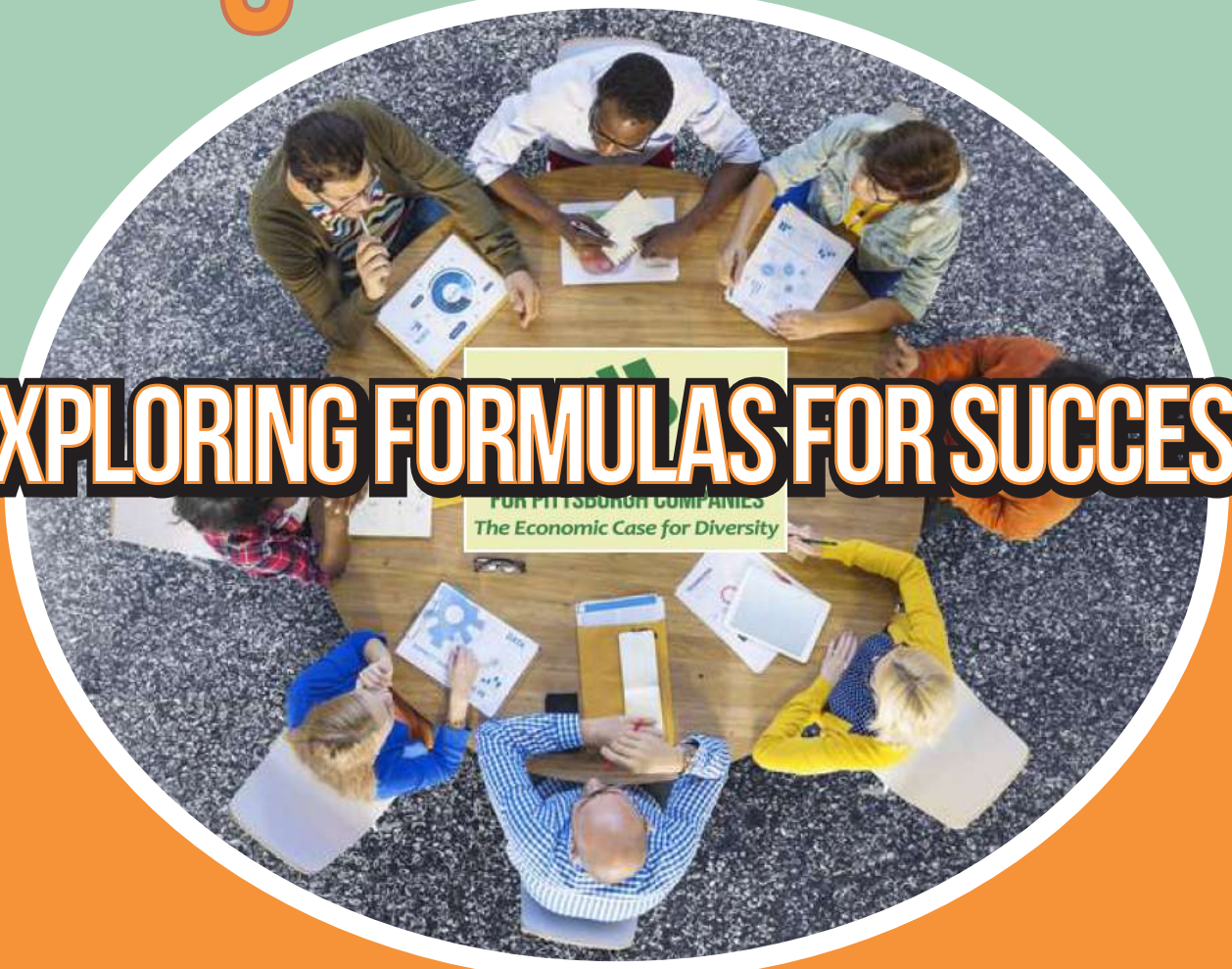
5TH ANNUAL CEIR CONFERENCE

FEATURING A SPECIAL TRIBUTE TO DAN ROONEY



"EXPLORING FORMULAS FOR SUCCESS"

MONDAY, JUNE 19TH

2017 CORPORATE EQUITY & INCLUSION ROUNDTABLE (CEIR)

MONDAY, JUNE 19, 2017 • 7:00AM – FULL BREAKFAST AND NETWORKING • 8:00AM-12:00PM - CONFERENCE

DUQUESNE UNIVERSITY CHARLES J. DOUGHERTY BALLROOM • 1015 FORBES AVE PITTSBURGH, PA 15219

Presented by:

CEIR Corporate Equity & Inclusion Roundtable

B-PEP The Black Political Empowerment Project

CAV Greater Pittsburgh Coalition Against Violence

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Urban League of Greater Pittsburgh

B-PEP
The Black Political Empowerment Project

CEIR™
Corporate Equity & Inclusion Roundtable

DANIEL M. ROONEY

JULY 20, 1932 – APRIL 13, 2017

Late Pittsburgh Steelers Chairman
and Ambassador to Ireland

This year's Fifth Annual Corporate Equity & Inclusion Roundtable (CEIR)
Conference honors the contributions of Pittsburgh's own Dan Rooney
who championed diversity, equity and inclusion in the
National Football League (NFL), in the Pittsburgh Region, and beyond!

PRESENTED MONDAY, JUNE 19, 2017
AT THE DUQUESNE UNIVERSITY POWER CENTER BALLROOM BY
TIM STEVENS, BLACK POLITICAL EMPOWERMENT PROJECT CHAIRMAN
& CEIR WORKING GROUP FACILITATOR

ABOUT THE FRITZ POLLARD ALLIANCE

CEIR Corporate Equity & Inclusion Roundtable

The Fritz Pollard Alliance has worked tirelessly and relentlessly in advocating for equal opportunity in the National Football League. Their determined efforts served as the impetus in the creation of the Rooney Rule.

It is with pleasure we at Fritz Pollard Alliance be part of honoring the great Ambassador Dan Rooney. Ambassador Rooney was one of a kind. We must always honor, respect and cherish his memory. He believed in what our country should always stand for and that is to give every individual his/her rights to the pursuit of happiness. Ambassador Rooney believed and lived that every day.

"We at Fritz Pollard Alliance are proud of our relationship with Ambassador Dan Rooney."

– John Wooten

Chairman
Fritz Pollard Alliance

5TH ANNUAL CEIR CONFERENCE
FEATURING A SPECIAL TRIBUTE TO DAN ROONEY

Visit: fritzpollard.org

WELCOME TO THE FIFTH ANNUAL CEIR CONFERENCE!!

On behalf of the Corporate Equity & Inclusion Roundtable (CEIR) Working Group it is my pleasure to welcome each and every one of you to the FIFTH ANNUAL CORPORATE EQUITY & INCLUSION ROUNDTABLE CONFERENCE. We have assembled an absolutely wonderful collection of corporate, university, agency and community leaders to address the ongoing inequities which continue to negatively impact the communities across the Pittsburgh Region. We continue to seek new partners to embrace the key principles from our revised CEIR Mission and Purpose statement and the newly revised Pittsburgh/Southwestern Initiative for Diversity, Equity & Inclusion. We urge you to review these documents which are provided to you within today's program and to share them with people within your company, corporation, higher education institution or non-profit, with the specific purpose of seeing how these key principles of what we call "The Revised Rooney Rule – with Results" which seeks the consideration of the employment of African Americans and people of color from entry level jobs to the "C" suite, "The Hybrid Rooney Rule – with Results" which urges the consideration of African American and people of color for all contractual opportunities, be they construction or professional services, and the adoption and implementation of Ban the Box. We are honored today to have James Rooney with us this morning to receive a special tribute from the CEIR Working Group for his father, Daniel M. Rooney for his leadership in helping to usher in what has become known as The Rooney Rule in the National Football League. The Rooney Rule, and the variations thereof which we have advocated, sources much of our work in advocating for a new level of commitment to meaningful and sustained diversity, equity and inclusion throughout the Pittsburgh Region.

We are thrilled to have Dr. Kathy Humphrey, Sr. Vice Chancellor for Engagement and Chief of Staff, Chancellor's Office at the University of Pittsburgh, provide the Keynote Address. The University has proclaimed this year as the year of Diversity & Equity and is working on a five-year plan towards those goals. Our CEIR Working Group feels strongly that with the drastic inequities that continue to exist throughout the Region, such commitments must become a part of the culture, now, tomorrow and forever!

We thank County Exec Rich Fitzgerald and his office for their involvement from the start and for providing the printing of our program each year, that of Dennis Yablonsky, the President & CEO of the Allegheny Conference on Community Development, Mayor Bill Peduto during his administration, and Duquesne University for hosting of us each of these first five years. We have been blessed to have the ongoing partnership of the Jewish Federation of Greater Pittsburgh's Community Relations Council (CRC) as the primary funder of this Black Political Empowerment Project initiative. We are also appreciative of support which has been provided by Vibrant Pittsburgh, and in this past and current year for overall support of all of B-PEP's initiatives by the Pittsburgh Foundation. We thank all of our new financial sponsors of this, the Fifth Annual CEIR Conference. We are hopeful that we will be better positioned to implement the changes we seek!! Join us in our quest!

Tim Stevens, B-PEP Chairman & CEO/ Facilitator, CEIR Working Group

Fifth Annual CEIR Conference – Monday, June 19, 2017

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FIFTH ANNUAL CORPORATE EQUITY & INCLUSION ROUNDTABLE (CEIR) CONFERENCE

Monday, June 19, 2017

"EXPLORING FORMULAS FOR SUCCESS"

Duquesne University Power Center Ballroom

THE PROGRAM

7:00am **Breakfast & Networking**

7:45am **The CEIR Video: *Creating Pebbles of Possibilities for Ladders to Opportunities***

8:00am **Welcome and Introductions**

- **Bill Flanagan, Chief Corporate Relations Officer, Allegheny Conference on Community Development**
- **Ken Gormley, President, Duquesne University**
- **Rich Fitzgerald, Allegheny County Executive**
- **Tim Stevens, Chairman & CEO, The Black Political Empowerment Project (B-PEP) / Facilitator, CEIR Working Group**

8:20am **CEIR Tribute to Daniel M. Rooney**

- **Jim Rooney, son of the late Dan Rooney will accept the tribute**

8:25am **Keynote Address – *Exploring Formulas for Success***

- **Introduction of Keynote Speaker: Esther L. Bush, President & CEO, Urban League of Greater Pittsburgh**
- **Keynote Address: Dr. Kathy Humphrey, Sr. Vice Chancellor for Engagement & Chief of Staff, Chancellor's Office, University of Pittsburgh**

8:45am **Remarks**

- **Honorable Bill Peduto, Mayor, City of Pittsburgh**

SUPPLIER DIVERSITY

8:50am **Panel Discussion**

Facilitator: Doris Carson Williams, President & CEO, African American Chamber of Commerce of Western PA

Panelists:

Caster Binion, Executive Director, Housing Authority of Pittsburgh

Dale Cotrill, Chief Financial Officer, Allegheny County Airport Authority

Robert DeMichiei, Chief Financial Officer, UPMC

Karen Hanlon, Executive Vice President, Chief Financial Officer & Treasurer, Highmark Health

Ricardo J. Williams, Manager Equity & Inclusion, Office of Mayor William Peduto

9:40am – BREAK – Please return promptly to allow us to stay on schedule

CREATING & SUSTAINING INCLUSIVE WORKPLACE CULTURES

9:50am **The Advanced Leadership Initiative**

Evan Frazier, Senior Vice President, Highmark Health

10:00am **Opportunities and Education in the Skilled Trade Unions**

Walter Bentley, Minority & Diversity Recruiting Specialist, Joint Apprenticeship Training Committee, I.B.E.W. Local Union #5

Jeff Nobers, Executive Director, Builders Guild of Western PA

Leticia Fedora, General Manager, Great Service Forums

Erin Brooks, Journeyman Wireman, I.B.E.W. Local Union #5

10:20am **Future Involvement of Pittsburgh Public Schools with Area Trade Unions**

Commentary from the Office of the Superintendent, Pittsburgh Public Schools

BAN THE BOX UPDATE

10:25am Panel Discussion

Facilitator: Tracey McCants Lewis, Esq., Associate Clinical Professor and Interim Co-Director, Duquesne University School of Law Department of Clinical Legal Education

Panelists:

Khadija T. Diggs, Assistant Counsel, PA Governor's Office of General Counsel

Charlene Holder, Supervisor of Talent Management, City of Pittsburgh

Paul Lee, MSW, Mental Health Drug & Alcohol Therapist

Dean Williams, Executive Director, Formerly Convicted Citizens Project

Jamar D. Williams, Train to Work Case Manager, Allegheny County Jail

Amy M. Kroll, Administrator of Re-entry Services, Allegheny County Jail

Laura Zaspel, Human Resources Director, Allegheny County

A TRIPLE PRESENTATION TOWARD THE FUTURE

10:45am Perspectives from Three Regional Leaders

Dr. Quintin Bullock, President, Community College of Allegheny County

Stefani Pashman, CEO, Partner4Work

Dennis Yablonsky, President & CEO, Allegheny Conference on Community Development

11:15am Question & Answer Session: Dr. Bullock, Ms. Pashman and Mr. Yablonsky

11:25am NEW INITIATIVES FOR DIVERSITY, EQUITY & INCLUSION

Airport Authority video – *Ready for Takeoff*

Dina Clark, Head of Diversity & Inclusion, Covestro, LLC

Brian K. Oglesby, Strategic Relationships, Eastern Minority Supplier Development Council (EMSDC)

Kevin Ferra, Founding Partner, Ferra Executive Search

Susan Yohe, Chief Diversity & Inclusion Officer at Buchanan Ingersoll & Rooney PC (retired), The Pittsburgh Legal Diversity & Inclusion Coalition

11:40am CLOSING COMMENTS & ACKNOWLEDGMENTS

Bill Flanagan, Chief Corporate Relations Officer, Allegheny Conference on Community Development

Maxwell King, President & CEO, The Pittsburgh Foundation

Tim Stevens, Chairman & CEO, The Black Political Empowerment Project (B-PEP) / Facilitator, CEIR Working Group

CORPORATE EQUITY AND INCLUSION ROUNDTABLE:

"Resetting the Commitment – Going from Well Meaning to Well Doing"

THE EXECUTIVE SUMMARY

(Revised May 8, 2017)

Purpose: To achieve higher levels of inclusion of African Americans and people of color and diversity in employment, in business ownership and in business development in the Pittsburgh and Southwestern Pennsylvania Region. The Roundtable's vision is to bring about *measurable lasting* change and breakthroughs in workforce diversity and inclusion and economic opportunities.

