



Equitable Economic Development

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VICE PRESIDENT, VIBRANT
PITTSBURGH



OUR VISION:

**TO MAKE THE GREATER
PITTSBURGH REGION A
DESTINATION OF CHOICE
FOR EMPLOYMENT FOR
PEOPLE OF COLOR.**



The Problem

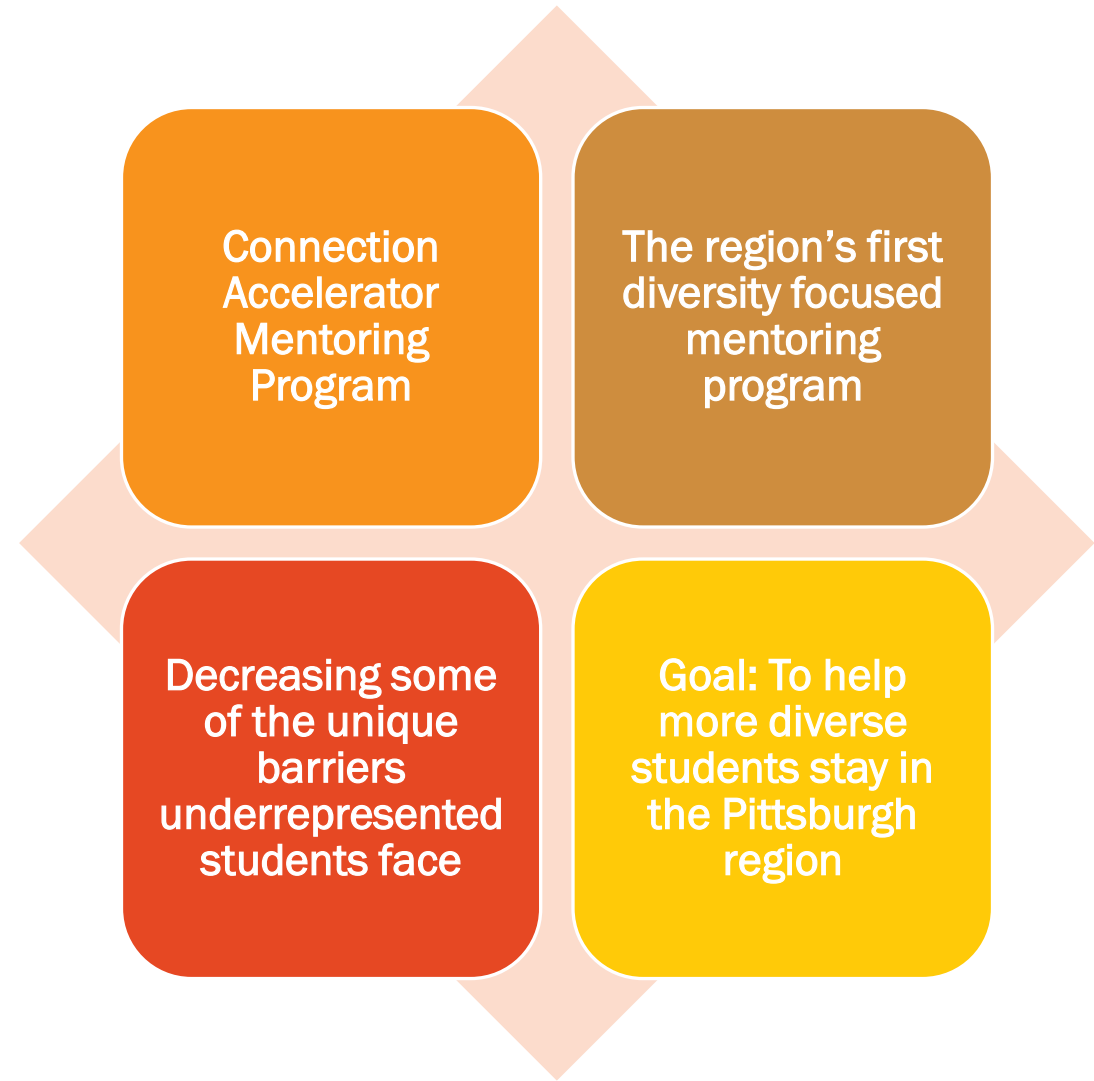
❖ Pittsburgh's diverse college graduates lack professional networks and connections, are under investment in from local employers, & they face systemic racism and various other unique obstacles.

❖ Diverse College Graduates struggle to get high paying jobs in the region shortly after graduation.

