventing homelessness in our community.

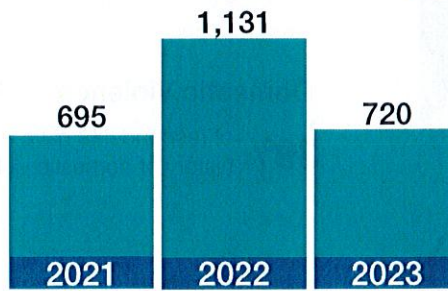


\$1,128
per month

to rent a 2-bedroom apartment in Tulsa County



Source: HUD FMR



Housing Placement

OK

\$18/hour

to afford a 2-bedroom rental home

or

99 hours/week

at minimum wage needed to afford a 2-bedroom rental home

Source: Out of Reach, NLIHC

A Way Home for Tulsa's 2020-2024 Strategic Plan Goals

- 1 Stop Homelessness Before It Begins by reducing unnecessary evictions and improving discharge policies and supports for individuals that exit systems and end up in homelessness.
- 2 Transform the Homeless System of Care to be More Effective, Equitable, and Person-Centered by understanding the need, allocating resources, supporting implementation, and providing services to reduce barriers to housing.
- 3 Increase Access to Housing by revising policies to prioritize affordable housing and connecting tenants to units.
- 4 Partner Across Tulsa to Build Solutions and Access Resources by increasing community, state, and federal support.



CITY EXPERIENCE
Mayor's Office of Resilience and Equity

Tulsa Women's Commission

Regular Meeting | March 7, 2025 | 12:00 – 1:00 pm

City Hall at One Technology Center | Room 411

Meeting Minutes

Commissioners Present: Premadonna Braddick, Mary Quinn Cooper, Susan Crenshaw, Dezeray Edwards, Ashleigh Frohrip, Betsy Jackson, Charisa Jacobs, Deidra Kirtley, Laura Latta, Amy Mariska, Kate Neary, Maria Carlota Palacios

Commissioners Absent: Janet Levit, Meg Myers Morgan

I. Call to Order

- a. Chairwoman Latta called the meeting to order at 12:01 pm.

II. Approval of Meeting Minutes

- a. Chairwoman Latta entertained a motion to approve the February meeting minutes.
 - i. Commissioner Crenshaw made a motion, Commissioner Kirtley seconded.
 1. Aye: 10, Nay: 0
 2. Commissioners Braddick and Jacobs were not yet present in the meeting.
 - ii. Motion carried, February meeting minutes approved.

III. Chair / Vice Chair Report

- a. Chairwoman Latta noted the exciting launch of the Office of Children, Youth, and Families. Already invited the folks overseeing the office to attend a future meeting once they're more established. Commissioners expressed excitement.

IV. Wrap Up: Women's Economic Security and Housing Stability

- a. Completed first term of inquiry focused on women's economic security and housing stability. Looked at a variety of topics:
 - i. Economic security – Technology training opportunities (Abisoye Ajai and Commissioner Edwards)
 - ii. Housing stability (Housing Solutions Tulsa and Commissioner Jacobs)
- b. Reflect on Presentations, topics, and one-pagers**
 - i. Chairwoman Latta prepared a one-pager for each inquiry area (Appendix A). Commissioners reviewed the document.



CITY EXPERIENCE
Mayor's Office of Resilience and Equity

- ii. Vice Chair Neary asked about a one-page brief to present to local high schools and colleges to highlight technology career pathways and support students selecting this opportunity.
 - 1. Commissioner Jacobs agrees a student-facing resource would be valuable.
 - 2. Commissioner Carlota Palacios mentioned career fairs can be a good avenue to get this information out. Need to have it designed to be appealing to students. Lexi shared she can ask the City's communications team about this.
 - iii. Commissioner Edwards shared there are already connections with local tech companies and area schools that can be leveraged. Reminder that this information needs to be delivered to the Mayor in some way, need more details about resources on resources already engaging in this work and what the City can amplify.
 - iv. Chairwoman Latta synthesized that audiences can include students (youth and adult learners) and the Mayor's office.
 - v. Commissioner Carlota Palacios noted that the commission should spread the word about NACA. Perhaps could write an editorial for Tulsa World.
 - vi. Commission discussed avenues to get the word out about these resources, including the City of Tulsa's social media, nonprofit organization's social media and email newsletters, and discussing with City of Tulsa staff.
 - vii. Commissioners shared positive reflections on the structure of the first term of inquiry. Appreciated insights from different sectors, exposure to new resources, increased awareness of initiatives in Tulsa.
- c. Discuss resources generated and potential action items**
- i. Priority Items:
 - 1. Communication of accessibility and pathways.
 - 2. Lean into areas of focus of the Mayor's office, such as housing.
 - 3. Determine channels available to share with community.
 - d. Product of this first term of inquiry will be a brief that synthesizes the information.

V. Planning: Mental Health, Human Trafficking, and Trauma Recovery

- a. Second term of inquiry will be from April – June.
 - i. Two speakers slated for the April meeting. Commissioner Braddick will speak in June and invite others to present alongside her. Commissioner Kirtley will help identify a speaker(s) for May's meeting.
 - ii. Vice Chair Neary recommended inviting someone with lived experience to come speak. Commissioner Braddick offered to share her insights from her personal and professional experiences and noted the importance of cultural sensitivity and considering the intersection of race when discussing trauma recovery.



CITY EXPERIENCE
Mayor's Office of Resilience and Equity

- b. Commissioners were in consensus that they will proceed with the second term of inquiry as laid out.
- c. Third term of inquiry will focus of women's health, safety, and empowerment and will take place from August – October.

VI. Old Business

a. YWCA Pinnacle Awards Update

- i. Commissioner Mariska shared a call for support/donations from YWCA Tulsa.
- ii. Commissioner Jackson noted that commissioners will need to coordinate their attendance individually. Commissioner Mariska will ask the YWCA Tulsa team about a discounted ticket or a way for the commission to sit together.
- b. Atlas School Equal Pay Day Event next Friday, March 14 from 5 – 7. Chairwoman Latta will speak about TWC and TWC will have a table. Reach out to Chairwoman Latta if you are available and interested in attending.

VII. New Business

- a. Chairwoman Latta shared a legislative update highlighting Oklahoma bills related to women's issues. Can track through Legiscan.

VIII. Announcements / Public Comments

- a. Commissioner Carlota Palacios shared Tulsa Educare received a \$3 million grant to support childcare centers.
- b. Commissioner Jacobs shared Royce Myer Gallery is having a women's month exhibit, her art will be featured in the exhibit. Opening is today, March 7 and the exhibit will be up all month.
- c. Commissioner Braddick will be on a panel on March 29 from 10 – 2:30 at Greenwood Cultural Center.

IX. Adjournment

- a. Chairwoman Latta entertained a motion to adjourn.
 - i. Vice Chair Neary made a motion, Commissioner Edwards seconded.
 - 1. Aye: 12, Nay: 0
 - ii. Motion carried, meeting adjourned at 12:55 pm.



Tulsa Women's Commission: Advancing Women's Opportunities in Tulsa

From October 2024 through February 2025, the Tulsa Women's Commission has been actively investigating three critical areas affecting women in our community: economic security, technology training opportunities, and housing stability. These interconnected issues represent both significant challenges and promising pathways for women in Tulsa. Through research, community engagement, and collaboration with local organizations, the Commission has compiled valuable information to guide policy recommendations and support initiatives that empower women economically, professionally, and personally. This document summarizes our key findings and strategic opportunities in each focus area.

Economic Security: Building Career Pathways in Technology

Tulsa is positioning itself as an emerging technology hub through initiatives led by the Tulsa Innovation Labs (TIL), piloted by the George Kaiser Family Foundation. With projections to create 56,000 jobs by 2033 and capture \$1.6 billion of the global market in autonomous systems, these initiatives aim to ensure 20,000 of those positions are filled by women. Currently, women represent only 33% of the tech workforce.

The earnings potential in technology careers presents significant economic opportunities for women. Entry-level positions such as IT Technician (\$32,200-\$59,696) and IT Specialist (averaging \$71,270) provide solid foundations, while advanced roles in cybersecurity, data science, and cloud architecture offer six-figure salaries ranging from \$105,000 to over \$330,000 annually.

Several Tulsa-based employers are actively hiring in these fields, including:

- Data Science & AI: Data Annotation, Microsoft, ServiceNow
- Cybersecurity: AAON, QuikTrip, NSU, ONEOK, BOK Financial
- Cloud Computing: Lumen, Cherokee Federal, Family & Children's Services
- Engineering & Design: QuikTrip, Cox Communications, Google, Xperi, Zeeco



Educational Opportunities: Technology Training

Despite the opportunities in technology, women face significant barriers to entry and advancement. Less than 20% of leadership positions in technology are held by women, and less than 30% of technology jobs overall. Half of women in tech report experiencing gender discrimination, and 50% leave the field by age 35. Women are also underrepresented in STEM education, comprising only 20-22% of computer science, engineering, and physics degrees.