Mission:

To develop and implement strategies to overcome the diversity and inclusion challenges within the corporate sector in Pittsburgh and Southwestern Pennsylvania, by facilitating collaboration with key partners from educational institutions, community organizations, workforce development agencies and professional organizations collectively working toward a common goal of branding the region with a strong and meaningful commitment to diversity, equity and inclusion.

OBJECTIVES:

Human Resources

- **Develop strategies for identifying, recruiting, hiring, developing, promoting, mentoring, sponsorship, and retaining more African Americans and people of color from entry level to corporate executive positions, including the "C" suite.**
- **Create an effective campaign that raises awareness of the value and the business case of having a diverse workforce, one which the Allegheny Conference on Community Development would embrace that has measurable goals and recognition for its member companies.**

Institutional Policies

- **Implement a corporate version of the "The Rooney Rule" concept similar to that utilized by the National Football League (NFL), which made standard the practice of interviewing African Americans and people of color for top executive positions.**

- **The CEIR "REVISED ROONEY RULE– WITH RESULTS" would *expand* the original rule so as to use it *across the board* for *all* job openings. "With Results" refers to *intentionality,* with a solid commitment to achieve a *new and meaningful* level of diversity, equity and inclusion.**
- **Implement what CEIR refers to as "The HYBRID ROONEY RULE– WITH RESULTS" which would include in the final round of consideration of contracts, firms and companies owned by African Americans and people of color before awarding construction, and goods and service contracts. Again 'With Results" refers to *intentionality,* with a solid commitment to achieve a *new and meaningful* level of contracts for African Americans and people of color.**
- **A full and *ongoing* acceptance and implementation of both "The REVISED ROONEY RULE – WITH RESULTS" and "The HYBRID ROONEY RULE – WITH RESULTS" throughout the Pittsburgh Metropolitan Statistical Area (MSA) would potentially impact the level of wealth for African Americans and people of color, and in turn positively impact their families and communities, as well as the economic health of our city, county and region.**
- **Support the adoption of "Ban the Box" which allows persons with criminal histories to be considered for employment and would allow the opportunity for their skills to be assessed without prejudgment. The application must exclude the box which historically required disclosure of past criminal conviction. (As of December 2012 seven states and forty-three (43) cities had adopted Ban The Box legislation.)**

  In April 2016 the White House announced "The Fair Chance Business Pledge" which represented "…A call to action for all members of the private sector to improve their communities by eliminating barriers for those with a criminal record and creating a pathway for a second chance".

  The City of Pittsburgh and Allegheny County adopted Ban the Box some time ago. On May 5, 2017 Governor Tom Wolf adopted a Fair Chance Hiring Policy supporting Ban the Box for all future non-civil service jobs under the Governor's jurisdiction.

<u>Institutional Values</u>

- **Expand the commitment to develop, mentor, promote and retain *current* African Americans and people of color in area corporations.**
- **Identify and implement corporate 'best practices' for achieving the highest levels of diversity in both employment and in contractual opportunities which, at a minimum would parallel the representation of these persons within the Greater Pittsburgh Region. Best practices should include mentoring, orientation, training, communication skills, performance evaluations, etc. There should be a corporate commitment to create a pool of resources to invest, *long term,* into a talented diversity pool. For purposes of accountability it is recommended that the principles of workplace diversity, equity and inclusion be included in the *performance evaluations of high level managers,* both for those who hire and those**

who are responsible for awarding contracts. The strategic implementation of these goals is a must for the successful accomplishment of this mission.

- **Identify an individual or organization to monitor and evaluate implementation of best practices within the partnering companies, corporations and entities of the Corporate Equity and Inclusion Roundtable. The individual or organization will provide expertise in building diverse cultures, and to identify ways of ensuring commitment to the cause of diversity, equity and inclusion throughout the Pittsburgh Region and beyond.**

Government Policies

- **Create incentives for companies to achieve a significantly diverse workforce. There should be efforts for public recognition and accountability. (As of May 2012 Allegheny County Executive Rich Fitzgerald had begun to utilize the Rooney Rule for the hiring of top executives for County government.)**

Government Values

- **Initiate a commitment from public officials which leads to the announcement that anyone doing business with the city or county will be evaluated partially based the percentage of African Americans and people of color employed, and the number of such individuals in leadership positions within their companies. When implemented such a commitment would send a clear message that diversity must be embedded within the business strategy of area companies and corporations.**

The Background Rationale for Committed Action:

On June 10, 2010, the *Pittsburgh Post Gazette* in an article by Harold Miller reported that the Pittsburgh Region was ranked 'dead last' on indicators of racial and economic parity in comparison to 39 other regions in the country with regard to the Black working poor and African American children. A 2012 analysis prepared by the Three Rivers Workforce Investment Board reported that African Americans in the Pittsburgh Region make less than other groups in the same sector of work.

The lack of equity and inclusion of African Americans and people of color in our Region's workforce is also quite evident at the professional level. According to a 2012 survey conducted by the National Association for Law Placement (NALP), nationwide minorities account for 6.71% of law firm partners and 20.32% of law firm associates. By comparison in Pittsburgh, minorities account for only 2.03% of the 395 partners and 8.90% of law firm associates based on information submitted by eight firms with offices in Pittsburgh. Pittsburgh had the second lowest percentage of minority partners of the 42 cities represented in the survey.

The problems to be addressed by the Corporate Equity & Inclusion Roundtable are also evident at the national level in that the country is experiencing the largest wealth gap between whites and minorities of the last quarter century. According to the 2010 Census Bureau

Report Whites have 20 times the wealth of African Americans and 18 times the wealth of Hispanics.

The Corporate Equity & Inclusion Roundtable Partners agree that the time is ripe for increased dialogue and deliberate identification and implementation of effective strategies and policies among all stakeholders which will in turn create a common brand to market the Pittsburgh Region as a region with a strong and meaningful commitment to diversity, equity and inclusion.

The Pittsburgh/Southwestern Pennsylvania Initiative for Diversity, Equity and Inclusion

CEIR
Corporate Equity & Inclusion Roundtable

In order to thrive and prosper in the global economy, the Southwestern Pennsylvania Region must work collectively to achieve significantly higher levels of inclusion of communities of color and diversity in the workforce, in business ownership and in business development.

Presented by the Corporate Equity and Inclusion Roundtable June 9, 2014

Updates – May 22, 2015/ Updated May 8, 2017

This report is made possible by grants from the **Jewish Federation of Greater Pittsburgh – Community Relations Council.**

Preamble

The Corporate Equity & Inclusion Roundtable consists of community and corporate partners that are committed to making Southwestern Pennsylvania a better place to live and work for all of its citizens. The Roundtable's purpose is to bring about broad-based, lasting change and breakthroughs in workforce diversity, inclusion and equity in economic opportunities. Our goal is to develop a spirit of inclusiveness, and market our diversity as a positive attribute of our region. We are specifically concerned with ensuring equal access to employment and economic opportunities for African Americans and other people of color throughout Southwestern Pennsylvania.

Shared Beliefs

1. The competitive strength of our region's businesses and organizations and the quality of life available to our citizens and families depend on the full and fair participation of all segments of the community in the region's economic growth. Stagnant socio-economic opportunities, an aging workforce, and high levels of poverty have a detrimental impact on the desirability of a region and can lead to the loss of talented, younger workers who are so important to future economic prosperity.
2. Local businesses, being the main driving force of economic growth in the region, have a powerful and pivotal role to play and must lead the way. Rectifying economic inequities and disparities in workforce representation and business ownership will require focused and deliberate actions to change corporate cultures related to human resource policies and supplier diversity.
3. While many employers in the region are engaged in programs to expand diversity in their workforce, much still remains to be done. Increasing promotional opportunities and improving retention rates among African Americans and other people of color will ensure our businesses and communities benefit from this wealth of talent and potential.
4. Education is the cornerstone of opportunity for all of our citizens. Organizations have a powerful and pivotal role to play in strengthening our educational system to ensure all children become part of a world-class workforce, possessing the knowledge, education, and technological skills necessary to thrive in a global economy.

Objectives

To achieve full participation of all segments of the community the following is necessary:

1. Business opportunities are broadcast to the widest possible market of product and service providers to ensure businesses owned by African Americans and other people of color are fully aware of all opportunities that capitalize on their products, programs and services.
2. Employment opportunities are broadcast to the widest possible market of qualified job candidates, to encourage recruiting and hiring of African Americans and other people of color who can capitalize on the opportunities offered from entry level to "C suite."
3. Financial institutions create and expand initiatives that significantly improve access to capital for businesses owned by African Americans and other people of color.

4. SWPA businesses create and implement career-path programs that encourage professional development of the workforce comprised of African Americans and other people of color.

Goals

ITEM	TYPE OF ACTIVITY
1. Increase and expand market opportunities for suppliers owned by African Americans and other people of color. [1] a. Companies, corporations, non-profits, universities, and colleges should have a stated commitment to African Americans and people of color to a specific spend percentage based on the annual spend commitment of said entity. b. Provide pre-bid "open houses' specifically oriented to African Americans and people of color for prospective contracts, on at least an every six month (semi-annual) basis. c. Provide extensive and recurring opportunities to African Americans and people of color for *non-bid* contracts. (This is a frequently unused, but easily implemented to increase diversity in the allotting of multi-year contracts,). d. Provide annual reports on the utilization of vendors who are African American and people of color. Such reports should include actual *total* dollar amounts. There should be a specific listing of companies receiving contracts. (The specific contract amount is not required. See sample corporate diversity metrics document located at the end of this document.)	Supplier Development
2. Increase capital available for businesses owned by African Americans and other people of color.[2]	Supplier Development
3. Increase corporate and business participation in minority chambers of commerce, economic development programs, and business development councils.	Supplier Development

[1] Create a "Hybrid Rooney Rule" to consider awarding construction and procurement contracts to companies owned by African Americans and other people of color.

[2] Create a "Hybrid Rooney Rule."

4. Increase the diversity of corporate boards of directors.	Corporate Culture
5. Ensure corporate cultures exist where diversity, equity & inclusion are valued, promoted, and expected through actions, words and deeds.	Corporate Culture
6. Increase employment opportunities for African Americans and other people of color at every level, including professional positions, middle and senior management and boards of directors.[3]	Employment Practices
7. Identify and eliminate informal barriers to employment, promotion and retention of African Americans and other people of color.	Employment Practices
8. Evaluate internal staffing plans to ensure African Americans and other people of color are aware of and given consideration for promotional opportunities.	Employment Practices
9. Ensure developmental opportunities such as mentoring, networking, training, and professional development, are provided for all employees to improve the ability of African Americans and other people of color to qualify for advancement opportunities.	Employment Practices
10. Provide opportunities for sponsorship from entry level to the C-suite. 11. Conduct exit interviews with African Americans and other people of color: • Determine what could have been done differently to make the experience or environment more positive and inclusive. • Use this information to improve recruitment, development, advancement, engagement, and retention of a diverse workforce.	Employment Practices
12. Develop employment recruitment strategies that include: • Minority advisors and diversity coordinators of local colleges and universities; • Historically Black Colleges and Universities (HCBUs) and Predominantly Black Institutions (PBIs)[4];	Employment Practices

[3] Create a version of the "Rooney Rule" to consider interviewing African Americans and other people of color for job openings.

