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FOR IMMEDIATE RELEASE

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Vibrant Pittsburgh Releases Results of Vibrant Index DEI Diagnostic and names 11 of Pittsburgh Regional Employers Vibrant Champions

PITTSBURGH- August 16, 2022 - Vibrant Pittsburgh, in collaboration with the Allegheny Conference on Community Development, released the highly anticipated 2022 Vibrant Index Summary Report in a public report to the region. Pittsburgh stands out nationwide as a region committed to tracking organizational progress on diversity, equity, and inclusion (“DEI”). In the third year of the Vibrant Index, it is natural to reflect on the journey organizations have made through the Vibrant Index process to document, evaluate, and better realize workplaces of belonging through practical and measurable change. The first iteration of the Vibrant Index drew 50 employer participants, and participation has doubled to include 104 organizations in this third iteration of the initiative. There has also been an increase in organizations that have achieved Vibrant Champions status, scoring at or above 95% on the Vibrant Index Diagnostic – in year two, 5% of participants achieved Champion status, whereas 10.5% of participants achieved Champions status in this year’s effort.

This year’s Champions are all Vibrant Pittsburgh member organizations and include BNY Mellon, DICK’S Sporting Goods, Essential Utilities/Peoples Natural Gas, Hugh Lane Wellness Foundation, Pittsburgh Ballet Theatre, PNC Financial Services Group, Inc., Schell Games, The Pittsburgh Promise, United States Steel Corporation, UPMC, and WESCO International Inc.

For this year’s participants, the highest DEI priority was to create a more caring, inclusive, welcoming, and anti-racist environment for employees, customers, and clients. Other key findings included in the report focused on benefits and policies, Employee/Business Resource Groups (“EBRGs”), DEI training, and supplier diversity efforts.



This year, the Vibrant Index Summary Report was able to report on the progress of 13 organizations that participated in the Vibrant Index in all three years it was offered. During this time, the number of these organizations offering trans-inclusive healthcare has tripled. The number of these organizations offering paid time off for non-majority holidays has doubled, and nearly all organizations in this cohort now offer accommodations for religious activities such as prayer.

“It is clear that regional organizations are utilizing the Vibrant Index process to evaluate and document diversity, equity, and inclusion (DEI) efforts and progress. Consistent participation in the Vibrant Index can provide the data needed to display organizational strides and intentional investment in culture, creating a “Great Reengagement” for talent of all backgrounds,” says Sabrina Saunders Mosby, President & CEO of Vibrant Pittsburgh.

“Building a vital, globally competitive region for all – a vision for which the Allegheny Conference’s [Inclusive Growth Principles](#) provide both a framework and a means of accountability – cannot be realized without achieving equity in employment, business growth and community wealth,” said Allegheny Conference CEO Stefani Pashman. “We are pleased to partner with Vibrant Pittsburgh on the annual Vibrant Index. It’s a unique and important tool for assessing equity on the employment front, as well as measuring progress and ultimately celebrating companies and organizations that demonstrate a commitment to making their employment opportunities and their workplaces truly for all.”

The Vibrant Index 3.0 Diagnostic evaluated local companies in nine impact areas and provided recommendations to improve each participating organization. The impact areas are Written Commitment and Transparency, Benefits and Policies, Employee Networks, Leadership, Training and Education, Accountability Metrics, Talent Engagement and Recruitment, Supplier Diversity, and Community Engagement.

Access the Summary Report here: [Vibrant Index 3.0 Summary Report](#)

Watch the Report to the Region: [Vibrant Index: Report to the Region](#)

About Vibrant Pittsburgh

Vibrant Pittsburgh is a premier economic development membership organization dedicated to supporting the growth and economic competitiveness of Pittsburgh as the region’s central resource, spokesperson, and convener on workforce diversity and inclusion, Vibrant Pittsburgh works with area employers to position the region and their companies as inclusive and welcoming places for people of all backgrounds.



About the Allegheny Conference on Community Development

The Allegheny Conference on Community Development is one of the United States' foremost civic leadership organizations. For more than 75 years, the Conference has been bringing together public and private sector leaders. Through the support of its [Regional Investors Council](#), the Conference is improving the economic future and quality of life of the 10-county Pittsburgh region.

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