Tulsa offers numerous education and training pathways to help women overcome these barriers:

Tulsa's educational institutions offer diverse technology programs, including TCC's 28+ tech programs and Cyber Skills Center, OU Polytechnic's degrees in AI and cybersecurity, and specialized programs at OSU, TU, and NSU. Non-degree options include Tulsa Tech's information technology programs and Atlas School's full-stack development curriculum.

To address specific barriers, the Commission has identified several areas requiring focused attention:

- Accessible training options that accommodate caregiving responsibilities
- Financial support for equipment, tuition, and living expenses during career transitions
- Mentorship programs that connect women with role models in the industry
- Professional networks that provide ongoing support and opportunities

Housing Stability: Foundations for Economic Mobility

Housing stability represents a fundamental requirement for women's economic security and career advancement. Currently, Tulsa faces significant housing challenges that disproportionately affect women. The city needs 13,000 affordable housing units to meet current demand, with average rents of \$1,000/month requiring minimum wage earners to work 100 hours weekly to afford housing.

Housing instability and homelessness affect many Tulsa women, with 1,389 individuals experiencing homelessness according to the 2024 Point-in-Time count. Of particular concern for women are contributing factors like domestic violence (the second highest cause for women re-entering homelessness) and loss of income/benefits. Oklahoma's lack of tenant protection laws, including anti-retaliation provisions, makes addressing housing issues particularly challenging for vulnerable residents.

Strategic solutions being implemented include:

1. Housing Solutions/A Way Home for Tulsa (AWH4T) strategic plan focusing on preventing homelessness, transforming care systems, increasing housing access, and building community partnerships
2. The NACA (Neighborhood Assistance Corporation of America) mortgage program, which offers character-based lending without credit score requirements, no down payments, and no closing costs
3. Advocacy for affordable housing development in all Tulsa neighborhoods
4. Tenant protection initiatives through policy change and educational programs

Conclusion

The Tulsa Women's Commission recognizes that economic security, technology training, and housing stability are deeply interconnected issues affecting women's opportunities and wellbeing in our community. By focusing on developing technology career pathways, eliminating barriers to training and education, and ensuring access to stable, affordable housing, we can create a more equitable future for women in Tulsa. The Commission remains committed to advocating for policies and programs that address these critical areas and to working collaboratively with community partners to implement effective solutions. Through these combined efforts, we aim to empower women economically and socially, strengthening our entire community in the process.



CITY EXPERIENCE
Mayor's Office of Resilience and Equity

Tulsa Women's Commission

Regular Meeting | April 4, 2025 | 12:00 – 1:00 pm

City Hall at One Technology Center | Room 411

Meeting Minutes

Commissioners Present: Premadonna Braddick, Mary Quinn Cooper, Susan Crenshaw, Dezeray Edwards, Ashleigh Frohrip, Betsy Jackson, Charisa Jacobs, Deidra Kirtley, Laura Latta, Meg Myers Morgan, Kate Neary

Commissioners Absent: Janet Levitt, Amy Mariska, Maria Carlota Palacios

I. Call to Order

- a. Chairwoman Latta called the meeting to order at 12:02 pm.

II. Approval of Meeting Minutes

- a. Chairwoman Latta entertained a motion to approve the March meeting minutes.
 - i. Commissioner Myers Morgan made a motion, Commissioner Edwards seconded.
 1. Aye: 10, Nay: 0
 - a. Commissioner Braddick was not yet present in the meeting.
 - ii. Motion carried, March meeting minutes approved.

III. Guest Speaker: Suzann Stewart, CEO of Family Safety Center

- a. Chairwoman Latta turned the meeting over to Suzann Stewart, who began with a content warning for the content of her presentation.
- b. Suzann shared 2023 Tulsa data for domestic violence (DV) and intimate partner violence (IPV). Oklahoma is ranked #2 in the country for rates of DV/IPV.
 - i. Commissioner Quinn Cooper asked why that is, Suzann shared it is difficult to pinpoint one thing. Access to weapons, low education attainment, lack of awareness for services, and more are all factors.
 - ii. Rates have decreased since 2022.
 - iii. Numbers are sometimes higher because more individuals are reaching out for help than before.
- c. Violence is a public health, safety, and economic issue.
- d. Family Safety Center (FSC) services include emergency protective orders, client assistance with the legal system, forensic nurse exams, self-sufficiency for clients, and more. Center survivor-driven decision making.



CITY EXPERIENCE
Mayor's Office of Resilience and Equity

- e. FSC has 13 on-site partners to deliver services. Law enforcement is embedded in the organization, increases trust with clients because they are meeting people where they are.
- f. Polyvictimization: the collective experiences of multiple types of violence, usually in multiple settings, and at the hands of multiple perpetrators. Has a dramatic effect on individuals (mental, physical, emotional, etc.). Will affect people more deeply and for a longer amount of time.
 - i. Deteriorates mental health, changes behavior, decreases physical well being, increases life adversities, increases potential for future victimization.
 - ii. Oklahoma has a trauma-laden population. Need to figure out a way to address this complex trauma.
 - iii. Surveyed 3,000 clients over several years to determine frequency of 26+ traumatic events.
 - 1. Self-harm and suicidal ideation were high.
 - 2. 80% of clients are polyvictims.
- g. Commission Discussion:
 - i. Commissioner Quinn Cooper: With federal grants in limbo, what is your biggest challenge?
 - 1. Suzann: Uncertainty, several federal grants FSC should be applying for that haven't been released due to DOJ review of all grants, so we can't reapply for that funding. Funding will go away September 30.
 - ii. Vice Chair Neary: Can you currently still serve everyone, regardless of immigration status?
 - 1. Suzann: Yes, always have and always will. Have not seen a decline in immigrant populations seeking services with FSC, they are a trusted safe place.
 - iii. Chairwoman Latta: What is the greatest need you have?
 - 1. Suzann: Additional funds, will have to survive what is coming from a federal level. All nonprofits are having these conversations with funders. Awareness is also important. DV/IPV is a topic people don't want to talk about. Do a lot of community resource fairs, take opportunities to engage with community.

IV. Guest Speaker: Dr. Rebecca Hubbard, Chief Mental Health Officer at City of Tulsa

- a. Dr. Hubbard shared a handout that outlines the scope of her work. (Appendix A)
- b. Mental health focus in the City of Tulsa came from a need for city-wide collaboration across service providers.



CITY EXPERIENCE
Mayor's Office of Resilience and Equity

- c. Seven areas supported by mental health team: youth, substance use recovery, suicide prevention, crisis response, culture responsive support, trauma healing and community resilience, unhoused stabilization.
- d. Commission Discussion:
 - i. Chairwoman Latta: What does your work look like in practice, with such a large scope?
 - 1. Dr. Hubbard: Attending and facilitating meetings, providing mental health expertise, hiring coordinators to deliver work, and more.
 - ii. Commissioner Crenshaw: In the face of budget cuts, what are the strategies to overcome this?
 - 1. Dr. Hubbard: Multiple funding streams are in consideration, including legislative advocacy and other sources. Creating a safe space and reinforcing commitment to the work is important.
 - iii. Commissioner Edwards: Love that City of Tulsa has a Chief Mental Health Officer. What are other cities doing and how do you find best practices?
 - 1. Dr. Hubbard: There are not many other cities that have this role. Have connect with San Antonio's but their local government is structured very differently than Tulsa's. In many ways, Tulsa is setting best practices.
 - iv. Chairwoman Latta: How do we get in touch with you?
 - 1. Email: rhubbard@cityoftulsa.org or Lexi can connect.

V. Chair / Vice Chair Report

- a. Chairwoman Latta shared excitement for Pinnacle Awards tonight.
- b. TWC tabled and Chairwoman Latta presented at Atlas Schools's Equal Pay Day event in March.

VI. Old Business

- a. Commissioner Myers Morgan: Childcare facility state rating requirements coming up, deadline is September. Very costly and rigorous, multi-month to go through rating process.
 - i. Commissioner Braddick: Is there something we can do to stop this?
 - ii. Vice Chair Neary: Is there a community champion speaking about this?
 - iii. Commissioner Crenshaw offered to talk to Representative Schreiber about this and report back.