[4] For listings and contact information of HBUs and PBIs, Companies should contact NAFEO (the National Association for Equal Opportunity in Higher Education). www.nafeonation.org

• Nationally recognized organizations that further career opportunities for African Americans and other people of color, i.e. National Black MBA and Engineers Associations, etc.	
13. Create internal and inter-organizational affinity groups or employee resource groups that share effective innovations and remove barriers to equity, diversity and inclusion, which provide a supportive environment for all employees.	Employment Practices
14. Establish cooperative process among firms to share best practices that improve recruitment, development, retention and engagement of African Americans and other people of color. Encourage corporations to share and establish similar internal equity and inclusion metrics that can be combined into an anonymous regional measure for comparing year-after-year progress of the region as a whole.	Employment Practices
15. Adopt the "Ban the Box" policy by updating hiring and recruitment software and job applications so that prior convictions are not an automatic disqualifier to hiring. Update human resource policies so that prior convictions are evaluated to determine relevancy to the position being sought.	Employment Practices
16. Investigate and implement alternative transportations options to encourage greater employment by individuals without automobiles.	Employment Practices
17. Encourage staff to participate on community boards to broaden their networks and provide expertise, resources and support to community organizations.	Community Outreach
18. Increase corporate allocations for sustainable projects/programs that improve communities of African Americans and other people of color. Encourage civic and philanthropic organizations to do the same.	Community Outreach
19. Invest and create jobs in neighborhoods where populated by African Americans and other people of color typically reside.	Community Outreach
20. Establish partnerships with public school systems, including vocational programs, to support curriculum development and establish programs for career exploration, mentoring, internships, job shadowing, and entry level employment. 21. Establish community investment in effective non-profit organizations (NPO) providing career training and placement programs that build sustainable capacity and scale. This should be an *ongoing*, *permanent* commitment to the community.	Education
22. Establish partnerships with community colleges, universities, and trade schools to develop curriculum to support "industry specific" needs.	Education

Action Plan

1. Organizations should select and implement goals that will promote an internal culture of equity, diversity, and inclusion.
2. Organizations should track and report their results year-over-year in terms of:
   a. The total "supply-chain spend" to organizations owned by African Americans and other people of color, and the percentage of that spend in relationship to all purchases.
   b. The number of African Americans and other people of color hired and/or promoted into entry-level positions, professional positions, middle and senior management positions, and boards of directors, and the percentages in relationship to the totals hired and/or promoted at each level.
   c. The turnover of African Americans and other people of color in entry-level positions, professional positions, middle and senior management positions, and boards of directors in relationship to total turnover at each level.
   d. Other metrics based on the selected goals. See Appendix for other data collection metrics.
3. The Corporate Equity & Inclusion Roundtable Advisory Board and Working Group will:
   a. Develop and provide strategies and tactics to support participating companies' efforts to achieve the outlined goals.
   b. Identify priority initiatives.
   c. Establish working groups to focus on solutions.
   d. Identify companies deserving special recognition based on exemplary results.
   e. Hold an annual event to celebrate successes.

Time Horizons

The full attainment of our goals is a long-term undertaking. This particular initiative is seen as a concerted effort of five years, with the last reporting period for this Initiative being the first quarter of 2018. At the end of the fifth year of the implementation of the goals of the Initiative there will be a full assessment of the effectiveness of our collective efforts, with a view toward plans and goals for future years.

Appendix: Organizational Diversity Score Card (ODSC)

(see next page)

ORGANIZTIONAL DIVERSITY REPORT CARD (ODRC)

Name of Company:

Reporting Period:

	African Am	Hispanic	Other	Non-Minority	Total %	Total #	Category
Total # of employees							Employment
% of all employees							Employment
# of middle managers							Employment
% of middle managers							Employment
# of senior managers							Employment
% of senior managers							Employment
# of board seats							Employment
% of board seats							Employment
# of promotions							Employment
% of internal promotions							Employment
% turnover of all employees							Employment
% of turnover of middle managers							Employment
% of turnover of senior managers							Employment
# of home purchase loans							Consumer Loans
$ value of home purchase loans							Consumer Loans
# of lines of credit							Consumer Loans
$ value of line of credit							Consumer Loans
# of contracts to minority firms							Contract Opportunities
% of contracts awarded to minority firms							Contract Opportunities
$ of contracts awarded to minority firms							Contract Opportunities
% of total value of contracts to minority firms							Contract Opportunities
# of business loans							Access to Capital
$ value of business loans							Access to Capital
% of total value of business loans to minority firms							Access to Capital
# of lines of credit							Access to Capital
$ value of lines credit							Access to Capital
% of total value of lines of credit to minority firms							Access to Capital
# of new business loan/lines of credit							New Business Loans/Lines of Credit
$ value of new business loan/lines of credit							New Business Loans/Lines of Credit
% total value, new business loans, minority firms							New Business Loans/Lines of Credit

Fifth Annual Corporate Equity & Inclusion Roundtable (CEIR)

Monday, June 19, 2017

Conference Participant Biographies

Walter Bentley has been a member of IBEW Local Union #5 since 1977. He has held numerous positions in the local, including press secretary, member of examining committee, and member of the executive board. He currently is a recruiting specialist for the Joint Apprenticeship and Training Committee. Walt informs the community of apprenticeship opportunities in IBEW Local Union #5. Walt has been married for 31 years and is the proud parent of two daughters and grandparent to a grandson.

Caster D. Binion was named Executive Director of the Housing Authority of the City of Pittsburgh on Feb. 28, 2013. He brings more than 20 years of experience in the field of housing and community development with him to this position. Mr. Binion has served in the capacity of Interim Executive Director since October 2012. Prior to that, he served as Chief Operating Officer of the HACP – a role he has held since 2006.

As COO of the Housing Authority of the City of Pittsburgh, Mr. Binion managed the responsibility of ensuring agency-wide compliance with federal, state, and local regulations, while managing an annual budget that exceeds $60 million. He also led the day-to-day operations for HACP's Occupancy Department, Housing Choice Voucher Program, Public Safety Department and Facility Services Department.

Prior to relocating to Pittsburgh in 2006, Mr. Binion served as Deputy Executive Director and Director of Housing Operations for the Housing Authority of Kansas City. Mr. Binion has a Masters in Public Administration from Central Michigan University and a B.S. in Criminal Justice from Lincoln University. Prior to taking his first job in the field of housing, Mr. Binion had a distinguished career with the United States Army, retiring as a Major in 1992. He was a Paratrooper in the 82nd Airborne Division and is a combat veteran, having served in Operation Desert Storm.

Erin Brooks moved from New Jersey to Pittsburgh when he was 18. He has had some ups and downs due to bad decision-making coupled with an unhealthy lifestyle. This led to him being incarcerated in an upstate prison on more than one occasion.

He slowly turned things around, which takes some time, and now feels a sense of duty to help others change their life around and stop the revolving door of being in and out of prison.

Erin looks to do his part and it has started with a book he wrote called, "Through the Test of Time."

Dr. Quintin B. Bullock is the president of the Community College of Allegheny County (CCAC). In his first three years, President Bullock has overseen the development of a new five-year strategic plan; established new business, industry and community partnerships; and expanded articulation agreements and dual enrollment programming opportunities with colleges, universities, school districts, and career and education technical centers. Under his leadership, the college has also facilitated the development and implementation of new academic and career programs; secured CCAC's largest federal grant totaling more than $13 million over five years; and led a successful 50th Anniversary celebration that resulted in new partnerships, increased giving and the creation of 33 new student scholarships. Additionally, President Bullock has spearheaded many capital projects, including the renovation of historic West Hall, development of a satellite site at the Energy Innovation Center, establishment of a comprehensive energy project on CCAC's South Campus, expansion of existing facilities and the construction of a new college bookstore and CCAC's first Starbucks located on Allegheny Campus.

Before joining CCAC, President Bullock served as president of Schenectady County Community College in New York. While there, he was responsible for developing two satellite centers and an $11 million student housing center. Prior to his tenure with SCCC, President Bullock served as provost of Tidewater Community College, the second largest of 23 community colleges in the Commonwealth of Virginia.

President Bullock holds bachelor's and master's degrees from Prairie View A&M University and a Doctor of Dental Surgery degree from the University of Texas Health Science Center: Dental Branch. His leadership training includes the League for Innovation in the Community College Executive Leadership Institute; the American Association for Community Colleges Future Leaders Program; the Thomas Lakin Institute for Mentored Leaders; the Wharton/RHE Program in Higher Education; and the Harvard Seminar for New Presidents.

President Bullock's community and professional affiliations are many. He is on the board of Vibrant Pittsburgh, Caring Place Foundation, Partners 4 Work, Imani Christian Academy, Youth Places, Buhl Foundation, Pittsburgh Parks Conservancy, Pittsburgh Public Theater and Pennsylvania Economy League of Greater Pittsburgh. For his work and advocacy on behalf of education and the community, President Bullock has received numerous awards and honors.

Esther L. Bush, as the President and Chief Executive Officer of the Urban League of Greater Pittsburgh, has established herself as a voice of reason, a coalition builder and a force for positive change in the Greater Pittsburgh community and throughout the United States. Under her leadership, the Pittsburgh Urban League recently ranked as one of the nation's top performing affiliates– for the second time in succession; a feat accomplished by only a few affiliates. In February 2013, Esther was one of ten Americans recognized at the White House as a Champion of Change in the Educational Excellence for African Americans program.

Ms. Bush is nationally recognized as a strong and very vocal advocate for economic and social equality initiatives that benefit African Americans and thereby the whole community. This advocacy impacts the traditional education, employment and housing programs of the League, as well as more contemporary

programs such as helping formerly incarcerated parents find jobs, encouraging African American adolescent men to set high standards and challenging goals for themselves, developing a charter school, overseeing community-based family support centers, offering classes on preparing for home ownership, facilitating early childhood services and youth development activities, and more. Her community service goes far beyond what professional obligations would require. She is a frequently sought after motivational speaker.

A graduate of Pittsburgh's Westinghouse High School, Ms. Bush began her career as a high school teacher. She also worked as a college administrator and corporate consultant. She has moved progressively up the ladder of the Urban League movement, starting in 1980 with the position of Assistant Director of the Labor Education Advancement Program for the National Urban League in New York City. From there, she served first as Director of the New York Urban League Staten Island Branch, then as Director of its Manhattan Branch. Before returning to her hometown of Pittsburgh in December 1994, Ms. Bush was President and Chief Executive Officer of the Urban League of Greater Hartford. She is the first female to serve in each of her last four positions in the Urban League movement.

Ms. Bush was appointed by Governors to serve on the: Pennsylvania State Board of Education, PA Commission for Crime and Delinquency, Law Enforcement and Community Relations Task Force, the Governor's Commission on Academic Standards, and the Voting Modernization Task Force. She served on several committees to establish the new Home Rule Charter form of government for Allegheny County. She served on the Executive Committee of the National Urban League Association of Executives and was former Chairperson of the Urban League of Greater Pittsburgh Charter School Board of Trustees. She is a current member of the International Women's Forum, Pittsburgh Chapter and formerly on the International Women's Forum Board of Directors, was named a Distinguished Daughter of Pennsylvania in 2003, and Distinguished Member of the National Society of Collegiate Scholars, Robert Morris University Chapter in 2014. In addition, Ms. Bush has served as a member of the Pennsylvania Bar Association's Judicial Evaluation Committee, UPMC, and United Way and currently serves on the boards of the Pittsburgh Cultural Trust, Duquesne University, and on many other boards and committees.

She is also an adjunct faculty member in the School of Social Work, University of Pittsburgh and is a member of several advisory committees at the University of Pittsburgh and formerly at Carnegie Mellon University.

Ms. Bush holds a BS degree in Education from Morgan State University and an MA in Guidance and Counseling from The Johns Hopkins University. Ms. Bush has also received an Honorary Doctor of Laws

degree from the University of Hartford in 1997, an Honorary Doctor of Humanities degree from Carlow College in 2004, and an Honorary Doctor of Humane Letters from Allegheny College in 2009.

Doris Carson Williams, CCE is President and Chief Executive Officer of the African American Chamber of Commerce of Western Pennsylvania. Since opening the office in 1998, the Chamber has grown from 28 to over 500 paid members and corporate sponsors, and is ranked the 11th largest in the Pittsburgh Region. Doris received the National Certification of Chamber of Commerce Executives by the Board of Directors and Certification Commission of the American Chamber of Commerce Executives, and is a 2008 Ford Foundation Fellow on Sustainability. In 2009, Doris served as the Co-Chair of the G-20 Summit held in Pittsburgh. Doris serves on the Board of Directors for Highmark Health Services Inc, and is the Vice Chair of Highmark's Foundation. She serves as Chair of the Federal Reserve Bank of Pittsburgh, and was appointed in 2016 to the PA Court of Judicial Discipline. She is a member of the International Women's Forum, as a Woman of Distinction from the Crohn's and Colitis Foundation and a Women of Distinction from the Girls Scouts of Western PA and was one of two awarded the 2016- Entrepreneur of the Year by Washington and Jefferson College. In May, Doris received the Maecenas Award in Community Leadership from the Pittsburgh Opera.

Dina Clark began her role with Covestro LLC in August 2015 as the Head of Diversity & Inclusion at their North American headquarters based in Pittsburgh. In this role, Dina spearheads the development and implementation of diversity strategies and initiatives for Covestro across the United States, and in collaboration with Covestro's office in Mexico. This includes leading efforts to engage employees across the business as well as establish and manage the company's diversity councils and employee resource groups. Dina is also working in partnership with the company president and leadership team to align Covestro's diversity and inclusion goals with the business goals, which includes working in conjunction with the procurement department on Supplier Diversity. Dina also serves on Covestro's global diversity and inclusion council, as well as the global core team, currently based in Leverkusen, Germany.

Prior to her role with Covestro, Dina served as the Senior Director of Equity & Advocacy with the YWCA Greater Pittsburgh, where she ran the YWCA's Center for Race and Gender Equity, which works to support the YWCA's focus on eliminating racism and empowering women through racial justice, community engagement and advocacy efforts. Prior to this position, she served as the first Executive Director of the Western Pennsylvania Diversity Initiative (WPDI), a not-for-profit economic development membership organization dedicated to promoting regional economic growth by providing resources to employers in the Greater Pittsburgh region to attract, hire, and retain employees from a variety of diverse backgrounds and perspectives. Dina also served as Regional Education Project Director for the Anti-Defamation League, which serves Ohio, Western Pennsylvania, Kentucky and West Virginia. Based in Pittsburgh, she worked to provide educational resources and anti-bias training for school administrators, teachers and students, as well as colleges and universities, community based organizations and corporations across all four states.

Dina's interest areas in diversity, equity and inclusion are complimented by her strong training background. Specifically she addresses such topics as equity, anti-bias education, diversity and inclusion strategy, employee and community engagement, and leadership development, and has been dedicated to this work for over 20 years. She has conducted several presentations nationwide including workshops for Family Communications Inc/Producers of Mr. Rogers Neighborhood, Vassar College, University of Michigan,

Magnet Schools of New York, New York State Department of Health, and the Federal Bureau of Investigation.

