

# The *2016* OK Ethics Awards



***Promoting Integrity at Work — [www.OKEthics.org](http://www.OKEthics.org)***



# THE OK ETHICS STORY



**Who Knew?** Certainly not the handful of people who started a small discussion group in the fall of 2003. That little group grew by word-of-mouth to nearly double attendance at every meeting for the first few months. By the spring of 2015, the Oklahoma Business Ethics Consortium had grown to **nearly 1,000 individual members** representing **approximately 200 companies**. And, this was primarily accomplished through the efforts of dedicated volunteers.

What started in Oklahoma City as a grassroots effort, kicked into high gear during the summer of 2004, when business leaders and educators from Tulsa and Oklahoma City gathered for a strategic planning session in Stroud, Oklahoma. By then, we figured we were “onto something big” and decided to formalize into what has become known as “OK Ethics.” The purpose became clear: to help one another in reinforcing standards of ethical behavior while remaining true to our humble roots.

**Now We Know!** Most business leaders truly care about integrity in the workplace. In addition to the Consortium’s regular monthly forums on ethical issues, **OK Ethics has annually hosted The OK Ethics Awards since 2006**. These include the Compass Awards for best practices in business ethics and the Community Impact Awards honoring businesses, non-profits and educational institutions that have uplifted our communities by promoting strong principles, ethical leadership and integrity.

**Student Initiatives:** At the same time that the Consortium was launched, the OK Ethics Foundation was established to reinforce high standards of integrity among students on various campuses throughout the state. Through OK Ethics’ support of local, regional and national ethics

competitions, our students have excelled in demonstrating Oklahoma’s legacy of honorable behavior and moral courage.

**Since 2005, university students have successfully competed in annual ethics bowls.** In fact, over the past five years, Oklahoma schools have placed among the **top five winning teams** in the Regional Ethics Bowl held in San Antonio. Building on that phenomenon, the OK Ethics Foundation is working with the University of Oklahoma to host the first high school ethics bowl. This event will take place on April 23, 2016 and is made possible through the generosity of The Masonic Fraternity of Oklahoma. In preparation for that event, fourteen high schools were represented at a teacher’s conference held at OU in February. We are delighted at the interest expressed by Oklahoma educators!

## Why Join OK ETHICS?

- Monthly luncheon forums inspire ongoing commitment to ethical behavior.
- Practical tools for reinforcing ethics in organizations – large and small.
- Interactive discussions with other business, community and academic leaders.
- Consistent opportunities to achieve continuing education credits (CPE’s).
- Best practices shared by those who have developed strong ethical processes in their companies.

*It’s the right thing to do—for you, for your employees, for your company and for our community.*



The Oklahoma Business Ethics Consortium is a non-profit organization for business leaders dedicated to promoting Oklahoma values of integrity in the workplace.

**For more information, visit [www.OKEthics.org](http://www.OKEthics.org).**



# The OK Ethics Foundation

## *Promotes Integrity on Campuses*



### **Congratulations to Oklahoma Christian University!**

After successful wins in ethics bowls held in Oklahoma and Texas, the OC team competed with 36 of the best and brightest from across the country, including Indiana University and the U.S. Naval Academy. They won third place in the Intercollegiate Ethics Bowl held in Washington D.C. this year.

*"It is truly a benefit to have students from around our state pause to consider the ethical and moral implications of various situations found in life. Unfortunately, this does not happen enough in today's society. In addition to the ethical consideration, students also benefit because their critical thinking and problem-solving are developed as they work to build and defend their arguments. As an advisor and as an observer at the Ethics Challenge, I am impressed with the quality of students from all the schools. It gives me great hope for our future since it will be in the hands of such talented and intelligent men and women."* — DR. JEFFREY SIMMONS, OKLAHOMA CHRISTIAN UNIVERSITY

The mission of the Oklahoma Business Ethics Foundation is to support initiatives on various campuses throughout the state in promoting ethical behavior. One of the biggest events of the year is the annual Statewide Student Ethics Challenge which involves undergraduate university students who present arguments on a variety of ethical issues. The day-long event requires weeks of preparation and provides an opportunity for students to crystallize their

thinking on dilemmas involving personal integrity. Ultimately, this helps prepare them for difficult issues they may encounter in the workplace.

The teams debate and defend their moral assessment of some of the most troubling and complex ethical issues facing society today. Questions address a wide array of topics in business and professional ethics in personal relationships and in social and political affairs.

### **Student Ethics Initiatives**

- Cameron University
- Dove Science Academy
- Metro Technology Centers
- Oklahoma Baptist University
- Oklahoma Christian University
- Oklahoma City University
- Oklahoma State University
- Southern Nazarene University
- University of Central Oklahoma
- University of Oklahoma
- University of Tulsa

The Foundation is a separate 501c3 organization specifically geared to reach university and high school campuses. It is primarily supported through earmarked portions of dues and volunteers from the OK Ethics Consortium as well as generous private donations such as that made by the Masonic Fraternity of Oklahoma this year.