VII. New Business – no new business

VIII. Announcements / Public Comments – no announcements or public comments

IX. Adjournment

- a. Chairwoman Latta entertained a motion to adjourn.
 - i. Vice Chair Neary made a motion, Commissioner Crenshaw seconded.
 - 1. Aye: 11, Nay: 0
 - ii. Motion carried, meeting adjourned at 1:04 pm.

Appendix A

City of Tulsa Mental Health
Executive Summary
Rebecca Hubbard, PhD, LPC, CFLE
Chief Mental Health Officer

City of Tulsa Mental Health History

The City of Tulsa's mental health work, originally forged in community-led initiatives, focused on improving the way mental health is viewed, treated, and supported in Tulsa. Many convenings of partners occurred across the community for decades with the pure intent of improving mental health services and resources in Tulsa. In recent City-community partnerships, such as the Commission on Youth Mental Health and Family Resilience and the 3H Housing, Homelessness, and Mental Health Task Force, community partners and government officials initiated a collective effort to improve response to mental health in Tulsa. Through these community initiatives, civic engagement opportunities, and coordinated efforts, the City of Tulsa determined a singular point of collaboration to oversee sustainable positive change in Tulsa mental health was necessary.

City of Tulsa Chief Mental Health Officer

The City of Tulsa Chief Mental Health Officer, a city-wide role in the Department of Resilience and Equity, provides an overarching mental health lens to the city's work. The job functions to increase collaboration among mental health programs, crisis response systems, and related services to achieve positive outcomes for Tulsans. This role implements city-wide mental health related strategies and projects, facilitates city-wide multi-sector planning and working groups, and collaborates across mental health related community partnerships establishing contractual agreements when needed. The Chief Mental Health Officer also utilizes community participatory practices, quality improvement protocols, and research-based assessments to improve mental health care in Tulsa. Further, this role provides regular reports to City leaders and residents and makes recommendations to City leadership about system resource needs, budgetary needs, and funding opportunities and/or proposals. Finally, the Chief Mental Health Officer provides leadership and oversight in developing and implementing a comprehensive mental health strategic plan for Tulsa with both immediate and long-term strategies to support mental health across all demographics in Tulsa.

City of Tulsa Mental Health Office

In year one, the Children's Mental Health Initiative and Community-Engagement Genealogy Project were launched including hiring two grant coordinators to facilitate the work and the execution of six community partner contracts. Grant deliverables were met, staff received professional development training and support, and funding was continued for each of these projects into the subsequent fiscal year. Two additional grants were awarded in year one. The Opioid Abatement Response and Community-Based Violence Intervention Initiative grants are currently being launched in partnership with internal and external partners. An Opioid Abatement Response Coordinator has been hired and interviews for a Community Youth Resilience Coordinator is currently underway. Most recently, we launched a city-wide suicide prevention strategic planning effort with key leaders and decision makers across sectors and systems.

City of Tulsa Mental Health Vision, Mission, Ethical Principles, and Core Values

Vision	<ul style="list-style-type: none">• Tulsa will be a community that supports mental health and wellness for all.
Mission	<ul style="list-style-type: none">• We will build support, services, and resources for good mental health in Tulsa.
Guiding Principles	<ul style="list-style-type: none">• Respect – we will be guided by mutual respect in all our efforts.• Compassion – we will be guided by compassion in every decision and every interaction.
Core Values	<ul style="list-style-type: none">• Partnership – we value working together toward good mental health for all.• Excellence – we expect excellence from ourselves and our partners in all our efforts.

City of Tulsa Mental Health Goals

Youth and Young Adult	<ul style="list-style-type: none">• All Tulsa youth and families receive what they need for good mental health and resilience.
Substance Use Recovery	<ul style="list-style-type: none">• All Tulsans value and celebrate substance use recovery and healthy connection in Tulsa.
Suicide Prevention	<ul style="list-style-type: none">• All Tulsans normalize asking for help and are educated, equipped, and empowered to provide help related to suicide.
Crisis Response	<ul style="list-style-type: none">• All Tulsa mental health crisis calls receive appropriate mental health support and full access to the continuum of care.
Culture Responsive Support	<ul style="list-style-type: none">• All represented races and ethnicities in Tulsa receive mental health services and supports responsive to their unique culture.
Trauma Healing and Community Resilience	<ul style="list-style-type: none">• All Tulsans trust and build connection with all other Tulsans.
Unhoused Stabilization	<ul style="list-style-type: none">• All unhoused Tulsans receive individualized, wholistic care during housing stabilization.

City of Tulsa Mental Health
Work Overview
Rebecca Hubbard, PhD, LPC, CFLE
Chief Mental Health Officer

Commonly Used Acronyms

SUD/ODU – Substance Use/Opioid Use Disorder
SI/SA – Suicide Ideation/Suicide Attempt
IDD – Intellectual and Developmental Disabilities
EBP – Evidence Based Practices vetted and identified by SAMHSA
SAMHSA – Substance Abuse and Mental Health Services Administration
SOC – System of Care
SED/SMI – Serious Emotional Disturbance/Severe Mental Illness
DOJ – Department of Justice
TPS – Tulsa Public Schools
HMPI – Healthy Minds Policy Initiative
TPD – Tulsa Police Department
TFD – Tulsa Fire Department
CRT – Co-Response Team
IRT – Integrated Response Team
ART – Alternative Response Team
ORT – Opioid Response Team
CARES – Community Assistance Referral and Education Services
OAG – Oklahoma Attorney General

Youth and Young Adult Mental Health and Resilience

Children’s Mental Health Initiative (CMHI; SAMHSA 2023-2027 \$4M grant, can reapply for multiple grant cycles)

The Children’s Mental Health Initiative is a Systems of Care (SOC) effort to adapt the way we approach children’s mental health in Tulsa. The philosophy of SOC is to provide care in an effective, compassionate, individual/family-centric manner. The intent is to increase capacity in Tulsa to serve children in need, increase coordination among different providers and organizations, and gain a better understanding of gaps in the system of care for children and families.

Current CMHI Goals:

- Establish the Tulsa Children’s Mental Health Initiative (CHMI) Governance Team, a sustainable infrastructure that will support the SOC for children, youth, and families in Tulsa at risk for or with SED/SMI.
- Decrease mental health related youth admissions to emergency departments and unnecessary inpatient admissions for children/youth with SED/SMI.
- Increase access to an array of evidence based and culturally relevant crisis stabilization, intensive home and community-based (IHCB), and targeted and intensive case management services.
- Increase youth and family voice, leadership, and support services in the City of Tulsa.
- Increase the number of pediatric primary care and ER providers to address youth suicide prevention and mental health crisis.

Current Sub-Awardees:

- Family and Children's Services
- Counseling and Recovery Services
- Oklahoma Family Network
- Healthy Minds Policy Initiative

Community-Based Violence Intervention Initiative (CVI; DOJ 2024-2027 \$2M grant)

The Tulsa Community Violence Intervention Initiative (CVI) is a Bureau of Justice Community-Based Violence Intervention and Prevention effort meant to interrupt violent crimes by 12–34 year-old boys/men and assist them with redirecting their path toward resilience. This initiative leverages a successful, nationally recognized, evidence-based model, integrating law enforcement, grassroots organizations, outreach workers, credible messengers, and behavioral and social service providers, to reduce violence in neighborhoods. Through a public health approach, with community partners, the intent is to lower violent crimes, build neighborhood safety, and foster youth and young adult resilience.

Current CVI Goals:

- Decrease violent crimes (e.g., homicides and non-fatal shootings) for youth and young adults (age 12-34) in Tulsa.
- Improve neighborhood safety and community resilience.

Opioid Abatement Response (OAR)

As part of the Tulsa Opioid Abatement Response (OAR) discussed below, TPS is providing comprehensive substance use prevention training and education to students and staff.

Current OAR Goals:

- Increase TPS staff knowledge and skills related to overdose prevention, Botvin Life Skills training, substance use prevention, and opioid use prevention.
- Increase TPS students' and families' knowledge and skills related to substance use and opioid use prevention and Botvin Life Skills.

Children's Mental Health and Family Resilience Coalition (CMFRC)

Statewide collaboration of leaders from various sectors (education, medicine, government, justice, higher education, nonprofit, faith-based, community-based) across Oklahoma communities meet monthly to support each other in an effort to promote mental wellness and resilience in children and families through systems level changes improving children's mental health and resilience in Oklahoma.

Current CMHFRC Goals:

- Validate each other in our respective fields as we engage with families and children with a mental health and resilience lens.
- Facilitate the efforts and work our partners and others are doing to support children's mental health and resilience.
- Communicate with one another about current struggles/adversities and new-found solutions, important policy considerations, and other events, activities, programs, etc. relating to our work with children's mental health and resilience.
- Innovate potential solutions to current real-world challenges, working together in real time to share ideas and support effective change for children's mental health and resilience in our respective communities and across Oklahoma.