❖ Over 50% of all college students leave the region after graduation. There is a higher percentage for underrepresented students. Underrepresented student look for employment in a more welcoming region

❖ Settle for an industry or job where they're overqualified and/or under paid in Pittsburgh

A Solution: CAMP





Connection



Accelerator



Mentorship



Program

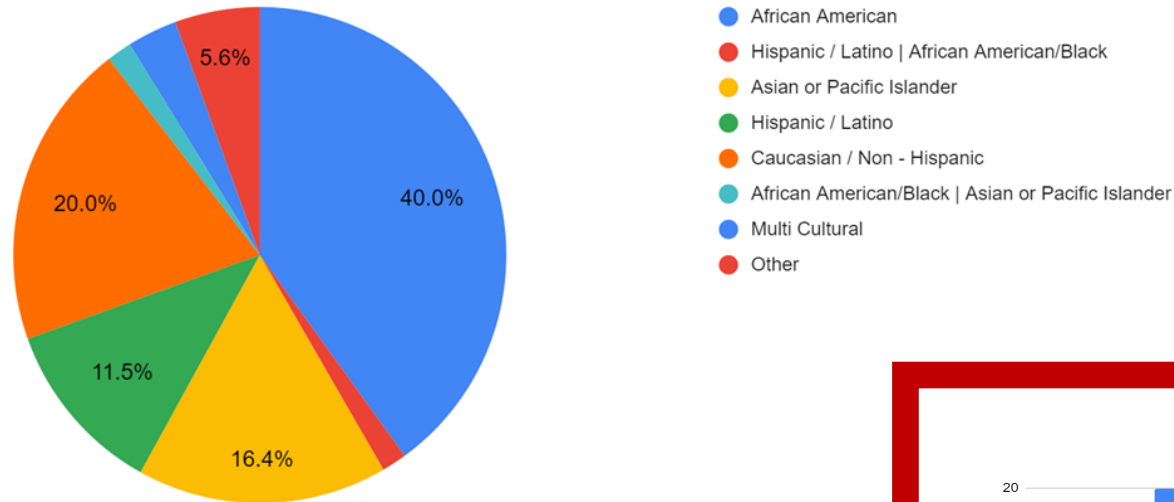
CAMP

- ✓ Symbiotic relationship
 - ✓ **Benefits Mentors**
 - ✓ Grants companies' direct access to a diverse pool of top talent
 - ✓ Demonstrates commitment to creating an inclusive and diverse environment
 - ✓ A chance to give back and learn from mentee
 - ✓ **Benefits Students**
 - ✓ Help with resume
 - ✓ Advice and insight on academic status
 - ✓ Grows professional network
 - ✓ Interview preparation & salary negotiation
 - ✓ Inside look on perspective industry
 - ✓ Assistance with internships and post-graduation employment

CONNECTION ACCELERATOR MENTOR PROGRAM:

BUILDING STRONG CONNECTIONS BETWEEN DIVERSE STUDENTS AND WORKING PROFESSIONALS IN THE PITTSBURGH REGION.