**VISION:** Inspire a culture of integrity.

**MISSION:** Through educational initiatives, promote and cultivate ethical thinking and practical decision making for positive results today and tomorrow.

### **GUIDING PRINCIPLES:**

- **Wisdom:** Discern best course of action based on experience and facts, knowing when to seek guidance
- **Respect:** Selflessly honoring the inherent dignity of others
- **Service:** Subordination of self toward the fulfillment of duty
- **Courage:** Having the strength to overcome fear and adversity to do what is right
- **Responsibility:** Taking the initiative to fulfill commitments even in the face of challenges; demonstrating accountability to stakeholders
- **Honesty:** Being truthful in thought, word and deed, while demonstrating a sincere concern for others

*Private donations are welcome.*

*Send to: The OK Ethics Foundation, PO Box 7866, Edmond, Oklahoma 73083-7866*

*Special thanks to*  *Masonic Fraternity of Oklahoma for their generous donation to the OK Ethics Foundation.*





# 2016 OK Ethics Executive Pilot Award PETER M. DOBELBOWER

## PETER'S PHILOSOPHY IS:

*“Success is not necessarily measured by one's accomplishments, but by one's failures and how you overcome them. In order to persevere in the face of adversity, the right balance of faith, humility, and determination will always lead to success.”*

**OK Ethics is pleased to honor Peter Dobelbower as this year's Executive Pilot Award recipient.** He was our first presenter—before OK Ethics was even formally organized. 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.

## About the OK Ethics Executive Pilot Award:

Each year, the OK Ethics Board of Directors selects an individual who has demonstrated support of OK Ethics, epitomizes our Oklahoma values and uses their talents to promote integrity in our community. In doing so, we recognize that positive outcomes are not created by people who are perfect, but by those who consistently and sincerely strive to do the right thing.

## Honoring Previous Pilot Award Recipients

— 2015 — — 2014 — — 2013 — — 2012 — — 2011 — — 2010 —



**ROBYN EWING**  
The Williams  
Companies



**JIM PRIEST**  
Sunbeam Family  
Services



**JACQUE FIEGEL**  
Central Oklahoma  
Region for Prosperity Bank



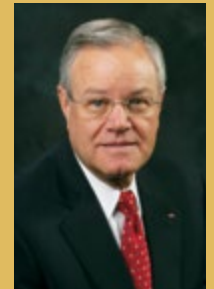
**THOMAS LEGAN**  
Central Oklahoma Region  
for Prosperity Bank



**LARRY NICHOLS**  
Devon Energy



**TED STREULI**  
The Journal Record



**TOM HILL**  
Kimray, Inc.

We Salute the  
**PREVIOUS HONOREES**

**2015**

**KIMRAY**  
INC.

*Second-time Compass Award Recipient!*

**2014**

**Hertz** **WPXENERGY**

**2013**

**ONEOK** **Linde**

**2012**

**MESA** **OG+E**  
Quality Focused, Service Driven,  
ON-EDGE PROTECTION & INTEGRITY SOLUTIONS

**2011**

**Coppermark**  
BANK **devon**  
*Second-time Compass  
Award Recipient!*

**2010**

**Express** **KIMRAY**  
EMPLOYMENT PROFESSIONALS INC.  
**RETIREMENT**  
INVESTMENT ADVISORS, INC.

**2009**

**Chesapeake** **LCI**  
ENERGY

**2008**

**BKD** **IDEAL HOMES** **PRINCIPAL**  
CPAs & Advisors TECHNOLOGIES INC.

**2007**

**Bama Companies** **BOEING**  
EMPLOYMENT PROFESSIONALS  
**Coppermark** **nextep**  
BANK Professional Employer Services

**2006**

**EideBailey** **VALIR**  
CPAs & BUSINESS ADVISORS Health



# About the **COMPASS AWARDS**



*2012 Compass Award Chairperson Mike Strong greets keynote speaker Stephen M. R. Covey*

## **Selection Process, Criteria & Outcomes**

The OK Ethics Compass Awards Program was implemented in 2006 to encourage companies in their efforts to reinforce integrity in the workplace. Each year, nominees are asked to share their processes with others. The application process, which is open to OK Ethics members and non-members, is a useful tool in assisting companies to objectively evaluate their approaches. Many companies have strengthened their efforts by simply investing time in this endeavor.

The criteria and scoring process are based on the Malcolm Baldrige Quality Award standards. Ratings are assigned according to how well the companies' policies and actions support on-going and systemic behavior in each organization. Each company is asked to demonstrate the effectiveness of their ethics programs through independent data.

In evaluating a company's practices for each specific area defined by the criteria, the selection teams are always mindful of some basic questions:

- Can the processes be replicated by other companies?
- Have measurable outcomes demonstrated success in enabling the company's efforts to reinforce ethical behavior?
- Is there a clear indication of a culture with the heart for doing the right thing?

