

The Oklahoma Business Ethics Consortium



ENTERING OUR ELEVENTH YEAR OF PROMOTING OKLAHOMA VALUES OF INTEGRITY AT WORK!

BE THE DIFFERENCE • WWW.OKETHICS.ORG

AGENDA • AUGUST 10TH, 2016 • OKC CHAPTER

I. Welcome — Todd Lisle

Chairman, OK Ethics Consortium Board of Directors

Additional volunteers needed for our Ambassador and Pre-paid Registration Teams: See page 2 for details on who to contact at Kimray and/or Devon.

II. Discussion on Mental Health & Responsibility

Our table-top discussions are an important way to learn from one another and respond to the following question(s) of your choice.

In a 2014 interview on *The Living Room* radio program, Commissioner Terri White of the Oklahoma Department of Mental Health stated that "one in four Oklahomans suffer from mental illness and 12% struggle with an addiction disorder." Between 700-950,000 Oklahomans and their families face mental health challenges. According to a KFOR report on June 23, 2016, ODMHSAS cut their budget by \$14 million and lost the federal match of \$60 million. This resulted in the termination of therapy services to roughly 70,000 patients. These challenges bring about the question of whose responsibility is it to care for those who have illnesses of this nature?

- Whether it be a co-worker who has attempted suicide or someone affected with bi-polar disorder, what are employees' obligations from a practical and ethical perspective?
- From an ethical standpoint, what should be the role of business leaders in working with individuals who suffer from mental health issues?
- Without sharing personal information, can you provide an example of organizations that have provided compassionate and effective care for employees who suffer from mental illnesses?

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

Did you know that 501c3, non-profit organizations can join for free at the Frontier level?

III. Membership Renewals — Shannon Warren

Founder/CEO, OK Ethics

Many thanks to our those who are setting the pace! These companies have already acknowledged their intent to renew their membership for the fiscal year beginning October 1.

Pinnacle: Devon Energy; Hobby Lobby; ONE Gas, Inc.; Kimray Inc.

Welcome NEW Pinnacle member:

Southern Nazarene University
CHARACTER | CULTURE | CHRIST

Navigator: Career Development Partners; Valir Health

Star: Pelco Products

Horizon: Duncan Oil Properties

Leading: Bank of Oklahoma - OKC; Boeing; RSM; Shield Manufacturing

Trailblazer: Coherent Contracts, LLC; Crawford & Associates, P.C.; Frontier State Bank; Mustang Fuel; Warren Consulting LLC; Wulf CPA

We'll be visiting with others soon. Please note that the Trailblazer and Frontier membership dues and benefits may change, so please stay tuned.

IV. Upcoming Events

See page 3 for a complete listing of events.

V. Keynote Speakers

Moderator: **Jim Priest**, CEO, Sunbeam Family Services

Panelists:

- Peter Dobelbower**; Vice President & General Counsel, Hobby Lobby
- Dr. Murali Krishna**; President/Co-Founder INTEGRIS James L. Hall Jr Center for Mind, Body & Spirit
- Kelly Dyer Fry**; Editor, *The Oklahoman*
- Ted Streuli**; Editor, *The Journal Record* (via planning sessions and videotape)

Please refer to page 4 for detailed biographies, program outline and additional information on mental health.

UPCOMING EVENTS

THINK LIKE AN OLYMPIAN
FEATURING
JOHNNY QUINN
OLYMPIAN & NFL PLAYER



Sept. 21 THE PETROLEUM CLUB
OKLAHOMA CITY

DAVE LIEBER
WATCHDOG NATION

NBC commentator;
Dallas Morning News
columnist; Founder of
WatchdogNation.com; a
consumer rights movement

CO-HOSTED BY
Southern Nazarene University
CHARACTER | CULTURE | CHRIST

Oct. 5 THE PETROLEUM CLUB
OKLAHOMA CITY

Vision: To be recognized as a statewide and national forum for promoting business ethics.