Substance Use Recovery

Opioid Abatement Response (OAR; OAG 2024-2026 \$700,000 grant, reapplying for expansion, 15 more years of funding)

The Tulsa Opioid Abatement Response (OAR) is intended to be the first step in a comprehensive city-wide approach to addressing opioid and substance use disorder (OUD/SUD) in Tulsa and supporting sustained recovery for our community members. In partnership with the Tulsa Fire Department (TFD), Tulsa Public Schools (TPS), and Healthy Minds Policy Initiative (HMPI), the Mayor's Office of Resilience and Equity (MORE) are implementing a foundational step to a multiphase, multi-partnered, multitiered City-wide substance use prevention, early intervention, and sustained recovery infrastructure for the City of Tulsa.

Current OAR/SUDR Goals:

- Decrease adult overdoses and near overdoses.
- Decrease youth overdoses and near overdoses.
- Increase funding to support City-Wide Substance Use Recovery strategic plan and related goals, objectives and action steps.

Suicide Prevention

City-wide Suicide Prevention Strategic Plan (SPSP)

A collaboration of leaders from various sectors (mental health, education, medicine, government, justice, higher education, nonprofit, faith-based, community-based) across Tulsa convened to develop and implement a city-wide suicide prevention strategic plan. Development of strategies, goals, objectives, and implementation plan are in process. Center for Disease Control's Suicide Prevention Resources for Action, Zero Suicide Framework's Core Components of Safe Care, Substance Abuse and Mental Health Services Administration's Strategic Prevention Framework, U.S. Department of Health and Human Services' National Suicide Prevention Strategy, Suicide Prevention Resource Center's Local Suicide Prevention Infrastructure, and Education Development Center's Seven Elements of Effective Community-led Suicide Prevention serve as the foundation and guiding documents for the development of this strategic plan and subsequent work.

Current SPSP Goals:

- Decrease adult suicide attempts and completions across demographics in Tulsa.
- Decrease youth suicide ideation, attempts, and completions across demographics in Tulsa.
- Increase access to suicide ideation treatment and support.
- Increase access to suicide completion postvention support within the community.

Mental Health Crisis Response

First Responders Advisory Council (FRAC)

The First Responders Advisory Council (FRAC) is a collaborative effort to redesign mental health crisis response in Tulsa. FRAC currently consists of TPD, TFD, 911, City of Tulsa, and Family and Children's Services/COPES (Community Outreach Psychiatric Emergency Services: mobile response). FRAC is piloting a new call triage for mental health crisis calls. There are 5 co-response models who respond to mental health crisis calls – CARES, CRT, IRT, ART, ORT.

Current FRAC Goals:

- Decrease TPD response to non-public safety mental health calls.
- Increase mobile integration health response to mental health calls.
- Increase crisis mental health response access to continuum of care.
- Decrease high utilizers of 911 and emergency departments.
- Increase and improve access to services and resources for unhoused and all Tulsans as needed.

Culture Responsive Support

Culture Responsive Access to Care (CRAC)

This is an initiative to attenuate the gap between culture and mental health services. Leaders in specific populations will be trained in mental health and related topics to assist as a frontline support to individuals and families within that demographic. Community liaisons will also be identified and trained to assist individuals and families of that demographic in accessing mental health services, when needed.

Current CRAC Goals:

- Increase mental health awareness and decrease mental health stigma in culturally diverse populations in Tulsa.
- Increase access to mental health care, when needed, for residents from diverse backgrounds.
- Increase diverse representation in mental health care workforce.

Trauma Healing and Community Resilience

Community Engaged Genealogy Project (CEGP; DOJ 2022-2025 \$1M grant)

The Community Engaged Genealogy Project is intended to help facilitate identification of descendants of the Tulsa Race Massacre, connect them with their history and ancestry, and facilitate community education about the Tulsa Race Massacre (TRM). This is a three-year grant from 10/01/2022-09/30/2025, with total award of \$1,075,000.00.

Current CEGP Goals:

- Increase engagement in genetic genealogy and family ancestry tracing with the North Tulsa/Greenwood residents.
- Increase trauma-responsive, culturally relevant support to descendants of the Tulsa Race Massacre.

Homelessness

Unhoused Individualized Care Plans (UICP)

This is an initiative to provide whole person support to unhoused individuals and families as part of a housing stabilization process. Social determinants of health will be assessed and provision of support services will be coordinated across community partners to facilitate comprehensive support during and after obtaining housing.

Current UICP Goals:

- Provide assessment-based individualized care during housing to unhoused individuals in Tulsa.
- Provide coordination services management for individualized care and stabilization to unhoused individuals.



CITY EXPERIENCE
Mayor's Office of Resilience and Equity

Tulsa Women's Commission

Regular Meeting | May 2, 2025 | 12:00 – 1:00 pm

City Hall at One Technology Center | Room 411

Meeting Minutes

Commissioners Present: Dezeray Edwards, Ashleigh Frohrip, Betsy Jackson, Charisa Jacobs, Deidra Kirtley, Laura Latta, Janet Levit, Amy Mariska, Meg Myers Morgan, Maria Carlota Palacios

Commissioners Absent: Premadonna Braddick, Mary Quinn Cooper, Susan Crenshaw, Kate Neary

I. Call to Order

- a. Chairwoman Latta called the meeting to order at 12:02 pm. A quorum was not yet present.
- b. The commission introduced themselves.

II. Approval of Meeting Minutes

- a. Once a quorum was present, Chairwoman Latta entertained a motion to approve the April meeting minutes.
 - i. Commissioner Myers Morgan made a motion, Commissioner Mariska seconded.
 1. Aye: 9, Nay: 0, Abstain: 0
 - a. Commissioner Levit was not yet present in the meeting.
 - ii. Motion carried, April meeting minutes approved.

III. Roundtable Discussion: Commissioner Deidra Kirtley and Melissa Hoover

- a. Chairwoman Latta grounded the commission in the current term of inquiry, focused on women's mental health and trauma recovery. She then turned the meeting over to Commissioner Kirtley and Melissa Hoover.
- b. Commissioner Kirtley began with a visual aid to introduce different types of trauma, including acute trauma, chronic trauma, and complex trauma. Also introduced the many intersections of adverse childhood experiences (ACEs), addiction, and justice system involvement.
- c. Commissioner Kirtley shared about several programs that the Resonance Center for Women in Tulsa manage to support justice-involved women and women who have experienced trauma.
- d. Melissa Hoover introduced herself and shared about her background and personal experience with trauma, addiction, and the justice system. She currently works as a Case Manager at Resonance.



CITY EXPERIENCE
Mayor's Office of Resilience and Equity

- i. Research shows trauma links to addiction, addiction links to incarceration.
- ii. Need an overhaul of the prison system, easily creates a cycle of incarceration.
- e. Commission Discussion
 - i. Commissioner Myers Morgan: Can you share more about the link from trauma to addiction?
 - 1. Melissa: Individuals are seeking out relief, substance use disorder is a mental health condition. Wanting to distract or numb from the trauma.
 - 2. Commissioner Kirtley: Also physical health concerns, increased suicide rates, and other challenges linked to high ACE scores.
 - ii. Chairwoman Latta: What are easy to identify barriers to safe and stable housing and employment that can be eliminated?
 - 1. Melissa: ban the box, increase second chance landlords who will rent to justice-involved individuals.
 - 2. Commissioner Kirtley: Some landlords who take advantage of justice-involved individuals who have trouble finding housing because they know the renter has limited options.
 - iii. Commissioner Myers Morgan: Can you speak more about the influence of men in the treatment process?
 - 1. Melissa: Resonance has a zero contact with men policy for the first nine months of being in the program. Teach women how to have boundaries and build healthy relationship habits. Have seen many women become incarcerated again because they leave the program for a man and it leads to poor decisions. More women leave for men than leave for drugs. For a long time, Oklahoma incarcerated more women than anywhere else in the world.
 - 2. Commissioner Kirtley: Women who have experienced high levels of trauma want someone to love them.
 - 3. Commissioner Myers Morgan: So much of recovery is focused on women, when men are perpetrating. How do we address that?
 - 4. Melissa: Must teach women to define their own identity, find self-love.
 - iv. Commissioner Jacobs reflected on a student whose parent is incarcerated, and she sees the student breaking the cycle.
 - 1. Melissa: Best thing to do to support children of incarcerated parents is to give the caretakers tools to create a safe home environment.
 - 2. Commissioner Edwards: There are great programs to teach parents how to meet their children's needs.