**Want to reinforce ethical behavior in your organization?**  
Visit **[www.OKEthics.org](http://www.OKEthics.org)** (Compass Award applications)  
for hundreds of proven techniques.



# *Just a Few* OK ETHICS PRESENTERS



**Lt Gov. Todd Lamb & Tom Hill**  
(2013 - OK Ethics 10 Year Gala)



**Clarence Jones**  
(2015 Speaker)



**Cynthia Cooper**  
(2014 Speaker)



**Shane Fernandez**  
(2016 Speaker)



**Stephen Howard**  
(2015 Speaker)



**Paula Marshall**  
(2014 Speaker)



**Mike Hingson**  
(2014 Speaker)



**Stephen MR Covey**  
(2012 Speaker)

**Devon Energy**  
Dave Hager, Larry  
Nichols  
& John Richels

**WPX Energy**  
Rick Muncrief

**Chesapeake Energy**  
Doug Lawler

**Kimray**  
Chairman Tom Hill

**The Williams  
Companies**  
Robyn Ewing

**ONEOK**  
John Gibson

**GiANT Partners**  
David Woods

**Strata Leadership**  
Dr. Nathan Mellor

**The Journal Record**  
Ted Streuli

**Boeing**  
James Bell (CFO)

**KFOR**  
Kevin Ogle

**Sunbeam Family  
Services**  
Jim Priest

**OKC Police Chief**  
Bill Citty

**OKC District Attorney**  
David Prater

**Salt & Light  
Leadership Team**  
Wes Lane

**University of Oklahoma**  
Joe Castiglione  
Coach Sherri Coale

**Oklahoma State  
University**  
Burns Hargis

**Oklahoma City  
University**  
Tom McDaniel  
Dr. Vince Orza

**University of Central  
Oklahoma**  
Dr. Don Betz

**Oklahoma Medical  
Research Foundation**  
Dr. Stephen Prescott

**INTEGRIS Health**  
Bruce Lawrence  
Beth Pauchnik

**Current & Former  
Lieutenant Governors**  
Mary Fallin  
Jari Askins  
Todd Lamb

**Attorneys General**  
Mike Turpen  
Larry Derryberry  
Susan Loving

**Secretary of Veterans'  
Affairs**  
General Rita Aragon

**U. S. Naval Academy**  
Commander  
Arthur Gibb III,  
USN, PhD

**Former Tulsa Mayor**  
Kathy Taylor

**Former OKC Mayor**  
Kirk Humphreys

**OKC Mayor**  
Mick Cornett

**CoveyLink &  
Smart Trust**  
Stephen M. R. Covey

**Chuck Colson**

**ESPN Commentator**  
Stephen Howard

**Entrepreneur Magazine's  
"Ethics Coach"**  
Gael O'Brien

**The Ethics Guy**  
Dr. Bruce Weinstein

**Fish! Author**  
Harry Paul

**Author**  
Jim Stovall

**OKC Thunder**  
Sam Presti  
Pete Winemiller

**Former Governor**  
George Nigh

**Former President  
of Reebok**  
Dr. Marilyn Tam

**Building Community  
Institute**  
Clifton Taulbert

**KTUL Channel 8**  
Kristin Dickerson

**Tulsa World**  
John Stancavage

**Worldcom  
Whistleblower**  
Cynthia Cooper

**Worldcom Controller**  
David Myers

**9/11 Survivor & Author**  
Michael Hingson



*OK Ethics is guided by these dedicated and conscientious leaders who graciously serve the business communities in Oklahoma City and Tulsa.*

## OKLAHOMA BUSINESS ETHICS CONSORTIUM

### Board of Directors



**TODD LISLE**  
Chairman, Oklahoma Business Ethics Consortium  
*BKD, LLC*



**LYNN FLINN**  
Founder, Tulsa Chapter  
*The Rowland Group*



**DAVID MAYFIELD**  
Treasurer  
*Tri-State Industrial Group*



**LYNDA MOBLEY**  
Vice President, Membership  
*ONE Gas*



**DANIEL YUNKER**  
Vice President, Public Relations  
*Kimray, Inc.*



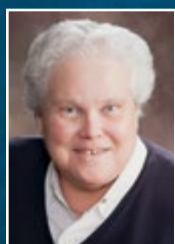
**TRAVIS JONES**  
Vice President, Fun & Organizational Spirituality  
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Director, Consortium Board  
*WPX Energy*



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Director, Consortium Board  
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**RANDY THURMAN**  
Director, Consortium Board  
*Retirement Investment Advisors*



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*Chicago Title*



**GARYL GEIST**  
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**ROB MARTINEK**  
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*The Bama Companies*



**KELLIAN SCHNEIDER**  
Director Emeritus  
*Oklahoma Association of Realtors*

## Serving on Both Boards



**SHANNON HIEBERT**  
Co-President of the Foundation, Vice President of Mentoring & Education for the Consortium  
*Enterprise Holdings*