In addition to training, in 2006 Dina was selected for a fellowship with the Children's Defense Fund in Washington, D.C. and was named as one of Pittsburgh's 40 under 40 leaders by Pittsburgh Magazine. In 2009, she was also named one of 50 recipients of the "Women of Excellence" award, from the Pittsburgh Courier, an 2015 recipient of the Allegheny County Bar Association Homer S. Brown Spirit Award and in 2017 she was featured in the Women & Business section of Pittsburgh Magazine for the work she does in developing and strengthening D & I strategy.

Dina is very involved in the Pittsburgh community. She is a graduate of Leadership Pittsburgh Inc (Class XXIII), and she currently serves on several boards and advisory committees. In addition, Dina has also worked as a professional tester for housing discrimination for the Fair Housing Partnership of Pittsburgh and as a diversity/anti-bias trainer for the Anti Defamation League. In 2012, she was selected as a participant for the Federal Bureau of Investigation (FBI) Citizen's Academy, Class XIII and invited to serve as a board member of the FBI Citizen's Academy Alumni Association. Dina has a Bachelor's Degree in Psychology/Child & Family Studies from Syracuse University, a Master's Degree from Duquesne University, with a focus on global leadership and she is currently working on her Doctorate in Education at Point Park University, with a focus on leadership and administration.

Dale L. Cottrill is the Chief Financial Officer for the Allegheny County Airport Authority and is responsible for the overall management and direction of the Authority's financial operation including day-to-day responsibility for planning, implementing, managing and controlling all financial-related activities. Mr. Cottrill provides oversight for accounting, finance, budget & forecasting, strategic planning, capital program control, purchasing and contracting, audit program integrity, financial policy as well as maintaining key relationships with regulatory agencies, advocacy groups and trade associations.

Prior to joining the Airport Authority, Mr. Cottrill was the president of Cottrill, Arbutina & Associates and has served for more than three decades as a CPA in public accounting. Mr. Cottrill has extensive experience in all phases of governmental and not-for-profit accounting and auditing, including the preparation of financial statements, audits of financial statements and assistance in establishing accounting systems, accounting methods and internal control procedures while ensuring compliance with reporting mandates required by federal and state grants. Mr. Cottrill is a member of the American and Pennsylvania Institutes of Certified Public Accountants and the Pennsylvania Associates of School Business Officials.

Khadija T. Diggs, Esq. has recently been promoted to Assistant Counsel in the Governor's Office of General Counsel, presently assigned, in Harrisburg, to the Chief Counsel's Office of the PA Board of Probation and Parole.

Ms. Diggs is an attorney who has served as Deputy Director for the Southwest Regional Office of Pennsylvania Governor, Tom Wolf, as a Deputy Public Defender in Allegheny County, an Assistant Federal Public Defender in the Western District of Pennsylvania, and an Assistant City Solicitor in the Law Department of the City of Pittsburgh, during which time she also served as the Acting Police Legal Advisor for the City of Pittsburgh Police Department. Ms. Diggs was the Project Coordinator for the implementation phase of YouthWorks' "BluePrint" a very successful and innovative

three million dollar juvenile offender re-entry demonstration project in Pittsburgh, which was funded by the federal Department of Labor.

Ms. Diggs has been appointed by the Governor to the Pennsylvania Interbranch Commission for Gender, Racial and Ethnic Fairness and chairs its Criminal Justice Committee, which among other matters, currently has initiatives focused on: the death penalty in Pennsylvania, overhauling the public defender system in Pennsylvania, reviewing the sentencing and re-sentencing of life without parole for juveniles, automating expungement of juvenile delinquency records, expanding "ban the box," and student loan forgiveness for public interest attorneys.

Ms. Diggs is a native Pittsburgher who graduated from Peabody High School, received her Bachelor of Arts Degree in Psychology, with honors, from Fisk University in Nashville, Tennessee and earned her Juris Doctorate from Howard University School of Law in Washington, D.C.

Robert A. DeMichiei serves as Executive Vice President and Chief Financial Officer of UPMC, a $14 billion integrated health care delivery and finance system that spans the full spectrum of care with its network of more than 25 academic, community and specialty hospitals and more than 600 doctors' offices and outpatient sites, insurance services, and international and commercial operations.

Before joining UPMC in May, 2004, Mr. DeMichiei held various executive finance roles with the General Electric Company (GE). Rob served as Manager of Finance, Global Business Development & Integration for GE Energy and as Chief Financial Officer for GE Transportation Systems' Global Service Operations. Rob also spent ten years with Price Waterhouse in Pittsburgh. Rob is a graduate of the University of Pittsburgh and is a certified public accountant.

Rob currently serves as the Finance Committee Chairman of the United Way of Allegheny County. He also serves on the Board of Directors of UPMC Hamot, UPMC Passavant and UPMC Susquehanna Hospitals, the Pennsylvania Chamber of Business and Industry Board of Directors and the Seton Hill University Board of Trustees.

Leticia Fedora worked her way up in the retail optical industry over a 15-year period in which she rose to the position of store manager and then multi-location manager for a national chain of eye glass stores. Despite having achieved many firsts in that company, she saw limited opportunity to progress further within the organization. She looked around for a new career path which did not have built-in barriers to advancement. She found her answer in becoming an IBEW union electrician. She applied for the apprenticeship program in Pittsburgh, passed the entry examination, and applied herself to succeeding in the five-year program, graduating with flying colors in 1995. In almost no time she was promoted beyond journeyman status into the role of foreman, supervising crews of union electricians. Having also been selected to serve on the prestigious position of the Examining Board in her local union, she has continued to serve as an instructor in nighttime classes for apprentices in a variety of subject areas. Today, she is General Manager of Great Service Forums℠, a one-of-a-kind entity that brings together electrician service managers from companies across the US.

Kevin Ferra is the Founding Partner of Ferra Executive Search located in downtown Pittsburgh. Ferra Executive Search is a boutique recruitment firm focusing in higher education, healthcare and other mission-driven organizations. They combine digital disruption with traditional recruiting techniques to find candidates that fit best within your organization. They work at all levels allowing their clients to determine which positions are critical and hard-to-fill.

Kevin has 15 years of human capital management experience as a Global HR Business Partner and Senior Talent Acquisition leader, including extensive experience in over 60 countries. He is GPHR certified with dual MBA degrees from Georgetown University and the ESADE Business School. He is a two-time expatriate leading human capital projects for Georgetown University's and Cleveland Clinic's international expansion.

Rich Fitzgerald took office as County Executive in January 2012, following 11 years on County Council representing District 11, and is serving his second term. As County Executive, Rich's work has resulted in stable funding for public transit, the passage of legislation which has invested funding in our roads, bridges and infrastructure, and increased passenger traffic, direct flights and economic activity around the Pittsburgh International Airport. Rich has also stabilized county finances while holding the line on property taxes through a smart refinancing of existing debt and operational adjustments. His hiring, as well as his appointments, has resulted in a more diverse county government, which has only added to the county's strong economy.

Rich continues to focus on working together as the key to success for the county, partnering with officials at all levels of government who share the goal of moving the county forward. He is a graduate of Carnegie Mellon University holding a B.S. in mechanical engineering with a minor in business. He and his wife, Cathy, a pharmacist, live in Squirrel Hill. They have eight children.

Bill Flanagan serves as Chief Corporate Relations Officer for the Allegheny Conference on Community Development and its affiliated regional development organizations: The Pennsylvania Economy League of Greater Pittsburgh LLC, the Pittsburgh Regional Alliance and the Greater Pittsburgh Chamber of Commerce. In this role, Bill guides the development of regional and organizational messaging strategy and supervises Investor Relations activities, including membership development and programming, as well as fundraising.

An experienced broadcast journalist, Bill has told the story of the transformation of the economy in Pittsburgh, Pennsylvania for more than 30-years. He serves as host and producer of "Our Region's Business," a weekly business public affairs program on WPXI-TV in Pittsburgh, PA, the Pittsburgh Cable News Channel (PCNC), and YouTube. As President of The Pittsburgh G-20 Partnership in 2009, Bill helped to organize the public/private partnership of organizations from across southwestern Pennsylvania that came together to welcome the world for the Pittsburgh Summit. As Executive Director of Pittsburgh 250, the celebration of the 250th anniversary of the naming of Pittsburgh in 2008, Bill supervised a multi-year, 14-county initiative.

Bill came to work in southwestern Pennsylvania in 1982 as a reporter for KDKA-TV. He served as the station's Money Editor for 13 years and has written about personal finance for The Pittsburgh Post-Gazette and KDKA-AM. Bill serves on the boards of Leadership Pittsburgh, Inc. and Rivers of Steel National

Heritage Area. A graduate of Northwestern University (B.S. Speech), Bill holds a Master's Degree in Journalism from the University of Missouri-Columbia. He is a native of Dover, Delaware. Bill and his wife, Ann Devlin Flanagan, are the parents of two children, Will and the late Mara Catherine.

Evan Frazier is Senior Vice President of Community Affairs at Highmark Health -- a national integrated health finance and delivery network that is headquartered in Pittsburgh. Highmark Health employs 35,000 and serves nearly 50 million members across the United States through its businesses in health insurance, dental, vision, technology and through its hospitals/provider network. Mr. Frazier oversees Highmark's corporate giving, community programs and sponsorships, employee volunteerism and the Highmark Foundation.

Prior to joining Highmark Inc. in January 2010, he served as President and Chief Executive Officer of the Hill House Association and the Hill House Economic Development Corporation for six years. Before that, he worked as a Vice President for PNC Financial Services Group in Strategic Planning and Finance Communications; Senior Vice President of the Manchester Bidwell Corporation; and Director of Community Relations for Eat'n Park Restaurants.

He also shares his knowledge and expertise with students, business professionals and academia as a McGinnis Distinguished Lecturer at Point Park College, where he taught courses in international business and marketing and also at Cornell University as a Distinguished Lecturer.

Mr. Frazier holds a bachelor's degree from Cornell University's School of Hotel Administration and a master's degree from Carnegie Mellon University's H. John Heinz III School of Public Policy & Management.

In March 2017, he completed the Wharton Executive Development Program at the University of Pennsylvania. Over the years he also earned executive development certificates from Harvard Business School's Strategic Perspectives in Nonprofit Management; Program on Negotiations at Harvard Law School; and Boston College's Corporate Community Relations program.

In 1998, Mr. Frazier was one of 17 individuals to be named a national "Luce Scholar." This honor, presented through the Henry Luce Foundation, allowed him to experience Asia for a year while working at Shangri-La Hotels and Resorts in Singapore and Hong Kong.

In 1990, he co-founded the National Society of Minorities in Hospitality (NSMH), the nation's leading organization for minority students in the hospitality field, with over 75 chapters located at colleges across the United States. Mr. Frazier currently serves as chair of the NSMH Legacy Fund Group.

An active member of the community, Mr. Frazier has served on more than 30 civic boards in his professional career. His current board affiliations include the Carnegie Hero Fund Commission; Carnegie Museums of Pittsburgh (trustee); Carnegie Museums of Natural History; Central Catholic High School; Jefferson Regional Foundation; The Pittsburgh Foundation; President's Advisory Board on the CMU Experience; University of Pittsburgh's Institute of Politics; and The Shyne Awards Foundation, where he serves as Board Chair.

Mr. Frazier has received numerous national and local awards for his accomplishments, including distinguished White House recognition. He is an alumnus of Leadership Pittsburgh, a BMe Leader, and a member of the Sigma Pi Phi Fraternity (Rho Boule). Mr. Frazier is also the author of a book entitled "Most

Likely to Succeed: The Frazier Formula for Success®," which introduces his personal framework to inspire and motivate youth and adults to achieve.

Mr. Frazier is married to Dr. Holly Hatcher-Frazier, an educator and national television personality. They have three children: Evan Jr., Nia, and William.

Ken Gormley became President of Duquesne University in July 2016. Prior to that, Gormley was Dean and Professor at Duquesne University School of Law. He earned his B.A. from the University of Pittsburgh in 1977, summa cum laude, and was elected to Phi Beta Kappa. Gormley received his J.D. from Harvard Law School in 1980, serving as a teaching assistant to Professor Archibald Cox. Following graduation from law school, Gormley served as Senior Law Clerk to Honorable Donald E. Ziegler in the U.S. District Court in Pittsburgh. He then taught at the University of Pittsburgh School of Law, serving as the Founding Director of the Mellon Writing Program (providing academic support for minority students and women returning to law school after raising their families). Thereafter, Gormley practiced law at the firm of Mansmann, Cindrich & Titus. He also served as a Special Clerk to Justice Ralph J. Cappy of the Pennsylvania Supreme Court (1990-91), and as Executive Director of the Pennsylvania Reapportionment Commission (1991-92).

In 1994, Gormley joined the faculty at Duquesne University School of Law as associate professor, and was promoted to full professor in 1997. He taught courses in Constitutional Law, Civil Rights Litigation, State Constitutional Law, Advanced Constitutional Law, First Amendment and a new inter-disciplinary course for undergraduate students titled American Presidents and the Constitution. He was appointed Interim Dean of Duquesne School of Law in 2008 and was named the 11th Dean of the Law School in 2010.

A renowned author, Gormley is the editor of The Pennsylvania Constitution: A Treatise on Rights and Liberties (Bisel 2004 and Supp. 2015). He authored Archibald Cox: Conscience of a Nation (Perseus Books 1997), which was awarded the 1999 Bruce K. Gould Book Award for an outstanding publication relating to the law. Gormley also published The Death of American Virtue: Clinton vs. Starr (Crown 2010), a New York Times bestseller that received the American Bar Association's prestigious Silver Gavel Award (Honorable Mention) as well as critical acclaim in the New York Times Book Review (Editor's Choice), Washington Post Book World, and other publications. In 2016, NYU Press published Gormley's edited book The Presidents and the Constitution: A Living History, which features a chapter on each U.S. President (through Barack Obama) contributed by Gormley and some of the nation's most renowned experts on the American presidency and the constitution.