PINNACLE MEMBERS



NAVIGATOR MEMBERS



STAR MEMBERS



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

VOLUNTEER APPRECIATION:

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

AGENDAS:

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

AMBASSADOR TEAM:

These friendly people welcome our guests each month and assist in helping them locate seats. They also arrive early to help distribute agendas and assist with name tags.

| | | |
|------------------------|------------------------|--|
| Daniel Yunker | <i>Kimray, Inc.</i> | <i>Senior Team Leader & OK Ethics VP of PR</i> |
| Courtney Bumpas | <i>Boeing</i> | <i>Ambassador</i> |
| Laina Davidson | <i>TriStar Pension</i> | <i>Ambassador</i> |
| Randy Hearn | <i>New View</i> | <i>Ambassador</i> |
| Valorie Hodges | <i>Valir Health</i> | <i>Ambassador</i> |
| Bill Turner | <i>Valir Health</i> | <i>Ambassador</i> |
| Tony Scott | <i>Heritage Trust</i> | <i>Executive Ambassador</i> |

REGISTRATION TEAM:

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

| | | |
|-----------------------------|-----------------------------------|--|
| Mark Neumeister, CPA | <i>D. R. Payne and Associates</i> | <i>Registration Chairperson</i> |
| Mary Vaughn, CPA | <i>JMA Energy</i> | <i>Cash & Visitors</i> |
| Marvinette Ponder | <i>Devon</i> | <i>Cash & Visitors Team Leader</i> |
| Aleena Chaudry | <i>Devon</i> | <i>Prepaid Registration</i> |
| Lucius Crandall | <i>SandRidge</i> | <i>Prepaid Registration</i> |
| Tiffany Starnes | <i>Devon</i> | <i>Prepaid Registration</i> |

SPECIAL INITIATIVES:

| | | |
|-------------------|------------------------------------|-------------------------|
| Mark Nance | <i>American Fidelity Assurance</i> | <i>Membership Chair</i> |
| Susan Pate | <i>Stinnett & Associates</i> | <i>Accountant</i> |

OTHER INITIATIVES:

| | | |
|--------------------------|--|--------------------------|
| Jodi Shumway* | <i>Accounting Principals</i> | <i>OK Ethics Member</i> |
| Anna Rosenthal* | | <i>Care Coordinators</i> |
| The Creative Guy* | | <i>Agenda Design</i> |
| Dallas Bodin* | <i>Prime Visual Media Video Production</i> | <i>Videographer</i> |

*Paid Service Provider

HELP WANTED: Volunteers to assist the Ambassador Team.

Please contact Daniel Yunker at dyunker@kimray.com.

HELP WANTED: Prepaid Registration Team: Volunteers to assist Marvinette Ponder with pre-paid registration each month.

Please contact her at marvinette.ponder@dvn.com.

Contact Shannon Warren at warrenokla@cox.net or call (405) 858-2233.

MANY THANKS TO OUR HORIZON MEMBERS:



RECOMMENDED FOR 1 CPE IN ETHICS



THINK LIKE AN OLYMPIAN
FEATURING **JOHNNY QUINN**
OLYMPIAN & NFL PLAYER

WEDNESDAY, SEPTEMBER 21
11:30-1:00 AT THE PETROLEUM CLUB

2014 Winter Olympics – Team USA bobsled competitor
Stuck in an Olympic Village bathroom, Johnny had to break down the door.