**SHANNON WARREN**  
Founder, Oklahoma Business Ethics Consortium & Foundation  
*Warren Consulting LLC*



**BOB BYRNE**  
Chief Diplomat, Consortium Board Director & Liaison to the OK Ethics Foundation Board  
*Boeing (Retired)*

## OK ETHICS FOUNDATION

### Board of Directors



**COLIN SCHOONOVER**  
Co-President  
*ONE Gas*



**TONY SCOTT, JD CPA**  
Secretary & Governance Chair  
*Heritage Trust*



**PAM FOUNTAIN-WILKS**  
Past President  
*Formerly Principal Technologies*



**JOE WALKER, CPA**  
Treasurer  
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**APRYL BUSSEN**  
Director  
*Boeing*



**TONY BLASIER**  
Director Emeritus  
*Formerly Chesapeake Energy*



**JOY LABAR**  
Director Emeritus  
*American Energy Partners*

## Want to get involved?

OK Ethics is a volunteer-driven organization. If you would like to join other like-minded business leaders in promoting integrity at work, we invite you to **call (405) 858-2233 for opportunities.**

*The Foundation is a 501(c)3 organization dedicated to sponsoring ethics initiatives on Oklahoma campuses.*

# THANK YOU

*to our Pinnacle, Navigator, Star and Horizon members for their incredible support in promoting Oklahoma values of integrity at work.*

## Pinnacle Members



## Navigator Members



## Star Members



## Horizon Members





## Leading Members



## Trailblazer Members



## Frontier Members



## Non-Profit Frontier Members



*Special thanks to:*



Masonic Charity Foundation of Oklahoma

*Special donation to the OK Ethics Foundation*

**JOIN NEARLY 1000 MEMBERS REPRESENTING APPROXIMATELY  
200 COMPANIES IN PROMOTING INTEGRITY AT WORK.**



# 2016 OK Ethics Awards Selection Team



## KITT LETCHER — CHAIRPERSON

Kitt Letcher is the president and CEO of the Better Business Bureau (BBB) of Central Oklahoma, a private, nonprofit Oklahoma corporation that serves Central and Western Oklahoma. BBB is a source of unbiased information for both businesses and consumers. The organization helps people find and recommend businesses, brands and charities they can trust. Kitt provides leadership toward the achievement of the organization's philosophy, mission, goals and objectives. Prior to her role at BBB, she served in a variety of different roles for the United Way of Central Oklahoma. A graduate from the University of Tulsa, Letcher has a Bachelor of Science degree in business administration with a major in marketing.



## DR. JOHN FOUST — HONORARY CHAIRPERSON

Although John was unable to join us for this year's selection process, we want to honor him as the individual who initiated and championed the Community Impact Award. A man of true integrity, he began serving on the Selection Team in 2011 and his efforts have inspired all of us. We greatly appreciate his contributions over the years and look forward to continuing this legacy. John has extensive experience with other award selection processes including as a consultant in JCAHO compliance mock-surveys. An individual who values community involvement, John has been a scoutmaster for several Boy Scout National Jamborees, where he was honored with the BSA Silver Beaver Award. In 2012, the Oklahoma Pharmacist Association presented him with the Bowl of Hygeia award for his dedicated service to the community. In 2014, he was recognized as the Pharmacist of the Year by the Oklahoma Society of Health System Pharmacists. Dr. Foust has practiced in many areas of pharmacy during his career, including several hospitals in the state. He earned his Doctor of Pharmacy degree from the University of Oklahoma and has served as an adjunct professor for both the University of Oklahoma and Southwestern Oklahoma State University.



## SUSAN BLAIR

A loyal OK Ethics Star member, this is Susan Blair's first year to serve on the OK Ethics Awards Selection Team. She is the Chief Financial Officer for the Citizen Potawatomi Nation, the largest employer in Pottawatomie County. She has been with the Nation for 29 years leading their accounting department from a 3 member team to a 30 member team. She is also excited to have been involved with the growth of the Nation from 100 employees to over 2200. Susan attended both the University of North Texas and the University of Oklahoma. She has a bachelor's degree in Psychology and is a Certified Public Accountant.



## SHERRY J. NELSON

Sherry Nelson serves as Director of Ethics and Compliance for WPX Energy in Tulsa, Oklahoma. WPX was honored in 2014 as the OK Ethics Compass Award recipient for the large company category. Prior to joining WPX, Ms. Nelson spent 28 years with The Williams Companies, working in a number of capacities including in-house counsel, Director of Business Development for Northwest Central Pipeline Company, Federal Energy Regulatory Commission Compliance Officer and Director, Ethics and Compliance. Ms. Nelson has also served on several non-profit boards in the past including Youth Services of Tulsa and Life Senior Services and currently serves on the board of Project Elf and the OK Ethics Consortium. Ms. Nelson received her undergraduate degree from Northwestern Oklahoma State University and her law degree from Oklahoma City University.