Gormley served as President of the Allegheny County Bar Association, the first academic to hold that position in the organization's 137-year history. From 1998-2002, he served as Mayor of his community in Forest Hills, PA for a 4-year term.

Karen Hanlon is a certified public accountant with more than 20 years of finance experience, spending most of that time in the health insurance industry. She currently serves as Executive Vice President, Chief Financial Officer and Treasurer for Highmark Health. In this position, Ms. Hanlon is responsible for administering the corporation's financial and administrative activities. She provides expertise and guidance in each of these areas as Highmark grows its health care payer and provider business, as well as its national network of subsidiaries and diversified businesses. Ms. Hanlon's leadership position includes responsibilities for all of the corporation's financial activities, including; financial accounting and reporting; treasury; tax planning and compliance; financial planning and analysis; actuarial and enterprise risk management; as well as corporate real estate and administrative services.

Ms. Hanlon began her career in public accounting at KPMG Peat Marwick, prior to joining Highmark in 1997. In her career at Highmark, Karen has held several positions within the finance division.

Ms. Hanlon has been a member of the Pennsylvania Institute of Certified Public Accountants for over 15 years. She sits on the boards of Leadership Pittsburgh and Big Brothers Big Sisters of Southwest PA. Ms. Hanlon holds a Bachelor of Arts degree in accounting from Grove City College and is a Certified Public Accountant in Pennsylvania.

Ms. Hanlon reports directly to Highmark Health's chief executive officer.

Charlene Holder began her career with the City of Pittsburgh, Department of Personnel & Civil Service Commission 27 years ago as a Clerical Assistant. She worked her way to the top within the department, moving from Supervisory Clerk to HR Analyst and was recently promoted to Supervisor, Talent Management. In her current role, she leads a team of five (5) HR Analysts who provide support to all 19 departments of City Government. On any given day Charlene may be assisting employees on the most professional way to achieve a desired outcome while remaining in line with city policies and procedures. She could also be conducting written or performance examinations for Police, Fire, EMS, Public Works, or any number of administrative positions. Charlene has made countless contributions to the department and the City of Pittsburgh through her continued dedication and unwavering commitment.

In her personal time Charlene enjoys spending time with her children and grandchildren, cooking, and reading.

Kathy Humphrey serves as the University of Pittsburgh's senior vice chancellor for engagement, secretary of the board of trustees and Chancellor Patrick Gallagher's chief of staff. In these roles, she oversees the university's internal and external relations, focusing on facilitating business engagement, strategic initiatives and partnerships and government interaction at all levels.

Dr. Humphrey has earned numerous awards and recognitions throughout her career, including the YWCA Tribute to Women Leadership Award, 2016 Nellie Leadership Award and distinction as one of the New Pittsburgh Courier's "50 Women of Excellence."

Outside the university, Dr. Humphrey serves on the Board of Directors of the Three Rivers Adoption Council, Urban League of Greater Pittsburgh and Leadership Pittsburgh.

In 2013, the U.S. Secretary of Transportation appointed Dr. Humphrey to the Advisory Council for the U.S. Merchant Marine Academy. Two years earlier, she served as a fellow of International Women's Leadership Foundation.

Dr. Humphrey earned a Bachelor of Science at Central Missouri State University (now the University of Central Missouri), a Master of Arts at the University of Missouri-Kansas City, and a doctorate in educational leadership at Saint Louis University. She also maintains a faculty appointment in Pitt's School of Education.

Dr. Humphrey is active in the Macedonia Baptist Church. She has been married to her husband, Lyle, for more than 30 years, and they are parents of twin sons, Daniel and David. Her extended family includes 10 siblings as well as 86 nieces and nephews.

Maxwell King's career has spanned more than four decades and includes the presidencies of two of the country's largest philanthropies and the editorship of one of its largest and most influential daily newspapers, as well as service on national and local civic boards and committees.

King joined The Pittsburgh Foundation, with assets of more than $1 billion, in 2014 as president and CEO after previous service as a board member.

His strong advocacy for including vulnerable groups – at least 30 percent of the region's population – in the benefit streams of a resurgent Pittsburgh anchors a signature organizing principle, 100 Percent Pittsburgh, which he developed and is leading for the Foundation.

In addition, King is expanding the Foundation's investment in its Center for Philanthropy, a physical space inside the organization and a state-of-the-art philanthropic process. The Center combines the charitable passions of donors with the experience and knowledge of program staff and community experts to improve lives in the Pittsburgh region.

Before the Foundation appointment, King served for two years as the founding director of the Fred Rogers Center for Early Learning and Children's Media at Saint Vincent College in Latrobe, Westmoreland County. In 2013, he left the Center to begin writing the first-ever full biography of children's educational television pioneer Fred Rogers, a project that continues in his present position.

Prior to that, King served from 1999 to 2008 as president of the Pittsburgh-based Heinz Endowments, now a $1.5 billion foundation. In his tenure, the Endowments awarded about $500 million in grants to projects, organizations and initiatives with most in western Pennsylvania. Areas in which he has made significant contributions as a philanthropic leader include implementing environmental stewardship programs, raising the quality of urban design, expanding early childhood education and reforming the city's public school system.

From 1990 to 1998, King was editor of the Philadelphia Inquirer. During that period, the Inquirer was recognized by Time magazine as one of the five best newspapers in America.

Mr. King is the recipient of numerous awards, including honorary doctorates from Point Park University and the University of Pittsburgh. He and his wife, Margaret "Peggy" King live in Squirrel Hill. They are the parents of two sons and have two grandsons.

Amy Kroll has experience in the corrections and behavioral health fields beginning in 1982. She was a correctional officer at the State Correctional Institute at Camp Hill, PA, a medium security prison and then moved on to teaching correctional officers at the PA State Department of Corrections Training Academy. In 1988, she performed duties as a master's level clinician at Psychiatric Emergency Services, Advocates, Inc. in Framingham, Massachusetts providing psychiatric and crisis intervention services with Police Officers responding to individuals and families in crisis. From this position, Ms. Kroll moved into the role as the Director of Justice-Related Services in the Office of Behavioral Health, Allegheny County Department of Human Services in early 1995 until September 2010.

In September of 2010 Ms. Kroll became the Administrator of Re-entry Services in Allegheny County Jail. In this capacity she oversees all the services that will help an offender re-enter his/her community to become a productive citizen. Ms. Kroll has a Master's Degree in Criminal Justice Administration, Bachelor's Degrees in Law and Environmental Science.

Paul Lee is currently an independent contractor that provides clinical mental health and substance abuse services with various agencies. His recent employment was to address the social heroin epidemic of clients who suffer from addiction and mental illness.

A recent graduate of the University of Pittsburgh's School of Social Work, Mr. Lee has developed a passion for addressing related social concerns that involve equity and social justice. He has been a consistent member of Western Psychiatric Fellowship seminars facilitated by Dr. Wesley Sowers for the last 3 years addressing and challenging traditional recovery oriented methodology that may no longer be adaptable to contemporary times.

His primary research in the field of social work confronts many social perspectives and perceptions about the experiences of the African American Male population. In some of his findings Mr. Lee discovered relevant personal experiences through professional research protocols and interviews that the majority of African American males particularly in the city of Pittsburgh suffer from a psychological consciousness of racism via their experiences.

The central element of many dynamics that fosters maladaptive experiences for the African American male is one of obvious disproportion in economic employment and its effects. Of course as a social determinant there are variations to this issue that also have a direct impact of their ability and opportunity to gain sustainable employment.

Incarceration becomes the number one offender for African American males who have been incarcerated through social mechanisms that prevent them from obtaining employment. As we know, felony convictions are severely significant in the public sector for employment purposes.

Mr. Lee has done professional research on "*The Experiences of African American Males within Predominantly White Environments and its Impact*." It is his hope that this forum will address solution oriented strategies that can promote inclusion, empathy and a more adaptive perspective that will strengthen the American social structures that oppress and suppress the soul of the African American Male.

Tracey McCants Lewis is the interim co-director of the Duquesne University School of Law Department of Clinical Legal Education. She is Associate Clinical Professor and Pro Bono Program Coordinator. She teaches in the Civil Rights and Unemployment Compensation Clinics.

McCants Lewis was appointed to the City of Pittsburgh's Equal Opportunity Review Commission, and the Allegheny County Government Review Commission. She was named recipient of the 2012 NAACP Pittsburgh - Homer S. Brown Award for Legal Service, the 2012 Urban League Young Professionals of Greater Pittsburgh – Decade of Dedication Award, the 2015 Duquesne Law School Woman of the Year Award, the 2015 Pro Bono Achievement-Lorraine M. Bittner Public Interest Attorney Award from the Allegheny County Bar Foundation, the 2015 YWCA Racial Justice Award (Legal Category), and the 2016 Duquesne Law School Alumni Association Outstanding Achievement Award. She was also featured as a speaker at the 2016 TEDx Pittsburgh conference. McCants Lewis has also worked as a consultant for the award-winning television series, How To Get Away with Murder.

A member of the Pennsylvania State Bar, McCants Lewis was an associate with K&L Gates LLP and served as a law clerk for the Honorable Max Baer of the Supreme Court of Pennsylvania. She earned her B.A. degree from Gannon University in political science and her J.D. from Duquesne University School of Law, where she served on the Duquesne Law Review Board.

Jeff Nobers joined the Builders Guild in his current role in February of 2017. He brings an extensive background in media and public relations, crisis communications, marketing communications and community relations to the position. Among his goals for the Builders Guild is to expand the public knowledge of the Guild and its member construction trade unions and contractor associations, heighten the awareness of career opportunities in the trades, and to clearly present the benefits of union construction to developers, contractors and government officials.

Prior to joining the Builders Guild, he was the Vice President of Public Relations and Marketing for the 84 Lumber Company and was part of the executive team that steered the company through the housing market depression from 2007 – 2011. He was also the company's lobbying representative to the National Association of Home Builders and played a role in the passage of the housing mortgage tax credit act which helped to spur the housing market recovery.

Previously he was Vice President of Media and Public Relations at Brunner, Inc., advising and executing media and public relations campaigns for a variety of business-to-business and consumer focused clients. He also developed the agency's first ever media training and crisis communications programs.

Previous experience included: Sr. Account Supervisor/Public Affairs & Crisis Communications at Burson Marsteller; Sr. Account Supervisor at Richardson, Myers & Donofrio (Baltimore/Washington DC); Media Relations Director at Hill & Knowlton; Sr. Account Supervisor at Ketchum Public Relations, and Director of Public Relations at MARC Advertising.

Nobers graduated in 1979 from Duquesne University with a BA in Journalism. He is married with two children and resides in McMurray, PA. His interests include the Robert Morris University Marching Band, surf fishing, reading and all things Pittsburgh Penguins.

Brian K. Oglesby, MSOD, MPhil joins the Eastern Minority Supplier Development Council (EMSDC) to enhance operations, programs and membership relations.

A West Philadelphia Native who has lived throughout the city and region, Brian has a career that includes Human Services, Government, Public Housing, Economic and Workforce Development, and private consulting experience. Most recently he served as Senior Programs Officer for LISC, where he served an integral role in the development of economic development strategies, sector-based partnerships, and workforce initiatives. Brian is a graduate of Indiana University of Pennsylvania and holds dual Masters Degrees in Organizations Dynamics and Project management from the University of Pennsylvania. He has always been driven by the pursuit of equality through economics and civic engagement.

An avid recreational athlete, you'll probably run into Brian running, hanging in a gym, playing in any number of local sports leagues, or cruising along the river on his bike. Brian is also a die-hard Philadelphia sports fan, loyally cheering on any team with "Philadelphia" written on the jersey and banner.

Brian resides in suburban Philadelphia with his son Miles, who just may be the greatest kid ever, most of the time, and most importantly, he is simply known as "Miles's Dad."

Stefani Pashman, a Philadelphia native, has spent more than a decade in Pittsburgh, the last seven years as CEO of Partner4Work (formerly Three Rivers Workforce Investment Board). As such, Stefani leads the region's workforce system. With a strong entrepreneurial spirit, Stefani transformed the organization from a small research-based organization into a nearly $20 million public-private system that relies on robust analytics to make change in the community. Stefani previously spent 12 years in health care. Most recently, Stefani served in Governor Rendell's Administration, leading policy changes in human service programs, primarily Medicaid. She has also worked in private consulting at Avalere Health and Navigant and as an analyst in the White House Office of Management and Budget. Ms. Pashman holds an M.B.A. and a Master's in Health Administration from the University of Michigan and a B.A. from Washington University in St. Louis.

Ms. Pashman is active in numerous national and local organizations. She is a member of the International Women's Forum; serves as a Board Member of the U.S. Conference of Mayors Workforce Development Council, Vibrant Pittsburgh, and the Pennsylvania Workforce Development Association; chairs the University of Pittsburgh Institute of Politics' Workforce Development Committee; is an officer of the Jewish Community Center of Greater Pittsburgh; and serves on the Federal Reserve Bank of Cleveland, Pittsburgh Board. She resides in Squirrel Hill with her husband and three children.