CITY EXPERIENCE
Mayor's Office of Resilience and Equity

- v. Commissioner Levit: We as a society do not recognize substance use as a mental illness, something to be treated. What can be done through public policy, socially, or other influential institutions to educate folks on substance use disorder.
 - 1. Melissa: Similar to the need to address stigma of mental illness and treatment (including medication) as a whole.
 - 2. Commissioner Kirtley: Come a long way with drug court. More are realizing that if individuals do not go through treatment, they will continue to be addicted.
 - 3. Melissa: Younger generations are more in tune with the idea that mental illness and substance use are real and need treatment. More these conversations happen, the more stigma is reduced.
 - 4. Commissioner Kirtley: Saw this improve while at Resonance in conversations with funders. Big shift in mindset.
 - 5. Melissa: Important role of She Brews and Take 2 Cafe—humanizing mental illness to the community.
- vi. Commissioner Jackson: What is considered a high ACE score?
 - 1. Commissioner Kirtley: 64% of people will have at least one ACE.
 - 2. Melissa: Anything over four significantly increases an individual's likelihood to experience mental illness.
- vii. Commissioner Edwards: Is there anything the community can do to support Resonance?
 - 1. Commissioner Kirtley: Financial mentorship program through She Brews.
 - 2. Melissa: Partner with Stand in the Gap on programming, annual fundraiser.

IV. Chair / Vice Chair Report

- a. Chairwoman Latta shouted out that TWC had a table at Leadership Tulsa's Women's Leadership Summit. Commissioners Frohrip and Braddick attended.

V. Old Business

- a. Chairwoman Latta shared a legislative update, including an update on the childcare centers closing in the face of changes in the state accreditation process.
 - i. Commissioner Carlota Palacios: DHS gave many childcare centers five stars to centers that are not truly acting as five-star centers. Now, to keep five stars, need to go through rigorous and expensive process to keep five-star status by September 1. Has caused a lot of stress in the childcare system. DHS funding is a challenge and have to pay centers more per child to five-star centers.



CITY EXPERIENCE
Mayor's Office of Resilience and Equity

- ii. Commissioner Jackson raised the question of why the five star rating is so crucial. Commissioner Palacios affirmed that four-star centers can be high quality, but the five star rating ties to funding.
- iii. Chairwoman Latta called attention to the proposed elimination of Head Start funding, which would be devastating.

VI. New Business – no new business

VII. Announcements / Public Comments – no announcements or public comments

VIII. Adjournment

- a. Chairwoman Latta entertained a motion to adjourn.
 - i. Commissioner Edwards made a motion, Commissioner Myers Morgan seconded.
 - 1. Aye: 10, Nay: 0
 - ii. Motion carried, meeting adjourned at 1:02 pm.



Tulsa Women's Commission

Regular Meeting | June 6, 2025 | 12:00 – 1:00 pm

City Hall at One Technology Center | Room 411

Meeting Minutes

Commissioners Present: Premadonna Braddick, Susan Crenshaw, Ashleigh Frohrip, Betsey Jackson, Charisa Jacobs, Deidra Kirtley, Laura Latta, Meg Myers Morgan

Commissioners Absent: Mary Quinn Cooper, Dezeray Edwards, Janet Levit, Amy Mariska, Kate Neary, Maria Carlota Palacios

I. Call to Order

- a. Chairwoman Latta called the meeting to order at 12:06 pm.

II. Approval of Meeting Minutes

- a. Chairwoman Latta entertained a motion to approve the May meeting minutes.
 - i. Commissioner Myers Morgan made a motion, Commissioner Crenshaw seconded.
 1. Aye: 8, Nay: 0, Abstain: 0
 - ii. Motion carried, May meeting minutes approved.

III. Presentation on Human Trafficking: Commissioner Premadonna Braddick and AnnMarie Hayden

- a. Commissioner Braddick presented about human trafficking, including a comprehensive overview of the issue.
 - i. Human trafficking is a \$150 billion global industry and includes five forms of exploitation, including sex, labor, domestic servitude, organs, and criminality.
 - ii. The most vulnerable population is 12- to 16-year-old girls. This demographic is often recruited by their peers and older men who appear to be sympathetic to their concerns.
 1. Social media is now a primary recruitment and exploitation tool.
 - iii. Victims are often transferred between locations to prevent escape and break community ties.
 - iv. Prevention and education strategy: individual awareness, school-based programs, and national campaigns.
 - v. Victim recovery framework: immediate response, rehabilitation, and reintegration.
 - vi. Justice and accountability measures: strengthen legal framework, enforce severe penalties, improve coordination, and track outcomes.
- b. AnnMarie Hayden shared her personal experience as a survivor of human sex trafficking and her role now as a victims advocate and peer support.

- i. Skull Games Solutions is a counter-trafficking initiative that focuses on empowering communities to disrupt the system of human trafficking.
- ii. Working to activate the community in collaborative intervention.
- iii. Help survivors access safe housing, job training, career mentorship. TWC can play a role in including trafficking survivors in conversations and initiatives for economic stability and housing on a City level.
- c. Commission Discussion:
 - i. Commissioner Kirtley asked what you do if you see someone in public who you suspect may be experiencing trafficking. AnnMarie said if it feels safe enough, simply asking the person how they are doing demonstrates that someone sees them and can be a powerful moment. If there is an abuser with them, call the national human trafficking hotline. Also a local and state number. Can also call 911 or alert airport security.

IV. Chair / Vice Chair Report – no report

V. Old Business

- a. Chairwoman Latta highlighted state and national legislation that affects childcare centers. Encouraged commissioners to read follow up materials to be aware of potential action they can take. There was also great state legislation that was passed, including the no-cost childcare for early education staff and expanded breast cancer screening coverage.

VI. New Business

- a. Human Rights Commission Humanitarian of the Year Award: Chairwoman Latta encouraged commissioners to surface anyone who would be a good nominee.
 - i. Commissioner Kirtley mentioned that in past years, the commission may have considered Pinnacle Awardees to nominate for this award.

VII. Announcements / Public Comments

- a. Commissioner Myers Morgan is having a new book come out on July 15, with a celebration at Magic City Books on July 31.
- b. Title V Commission Retreat from 8:30 am – 2 pm on July 25 at City Hall. Dion'trae encouraged commissioners to attend, even if they can only be there a portion of the day.
- c. Chairwoman Latta will be speaking at the Greater Tulsa Area African American Affairs Commission meeting next week.

VIII. Adjournment

- a. Chairwoman Latta entertained a motion to adjourn.
 - i. Commissioner Kirtley made a motion, Commissioner Crenshaw seconded.
 - 1. Aye: 8, Nay: 0
 - ii. Motion carried, meeting adjourned at 1:08 pm.



Tulsa Women's Commission

Regular Meeting | August 1, 2025 | 12:00 – 1:00 pm

City Hall at One Technology Center | Room 411

Meeting Minutes

Commissioners Present: Premadonna Braddick, Susan Crenshaw, Ashleigh Frohrip, Charisa Jacobs, Laura Latta, Kate Neary, Maria Carlota Palacios

Commissioners Absent: Mary Quinn Cooper, Dezeray Edwards, Betsy Jackson, Deidra Kirtley, Meg Myers Morgan

I. Call to Order

- a. Chairwoman Latta called the meeting to order at 12:05 pm.

II. Approval of Meeting Minutes

- a. Chairwoman Latta entertained a motion to approve the June meeting minutes.
 - i. Vice Chair Neary made a motion, Commissioner Palacios seconded.
 1. Aye: 7, Nay: 0, Abstain: 0
 - ii. Motion carried, June meeting minutes approved.

III. Chair / Vice Chair Report

- a. Recognize New Company Signing Pay Equity Pledge: ProRecruiters
- b. Chairwoman Latta expressed gratitude for the Title V Commission Retreat. Highlighted support from fellow Tulsa Women's Commissioners.

IV. Review and Vote: Tulsa Women's Commission Nomination for Humanitarian of the Year Award

- a. Vice Chair Neary shared her proposed nominee from TWC for the Human Rights Commission's Humanitarian of the Year Award. Commissioners reviewed Vice Chair Neary's nomination letter.
- b. No questions or alternate proposed nominees were brought forward.
- c. Chairwoman Latta entertained a motion to approve TWC's Nomination for the Humanitarian of the Year Award.
 - i. Commissioner Crenshaw made a motion, Commissioner Palacios seconded.
 1. Aye: 7, Nay: 0, Abstain: 0
 - ii. Motion carried, nomination approved.
- d. Vice Chair Neary will submit the nomination to HRC.