Former pro-football player
Buffalo Bills, Green Bay Packers & Saskatchewan Roughriders

DAVE LIEBER
WATCHDOG
NATION

WEDNESDAY, OCTOBER 5
11:30-1:00 AT THE PETROLEUM CLUB

- NBC commentator
- Award-winning investigative Dallas Morning News columnist
- Founder of WatchdogNation.com; a consumer rights movement



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HUMILITY UNDER FIRE
THE PRESIDENT'S SON: STEVE FORD

THURSDAY, NOVEMBER 17
11:30-1:00 AT THE JIM THORPE CENTER

- Unique perspective as the son of President Gerald Ford & First Lady Betty Ford
- Pardoning Nixon for Watergate
- Betty Ford's battle with alcoholism and breast cancer

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UPCOMING TULSA EVENTS

ETHICS DURING ADVERSITY:
A SURVIVOR'S STORY

Labor Commissioner Melissa McLawhorn Houston
Thursday, August 25 • 11:30 – 1:00

AWARD-WINNING
ETHICAL PRACTICES

Thomas J. Tropp M.A. (Arthur J. Gallagher & Co.)
Thursday, September 22 • 11:30 – 1:00

WATCHDOG NATION

Dave Lieber
Thursday, October 6 • 11:30 – 1:00

MENTAL HEALTH & BUSINESS ETHICS



About our Panelists:



Peter Dobelbower

Peter Dobelbower was OK Ethics first presenter and is the 2016 OK Ethics Executive Pilot Award. Since that day in 2003 when we first met him, Peter has served as an advisor, speaker and source of encouragement. He has demonstrated many virtues, including tenacity in remaining true to his convictions, a delightful sense of humor, humility and grace.

Peter serves as Vice President, General Counsel and Chief Legal Officer for Hobby Lobby Stores, Inc., where he has had the privilege of gaining the unique perspective of working within a faith-based organization and helping to fulfill its mission. In addition to those responsibilities, Peter is responsible for all human resource and benefits functions for the Hobby Lobby family of companies. He speaks often on employer/employee relations, ethics, arbitration, health and welfare benefits, substance abuse, and corporate restructuring to benefit philanthropic giving.

Peter is a lifelong resident of the Oklahoma City area, residing currently in Edmond, with his wife, Debbie. In addition to his service to OK Ethics, Peter has worked tirelessly to benefit countless non-profits.

In 2009, Peter was asked to serve on the Advisory Board for Integris Health Edmond hospital. He was later appointed to its Board of Directors and is currently serving as Board Chair. Peter is excited to be working on a major project of significance to the community by helping with the establishment of Arcadia Trails Center for Addiction Recovery.

In 1998, Peter assisted in the restructuring and reorganization of City Rescue Mission in Oklahoma City and subsequently was elected as Chair and President, serving on the Board until 2003. In 1996, Peter was called upon to become a Board Member and General Counsel for the Oklahoma City Chapter of the National Kidney Foundation. Peter also has been involved with the Big Brothers/Big Sisters Organization of Oklahoma City and the Oklahoma City Chapter of the American Diabetes Foundation.

Peter received a Bachelor of Arts degree in Political Science from Westminster College in Fulton, Missouri in 1981 and graduated with a Juris Doctor from Oklahoma City University School of Law in 1984. Peter began his legal career at the firm of Wright & Johnson, and in 1987, joined the law firm of Behrens, Taylor, Dobelbower & Gee, where he continued in private practice until joining the Hobby Lobby companies in 1996.

In 2006, Peter was selected as an Oklahoma Super Lawyer, representing only 5% of the top lawyers in the State of Oklahoma. In 2015, Peter's Alma Mater, Westminster College, honored him with the Lifetime Alumni Achievement Award.

GENERAL PROGRAM DISCLAIMERS:

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

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

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

PHOTOGRAPHY: Occasionally, photos of the event are made and these may be posted on the OK Ethics website or Facebook page. By attending the program, participants tacitly understand and agree to this process. If preferences are otherwise, please notify us at okethics@yahoo.com or call (405) 889-0498 and we will be happy to comply with your wishes.