William Peduto was elected to the office of Mayor of the City of Pittsburgh in the General Election on November 5, 2013, and took office as Pittsburgh's 60th Mayor in January of 2014. Prior to taking office, he worked for 19 years on Pittsburgh City Council - seven years as a staffer then twelve years as a Member of Council. As a Councilman, Bill Peduto wrote the most comprehensive package of government reform legislation in Pittsburgh's history. He strengthened the Ethics Code, created the city's first Campaign Finance Limits, established Lobbyist Disclosure and Lobbyist Registration and ended No-Bid Contracts. As Mayor, Bill Peduto continues to champion the protection and enhancement of Pittsburgh's new reputation - maintaining fiscal responsibility, establishing community based development plans, embracing innovative solutions and becoming a leader in green initiatives.

The Peduto administration is committed to modernizing city government and implementing leading practices to provide taxpayers with an efficient, effective, transparent, and a more accountable government. Under Peduto's leadership, the City of Pittsburgh has experienced a complete transformation of the city's procurement process; the reorganization of the Department of Permits, Licenses & Inspections; a commitment to developing a long-term maintenance and investment plan for the City's assets; and technological upgrades including a GPS based Snow Plow Tracker website, 311 Resource Center mobile app, and an interactive street paving website. Setting priorities around strengthening Pittsburgh's 90 communities, Peduto established the Bureau of Neighborhood Empowerment to promote the City's role in housing, small business, and education; led the development of the city's land bank; and championed the creation of a neighborhood-strengthening Rental Registration program.

Since taking office, Mayor Peduto has lead a collaborative effort to make Pittsburgh a leading 21st Century city. The Peduto administration has partnered with the White House on numerous initiatives, resulting in direct access to federal support related to affordable housing, education, economic development, energy efficiency, immigration, manufacturing, community policing, workforce development, technology and transportation. Under Peduto's leadership the City of Pittsburgh has played an active role in National League of Cities and U.S. Conference of Mayors initiatives. Pittsburgh was recently selected to join the Rockefeller Foundation network's 100 Resilient Cities, which provides resources to improve city resilience in the face of climate change, globalization and urbanization trends. Mayor Peduto also signed a unique agreement with the U.S. Department of Energy to make the city a world leader in district energy production. Mayor Peduto is a founding member of the MetroLab Network, a national alliance of cities and universities committed to providing analytically-based solutions to improve urban infrastructure, services and other public sector priorities.

The Peduto administration is working to ensure that everyone benefits from Pittsburgh's transformation and growth because, "If it's not for all, it's not for us."

Tim Stevens began his job as Assistant Volunteer Coordinator in the Volunteer Resource Services Department of Mayview State Hospital in March 1977. He was the department's director from July 11, 1989 to December 26, 2008 when Tim retired after nearly thirty-two years of service. Mayview's Volunteer Services Department was named the best in the Commonwealth of PA during Tim's tenure. Tim has been organist at Trinity A.M.E. Church in the Hill District since October 1972. He launched B-PEP, the Black Political Empowerment Project, a non-partisan community collaborative, on May 21, 1986, and has been the project's only Chairman. Tim also serves as the Co-convener of the Coalition Against Violence, along with B-PEP Planning Council Vice Chair Valerie Dixon. He was elected President of the NAACP Pittsburgh Branch in November 1994, and provided the organization with a decade of leadership. In Tim's last year as President the NAACP Pittsburgh Branch was noted as number two in the nation with regard to program activities. In 1996, while President of the NAACP, Tim brokered the meeting with then Mayor Tom Murphy to lay the groundwork for what is now the August Wilson Center for African American Culture. Also in 1996 Tim founded the Black & White Reunion which in 2018 will host the 20th Annual Summit Against Racism.

Between November 2011 and May 2013, Tim facilitated setting the foundation for the creation of the Corporate Equity & Inclusion Roundtable (CEIR), hosted by Allegheny County Executive Rich Fitzgerald, now former Pittsburgh Mayor Luke Ravenstahl and the Black Political Empowerment Project in partnership with leaders of the Allegheny Conference on Community Development and area agencies and organizations. Its inaugural historic event of May 13, 2013 was hailed by former 30 plus year Director of the Pittsburgh Office of the Pennsylvania Human Relations Commission, George Simmons, as the most powerful such event in 40 years. The Roundtable's mission is to create breakthroughs in diversity, equity and inclusion for African Americans and people of color throughout the Pittsburgh Region in in the areas of employment and entrepreneurial opportunities. Tim continues to serve as the Facilitator for the Corporate Equity & Inclusion Roundtable (CEIR) Working Group.

Tim has been privileged to receive various community awards over the years, including the New Pittsburgh Courier recognition as one of the fifty most Influential Men of Influence for several years and Men of Excellence in 2007, "Beacon of Hope Neighborhood Development Award from Hill House Association (2007), the CCAC Vanguard Diversity Award (2009), the Urban League of Greater Pittsburgh Ron Brown Lifetime Achievement Award for Community Service (2012), the YWCA of Greater Pittsburgh Racial Justice Community Engagement Award (2012), the Honorary Lifetime Member of the Board of the ACLU of 2013) and the Homer S. Brown Award from the NAACP Pittsburgh Branch at its100th Anniversary (2016). For the Juneteenth Celebration for 2017 Tim was selected, along with Rev. J. Van Alfred Winsett and Bev Smith, as the honorees for this year's city-wide celebration.

Tim received his Bachelor of Arts Degree from the University of Pittsburgh in Political Science with a minor in Sociology in 1967, and a Masters Degree in Urban and Regional Planning (MURP) from the University of Pittsburgh's Graduate School of Public & International Affairs (GSPIA) in 1974.

Tim Stevens is the proud husband of Jennifer Andrade and the father of Marcus Kennedy Andrade Stevens.

Dean Williams was appointed Director of X-Offenders for Community Empowerment (Pittsburgh) in March of 2011. XCE is an organization based in Philadelphia that focuses primarily on public policy issues that affect the formerly convicted. . Shortly after his appointment, Dean felt that the strategy to be successful in Pittsburgh differed from that of Philadelphia and decided on the name "Formerly Convicted Citizens Project" as well as a different course of action to accomplish their goals in the City of Pittsburgh. FCCP,

under Dean's leadership, recorded their first milestone accomplishment by successfully advocating for two new "Ban the Box" ordinances passed by the City of Pittsburgh in December of 2012. FCCP is the only organization in Western Pennsylvania directed and operated by and for formerly convicted people. Dean facilitates monthly pardon and expungement workshops at several locations in and around the City of Pittsburgh educating participants about the only relief mechanisms in the State of Pennsylvania and is currently in the process of advocating for new "Ban the Box" legislation to be passed in Allegheny County.

Jamar D. Williams, who today works as a Training to Work Case Manager for re-entrants was once a re-entrant himself. Upon release he worked as a cook while studying to become an accountant. Mr. Williams practiced in public accounting for nearly a decade before deciding to formerly give back. He began as a mentor with Foundation of Hope and progressed to co-facilitating classes in the Allegheny County Jail. He proceeded to advance to the position which he currently holds. Mr. Williams continues to speak to inspire, educate through presentations, and advocate for opportunities to bring about change in society.

Ricardo " Rick" Williams is the Manager of Equity and Inclusion for the City of Pittsburgh under the Office of Mayor William Peduto in the Bureau of Neighborhood Empowerment. He was appointed to the position in April of 2015. In his position as Manager, he oversees the Equal Opportunity Review Commission staff and 11 volunteer residents who are appointed by the mayor. Rick and his staff work collaboratively with the City of Pittsburgh departments and agencies that service the MWDBE community to create various entry points of opportunity for minority and women vendors to secure professional service contracts.

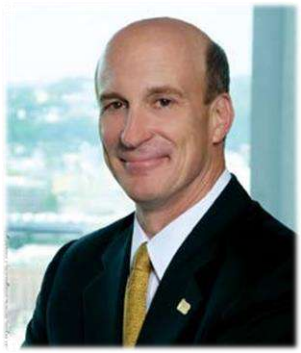
The main responsibility of the EORC is to review city and local authority contracts for Minority and Women Business Enterprise participation in the professional, construction and commodity services. The EORC commissioners stress the importance of Good Faith Efforts and capacity building outreach efforts for areas where "no opportunities" currently exist in the construction services and management arena.

This position requires a commitment to advancing and setting the goals of the organization by communicating the vision to external departments, committees, community organizations, and the small business community. He is currently reshaping the procurement process of the city's local departments and local authorities.

Rick is a current graduate of Leadership Pittsburgh –LP Class XXXI. LP is a 10 month community focused program that strategically selects emerging leaders from the corporate, education, faith based , government and non-profit sectors across Allegheny County to provide a well-rounded experience in learning our region's assets, challenges, and new opportunities for growth and prosperity.

He is also a past awardee of the Pittsburgh Courier Men of Excellence in 2012 for his work in Human Services and Community Development.

Rick holds a bachelor's degree in Business Administration from the University of Pittsburgh and master's degree in Non-Profit Management from Robert Morris University.



Dennis Yablonsky became the CEO of the Allegheny Conference on Community Development and its Affiliates – the Greater Pittsburgh Chamber of Commerce, the Pennsylvania Economy League of Southwestern Pennsylvania and the Pittsburgh Regional Alliance – on March 24, 2009.

A native of the Pittsburgh region, Dennis is an experienced veteran of managing and leading innovative organizations – as a private business leader, a nonprofit economic development professional and a high-ranking appointed government official.

Serving as Secretary of the Pennsylvania Department of Community and Economic Development (DCED) from 2003 to 2008, he developed a $3 billion economic stimulus program to support critical infrastructure, core communities and job-producing businesses.

Additional positions include being the founding CEO of the Pittsburgh Digital Greenhouse and the Pittsburgh Life Sciences Greenhouse, and COO of software company Cincom Systems and CEO of the Carnegie Group, and a recipient of an honorary doctor of humane letters degree from Point Park University for his leadership in the Pittsburgh region.

Susan Yohe practiced law as a commercial litigator for 33 years before retiring at the end of 2017. From November 2015 through the end of 2017, she served as the Chief Diversity & Inclusion Officer of the law firm of Buchanan Ingersoll & Rooney PC. In that role, she founded the Future Force lecture series for diverse attorneys in the Pittsburgh region. From that, she began working with a group of attorneys and other legal professionals to bring into existence the Pittsburgh Legal Diversity & Inclusion Coalition. In her retirement, she has continued to work on the Coalition, which will launch this fall, as a volunteer.

Laura Zaspel is Allegheny County's Director of Human Resources. She oversees a staff of 20+ HR professionals who serve and support the County's most valuable asset - its workforce. Focus areas and core functions of the department include benefits, compensation management, payroll administration, recruitment and staffing management, organizational and employee development, labor and employee relations, leave management, workers compensation and recordkeeping for the County's approximately 6800 employees.

Laura previously managed HR in the healthcare industry, and for twenty years prior she held progressively responsible roles in the Department of Personnel and Civil Service Commission of the City of Pittsburgh, including Assistant Director, Secretary and Chief Examiner of the Civil Service Commission.

Laura has a BA in Psychology from Penn State, and an MBA with a concentration in Human Resources Management from the University of Pittsburgh's Katz School of Business. Throughout her career, she has been a leader and a member of a number of professional and community organizations and boards, including the HR Leadership Council of Vibrant Pittsburgh, Pittsburgh Business Group on Health, Pittsburgh Human Resources Association, Falk School Board and Carlow University New Choices/New Options.

READY FOR TAKEOFF

The Allegheny County Airport Authority hosts an annual *Ready for Takeoff* job shadowing program as part of a regional corporate equity and inclusion initiative. The program, which began in 2013, educates eighth grade students from underserved communities on the variety of careers available at Pittsburgh International and Allegheny County Airports. Students are able to choose a focus and shadow a professional in that field, learning through demonstrations and hands-on experience.

The primary goal of *Ready for Takeoff* is to introduce underprivileged middle school students to opportunities in the aviation field. Many of these students have never visited an airport and do not realize the amount or types of jobs available at our facility. Ultimately, we would like these students to consider a career at one of our airports.

Along with the job shadowing experience, the school incorporates an entire curriculum for the students, with areas of observation including the Airport Authority, the Allegheny County Police Department, governmental and private companies, as well as airlines. Graduates of the program have the option to return as mentors to the newly-enrolled eighth graders for the following year.

Approximately 100 students have participated in the *Ready for Takeoff* program since its inception in 2013. Our partnership with local stakeholders such as airlines, law enforcement agencies and other aeronautical tenants make it possible to provide these students with a memorable job shadow experience and exposure to the many careers available in aviation.

COVESTRO

Dina L. Clark is head of Diversity & Inclusion (D&I) at Covestro LLC, a polymer manufacturer that develops materials for automotive, construction and electronics industries, among others. Covestro is committed to fostering, cultivating and preserving a culture of diversity and inclusion. Covestro's D&I strategy is designed to support the business by building a strong, diverse, inclusive and innovative workforce and company culture. Dina will briefly share a glimpse of her D&I efforts and initiatives at Covestro.

EASTERN MINORITY SUPPLIER DEVELOPMENT COUNCIL (EMSDC)

The Eastern Minority Supplier Development Council (EMSDC) is one of 23 regional affiliates of the National Minority Supplier Development Council (NMSDC), operating in Pennsylvania, Southern New Jersey and Delaware. The Council fosters the development of minority business enterprises (Asian, Black, Hispanic, and Native American) to better align them with corporations and their diverse supplier chains, in an effort to initiate growth and opportunity. EMSDC is committed to facilitating economic development in its geographic territories by connecting corporations to compatible diverse suppliers, and assisting MBEs in developing their businesses to meet corporations' needs.