## CONFLICT OF INTEREST PROCESS

To ensure the integrity of the award process, judges are assigned to different teams. Selection team members do not view applications from companies that pose a conflict of interest, such as former and current employers, competitors, or significant customers. Careful discernment is used in determining whether or not a judge may be permitted to comment on their clients' applications. (Some candidates may have a large number of customers and only have minimal contact with each one. In those cases, a customer/supplier relationship is not a determining factor, e.g. utility companies or banks.)

### BILL TURNER

Bill Turner is the Vice President Human Resources for Valir Health, a current OK Ethics Navigator member. Valir was the first company as Compass Award recipient when the program began in 2006. A regular attendee at monthly OK Ethics programs, this will be his first year to serve on the Selection Team. Bill has more than 30 years of Human Resource Management experience, 25 years within the healthcare environment. Previously, he held the position of Director of Human Resources for Deaconess Hospital, Executive Director for Home Care and Hospital Management, and Chief Operations Officer for Oklahoma Dental Centers.

Bill holds a Bachelor's in Management of Human Resources as well as a Master's in Business Administration from University of Phoenix and is SHRM-CP certified by the Society for Human Resource Management. He is a member of the Society for Human Resource Management, the Oklahoma City Human Resource Society, the Oklahoma Healthcare Human Resource Association, the American Society for Healthcare Human Resources Administration and a member of the Professional Advisory Committee for Breckenridge School of Nursing.



## Guiding Lights

*We are thankful to these two "Guiding Lights" who have Co-Chaired the OK Ethics Compass Awards since its inception. We are fortunate that they agreed to continue serving, this year as members of the Community Impact Awards Selection Team.*

### MIKE STRONG

Mr. Strong is the "Chief Architect" of the OK Ethics Compass Awards and has served as Chairperson for the Selection Team since 2006. Mr. Strong retired as Executive Director of the Oklahoma Quality Award Foundation, an organization that recognizes organizational excellence as a competitive edge. His knowledge of Malcolm Baldrige standards was essential in the development of the Compass Awards program. Mr. Strong is a retired US Air Force Colonel and began work with the Oklahoma Quality Award Foundation, Inc. in 1994. In his former role as Executive Director, he has trained over 550 examiners and evaluated over 170 organizations. Mr. Strong is a graduate of the University of Oklahoma and has a M.A. in Public Administration from Ball State University in Muncie, Indiana.



### EDITH STEELE

A charter member of the Selection Team, Mrs. Steele helped develop the Compass Awards in 2006 and contributed to the development of the OK Ethics Community Impact Awards in 2013. Hired by the Oklahoma Accountancy Board in 1970, she has worked as a CPE Coordinator and served as Deputy Director. In 2001, the Board added the assigned duties of the Executive Director to Mrs. Steele's responsibilities. She was officially appointed as Executive Director in November 2002 where she remained Director until her retirement on March 1, 2010. She has served as Chairman of the National Association of State Boards of Accountancy's Executive Director Committee as well as Vice Chairman of the Oklahoma Financial Manager's Association, Co-Chair of a United Way Investment Committee and various local, state and national committees.





## About the Community Impact Awards

- I) **Education:** Organizations honored in this category have demonstrated an ability to engage students and faculties in initiatives that significantly promote ethical behavior on Oklahoma campuses. Efforts will be assessed based on the width and depth of these endeavors. For example, while monetary outreach is a consideration, the selection team will also be interested in other factors, such as the number of individuals impacted and the degree to which the initiatives have made a positive difference.
- II) **Community:** Businesses honored in this category have made significant outreach efforts that serve to uplift the community, specifically by promoting strong principles, ethical leadership and integrity.

# Community Impact Award Leaders

*Congratulations to this year's top Community Impact Award honorees!*



## Girl Scouts of Eastern Oklahoma (Tulsa):

For the past four years, the Girl Scouts of Eastern Oklahoma have been honorees for the OK Ethics Community Impact Award. This year, OK Ethics is delighted to recognize them as the top recipient for the overall community award. This organization has consistently demonstrated that they value those virtues important to OK Ethics. Rooted in the enduring values and beliefs of the Girl Scout Promise and Law (integrity, honesty, fairness, caring, respecting self and others), Girl Scouts provides each and every girl, regardless of economic circumstance or physical ability, the opportunity to develop qualities that will serve her throughout her life. Girls learn to recognize and value the skills and strengths of others, respect different points of view, and work as a team supporting one another. Built on a model of respect of self, girls incrementally develop into strong leaders who value honesty, integrity and hard work.