PRESENTATION STANDARDS:

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

**Visit okethics.org for resources, videos,
articles and to see who's who.**

About our Panelists (Continued)



R. Murali Krishna, MD, DLFAPA

in a day to serve on many professional and civic organizations' boards and committees. He currently serves on the Oklahoma State Board of Health and is founder and founding president of the Health Alliance for the Uninsured (HAU), a partnership to improve the health care of the uninsured and underinsured in Oklahoma County. He was the catalyst for getting key legislation that gives protection for all health professionals when they volunteer to help the poor and uninsured. This has resulted in greatly increased interest in volunteering among doctors and medical students. He is a Clinical Professor of Psychiatry at the University of Oklahoma Health Sciences Center, Department of Psychiatry and Behavioral Sciences; Distinguished Life Fellow of the American Psychiatric Association (DLFAPA); and Diplomate, American Board of Psychiatry. He is an active member of the American Medical Association, American Psychiatric Association, Central Oklahoma Turning Point, Oklahoma County Medical Society (*past president*), Oklahoma Psychiatric Physicians Association (*past president*), Oklahoma State Medical Association, Oklahoma Improvement Plan Obesity Work Group, Oklahoma Health Improvement Plan/Children's Health Flagship Workgroup, Oklahoma City-County Health Department Wellness Now Executive Committee, Oklahoma State Department of Mental Health and Substance Abuse Work Group and other state and local wellness initiative committees.

Dr. Krishna is committed to improving the health of the people in our communities. He believes that each one of us has a responsibility to care for those in need and is grateful for the opportunity to create lasting positive changes in people's lives. He is an expert on emotional wellness and the mind, body and spirit connection and how each one influences the other. His tireless efforts to help those in need has earned him numerous national and international awards and recognitions including the Exemplary Psychiatrist Award from the National Alliance on Mental Illness; the Outstanding Asian American Award for his efforts to help the victims of the Oklahoma City bombing; the American Heart Association's Heart & Soul Appreciation Award; Distinguished Friend of National Alliance on Mental Illness (NAMI) Oklahoma Award in recognition of his

R. Murali Krishna, MD, DLFAPA is Senior Consultant, INTEGRIS Mind-Brain Health and President/Co-Founder, INTEGRIS James L. Hall, Jr. Center for Mind, Body and Spirit, an educational organization devoted to improving health through raising awareness of the healing power of the connection between mind, body, and spirit. He also serves as President Emeritus and Founding Medical Director, INTEGRIS Mental Health.

Along with Dr. Krishna's roles at INTEGRIS Health, he still manages to find enough hours

outstanding leadership on behalf of persons with severe mental illness; in 2010, selected honorary chair of the 2010 NAMIWalk *Changing Minds... One Step at a Time* and co-chair in 2011. Dr. Krishna and his family established the "Dr. R. Murali Krishna Family Eliminate the Stigma" Award in 2010 as a way to honor persons or organizations that have shown an outstanding contribution to the community by eliminating the stigma about mental illness and improving the lives of those affected by mental illness and has become an annual respected award. Dr. Krishna received the notable Oklahoma State Medical Association's Gordon Deckert, MD Award for Outstanding Community Services during their annual meeting held in Tulsa, OK in 2008. The Award recognizes physicians for reaching Oklahomans through actions and activities that improve the overall health and well being of our citizens and have demonstrated a positive impact on both physicians and the patients they serve. On February 26, 2011 the first R. Murali Krishna, M.D. Award was given to a fourth year medical student at the OU College of Medicine. The Health Alliance for the Uninsured (HAU) and OU School of Medicine initiated the annual award as a way of recognizing Dr. Krishna for his years of dedication and service to HAU and its mission. On January 27, 2012, Dr. Krishna received the prestigious United Way John Rex Community Builder Award for his commitment and determination to find long-term solutions to community needs. At the Oklahoma State Medical Association Annual Meeting on February 28, 2012, Dr. Krishna received the very prestigious 2012 Ed Calhoun, MD, Leadership in Organized Medicine in recognition of his distinguished leadership and service to organized medicine at the county, state, and national level. On May 4, 2014 at the American Psychiatric Annual Meeting in New York City, he received the 2014 National Alliance on Mental Illness Exemplary Psychiatrist Award. Dr. Krishna received the Public Health Innovator Award at the 17th Annual Turning Point Conference sponsored by the Oklahoma Turning Point Council on September 3, 2014.