EMSDC's Targeted Connections Strategy Initiative:

- Business Development for initiative for MBEs, implemented during the Certification / Recertification Process
    - MBEs identify core services and no more than 3 business targets/industries
    - MBEs are assigned an EMSDC Connections Partner
        - Monthly conference calls and Quarterly meetings
    - Activities/deliverables are reviewed quarterly
    - MBEs are expected to actively participate in the Regional Minority Business Input Committee (MBEIC) to bring programming/events that are most relevant and needed to the Region
    - All MBEs are invited to participate in Industry specific interest groups that focus on the needs, challenges, solutions and strategies of an industry (Construction, Energy, Pharma/Healthcare/Life Sciences, Banking/Finance/Insurance, IT/Technology Solutions)
- EMSDC Partner will identify potential opportunities for MBEs in their cohort relative to needs of Corporations and buying entities
    - Partners are the SMEs in connecting MBEs with opportunities, trainings and programs
    - Partners are also the resource for Corporations seeking specific services, products, solutions, etc.
    - Partners will work with MBEs to diversify services to meet the market demands
- This initiative will be done in conjunction with the Council's Minority Business Input Committee (MBEIC) Regional Vice Chairs and Executive Leadership
- The targeted Connections Strategy Initiative is an ongoing assessment of growth and growth opportunities for MBEs to match MBEs with sustainable opportunities/business partners in the marketplace.

FERRA EXECUTIVE SEARCH

At Ferra Executive Search we place a priority on helping organizations diversify their leadership. We have experience recruiting from over 60 countries and when we opened our offices in Market Square in 2015, we knew we could help the city of Pittsburgh and the organizations here recruit top-talent from diverse backgrounds. We use video job descriptions to create engaging content and social media platforms to push the videos to a diverse range of candidates We are not the search firm that relies on a rolodex or a network of connections. We are not the firm that claims to have diversity challenges figured out. We are the firm that is PRESENT and want to learn more about diversity and inclusion challenges and opportunities.

An example of a video job description prepared to help diversify the talent pool for a VP of Communications and Marketing for George Mason University, using data to target diverse candidates digitally, can be found at: https://www.youtube.com/watch?v=RGToJYXfBjY&feature=youtu.be

PITTSBURGH LEGAL DIVERSITY & INCLUSION COALITION

The Pittsburgh Legal Diversity & Inclusion Coalition is a group of prominent law firms and law departments who have committed to working together to increase diversity in the region's legal community. Each member has had a long-standing commitment to diversity but the members have concluded that they can turn their commitment into real results by coming together, committing together, and committing to joint action, supported by sufficient resources, over a sustained period of time. The Coalition will work to

recruit more diverse lawyers to the Pittsburgh region, support the diverse lawyers who practice here in a variety of ways, and measure the progress of the members toward becoming more diverse over a five-year period. Members of the Coalition will jointly recruit diverse lawyers and will engage in community-building for our diverse lawyers, working with other groups to coordinate and follow-up our various efforts. Examples of what the Coalition might do include the creation of a web site to "sell" Pittsburgh to diverse lawyers practicing elsewhere and where diverse lawyers can express an interest in considering a career in Pittsburgh; coming together to jointly mentor diverse lawyers in each other's organizations; and sponsoring events where diverse lawyers can meet together and with other diverse professionals.

PLAN FOR PITT

Pitt believes in a connection between diversity and excellence, and is committed to enhancing diversity and inclusion in its strategic plan, the "Plan for Pitt." The launch of the Plan for Pitt provided perfect timing for the creation the Diversity and Inclusion Certificate Program (DICP). The DICP was designed to reinforce the University's core values of diversity and inclusion through a series of six workshops open to all faculty and staff. These workshops address how both individual behaviors and University policies can create an environment of opportunity and success for all members of the University community. Participants leave these workshops with an increased awareness of the importance of diversity and inclusion for an environment of academic and workplace success.

The DICP requires completion of the two required workshops and four elective workshops. After the completion of the six workshops, they participate in a capstone conversation session facilitated by the Office of Diversity and Inclusion (ODI).

Due to the success of the DICP, Pamela W. Connelly, Vice Chancellor of Diversity and Inclusion, encouraged all supervisors, at the University to think holistically about insuring their units are cultivating a climate of diversity and inclusion by encouraging their staff to participate in the DICP. ODI would like to engage more community members in these types of conversations; to get involved, to learn, and to step outside of their comfort zones for the better of our campus community.

This video shows the impact the DICP had on recent graduates:
http://www.diversity.pitt.edu/education-training/diversity-and-inclusion-certificate-program

GREATER PITTSBURGH HIGHER EDUCATION DIVERSITY CONSORTIUM

The Greater Pittsburgh Higher Education Diversity Consortium was formed in 2014 by an alliance of higher education diversity professionals and executives in the Pittsburgh region to develop a more collaborative forum for leaders to share resources, best practices and activities for professional development.

The organization's mission is dedicated to guiding and facilitating ***transformative change by promoting diversity, equity and inclusion efforts*** in support of academic excellence and educational opportunities at colleges and universities in our region. The GPHEDC also strives to provide student enrichment opportunities that focus on leadership and inclusive excellence through collaborative conferences, student advocacy and mentorship.

The vision of the GPHEDC is to serve as an ***information and resource clearinghouse*** for diversity, inclusion, social justice and multicultural initiatives at colleges and universities in the Southwestern Pennsylvania region.

For more information please contact:

Jeff Mallory, Duquesne University (malloryj@duq.edu)
Clyde Pickett, CCAC (cpickett@ccac.edu)
M. Shernell Smith, Carnegie Mellon University (mssmith@andrew.cmu.edu)

DUQUESNE UNIVERSITY MINORITY DEVELOPMENT INTERNSHIP PROGRAM

10 YEARS AND GROWING STRONG!

Duquesne University's commitment to fostering diversity on its campus led to the call for more under-represented groups, women and minorities, in leadership roles in the institution's 2003-2008 strategic plan. This plan aligned closely with the University's mission statement, which references concern for moral and spiritual values through the maintenance of an ecumenical atmosphere open to diversity.

Increasing targeted recruitment efforts required the establishment of strong alliances with community employment programs. However, it was quickly recognized that this effort alone would not guarantee an increased representation of minorities in the employment candidate pools. An even more proactive approach was necessary to better reflect the extent of the University's commitment to diversity and increase the success of its minority employee recruitment efforts.

The Minority Development Internship program was launched in November 2007. The program has provided opportunities to 25 interns for both professional and support staff positions. The goals of this program are to: offer basic managerial training to professionals of minority background; identify campus departments and programs that have a project or short-term assignment; define learning objectives and outcomes; set goals and measure performance; place the interns for a period of three to six months with the goal of rotating them through academic departments and business units once the assignment is complete; provide opportunities for interns to build upon their knowledge, skills, and abilities and increase their chances to qualify for permanent employment opportunities at Duquesne or at other organizations. Since its' inception, 16 former intern remain employed at Duquesne and five are currently serving as interns. Four of the former interns left to obtain professional opportunities in the corporate arena.

ARTICLES AND ADDITIONAL READING

Pittsburgh Post-Gazette

Expand the Rooney Rule to businesses, too

It should apply to hiring across the Pittsburgh region to equalize opportunities for minorities

June 7, 2014 10:34 PM

By Tim Stevens

In 2010 the Pittsburgh metro area was rated 40th out of 40 regions in the United States in conditions for the black working poor and black children. This shocking reality led the leadership of the Black Political Empowerment Project and the Coalition Against Violence to engage Allegheny County Executive Rich Fitzgerald, then-Mayor Luke Ravenstahl, leaders of Allegheny Conference on Community Development and of other area agencies and organizations to initiate the Corporate Equity & Inclusion Roundtable.

The roundtable's first annual event took place May 13, 2013. It was lauded by all parties as a powerful conversation during which companies and corporations looked at how they could move from "well meaning to well doing," that is, how they could raise their level of commitment and urgency in making the regional workforce more diverse, equitable and inclusive.

The second annual event, hosted by Duquesne University President Charles Dougherty, Mr. Fitzgerald and Mayor Bill Peduto, will take place Monday from 7:30 a.m. to 11:30 a.m. at Duquesne University's Power Center Ballroom.

The purpose of the Corporate Equity & Inclusion Roundtable is to see more African-Americans and people of color employed, from entry-level positions to the 'C' suite, become business owners and win more public and private contracts for construction projects, goods and services throughout the region.

The roundtable's vision is to bring about measurable and lasting breakthroughs in workforce diversity, equity and inclusion and in economic opportunities.

The roundtable seeks to identify, develop and implement strategies to overcome challenges within the corporate sector by facilitating collaboration among educational institutions, community organizations, workforce-development agencies and professional organizations.

The roundtable aspires to brand our region as a national leader in creating a strong and meaningful commitment to diversity, equity and inclusion.

At last year's inaugural roundtable event, Pittsburgh Steelers President Arthur J. Rooney II echoed the roundtable working group in urging corporate Pittsburgh to adopt a "Revised Rooney Rule," a corporate version of the National Football League's Rooney Rule. This would make it standard

practice to interview African-Americans and people of color not only for top executive positions but for all jobs.

Mr. Rooney also spoke of what the working group called "The Hybrid Rooney Rule," which would include, in the final round of consideration, firms and companies owned by African-Americans and people of color before awarding contracts for construction projects and for goods and services.

The roundtable working group believes that full implementation of the Revised Rooney Rule and the Hybrid Rooney Rule throughout the region would greatly improve both the employment level and the level of wealth for African-Americans and people of color. This would, in turn, improve conditions for their families, their communities and the economic health of our city, county and region. One of the strongest roots of violence is the absence of access to employment at livable wages or better, and to significant entrepreneurial opportunities.

It is important to note that the lack of equity and inclusion for African-Americans and people of color in our regional workforce is not limited to those at the lower rungs of the employment and economic ladders, but also at professional levels.

For instance, according to a 2012 survey by the National Association for Law Placement, minorities nationwide account for 6.7 percent of law-firm partners and 20.3 percent of associates. In Pittsburgh, minorities accounted for only 2 percent of partners and 8.9 percent of associates (based on information submitted by eight firms with offices in Pittsburgh.) Pittsburgh had the distinction of having the second-lowest percentage of minority partners of the 42 cities represented in the survey.

The 2008 Sustainable Pittsburgh report, "Inclusion in the Workplace," states that "the hard numbers show that equity and inclusion are directly tied to a region's economic health. Studies indicate that rising incomes and falling levels of poverty improve metropolitan economic performance."

The importance of the work of the Corporate Equity & Inclusion Roundtable and other such initiatives can also be seen at the national level, as evidenced by a 2010 Census Bureau study that reported that whites have 20 times the wealth of African-Americans and 18 times the wealth of Hispanics. This is not a formula for a healthy community, state or nation.

We must make a united commitment as a region to change these statistics — and to change them now! This isn't just a nice thing to do, this is an economic and moral imperative.

Tim Stevens is chairman & chief executive officer of the Black Political Empowerment Project and facilitator of the Corporate Equity & Inclusion Roundtable.

THE WHITE HOUSE

Office of the Press Secretary

FOR IMMEDIATE RELEASE

August 16, 2016

FACT SHEET: White House Announces New Commitments to the Fair Chance Business Pledge

In April, the White House launched the Fair Chance Business Pledge encouraging companies from across the American economy to take action to ensure that all Americans have the opportunity to succeed, including individuals who have had contact with the criminal justice system. The pledge represents a call-to-action for all members of the private sector to improve their communities by eliminating barriers for those with a criminal record and creating a pathway for a second chance.

Today we're announcing a round of new signatories, bringing the total number of pledged employers to 185. The new commitments are from a diverse range of employers including: Walmart, Dropbox, and the University of Pennsylvania. The companies and organizations that have signed the pledge collectively employ over 3 million Americans.

Since the President took office, this Administration has been committed to reforming America's criminal justice system and highlighting the importance of reducing barriers facing justice-involved individuals who are trying to put their lives back on track. Over 2.2 million individuals are incarcerated in American prisons and jails, and the vast majority of them will return to their communities. Improving education and job opportunities for these individuals has a recognized effect of reducing crime and will make our communities safer.

By signing the Fair Chance Business Pledge, these companies are:

- Voicing strong support for economic opportunity for all, including the approximately 70 million Americans who have some form of a criminal record.
- Demonstrating an ongoing commitment to take action to reduce barriers to a fair shot at a second chance, including practices such as "banning the box" by delaying criminal history questions until later in the hiring process; ensuring that information regarding an applicant's criminal record is considered in proper context; and engaging in hiring practices that do not unnecessarily place jobs out of reach for those with criminal records.

- Today's announcement is further evidence of the private sector's support for a more fair justice system. Throughout the year, the Administration will continue to highlight businesses that join the Fair Chance Business Pledge.

THE FAIR CHANCE BUSINESS PLEDGE

We applaud the growing number of public and private sector organizations nationwide who are taking action to ensure that all Americans have the opportunity to succeed, including individuals who have had contact with the criminal justice system. When around 70 million Americans – nearly one in three adults – have a criminal record, it is important to remove unnecessary barriers that may prevent these individuals from gaining access to employment, training, education and other basic tools required for success in life. We are committed to providing individuals with criminal records, including formerly incarcerated individuals, a fair chance to participate in the American economy.

Companies and organizations interested in joining the Fair Chance Business Pledge can do so by signing up at https://mail.staples.com/owa/redir.aspx?C=z0Wz8ho_VmFvYYqFV20wr7rRehUdEooyE4ZCUO5PmCMzPFG0nsfTCA..&URL=https%3a%2f%2fwww.whitehouse.gov%2fissues%2fcriminal-justice%2fbusiness-pledge.