V. Recap and Reflections of Previous Unit of Inquiry: Women's Mental Health and Trauma Recovery



- a. Chairwoman Latta provided a brief review of the first two units of inquiry and pointed to a document that synthesizes learnings from the second unit of inquiry on women’s mental health and trauma recovery.
- b. Reminder of the goal to produce three documents that will be submitted to the Mayor and other City officials to increase awareness of these issues.
- c. Commissioners reviewed the second unit of inquiry summary document (Appendix A).
- d. Commission Discussion
 - i. Commissioner Jacobs highlighted the importance of a survivor-led model: true empathy and cultural responsiveness, benefits person receiving support and the person supporting.
 - ii. Commissioner Crenshaw reflected on impact of hearing AnnMarie speak. Chairwoman Latta echoed that sentiment for Melissa as well.
 - iii. Chairwoman Braddick noted a successful operation in Alabama to rescue approximately 10 children ages 3 – 15 from being trafficked, another successful rescue of 60 children in Florida. A challenge facing those who have been rescued is going back to their trafficker due to trauma.
 - iv. Chairwoman Latta expressed gratitude for the expertise within the commission, allowing TWC to surface critical issues.
 - v. Vice Chair Neary reflected on TWC’s role as advisors to the Mayor and advocates for these issues. In a position to tell stories and offer facts, even when difficult.
 - vi. Commissioner Crenshaw thanked Chairwoman Latta for preparing such an effective summary. Excellent reminder of what we hope for Tulsa, hope City resources can address these issues.
- e. The commission can:
 - i. Identify and advocate to fill system gaps
 - ii. Promote cross-sector collaboration
 - iii. Advocate for trauma-responsive policies
- f. Next steps can include edits, how should the summary document be used, and offer changes to units of inquiry process moving forward. Chairwoman Latta welcomed commissioners to share their feedback.
 - i. Commissioner Palacios suggested staying with a certain topic to push an initiative, not file away the learning and move onto something else. Chairwoman Latta responded that is the intent of this era of exploration. Offered the opportunity to reflect after three different units, then identify an area to focus the commission’s next initiative.
 - ii. Vice Chair Neary: Goal could be once a month a couple commissioners commit to speaking with other groups. Could be corporate lunch, chamber event, etc. to share learnings to bring awareness.
 1. A few commissioners agreed they are interested in doing this.



2. Commissioner Palacios agreed it's important to reach groups that wouldn't normally hear this information.
 3. Commissioners agree that it will be helpful to have consistent talking points or a prepared one pager/slides
 4. Commissioner Crenshaw noted it's important for women in the community to know that this group is a direct line to the Mayor, if certain women don't feel heard TWC needs to know that.
- iii. Commissioner Jacobs: Curious how we can promote certain organizations that the commission has learned from, something tangible for people in the community to do after learning about these issues.
1. Chairwoman Latta echoed importance of brevity and accessibility of information, digestible talking points.
- g. Previewed third unit of inquiry, September – November
- i. No scheduled speaker on safety for September or empowerment in November.
 1. Commissioner Crenshaw suggested Public Safety Commissioner Laurel Roberts for safety. Lexi will reach out to her.
 2. Vice Chair Neary suggested Commissioner Myers Morgan, Commissioner Braddick suggested Kelli McLoud-Schingen, and Commissioner Frohrip suggested Legal Aid Services of Oklahoma for empowerment.
 - ii. Vice Chair Neary and former commissioner Janet Levit are scheduled for October. They will provide an overview of the reproductive health and family planning landscape in Oklahoma.

VI. Review and Discussion of Policy Issues Impacting Women and Childcare

- a. Chairwoman Latta shared current policy issues and headlines on a national and state level that are impacting women.

VII. Old Business – no old business

VIII. New Business

- a. Proposed Changes to Pinnacle Awards Process
 - i. Chairwoman Latta welcomed Zoe Cauley with YWCA Tulsa to review a document outlining proposed changes to the Pinnacle Awards process.
 - ii. Commissioners agreed the proposed changes will strengthen the process.

IX. Announcements / Public Comments - none

X. Adjournment

- a. As a quorum was no longer present in the meeting, there was no motion to adjourn the meeting.
- b. The meeting concluded at 1:06 pm.



Tulsa Women's Commission: Centering Mental Health, Healing, and Trauma Recovery

From April through June 2025, the Tulsa Women's Commission focused its second inquiry term on the intersecting issues of mental health, trauma recovery, and personal safety. The Commission heard from subject matter experts, nonprofit leaders, and community advocates on the mental health challenges disproportionately affecting women in Tulsa. Key discussions explored trauma-informed care, human trafficking, intimate partner violence, reentry from incarceration, and culturally responsive supports.

This summary reflects insights gathered across three monthly sessions, and highlights the ongoing challenges and strategic opportunities for supporting women's recovery and mental wellness in Tulsa.

Understanding Trauma and Mental Health Needs

Experts shared that trauma often begins early and can take many forms, including acute, chronic, and complex trauma. These experiences often compound over time and are closely linked with long-term physical and mental health outcomes.

Key findings include:

- Oklahoma continues to rank among the top states for domestic violence-related deaths. Most fatal cases involve individuals who never accessed services (Family Safety Center, 2025)
- Women who seek help through agencies like the Family Safety Center often experience multiple forms of violence, including domestic abuse, sexual assault, and stalking.
- High Adverse Childhood Experience (ACE) scores remain prevalent in Oklahoma and are linked to poor outcomes in health, education, and employment (Resonance, 2025).
- Economic hardship, lack of access to care, and stigma continue to prevent many women from receiving the mental health support they need.

Polyvictimization and Its Impact

Commissioners examined the effects of **polyvictimization**, where individuals experience multiple types of trauma—such as domestic violence, sexual assault, neglect, financial abuse, and discrimination—often across their lifespan.

Data shared by Family Safety Center indicates:

- **87%** of adult women served by FSC reported emotional abuse
- Over **62%** experienced strangulation or positional asphyxia
- Nearly **50%** reported histories of stalking, financial abuse, or chronic poverty
- Mental health symptoms were widespread:
 - **87%** reported anxiety
 - **83%** reported sadness
 - **77%** reported sleep disturbances
 - Over **60%** reported attention and concentration issues
 - Nearly **50%** reported suicidal ideation or self-harm

These findings affirm that mental health interventions must be trauma-informed, long-term, and coordinated across systems.

Human Trafficking and Exploitation

Presenters highlighted the growing prevalence of human trafficking, particularly among vulnerable youth. Rather than abduction, many victims are groomed and manipulated over time by people they trust, including family members and romantic partners.

Key insights:

- Social media platforms like Instagram, TikTok, and Snapchat are now the most common recruitment tools used by traffickers.
- Trafficking often intersects with housing instability, poverty, and previous trauma. Victims are frequently isolated from their support systems and coerced into silence through psychological control, threats, and shame.
- There is a growing need for coordinated, trauma-informed responses that recognize trafficking as both a public health and public safety issue.

Pathways to Recovery and Stability

Speakers with expertise in reentry services and community mental health emphasized that trauma recovery requires a whole-person approach, including access to safe housing, stable employment, and long-term mental health care.

Highlighted programs and strategies include:

- Culturally responsive mental health support, including the CRAC (Culture Responsive Access to Care) program and the Community Engaged Genealogy Project (City of Tulsa, 2025)
- Trauma-informed housing and employment programs for formerly incarcerated women, such as Take Two Café at Resonance Center for Women.
- Increased access to mobile crisis response teams, peer recovery services, and community-based support networks.
- Strengthening pathways for diverse representation in the mental health workforce to improve trust and care access for underserved populations.

Strategic Opportunities

The Commission identified several key opportunities to improve systems of care and support for women in Tulsa:

1. Expand **trauma-informed training** for educators, law enforcement, healthcare providers, and service agencies.
2. Increase access to safe, affordable, and recovery-centered **housing options**.
3. Provide school- and community-based **education on digital safety and exploitation prevention**.
4. Invest in community health workers and **culturally competent providers** to reach diverse populations.
5. Support **survivor-led programming and mentorship models**, especially for women exiting the justice system.



Conclusion

Mental health and trauma recovery are essential to women's long-term wellbeing, economic opportunity, and safety. This inquiry term elevated the urgent need for coordinated, responsive services that meet women where they are and support their healing journeys. The Commission remains committed to identifying system gaps, promoting cross-sector collaboration, and advocating for policies and programs that prioritize the mental health and safety of women in Tulsa.

