

## 2020 Regional Action Plan

*Working collectively to shift the culture, not just the perception of the Pittsburgh region, it is important to ask: **how do we make Southwestern Pennsylvania a destination of choice for people of color?***

**Vibrant Pittsburgh recommends** the following actions for the region’s corporate and civic leaders in response to the current civil unrest and its impact on the community and our workforce:

1. **Compensation:** Examine pay equity within organizations across demographics; assess race and ethnicity as they relate to hiring, role, compensation, and turnover. Report this information to the board of directors and develop a plan of action to immediately address disparities. Incorporate metrics for the growth of each area and review annually.
2. **Elevation:** Charge senior leadership and board of directors with diversification of C-suite, executive, board leadership, and decreasing representation gaps so regional executive diversity exceeds percentages for the U.S. (5.8% people of color in Pittsburgh CBSA vs. 15% people of color in U.S.). *The CFO role is the least racially diverse position in the C-suite so a focus on the diversification of this role is imperative.* Initiate and invest in sponsorship and mentorship practices for Black, African American, and Latino employees that focus on career advancement and retention. *The mid-level management bottleneck impacting elevation must be addressed head on.* Success measures must be identified, reviewed annually, and incorporated into performance management systems for optimum improvement.
3. **Belonging:** Invest in organizations’ internal and external culture; recommit to organizational values and standards, from the C-suite to front-line.
  - a. Examine policies and procedures to ensure they promote workplace equity: review policies annually and hold leadership accountable for their implementation.
  - b. Amplify and include the voices of Black, African American, and Latino employees in decision making at all levels. To build community and increase retention and engagement, invest in Employee/Business Resource Groups (EBRGs) and external professional affinity groups. Leverage these groups for insight into building inclusive policies, recruitment strategies, and organizational culture.
  - c. Increase community investments: track and increase supplier diversity spend with established annual growth goals to financially impact Black, African American and Latino owned businesses; develop strategic partnerships with Black, African American, and Latino community organizations; and participate in Black, African American, and Latino community events that engage the leadership of the workforce.

**Vibrant Pittsburgh** is committed to partnering with the civic and business community to measure success over time and to create a broader level of accountability towards regional change. We encourage our region’s businesses to utilize the recommendations in our recently released “Vibrant Index Summary Report” and participate in future editions to identify areas of success as well as what critical actions are needed to improve inclusive practices, policies, and overall organizational culture. ([vibrantpittsburgh.org/vibrantindex](http://vibrantpittsburgh.org/vibrantindex))