Dr. Krishna is a motivating and engaging speaker on mental health and mind, body, spirit medicine topics and is often interviewed by television and print news organizations for his expert opinion on mental and emotional health issues. He has been featured on network television news programs; publishes a column, *Mind Matters™*; and with the assistance of his good friend, Kelly Dyer Fry, editor of *The Oklahoman*, has written an inspiring and educational book entitled *VIBRANT: To Heal and Be Whole From India to Oklahoma City*. Proceeds from the book will benefit the "Dr. R. Murali Krishna Family Eliminate the Stigma of Mental Illness Award Endowed Fund" through the INTEGRIS Foundation.

About our Panelists (Continued)



Kelly Dyer Fry

Kelly Dyer Fry serves as Editor of *The Oklahoman* and vice president of news for The Oklahoman Media Group. She oversees content across multiple platforms including The Oklahoman and NewsOK. Prior to her current role, she served as Director of Multimedia and General Manager of NewsOK. Fry led the team that launched NewsOK in 2001.

A third generation journalist and graduate of Oklahoma State University, Fry has been with The Oklahoman since 1994. She began her career there as features editor before joining the digital operation in 1996. She has also worked in public

relations at the University of Central Oklahoma and her family's newspaper in El Reno.

She has served on the following boards: Oklahoma Outreach Foundation, F.A.T.E. Fighting Addiction Through Education, Advisory Council of the School of Media and Strategic Communications at Oklahoma State University; the advisory council for Addiction Studies at Oklahoma City University, The American Red Cross and Travelers' Aid.

Together she and her husband Chris have four grown children.



Jim Priest — Moderator

Jim Priest began his leadership with Sunbeam Family Services in November 2014. Jim is a husband, dad, attorney, author and ordained deacon in the Church of the Nazarene. He was a trial lawyer focusing on employment and civil rights law for more than 30 years. He graduated magna cum laude from Houghton College in Houghton, New York and magna cum laude from Syracuse University School of Law. He is a member of Leadership Oklahoma City, Leadership Edmond and Leadership Oklahoma and has served on numerous non-profit boards.

Jim regularly appears on television and before groups speaking about writing about social responsibility, legal topics, ethics, and marriage and family issues. For 10 years, Jim was a weekly columnist for the Oklahoman writing a column called, "Family Talk" that addressed issues relating to marriage, parenting and families. He has also served as a volunteer columnist for the Journal Record newspaper writing columns on business ethics.

He and his wife, Diane, have been married for 37 years and have two adult children.



Ted Streuli

Since December 21, 2004, The Journal Record has been running a monthly guest column that promotes business ethics. The staff, lead by Editor Ted Streuli, has demonstrated an unwavering commitment to the standards of integrity that Oklahoma holds dear.

OK Ethics presented its second annual Executive Pilot Award to Ted Streuli in 2011. Selected by the OK Ethics Board of Directors, the honor is given to individuals who go above and beyond to promote ethical standards in their professions and our community. As an honoree, Mr. Streuli is humble in the knowledge that no one is perfect, but everyone can serve as an inspiration to all of us who strive to do the right thing.

Mr. Streuli's life and career has been characterized by a strong sense of fairness. In the workplace, that means reasonable compensation, opportunities to advance and fulfilling work assignments for each individual. As a member of the press, Mr. Streuli believes in presenting a balanced, unbiased perspective. He is intentional in his efforts to provide opinion columns that represent all facets of an issue. More importantly, he ensures that facts reported in The Journal Record are accurate and truthful.

He is a courageous leader, not afraid to delve into cutting edge topics like faith's impact on workplace values. Nor does he hesitate to challenge the status quo of business as usual. At the same time, his actions are tempered with a compassionate heart. Mr. Streuli has made countless sacrifices to help community organizations and encourages others to do the same.