Mentees Ethnicity



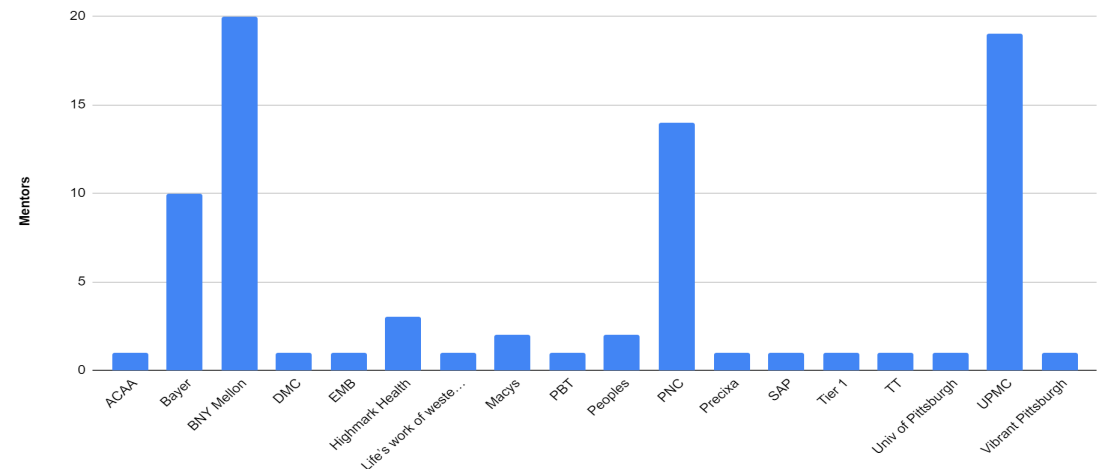
91 Mentors

25 Employers

115 Mentees

10 Universities

Registered Mentors





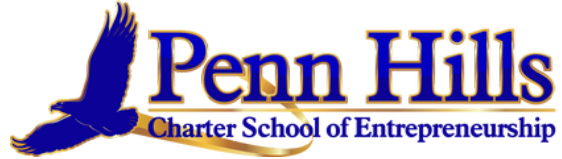
BNY MELLON



NATIONAL AVIARY

Types of Mentors

EDWARDMARC
BRANDS



HENNE
JEWELERS FOR LIFE®

PITTSBURGH BALLET THEATRE

UPMC

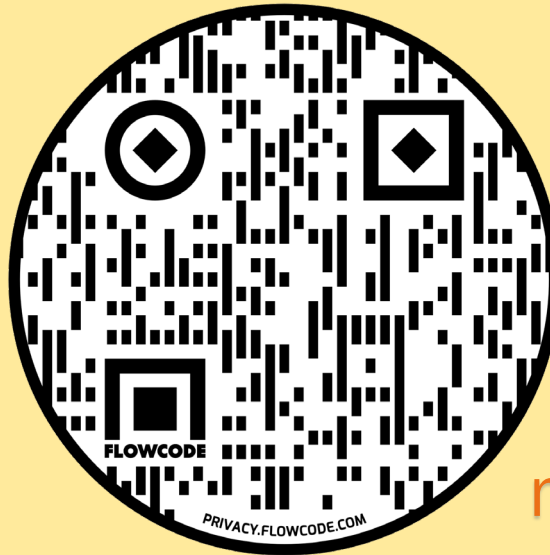


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VIBRANT INDEX 2020



VIBRANT INDEX 2.0

The Vibrant Index diagnostic measures and evaluates organizations on best practices in diversity, equity, and inclusion in 10 impact areas through their policies and workplace practices.

- Participating organizations receive a report with individual and industry benchmarking scores.
- Participation provides organizations with a way to reflect and explore ways to make their DEI efforts more effective.
- Diagnostic period opens **January 18th** and closes **March 19th**.
- For any questions, contact vibrantindex@vibrantpittsburgh.org or visit www.vibrantpittsburgh.org/VibrantIndex/



HOW DO ORGANIZATIONS OPERATIONALIZE CHANGE?



The Vibrant Index Initiative is a best practices roadmap:

- Make public and transparent commitments to DE&I
- Review benefits and policies
- Encourage/build employee networks (ERGs, BRGs)
- Senior leadership must drive DE&I efforts
- Provide DE&I trainings to all employees
- Collect employee data and make it as transparent as possible
- Set DE&I hiring targets; check your hiring process for bias
- Set supplier diversity goals and track spend
- Support diversity initiatives in the greater community
- Examine organizational responses to COVID-19 and systemic injustice in 2020

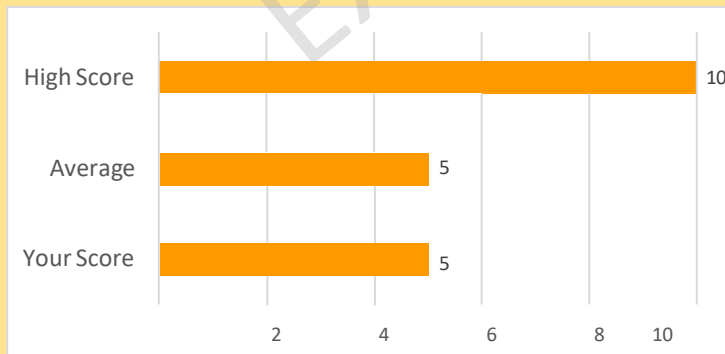
Category:

EMPLOYEE NETWORKS

Score: 5/10

Vibrant recommends the following best practices to improve your score in this area:

- ✓ According to your diagnostic, your organization supports ERGs with funding. Keep up the good work!
- ✓ Employee Resource Groups (ERGs) are a great in-house resource for product/service design and marketing, and how it impacts people who are from the identity groups represented by ERGs.
- ✓ Participation in ERGs and external professional groups benefits the organization by developing talent, and opening up networking opportunities for minorities in a field. Investing employee worktime in these activities can make them a richer resource.



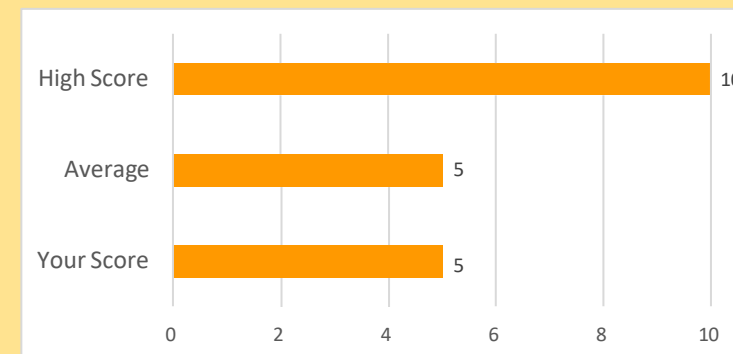
Category:

DIVERSITY and LEADERSHIP

Score: 5/10

Vibrant recommends the following best practices to improve your score in this area:

- ✓ According to your diagnostic, your organization has a task force, steering committee, or other internal advising body to focus on diversity and inclusion issues at your organization. Great start!
- ✓ Ideally, the CEO or highest-ranking employee should lead, or be involved with this group.
- ✓ Encourage your board to form a committee on diversity and inclusion. Positive change is more likely when board members are invested.



ACCESS THE BENEFITS OF YOUR VIBRANT PITTSBURGH MEMBERSHIP



Retain



Accompanying Partner
Assistance
Brand Promotion
Dine Arounds
Hiring Strategies
Mentorship Program
PGHNewcomerConnect

Learn



Annual REI Summit
Book Salons
Data Support
D&I Best Practices
Webinars
Trainings
Vibrant Index
Vibrant Voices

Engage



D&I Forum
EBRG Assistance &
Council
In-House Mentoring
Members Only
Resources
Next Generation
Council



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