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FOR IMMEDIATE RELEASE

Eleven Pittsburgh employers receive top DEI designation during release of the Vibrant Index Diagnostic report.

PITTSBURGH- June 13, 2023 – The Vibrant Index 4.0 Summary Report was released during a highly anticipated public Report to the Region. A collaborative effort between Vibrant Pittsburgh and the Allegheny Conference on Community Development assesses employer diversity, equity, and inclusion (DEI) practices against industry best practices. Employers of varying sizes and across multiple industries made up the diagnostic sample of 120 participants. In a sign of continual employer commitment, sixty-two percent of participants are returning participants.

Eleven employers earned the Vibrant Champion designation by scoring at or above 95 percent in all nine categories of the diagnostic. Notably, **six employers have achieved the Champion designation in multiple years** and include Community College of Allegheny County (CCAC), DICK'S Sporting Goods, Hugh Lane Wellness Foundation, Essential Utilities/People's Gas, the Pittsburgh Promise, PNC, Schell Games, and UPMC. **Three employers achieved Champion designation for the first time** and include Ansys, Women's Center & Shelter of Greater Pittsburgh, and the YWCA. These eleven employers are testaments to the achievements possible through focused dedication to DEI initiatives. Each Champion offers a topical case study highlighting how they implement DEI-specific best practices to achieve positive change.

The fourth iteration of the Vibrant Index (Index) uncovered concerning trends within regional DEI progress. A strong, actionable surge of commitment to DEI beginning in 2020 led to progress in some areas that the Index assesses. However, the most recent Index data indicates that progress has slowed.

- Supplier diversity remains a significant pain point with 55% of employer participants lacking a supplier diversity plan, representing only a marginal increase from 59% last year.
- One in four participants lacks a structure to measure the effectiveness of their efforts.
- Over 60% of participants fail to track demographic information in relation to compensation and retention. Adjacently, 45% of participants fail to collect demographic information relating to exit interviews and promotion rates.

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"We acknowledge that diversity, equity, and inclusion (DEI) in the workplace is multifaceted and varies significantly across employers and industries in our region. Although strides have been made, there remains an overwhelming amount of work to ensure that workplaces in the Greater Pittsburgh region and beyond are wholly inclusive and equitable. To ensure the resiliency of the region, it is past time to move DEI from an important initiative to demonstrated practice," says Sabrina Saunders Mosby, President & CEO of Vibrant Pittsburgh. "Regional partnerships, like the collaboration between Vibrant Pittsburgh and the Allegheny Conference on Community Development, offer employers a robust framework to proactively integrate DEI practices that bolster their business and promote resilience in our region."

"Working together towards becoming a vital, globally competitive region with opportunity for everyone requires diverse and inclusive employer policies and practices. Recognizing and prioritizing DEI is essential for building a future for the region that's both successful and sustainable," said Stefani Pashman, Chief Executive Officer for the Allegheny Conference on Community Development.

"For our region to compete in the global marketplace and achieve its full potential, we must develop thriving, diverse workforces that will attract business investment and top talent. The Conference's partnership with Vibrant Pittsburgh on the Vibrant Index provides critical insights into our DEI achievements and the challenges we still must address. The data from the Vibrant Index 4.0 calls to our attention the need for even more intentional and expeditious actions. An all-in response will take us from where we are at this moment to becoming the Pittsburgh we want to be: a thriving region where every employer is committed to welcoming a diversity of talent, helping them find their place and belong and creating the environments where they will excel," added Pashman.

Access the Summary Report here: [Vibrant Index 4.0 Summary Report](#)

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 nearly 80 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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