

January 7, 2021

Dear Business Leaders:

Happy New Year! Vibrant Pittsburgh, in collaboration with the Allegheny Conference on Community Development, is announcing the **Vibrant Index Diagnostic 2020** and the opening of the **2020 Diagnostic period, January 18 – March 19, 2021**. At a time of heightened national importance and focus on diversity, equity and inclusion, other regions are stepping up their games with corporate action. In the Pittsburgh region, we know we need to do more in our shared commitment to racial equity. By taking stock of what we are doing well and where we have room to improve, we can advance our goal of being a globally competitive, inclusive region where thriving people live in the highest quality of place.

This Diagnostic tool will assist employers' efforts to advance their diversity and inclusion strategies and gather data on regional employer practices. Each participating organization will be given a customized feedback report. Those employers that excel at using best practices will be given special acknowledgment as **Vibrant Champions**.

On January 18, 2021, we will send a link to access the online Vibrant Index Diagnostic to your organization's representative. The tool includes a link to a resource guide explaining the terminology used in the tool. It will also provide background on diversity and inclusion best practices. **The data received from each employer is kept confidential**. No individual organization's information will be shared. Organizations identified as Vibrant Champions will be given the opportunity to be recognized. All participating organizations will receive an in-depth assessment of their practices and opportunities for assistance to implement new strategies or policies to further their DE&I objectives.

Please email us at VibrantIndex@vibrantpittsburgh.org to designate a person in your organization to complete the Vibrant Index Diagnostic. For more information, please contact Lora McKnight, COO and VP of Programs and Services, at 412-417-9810 or find additional information at vibrantpittsburgh.org/VibrantIndex.

On behalf of Vibrant Pittsburgh and the Allegheny Conference on Community Development, thank you for participating in this initiative. We are confident that the Vibrant Index Diagnostic will help us as regional employers act in ways that build the vibrant and inclusive workplaces needed to ensure our region grows and thrives.



Sabrina Saunders Mosby
President & CEO



Stefani Pashman
CEO