Girl Scouts is a national movement with a long history of active membership in Oklahoma. Today, in 30 counties, over 30,000 square miles, approximately 650 troops comprised of 10,000 girls and adult volunteers, represent the Girl Scouts of Eastern Oklahoma council. The pillars of Girl Scouts and the positive outcomes of Girl Scouting are

strongly reflected in the accomplishments of the Girl Scout Alumnae population. According to the Girl Scout Research Institute (GSRI), there are 59 million Girl Scout alumnae in the U.S. that report the Girl Scout experience has positively impacted their lives. Girl Scout alumnae displayed more pos-

itive life outcomes such as a stronger sense of self, volunteerism and community work, civic engagement, as well as greater education and income or socioeconomic status compared to non-alumnae. (GSRI: Girl Scouting

Works: The Alumnae Impact Study 2012) In our workforce and government, Girl Scout alumnae are making considerable contributions; 52% are professional women (GSRI, Girl Scout Alumnae Businesswomen Research (2015); 58% of women in the 114th Congress and almost every female astronaut are Girl Scouts. (Girl Scouts of the USA Public Policy & Advocacy Office, Washington, DC 2015) In our own community, Girl Scout alumnae hold legislative positions, in leadership positions within their corporations and continue to be others focused giving their time and financial resources to a variety of not-for-profit organizations.

On a local level, Girl Scouts witness many successes whether it is in their staff-led Community Troops, where the girls choose to use proceeds from their Girl Scout cookies sales to pay it forward and provide membership to other girls in need. They witness it in the ingenuity of their STEM programs where girls must work together to solve a variety of problems. In addition, they observe it in camp counselors who return each year, because they want to provide the great experiences that they had to their younger Girl Scout sisters. Finally, the legacy continues through the continued and multi-generational support of volunteers and alumnae who know that Girl Scouts made a difference in their lives to provide the opportunities and experiences that they had to the next generation.







### **Oklahoma FFA Foundation (Stillwater):**

The Oklahoma FFA Association and its leadership development programs are synonymous with character building in the state of Oklahoma and are an integral part of the classroom setting, where the “FFA Code of Ethics” is taught to all students. Areas include: Showing respect for the rights of others and being courteous at all times, being honest and not taking unfair advantage of others, respecting the property of others, demonstrating sportsmanship in judging contests and meetings, being modest in winning and being generous in defeat, attending meetings promptly and respecting the opinions of others in discussion. Other areas include: taking pride in the FFA, activities, exhibits and the occupation of agriculture, and appreciate and promote diversity in our organization.

Another area of the FFA experience which teaches the qualities of integrity and character building is the annual Oklahoma FFA Alumni camp. During the summer months of June and July, over 1,600 FFA members from across the state of Oklahoma gather at Camp Tulakogee near Wagoner, Oklahoma for an intense leadership training experience. The four separate camps involving approximately 400 students each are conducted over a three-day period. Students are taught the merits of citizenship, cooperation, patriotism, community service, teamwork, and goal setting. Deep rooted within this framework of leadership development is the always underlying current of the golden rule, “Treat others as you would have them treat you.”



charity and more of it when needed; in being happy myself and playing square with those whose happiness depends upon me.” FFA members live by this creed.

The Oklahoma FFA Association is a dynamic youth organization of more than 27,000 students statewide. Students



range from 8th grade to collegiate level with the majority being from fifteen to eighteen years of age. The FFA Association is an integral part of 359 comprehensive high school agricultural education programs, in 359 Oklahoma communities, and under the guidance of 439 agricultural education instructors/FFA advisors. The Oklahoma FFA Foundation is the fundraising mechanism of the Oklahoma FFA and strives to adequately fund scholarship programs, career development events, proficiency awards, and the many other activities related to the statewide leadership development programs of the FFA.

The FFA’s mission is to make a positive difference in the lives of students by developing their potential for premier leadership, personal growth, and career success through agricultural education. Trying to measure that mission is somewhat difficult. How do you measure character, integrity, community involvement, cooperation, and leadership? One way is to listen to the people who know or who have seen FFA students in action. The most common observation is: “You have the most polite, well-mannered, respectful, and courteous group of young people we have ever been around.”

An additional way to determine if FFA is having a positive impact might be measured by how many FFA members further their education. Upon graduation, students who have participated in extracurricular activities, such as the FFA, enroll in higher education institutions at higher rates than their high school classmates. Additionally, FFA members drop out at a lower rate than their counterparts their freshman year in college and are more likely to graduate three years later.

Finally, is the FFA having a lasting effect? FFA members are the future doctors, lawyers, CPA’s, and teachers, but they are also the technicians, welders, contractors, and agribusiness leaders of tomorrow. Several students have said that had it not been for the FFA and a caring and dedicated Ag-Ed Teacher, they would never have finished high school or be the person they are today. Perhaps the Oklahoma FFA Association and the Oklahoma FFA Foundation’s greatest contribution is that they are assisting in the training and development of the future leaders of Oklahoma. This is FFA’s legacy.