Mr. Streuli founded The Colby Foundation in memory of his late son, Colby, who was impacted by mental illness. He adopted the young boy when he was four-years-old and noticed some unusual behavior about the time Colby reached eighth grade. As an adolescent, Colby was diagnosed with schizophrenia and paranoia. The ensuing decade had many heartbreaking episodes, including jail time, homelessness, and a self-induced car wreck that left Colby in a coma. Colby died at age 28 when he decided to go swimming in a creek about 1 a.m. and drowned. After that, Mr. Streuli organized fundraisers to establish the Foundation, including the Freeze Your Face-Off race. The Colby Foundation's primary goal is to raise public awareness about mental illness.

Program Outline

I. Panel Introductions

II. Employer Ethical Dilemmas

- a. Balancing fairness and compassion? Who is responsible from a moral and ethical perspective?***
- b. Federal regulations impacting employer's actions – does this hinder businesses' ability to exercise compassion?***
- c. Dilemmas: termination and leave; fairness for all stakeholders***

III. Stigma and reintegration into the workplace

- a. Is there a cost to kindness?***
- b. Dealing with the fear factor.***

IV. Positive approaches to mental health in the workplace

- a. Can people with mental illness be healed?***
- b. The proactive employer***

Notes

Mental Health and Addiction Resources for Business Organizations

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| Offer an annually reviewed Employee Assistance Program (EAP) for employees and their family members with allowed use of leave for EAP appointments. | OPM.GOV: http://www.opm.gov/policy-data-oversight/worklife/employee-assistance-programs/ |
| Provide Mental Health First Aid training for staff, prioritizing supervisors, on recognizing the signs and symptoms of mental health and addictive disorders. Mental Health First Aid is a national program that teaches lay people to identify, understand and respond to signs of mental illnesses and substance use disorders. | https://ok.gov/odmhsas/Prevention /Prevention Initiatives/Mental Health First Aid (MHFA)/ |
| Offer <i>Working Minds</i> training for all staff, with priority given to managers and supervisors? <i>Working Minds</i> is program for suicide prevention, intervention and postvention in the workplace. | http://workingminds.org/ |
| Offer QPR (Question, Persuade, Refer) suicide prevention training for all staff. | ZERO Suicide Initiative Partnership Contact: LaTisha Turner Oklahoma Department of Mental Health and Substance Abuse Services PO BOX 53277, Oklahoma City, OK 73152, Phone 405-308-8741 LaTisha.Turner@odmhsas.org |
| Provide a copy of <i>A Manager's Guide to Suicide Postvention</i> onsite at each business location. | Suicide Prevention Resource Center: http://www.sprc.org/bpr/section-III/manager%e2%80%99s-guide-suicide-postvention-workplace-10-action-steps-dealing-aftermath-suic |
| Have a policy and protocol for a return to work plan when a co-worker or family member has died by suicide and for employees with behavioral health disorders. For example, FMLA includes time taken to grieve a loss of co-worker or family member who has died by suicide. | |
| Have harassment, discrimination and stigma policies in place and demonstrate enforcement. | Human Rights Campaign: http://www.hrc.org/resources/entry/Workplace-Discrimination-Policies-Laws-and-Legislation |
| Require Responsible Beverage Sales and Service training (if your business sells or serves alcohol, including at special events). | ODMHSAS: http://www.ok.gov/odmhsas/Prevention /Prevention Initiatives/Regional Prevention Coordinators (RPC)/ |
| Sponsor or organize social events throughout the year. | |
| Offer employee support groups or provide employees with information on support groups available in the area. | Heartline 2-1-1 online searchable database: http://www.referweb.net/hl-ok/ or by phone at 2-1-1 |
| Offer onsite behavioral health programs such as stress management, work/life balance or depression. | North Carolina Health Smart – Worksite Wellness Toolkit – Manage Stress http://www.eatsmartmovemorenc.com/NCHHealthSmartTlkt/1_docs/manage_stress/ms_entireworkbook.pdf NAMI Oklahoma: http://www.namioklahoma.org/ |

