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FOR IMMEDIATE RELEASE

Fourth Annual Vibrant Index Diagnostic opens on January 17 to benchmark organizational diversity, equity, and inclusion practices within workplaces throughout the Pittsburgh Region

PITTSBURGH- January 10, 2023- [Vibrant Pittsburgh](#), in collaboration with the Allegheny Conference on Community Development, will be launching the fourth iteration of the Vibrant Index Diagnostic on January 17, 2023. Closing on February 28, 2023, this free Diagnostic is open to all organizations in the 10-county region and benchmarks organizational practices in comparison to the best practices of diversity, equity, and inclusion (DEI). With 104 participating organizations in 2022, Vibrant Pittsburgh is calling on more organizations to complete the Diagnostic to benchmark and further move forward their internal DEI practices.

As participation in the Vibrant Index continues to grow, so does the number of organizations that reach the Vibrant Champion designation. In 2022, 11 organizations scored at or above 95th percentiles to earn the Vibrant Champion designation. These organizations include: BNY Mellon, DICK'S Sporting Goods, Essential Utilities/Peoples Gas, Hugh Lane Wellness Center, Pittsburgh Ballet Theatre, PNC Financial Services Group, Inc., Schell Games, The Pittsburgh Promise, United States Steel Corporation, UPMC, and Wesco International Inc.

"A core focus at Vibrant Pittsburgh is partnership with local organizations that are committed to measuring the effectiveness of workplace DEI efforts. The Vibrant Index is an important tool that assists in evaluating organizational efforts, identifying areas of opportunity, and outlining potential next steps each year," said Sabrina Saunders Mosby, President and CEO of Vibrant Pittsburgh. She continues, "Making DEI commitments, following through on them, and measuring their impact is crucial to advancing DEI. In order to share impactful recommendations for the region overall, it is important that the Vibrant Index continues to grow with increased participation from all our region's businesses."

“The Allegheny Conference couldn’t be prouder to partner with Vibrant Pittsburgh on the critical work it’s doing to improve the region’s DEI outcomes,” said Allegheny Conference Chief Equity Officer Majestic Lane. “Employment is one of the key focus areas for the Conference’s [Inclusive Growth Principles](#), and the Vibrant Index is a unique and important tool for assessing equity, particularly around expanding access to employment opportunities and increasing belonging in workplaces. Because you can’t improve what you don’t measure, the Index is essential. It provides a look into how we are doing year over year – what’s working well and where improvements are needed. It also recognizes the companies and organizations in our region that are demonstrating a commitment to making employment opportunities and their workplaces truly for all.”

The Diagnostic tool assesses nine pillar areas: written commitment; benefits and policies; employee networks; leadership; training and education; data and accountability; talent engagement and recruitment; supplier diversity; and community engagement. Participation in the Diagnostic is free and voluntary with Vibrant Pittsburgh adhering to the strictest of security and privacy policies. Following the closing of the Diagnostic period, all participating organizations will receive a report of their scores in comparison to their size cohort and the diagnostic sample in addition to a free consultation session with a Vibrant Pittsburgh subject matter expert. Only organizations that score in the 95th percentile can opt in to be identified as Vibrant Champions. Previous Vibrant Champions can be found [here](#).

Organizations interested in participating in the upcoming iteration of the Diagnostic, can complete the following [interest form](#) in which access to the Diagnostic will be granted.

About Vibrant Pittsburgh

Vibrant Pittsburgh accelerates the business community toward equitable, inclusive, and diverse workplaces, creating a future-forward region. Vibrant Pittsburgh believes that a diverse workforce is essential to the ongoing economic vitality of the Greater Pittsburgh region. Vibrant Pittsburgh plays a unique role in catalyzing a new future for workplace diversity in Pittsburgh by providing resources and partnering with the business community and business leaders to drive measurable progress towards more diverse and inclusive organizations.

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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