## EDUCATION



### Dove Science Academy (OKC)

Congratulations to Dove Science Academy for their fourth consecutive year to be named as a Community Impact Honoree. Their initiatives

to help their students develop strong ethical principles continue to be impressive! The driving force at Dove is their Character Education program that utilizes the Character First program, along with Second Step and character.org practices and resources.

Every middle school student is enrolled in a character education course each year, but Dove's program is school-wide and impacts every student in grades 6-12. Character traits of the month are posted throughout the school, included in morning announcements, and integrated into the weekly lesson plans of every subject as well as student-organized assemblies. Middle school students choose and execute community service projects through their Character Ed electives, and high school students are required to earn 30 hours of community service hours each year with 120 documented hours required to graduate. For the 2015-2016 school year, Dove students have already contributed over 7400 hours of service to the community.

This year, Dove students assumed an even larger role in helping the community. Their Leadership students and National Honor Society organized our first ever Charity Week that included significant fundraising. These endeavors served as a powerful tool to educate the student body on exactly how they have been (and can continue) impacting their communities in tangible and positive ways. With over 82% of the Dove students living at or below the poverty level, many of the community service projects can actually benefit students and their families.

Dove students generate over 28,000 hours of community service every four years and over 7000 hours each single academic year. Their students provided 675 pounds of food which will provide 562 meals for needy families this year alone, despite the fact that the vast majority of these students' families share the same needs. To further drive the point home to their students, each donation of money, food, materials, or services is always personally delivered or attended by Dove students and staff sponsors. This enables students to see how their efforts actually affect real people, and in some cases provides the opportunity to meet the actual families and communities they impact.



### John Marshall Mid-High (OKC)

OK Ethics is delighted to recognize John Marshall Mid-High as a newcomer to the Community Impact Awards. With a student body of 675 students, the 140-member staff believes in educating the whole person. To

that end, one of the initiatives they have undertaken is the addition of a Business Ethics class. This class has been active in sharing messages for all, such as the Bully Prevention announcements that resonated through the hall.

Other classes have ethics at the base of their foundation. JROTC, helps to develop a strong moral base among those who will someday protect our nation. Challenging socio economic conditions are not permitted to take a toll. In addition, students provide food for the Regional Food Bank drives. Four annual blood drives encourage students to make personal sacrifices to help others. The JM food pantry provides food for individuals and the clothes closet provides attire to make recipients among the best dressed. These beneficial services also include counseling, inspiration and an offer of hope. Youth are sent into the community with the productive ability to cope. When asked for a list of volunteer activities, there are so many that they cannot remember them all. It is evident that is not merely a duty, but rather they are answering a service call.



**Metro Technology Centers**  
Preparing for Life

### Metro Technology Centers (OKC)

A long-time and active member of OK Ethics, Metro Technology Center students often participate in the monthly programs offered. Consistent with their vision as a "strategic partner in economic development by preparing a high quality workforce" their leaders understand the importance of having ethics as a cornerstone of any business endeavor. Lessons learned from the events are shared with the workforce and students. In addition, a leadership team participated in the February 27, 2016 OK Ethics teacher's workshop with the aim to start a high school ethics team. As part of Metro Tech's ongoing commitment to ethics; their high school team intends to observe the inaugural OK Ethics High School Ethics Bowl. It will provide students with the opportunity to learn the best way to present a topic and think effectively about morally complex situations.

MTC's staff and students consistently demonstrate, reinforce, communicate and incorporate ethical values throughout the organization and community. Beginning in 2003, senior leaders initiated Character First! for students, staff and community. Character First! is integrated through the organization by the systematic posting of Character First! magazines on data boards throughout the organization in classrooms and support departments. In addition, all meetings, including Board of Education and stakeholder, follow an agenda with a review of the character trait for the month. Additionally, the superintendent posts a monthly message on the internal website addressing the character trait with a focus on character development. This program has reached:

**HONORING PREVIOUS  
COMMUNITY IMPACT  
AWARD HONOREES:**

**2015**

Dove Science Academy • Junior Achievement • Global Gardens  
Oklahoma FFA Foundation • Oklahoma County Sheriff's Department  
Girl Scouts of Eastern Oklahoma • Oklahoma Center for Non-Profits



Community Partners . . . . .	100	Part-time workforce . . . . .	30
High School Students . . . . .	664	Substitute Faculty . . . . .	30
Adjunct Faculty . . . . .	100	Adult Students . . . . .	733
Metro Tech's Board of Education 7		Fulltime Workforce . . . . .	297

In 2014, MTC incorporated ethics training as part of professional development for all leaders and supervisory personnel. All workforces sign and adhere to a Code of Ethics that prohibits conflict and any activities that result in personal gain. Ethics training is a part of professional development

for all leaders and supervisory personnel. One of MTC's core values is accountable and ethical.

To ensure that these initiatives are measured, MTC surveys their stakeholders and includes questions that address ethical behavior. These included those related to treating students with respect and inclusion in decision-making processes. Approximately 89% of the student body indicated that they were satisfied with their experiences there.