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|---|--|
| Provide opportunities for employee participation in organizational decisions regarding workplace issues that affect job stress. | North Carolina Health smart – Worksite Wellness Toolkit – Manage Stress http://www.eatsmartmovemorenc.com/NCHHealthSmartTlkt/1_docs/manage_stress/ms_entireworkbook.pdf |
|---|--|

| Mental Health and Addiction Resources for Employees | |
|--|---|
| Free, anonymous, online mental health and addiction screenings available in English and Spanish that employees can take from any smartphone, tablet or computer. Results can be printed and/or emailed to be given to service providers. | http://screening.mentalhealthscreening.org/integris |
| Access to mental health and addiction recovery related articles and information that employees can search by topic. Articles can be printed for posting or sharing. | http://screening.mentalhealthscreening.org/integris/resources/ |
| Contact information and links for local and national resources related to mental health and addiction recovery. | http://integrisok.com/mental-health-oklahoma-ok-treatment-resources |
| Links to Dr. R. Murali Krishna’s The Art of Happy Living™ series podcasts that employees can download and listen to for free on any smartphone, tablet or computer. | http://integrisok.com/mental-health-oklahoma-ok-art-of-happy-living |
| Links to Dr. R. Murali Krishna’s Live Life Well video series that employees can download and view for free on any smartphone, tablet or computer. | http://integrisok.com/mental-health-oklahoma-city-ok-live-life-well |

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GUIDING PRINCIPLES

Adopted July, 2004

To ensure that the Consortium fosters positive characteristics of integrity in the successful achievement of its goals, these Guiding Principles were discussed and adopted (with revisions) during a milestone planning session held by Consortium leaders in Stroud on June 18, 2004. These principles were developed based on the Character First's values and philosophies.

RESPONSIBILITY TO SELF AND OTHERS

Service

- Passion for promoting ethics and integrity
- Encouraging the promotion of ethical behavior through personal actions and
- Sharing ideas and resources
- Responsibility and accountability for fulfilling the mission of the Consortium.

Collaboration

- Achievement of common goals through the promotion of ethical, mutually beneficial relationships
- Service to the Consortium over promotion of self-interest
- Cooperation emphasized over competition in promoting ethical business conduct
- Members collaborate by being constructively engaged in discussions regarding ethics
- Seeking consensus in interactive discussions regarding ethical matters.

Respect

- Members may become aware of confidential information shared by others in an effort to determine an ethical course of action. We ask members to be sensitive in recognizing and respecting the efforts made toward achieving ethical behavior. In that vein, public disclosure of this information is discouraged.
- We respect other members and the process by:
 - Exhibiting listening skills and actively listening to discussions
 - Being open to other points of view and outcomes
- We are an inclusive organization and demonstrate this by welcoming members who are in different stages of learning as applied to ethical behavior.

LEAD WITH INTEGRITY

Dependability

- Members are asked to demonstrate their support of this initiative by consistently attending meetings.

Initiative

- Recruiting other members who have demonstrated a desire to promote ethical behavior in their organizations.
- Recognizing what needs to be done to help promote the Mission of the Consortium and taking action to assist in that effort.

Honor

- Members are asked to honor the Consortium through the practice of integrity and ethical behavior in their business dealings.
- We express gratefulness to our hosts, sponsors and speakers; as well as to those whose volunteer service makes OK Ethics a stronger organization.
- Realizing that each of us is in a mode of continual learning, we demonstrate humility, care and compassion when sharing our thoughts and knowledge.

Courage

- Speak the truth with confidence and encourage others to do the same.

INSPIRE TRUST

We serve and promote the cause of truth with integrity, objectivity and fairness to all persons.

- We hold ourselves accountable by consistently honoring our word.
- We extend trust abundantly to those who have earned it.
- Trust, once earned, will not be taken for granted, manipulated or abused.

Visit okethics.org for resources, videos, articles and to see who's who.



**Like us on
Facebook.**