Acknowledgments

The Tulsa Women's Commission would like to thank the following individuals for generously sharing their time, insights, and expertise on Mental Health, Healing, and Trauma Recovery during this inquiry term:

- Suzann Stewart, Family Safety Center
- Dr. Rebecca Hubbard, City of Tulsa
- Melissa Hoover, Resonance Center for Women
- Commissioner Deidra Kirtley
- AnnMarie Hayden
- Commissioner Premadonna Braddick



Tulsa Women's Commission

Regular Meeting | September 5, 2025 | 12:00 – 1:00 pm

City Hall at One Technology Center | Room 411

Meeting Minutes

Commissioners Present: Premadonna Braddick, Mary Quinn Cooper, Susan Crenshaw, Dezeray Edwards, Betsy Jackson, Laura Latta, Meg Myers Morgan

Commissioners Absent: Ashleigh Frohrip, Charisa Jacobs, Deidra Kirtley, Kate Neary, Maria Carlota Palacios

I. Call to Order

- a. Chairwoman Latta called the meeting to order at 12:04 pm.

II. Approval of Meeting Minutes

- a. Chairwoman Latta entertained a motion to approve the August meeting minutes.
 - i. Commissioner Crenshaw made a motion, Commissioner Myers Morgan seconded.
 1. Aye: 7, Nay: 0, Abstain: 0
 - ii. Motion carried, August meeting minutes approved.

III. Guest Speaker: Commissioner of Public Safety Laurel Roberts

- a. Chairwoman Latta introduced Commissioner of Public Safety Laurel Roberts.
- b. 30 by 30 Initiative: Goal for 30% of the Tulsa Police Department (TPD) to be women by 2030.
 - i. Commissioner Quinn Cooper and Commissioner Roberts discussed the current numbers and if it's realistic to double by 2030. Commissioner Roberts shared that currently about 15 – 17% of the force is women, and she is optimistic about reaching the goal. Recent classes tend to have more female representation, and there is work being done to create a more female-friendly department.
 - ii. Discussion ensued about how everyone brings strengths and weaknesses as unique individuals, and TPD needs to be inclusive. Different points of view are important, and there is always an opportunity to bring different strengths to a group.
 - iii. Commissioner Crenshaw: Do we have women outside of Tulsa applying?
 1. Commissioner Roberts: Yes. The pathways program partnerships with universities helps with this, as individuals can graduate college and TPD academy on the same day, paid by dept for going.
- c. Commissioner Roberts has oversight of TPD, Tulsa Fire Department (TFD), animal services, and municipal courts.



1. Commissioner Braddick: Love to hear you're working on human trafficking.
- i. Commissioner Myers Morgan: How is the safety of women within TPD and TFD from fellow officers?
 - i. Commissioner Roberts shared she has seen issues in both, but the culture is improving. Working to make them more fair, inclusive, equitable, and safe spaces. Progressed a lot but challenges are still there.
- j. Commissioner Roberts: Mayor's staff is full of competent, talented, powerful women and leaning on them to be decision and policy makers.

IV. Chair / Vice Chair Report

- a. Chairwoman Latta shared the timeline for Pinnacle Awards 2026. Need three commissioners to volunteer for the planning committee and three for the nomination review committee.
 - i. Planning: Chairwoman Latta
 - ii. Review: Commissioners Braddick, Crenshaw, and Myers Morgan
- b. In recent years, TWC has not had a dialogue about the commission meeting time. Chairwoman Latta wanted to create space for that to ensure that this is the best possible meeting time. Presented a list of possible meeting times. Asked commissioners to ponder what will work for them.
 - i. Commissioners Quinn Cooper and Jackson shared that TWC had a conversation a few years ago but couldn't come up with a better time.
 - ii. Several commissioners share they like Friday meetings.
 - iii. Chairwoman Latta will do an informal and formal poll with all commissioners.

V. Old Business

- a. Chairwoman Latta highlighted national and state issues related to women with themes. Will share with commissioners so they can review the articles.

VI. New Business – no new business

VII. Announcements / Public Comments

- a. Multicultural Mental Health Conference: November 17 and 18

VIII. Adjournment

- a. As a quorum was no longer present in the meeting, there was no motion to adjourn the meeting.
- b. The meeting concluded at 1:04 pm.



Tulsa Women's Commission

Regular Meeting | October 3, 2025 | 12:00 – 1:00 pm

City Hall at One Technology Center | Room 411

Meeting Minutes

Commissioners Present: Mary Quinn Cooper, Susan Crenshaw, Dezeray Edwards, Charisa Jacobs, Laura Latta, Meg Myers Morgan, Kate Neary, Maria Carlota Palacios

Commissioners Absent: Premadonna Braddick, Ashleigh Frohrip, Betsy Jackson, Deidra Kirtley

I. Call to Order

- a. Chairwoman Latta called the meeting to order at 12:03 pm.

II. Approval of Meeting Minutes

- a. Chairwoman Latta entertained a motion to approve the September meeting minutes.
 - i. Commissioner Myers Morgan made a motion, Commissioner Edwards seconded.
 1. Aye: 8, Nay: 0
 - ii. Motion carried, September meeting minutes approved.

III. Presentation on Women's Healthcare Access: Heather Palacios (Planned Parenthood) and Vice Chair Kate Neary (Community Health Connection)

- a. Vice Chair Kate Neary, CEO of Community Health Connection (CHC) presented first.
 - i. There are hundreds of community health centers around the country, 21 of which are in Oklahoma and two in Tulsa. Community health centers are required to serve underserved populations and care for folks regardless of any barriers (ie: ability to pay or citizenship status). 40%+ of patients at CHC are uninsured.
 - ii. CHC has primary care, obstetrics, pediatrics, dental, a pharmacy, and transportation. Aims to provide as much as possible under one roof and integrate services.
 - iii. In 2024: CHC saw 17,000+ unique patients across 60,000+ visits. On track to serve 22,000+ patients this year.
 - iv. Commissioner Myers Morgan asked how many doctors CHC has. Vice Chair Neary shared they have 26 providers (includes nurses, PAs, pharmacists, etc.), all of whom are full time.
 - v. Commissioner Crenshaw asked what percentage of patients are women. Vice Chair Neary shared it's about 60% and they also serve large immigrant population. About 80% of patients speak Spanish, and many staff do as well. This helps provide trusted, high-quality care.
 - vi. Title X Funding is a federal funding stream established in 1970 providing comprehensive family planning and reproductive care for low-income and



uninsured individuals regardless of their ability to pay. Can serve minors without parental consent for certain healthcare needs. Important access to services for all genders.

1. CHC remains a primary grantee for past 10 years.
 2. 40% increase in need for Title X services from 2024 – 25. Have seen 3,500+ patients so far this year.
 3. The current federal administration has targeted these funds and services, but it remains a critical point of care for families.
- vii. Commissioner Edwards: Can CHC serve anyone who comes through the door, or is there a waitlist? Vice Chair Neary: There is a wait for almost all services, but CHC tries to schedule patients in advance.
- viii. 70%+ of CHC's dental patients are uninsured. Dental is a very expensive service to provide. CHC loses a lot of money providing this service but it's so important.
- ix. Sliding scale payment for those who are self-paying
- x. Chairwoman Latta: What percentage of partner school's students and families come to the clinic? Vice Chair Neary: CHC started gathering this data about a year ago, about 28% of UPS students and families come through CHC's partnership at Ellen Ochoa.
- b. Heather Palacios, Development Director at Planned Parenthood Great Plains (PPGP) presented next.
- i. PPGP encompasses Oklahoma, Arkansas, Western Missouri, and Kansas. One of 49 affiliates across the country. Kansas locations primarily provide abortion services and are the only to do so in the PPGP service area.
 - ii. Commissioner Myers Morgan asked about medication abortion. Heather confirmed that the medication can't cross state lines. This is leading many to self-managed abortions. PPGP sees many appointments for follow up care for folks who have managed their own abortion at home.
 - iii. Commissioner Crenshaw asked if the federal government is trying to restrict access to abortion pills. Heather confirmed yes, they are trying to revoke FDA approval despite the medication being safer than childbirth and there is only a very small percentage of side effects.
 - iv. Commissioner Myers Morgan asked for clarity on the abortion protection laws in Kansas. Heather said the protection is up to 22 weeks. PPGP is seeing more fetal anomalies than ever in Kansas because people are traveling from other states for treatment.
 - v. Commissioner Jacobs asked about fetal anomalies and unviable pregnancies. Heather shared these could be situations where the fetus could not survive outside the womb. Charisa reflected that it seems common sense that there should be no controversy around protecting the woman in these situations. Heather shared current laws are going after physicians, so they are afraid to provide abortion care to patients



- vi. Heather shared a list of services offered at PPGP. Tulsa offers all of them except for abortion services. Launched vasectomy services in 2023.
 - 1. Commissioner Edwards: Has PPGP received any pushback around vasectomy care? Heather: People have been so supportive, no one seems to bat an eye. Planned Parenthood is a safe space for marginalized communities, and they are comfortable accessing this care in their facility.
 - 2. Commissioner Crenshaw: Do you have a clinical or operations director for Tulsa? Heather shared PPGP has a health center manager and two full time nurse practitioners in Tulsa.
- vii. In 2024, 44% of Tulsa patients earned less than or equal to 200% of the federal poverty level. PPGP may be the only provider they see all year, as they also offer primary care.
- viii. Oklahoma is tied with Georgia for the highest rate of uninsured patients.
- ix. PPGP has a 501c4 arm to handle advocacy, legislative affairs, community engagement, and lobbying. Not incredibly active in Oklahoma at the moment.
- c. Chairwoman Latta reflected on how heavy it is to realize how women's rights are slipping away.
- d. Commissioner Quinn Cooper exited the meeting at 12:52 pm.