## OVERALL COMMUNITY



### Boeing (OKC)

Boeing fosters ethical behaviors by providing mentoring to young Oklahoma students through WhizKids and Y-Achievers. WhizKids is operated by Prospect Baptist Church and assists elementary school students who are not reading at the desired reading level. Currently there are 17 mentors from Boeing participating in this rewarding program. Just as important as the educational tutoring the students receive, they also receive much needed mentoring. As a mentor, Boeing engineer Mercedius Jones, says "I also try to instill good values in him like not fighting in school, do not bully others because you yourself are bullied, be sure to let your mother know of things that happen in school and always be sure to tell the truth and not lie as not telling the truth could land him in more trouble. We both value and reap the rewards of our relationship both in and outside of Whiz kids."

Y-Achievers is partnered with the YMCA as part of their college readiness program. There are currently 5 Boeing volunteers focusing on OKC high schools. The Y provides the lesson the mentors are to follow, but the mentors also provide ethical instruction, teaching the students to do what is right, honesty, and integrity. More importantly, the Y-Achievers Boeing mentors also provide ethical role models. Boeing engineer Guillermo Morales was once a Y-Achiever student receiving the mentoring. Guillermo says we definitely discuss ethical topics like doing what is right, staying out of trouble, being an overall good student, son/daughter, and citizen. He adds, "As a matter fact, a couple months ago there was a very graphic video that surfaced on local media where some students from our school were involved in a fight. Although not required to discuss this issue, I made sure to emphasize the importance of staying out of trouble for the sake of their future. I think we also have to have integrity in our role as mentors since we committed to show up on time each month and not only represent ourselves professionally but also Boeing."



### Citizen Potawatomi Nation Tribal Police Department (Pottawatomie County)

In 2012, Citizen Potawatomi Nation's Tribal Police Department (CPNPD) implemented a new community policing plan in its 900-square mile jurisdiction based upon four guiding principles.

#### I. Get in front of it!

Peace is more important than control. Unfortunately, many if not most police agencies focus more on response than prevention and, as a result, judge their success by the number of arrests and convictions rather than crime rates and the perceptions of the citizens.

#### II. Make Every Decision for the Right Reason!

Motive is everything. Every officer must think about "why" they are deciding on a particular course of action. The welfare of the individual and the larger group must be the driving motivation, never the officer's ego or anger.

#### III. Maintain the Highest Standards!

Behavior is the cornerstone of credibility. The choices officers make both on and off the job are critical to their personal authority and the authority of the institutions they serve.

#### IV. Be Kind!

Do not judge people. Occupying a position of law enforcement authority requires police officers to disagree, intervene, and sometimes use force to stop an inappropriate action(s). However, do not be naive. The police officers are still dealing with very dangerous people and situations.

The purpose of these principles is to help tribal police officers, who in many cases operate as southern Pottawatomie County's primary first responders, protect and serve the diverse populations and properties of a largely rural jurisdiction. Tribal police officers must also mindfully navigate diverse cultural and economically challenged populations during their shifts, making a cogent set of operating principles key in maintaining trust and cooperation with the people they serve. The CPNPD has also been recognized by the U.S. Department of Justice for its Community Policing Program. Using crime prevention through environmental design (CPTED) strategies that focus on the environment as a tool in reducing crime, community policing encourages officers to engage with the community and pay close attention to the physical space in which the community lives.

## com·mu·ni·ty

/ke'myoōnitē/

1. a group of people living in the same place or having a particular characteristic in common.
2. a feeling of fellowship with others, as a result of sharing common attitudes, interests, and goals.
3. **a unified body of individuals promoting Oklahoma values and virtues**

2014

Champlin Broadcasting • Dove Science Academy  
Girl Scouts of Eastern Oklahoma • Girl Scouts of Western Oklahoma  
Global Gardens • Metro Technology Centers  
University of Oklahoma Integrity Council

2013

Dove Science Academy • General Tommy Franks Leadership Institute  
Girl Scouts of Eastern Oklahoma • Girl Scouts of Western Oklahoma  
Metro Technology Centers • Oklahoma Center for Non-Profits  
SandRidge Energy/Public Strategies

2012

ONEOK



# Mission

Through the efforts of passionate, committed members, the Oklahoma Business Ethics Consortium strives to establish Oklahoma as a state known for high, personal and corporate ethical standards. The consortium provides a forum of

support to the Oklahoma business community so that ethical standards and integrity in the workplace can be discussed, defined and reinforced.

# Vision

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

# Guiding Principles

## I. 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.

## II. 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, speakers and 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.

## III. 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.

*These principles were inspired by lessons from Character First, as well as author Stephen M. R. Covey.*

**Be the difference — Join Now**

**[www.OKEthics.org](http://www.OKEthics.org)**

*Each company's award application may be found on our website.*

Program Design Provided by:

the  
Creative  
Guy