IV. Chair / Vice Chair Report

- a. Chairwoman Latta recognized two new companies who have signed onto the Pay Equity Pledge: Tulsa Opera and Girl Scouts of Eastern Oklahoma.
- b. Chairwoman Latta thanked everyone who is contributing to the Pinnacle Awards. Need one more member for the event planning committee, will reach out to those who haven't volunteered for a committee yet. Nominations are open until October 18.
- c. Chairwoman Latta noted that she is working to ensure that TWC's ordinance and bylaws are up to date. Will have conversations in future meetings about needed changes.
- d. A community partner has offered tickets for the Kaleidoscope Ball to commissioners. Lexi noted that commissioners can't accept gifts without pre-approval from City Legal.

V. Old Business

- a. Discussion and Possible Action: Commission Meeting Time
 - i. Chairwoman Latta received one response to the survey about considering a new meeting time, and she is taking this as an indication that interest is low. Asked if commissioners want to continue this conversation or consider it resolved.
 - ii. Vice Chair Neary added that it's a luxury to attend a meeting during the workday, wanted to open the conversation to try to accommodate as many folks as possible.
 - iii. Commissioner Jacobs appreciates space for the conversation. Between the options of 9 am and noon meeting times, the current time works because she can prepare in advance. Her school is supportive, but she has to take personal time off to attend meetings.



iv. Commissioner Edwards asked Lexi about evening meetings, Lexi shared that adding new evening meetings is not a possibility at this time.

v. Chairwoman Latta proposed tabling this for further conversation down the road. She will send the poll to commissioners again.

VI. New Business – no new business

VII. Announcements / Public Comments

a. Public Comment

i. Onyx: Leads a project called Tulsa Girl Power focusing on women learning basic car maintenance, negotiation strategies, and other essential skills. Next workshops are October 18 and November 2.

VIII. Adjournment

a. Chairwoman Latta entertained a motion to adjourn.

i. Vice Chair Neary made a motion, Commissioner Palacios seconded.

1. Aye: 7, Nay: 0

a. Commissioner Quinn Cooper was not present for the motion.

ii. Motion carried, meeting adjourned at 1:04 pm.



Tulsa Women's Commission

Special Meeting | November 7, 2025 | 12:00 – 1:00 pm

City Hall at One Technology Center | Room 10 North

Meeting Minutes

Commissioners Present: Toneille Bent, Premadonna Braddick, Marcia Bruno-Todd, Mary Quinn Cooper, Deidra Kirtley, Laura Latta, Meg Myers Morgan, Kate Neary, Maria Carlota Palacios

Commissioners Absent: Susan Crenshaw, Dezeray Edwards, Ashleigh Frohrip, Betsy Jackson, Charisa Jacobs

I. Call to Order

- a. Chairwoman Latta called the meeting to order at 12:05 pm.
- b. Chairwoman Latta recognized the two new commissioners, Toneille Bent and Marcia Bruno-Todd. All commissioners introduced themselves.
- c. Commissioner Braddick arrived at 12:16 pm.

II. Approval of Meeting Minutes

- a. Chairwoman Latta entertained a motion to approve the October meeting minutes.
 - i. Commissioner Palacios made a motion, Vice Chair Neary seconded.
 1. Aye: 9, Nay: 0
 - ii. Motion carried, October meeting minutes approved.

III. Presentation on Women's Empowerment: Commissioner Dr. Meg Myers Morgan

- a. Women's empowerment doesn't exist without first eliminating racism.
- b. Thinking about the power women have or don't have within themselves, in their careers, and in society at large.
 - i. Self: safety (safe housing, safety at home), health, education, relationships, self-worth
 1. 36% of women in the US have experienced intimate partner violence, 85% of Native American women have.
 2. Ever since birth control pills were created in the 1960s, more women attend and graduate college than men.
 3. Women have higher rates of loneliness than men.
 - ii. Career: safety, opportunities, inclusion, money, childcare
 1. 40% of women have experienced sexual harassment at work. 6% of women have experienced sexual assault at work.
 2. Stereotypical men's interests are considered neutral, while stereotypical women's interests are considered feminine (and often inferior).



3. Gender-based devaluation of labor is a phenomenon in which the more women that enter a specific field, the lower the salary becomes.
 4. Projected time needed to closer the global gender pay gap is 134 years.
- iii. Society: safety, gender stereotypes, beauty standards, reproductive rights, representation
1. The “pink tax” leads women to pay 13% more for everyday products than men.
 2. Less than 50% of teen moms will finish high school, less than 2% will complete a college degree before the age of 30.
 3. Approximately 70% of teen pregnancies are caused by a father 20 years of age or older.
 4. Women hold 28% of the seats in the US Congress, and 48% of those are women of color.
- iv. Most common thread is lack of women’s emotional and physical safety.
- c. Pick one thing, in one space you are in, and go all in.
- d. Don't go after the “principle of the thing.” We accomplish milestones through tangible action.
- e. Commission Discussion:
- i. Commissioner Bent shared a reflection about being a woman over 50 as it relates to beauty standards and excelling in the workplace.
 - ii. Commissioner Quinn Cooper remarked that women should be more aggressive in pushing back against societal norms.
 1. Commissioner Myers Morgan shared women are often blamed for conforming to societal expectations and that shouldn't happen. Can't ask victims of the system to fix the system.
 2. Commissioner Palacios shared that it's not always possible culturally to push back against societal norms, such as for Latinas.
 - iii. Commissioner Braddick noted that Oklahoma has the highest rate of death due to domestic violence in the country.
 - iv. Commissioner Bruno-Todd shared a story about having a conversation with her mom about staying in the workforce after having her now-toddler. Don't have enough spaces and conversations where women can call out and process shame and societal expectations. Asked about how to make the idea of safety actionable with the community.
- f. Chairwoman Latta shared that through the terms of inquiry, TWC has conducted a qualitative and quantitative research project, and now the commission has the opportunity to pick its one thing and go all in. At the January meeting, will bring a concise document with everything the commission has learned to synthesize the information in a digestible packet (goal: three pages max) and make a decision with what the commission moves forward on together.

IV. Chair / Vice Chair Report



- a. Chairwoman Latta recognized new companies who have signed onto the Pay Equity Pledge: Oklahoma Aquarium, Resolute PR, and S&R Vapor Recovery.
- b. Vice Chair Neary provided an update from the Title V Commissions Chair and Vice Chair Meeting.
- c. Chairwoman Latta shared that committees are full for Pinnacle Awards. The nominating committee has completed their work.
- d. Chairwoman Latta shared a reminder to order your commissioner name tag.
- e. Tulsa was selected to participate in the Carter Center's Inform Women, Transform Lives campaign. Focus is going to be working with the Office of Financial Empowerment and Community Wealth (part of the Department of Resilience and Equity) to expand services tailored to women, focusing on women who have experienced domestic violence.

V. Old Business

- a. Based on the poll, the current meeting time is preferred by the majority of commissioners.

VI. New Business – no new business

VII. Announcements / Public Comments

- a. Metriarch recently had a newsletter about how the government shutdown impacts childcare.
- b. Tulsa Girl Power – Onyx Montes
- c. Public Comment
 - i. Annie from Tulsa Documenters shared remarks about a recent experience she had being erased from a short film she co-wrote. Today's presentation resonated with her. Women need to start taking up more space.
- d. Commissioner Kirtley thanked Chairwoman Latta and Vice Chair Neary for their leadership and organization of so many presentations over this year.

VIII. Adjournment

- a. Chairwoman Latta entertained a motion to adjourn.
 - i. Commissioner Myers Morgan made a motion, Commissioner Bent seconded.
 - 1. Aye: 9, Nay: 0
 - ii. Motion carried, meeting adjourned at 1:04 pm.