Today's signatories include:

3D PARS

Aesthetics On The Glow

ALB3 Consulting Research & Management

Anzures Worldwide

Aone Contracting& Supply

Asian Media Access

Associated Students Inc., San Francisco State University - Project Rebound

Bob Barker Company

Bubbles Bubbles Bubbles, LLC

C.H. Robinson

Caffe Lubena

Capital Oversight Inc.

Carosella Design Build, Ltd.

Center for Children with Incarcerated Parents of America

Center for Self-Sufficiency

Civil Survival

Conscious Connections LLC

Cornerstone Baptist Church

David's Hope

Disruption LLC

Dropbox

Every Dog Has Its Day Care

FirmGreen, Inc.

Friends of Guest House

Global Agro Commodities LLC

Goodwill-Easter Seals Minnesota

GRID Alternatives

J&X Energy LLC

Leblanc Consulting

Living Stones International

Livin Lovely United, LLC

Los Angeles Area Chamber of Commerce

Mission: Launch, Inc.

Museum of Broadcast Communications

My Urban Garden Soap
Nehemiah Manufacturing
New York Fashion Police
Nolef Turns Inc.
Nova Consulting Group, Inc.
Novo Community Foundation
Offender Aid& Restoration (OAR)
Path to Freedom
Paxen Learning Corp.
Phyllis Wheatley Community Center
PLR Services
POP! Gourmet Foods
Reading Terminal Market
Rivanna Natural Designs, Inc.
Ru'Day's Helping Hands
Safe & Sound Hillsborough
Saint Benjamin Brewing Company
SER Metro-Detroit, Jobs for Progress, Inc.
Six Mile Regional Library District
Solar States
Spartan Staffing
SpringDot, Inc.
StepUp Durham
Student Success Institute
Sungevity, Inc.
Teslights, LLC
Texas Central Partners, LLC
The BeBe Group
The Feminist Wire
The Lake Alabaster Box
Theatre of the Oppressed NYC
Union Theological Seminary in the City of New York
University of Pennsylvania
Walmart
Weavers Way Cooperative Association
Wellness Enterprises, Inc.
Your Dog's Best Friends

Federal Interagency Reentry Council

In addition, the Federal Interagency Reentry Council released its strategic plan today, "A Record of Progress and a Roadmap for the Future," highlighting the Council's achievements and charting a course for building upon these efforts in the months and years to come. Originally launched in 2011, the Federal Interagency Reentry Council brings together representatives from more than 20 agencies across the federal government to expand the range of tools available so that every individual returning from prison or jail has a meaningful chance to rebuild their life and reclaim their future. Co-Chaired by the Attorney General and the Director of the White House Domestic Policy Council, the Federal Interagency Reentry Council coordinates and leverages existing federal resources, dispels myths related to reentry and clarifies policies, elevates promising practices, and reduces the policy barriers to successful reentry.

National Reentry Week

The Department of Justice also released an after-action report today describing the success of this year's first-ever National Reentry Week. Held during the week of April 24th, this inaugural effort featured more than 550 events throughout the country, as well as several federal, state, and local actions and announcements aimed at improving reentry outcomes and raising awareness of the importance of successful rehabilitation and reintegration into communities. As the after-action

report notes, leaders from across the Administration traveled in support of these events, which included:

- More than 75 **resource fairs**, connecting individuals with housing, legal aid, community-based reentry services and other vital resources;
- More than 65 **employment-related events**, providing recently released individuals with opportunities to connect with employers and job search resources;
- More than 75 **reentry presentations**, informing individuals returning home from prison or jail about ways to succeed despite the barriers they may face as they reenter their communities;
- More than 35 **family-related events**, providing individuals with information that will assist them with their release;
- More than 30 **stakeholder meetings**, bringing together all parties that have a stake in the reentry process;
- More than 25 **graduation ceremonies**, marking successful completion of programs ranging from reentry court programs to GED and vocational training curricula; and
- More than 25 **reentry simulations**, highlighting real-life issues facing reentering individuals.

These announcements build on the Administration's longstanding commitment to improving reentry outcomes and removing unnecessary obstacles facing formerly incarcerated individuals, including:

- Establishing the Federal Interagency Reentry Council to lead the Government's work on the rehabilitation and reintegration of individuals returning to their communities from prisons and jails.
- Proposing a rule "Banning the Box" in federal employment by prohibiting federal agencies from asking questions about criminal and credit history of applicants for tens of thousands of government jobs until a conditional offer of employment has been made.
- Releasing guidance on the application of Fair Housing Act standards on the use of criminal records by providers of housing and providing guidance for public housing authorities on excluding the use of arrest records in housing decisions.
- Clarifying that individuals in state or local halfway houses and those on probation or parole are not excluded from Medicaid and describing how states can better facilitate access to Medicaid services for individuals reentering the community.
- Making available Veterans Affairs services and support to justice-involved veterans in over 350 Veterans Treatment Courts and other Veteran-focused court programs and 1,284 local jails.
- Removing unnecessary barriers to college access. The Department of Education issued Beyond the Box Guidance and higher education institutions from across the country joined the Fair Chance Higher Education Pledge to voice their support for the reforms needed to expand college opportunity.
- Establishing the My Brother's Keeper Task Force in February of 2014, which is charged with addressing persistent opportunity gaps facing boys and young men of color and ensuring all young people can reach their full potential. Many of the announcements being made today respond to the Task Force's May 2014 Report to the President, which included

a wide range of recommendations designed to create clear pathways to opportunity and "eliminate unnecessary barriers to giving justice-involved youth a second chance."

- In addition, in 2012, the Equal Employment Opportunity Commission released updated guidance on the appropriate use of arrest and conviction records in employment decisions and clarified employers' nondiscrimination obligations.

Executive Order City of Pittsburgh Office of the Mayor	
Subject: **Advancing Diversity in City Recruitment and Hiring**	Number: 2017-06
By Direction of: William Peduto, Mayor	Date: April 19, 2017

WHEREAS, The promotion of diversity and tolerance through the City of Pittsburgh will help to strengthen our communities and build a better future for our prosperity; and

WHEREAS, When leading any organization, but especially a government, it is critical to build a team that is capable of addressing the diversity of needs and demands that flow from the diversity of communities that are served; and

WHEREAS, The recent passing of Pittsburgh Steelers' Chairman Dan Rooney has recalled his positive impact on diversity recruitment and hiring in the National Football League; and

WHEREAS, This administration has expanded diversity recruitment and hiring in senior management and Board appointments to reflect the rich diversity of the City of Pittsburgh; and

WHEREAS, This administration holds it as an inalterable objective to ensure that the hiring practices of this government are fair, non-discriminatory, and result in the recruitment of the most talented and best individuals to serve in our City regardless of race, color, creed, gender, national origin, or any other class; and

WHEREAS, There are a myriad of reforms and administrative changes that can be implemented within the City of Pittsburgh government to better promote these values in our dealings with the community; and

WHEREAS, The City of Pittsburgh must formally adopt policies to ensure the hiring of a diversity of leaders across the City organization;

NOW, THEREFORE, I, William Peduto, Mayor of the City of Pittsburgh, by the virtue of the authority vested in me by the City Charter and laws of the City of Pittsburgh do hereby direct the following actions:

1. Creation of the Diversity and Inclusion Officer for the City of Pittsburgh within the Department of Personnel.
    a. The initial Diversity and Inclusion Officer shall be Deputy Director of the Personnel Department and Equal Employment Officer, Janet Manuel, who shall oversee the implementation of the subsequent actions outlined in this Order to promote diversity and inclusion best practices across City government.
    b. This position shall take effect immediately.
2. Adoption of a Rooney Rule by the City of Pittsburgh in the hiring of senior management personnel.
    a. The Department of Personnel shall:
        i. Create and implement a policy that ensures purposeful recruitment of diverse candidates and requires the City to interview at least one external and one

internal diverse candidate before the final selection of a candidate for any supervisory position in City government, such as directors, deputy directors, managers, and supervisors.

ii. Work with the Urban Redevelopment Authority of Pittsburgh, the Housing Authority of the City of Pittsburgh, the Pittsburgh Water and Sewer Authority, the Pittsburgh Parking Authority, and the Pittsburgh Land Bank to consider adoption of similar standards to those outlined above.

b. A status report on the implementation of the above actions shall be provided to City Council and the Administration within 30 days of this order.

3. Adoption of hiring and recruitment policies for all other City positions that promote greater diversity and inclusion in the City workforce.

    a. The Department of Personnel shall:

        i. Review the existing Civil Service Commission rules to identify areas where the City could adopt best practices being employed by other city governments across the United States in order to enhance existing efforts employed by the City or to create new ones, including, but not limited to: a diverse and inclusive summer intern program; diversity job and career fairs; stronger partnerships with local colleges and nonprofits; and employee resource groups.

        ii. Work with the Urban Redevelopment Authority of Pittsburgh, the Housing Authority of the City of Pittsburgh, the Pittsburgh Water and Sewer Authority, the Pittsburgh Parking Authority, and the Pittsburgh Land Bank to consider adoption of similar standards to those outlined above.

    b. A status report on the above actions shall be provided to City Council and the Administration within 45 days of this order, with the final recommendations to be presented for consideration and/or adoption within 90 days.

4. Inclusion of similar diversity and inclusion hiring standards within City procurement contracts and requests.

    a. The Office of Management and Budget shall:

        i. Create standards related to diverse and inclusive hiring standards, similar to those outlined above, for those responding to procurement requests with the City of Pittsburgh.

        ii. Consult with the Equal Opportunity Review Commission on an ongoing basis related to development of these standards.

        iii. Work with the Urban Redevelopment Authority of Pittsburgh, the Housing Authority of the City of Pittsburgh, the Pittsburgh Water and Sewer Authority, the Pittsburgh Parking Authority, and the Pittsburgh Land Bank to consider adoption of similar standards to those outlined above.

    b. The contract terms referenced above shall be included in all City procurement opportunities within 30 days of this order.

5. Completion of a classification and compensation study which shall include an assessment of City practices and policies related to wage disparity for personnel of different race, color, creed, gender, national origin, or any other class.

a. The Department of Personnel and the Office of Management and Budget shall:

    i. Commission a classification and compensation study consistent with what is outlined above.

    ii. Allocate the necessary resources for the completion of the study and solicit proposals no later than May 15, 2017.

b. A status report on the above actions shall be provided to City Council and the Administration within six months of this order, with the final study and recommendations to be presented for consideration and/or adoption by May 1, 2018.

6. Development of policies and programs that help to increase internal advancement and leadership opportunities for personnel of different race, color, creed, gender, national origin, or any other class within the City of Pittsburgh workforce.

    a. The Department of Personnel shall:

        i. Convene a Task Force of City officials and personnel to identify and examine the barriers within City policies and processes that create difficulties for advancement by internal diverse candidates.

        ii. Work with the Task Force to develop recommendations for consideration by City Council and the Administration for any necessary changes to City policies and processes.

        iii. Work with the Task Force to develop a leadership training program for City of Pittsburgh personnel, whereby employees who exhibit an interest in advancing to leadership positions in the City will be able to receive special instruction to prepare them for career advancement.

    b. A status report on the above actions shall be provided to City Council and the Administration within three months of this order, with the final recommendations to be presented for consideration and/or adoption within six months.

7. Creation of Special and Advisory Committees to help administer the terms of the settlement agreement between the City of Pittsburgh and the American Civil Liberties Union regarding hiring within the Bureau of Police.

    a. The Department of Public Safety shall:

        i. Create a Special Committee to work with relevant subject matter experts to help administer the terms of the settlement agreement between the City of Pittsburgh and the American Civil Liberties Union ("the settlement"). The Special Committee shall be comprised of:

            1. The Director of Personnel and the Civil Service Commission;
            2. The Chief of the Pittsburgh Bureau of Police or his designee;
            3. The Solicitor of the City of Pittsburgh or her designee;
            4. The Manager of the Office of Municipal Investigations; and
            5. One member of Class Counsel Working Group.

        ii. Create an Advisory Committee to the Special Committee. The Advisory Committee shall be comprised of nine (9) members including the Chief Legal Officer and a member of the Class Counsel Working Group with relevant experience of best policing practices or community impact who will advise the

Special Committee on matters related to the settlement. The members of the Task Force shall be appointed by the Mayor.

iii. Investigate ways in which to expand the recommendations of the Special and Advisory Committees throughout the Public Safety Department.

b. These shall be ad hoc advisory committees to the Mayor and shall only exist as long as is necessary to carry out the duties prescribed to it related to the settlement.

8. Completion of an annual report on City hiring, including status updates and recommendations on diverse and inclusive hiring.

   a. The Department of Personnel shall:

      i. Develop an annual report to City Council and the Administration that documents the current constitution of the City workforce, including progress updates the City has made in advancing its diverse and inclusive hiring practices.

      ii. Include in the annual report recommendations for consideration by City Council and the Administration in order to further strengthen the City's commitment to a diverse and inclusive workforce.

   b. The annual report shall be submitted to City Council and the Administration consistent with the introduction of the draft budget to City Council, beginning in 2017.

All City departments and authorities under the Mayor's jurisdiction shall work cooperatively to ensure the success of the missions outlined above. Independent agencies, City-affiliated entities, and City-related institutions are also strongly encouraged to work to help advance these efforts and adopt similar initiatives, where applicable. All actions and outcomes shall be in accordance with applicable local, state, and federal laws.

This Executive Order shall take effect immediately and remain in effect until amended or rescinded by the Mayor.

pennsylvania
OFFICE OF ADMINISTRATION

Human Resources Policy

Fair-Chance Hiring

HRP Number HR-TM001	Effective Date May 5, 2017
Category Talent Management	Supersedes None
Contact 717.787.8001	Scheduled Review July 2018

1. Purpose

This Human Resources Policy is to establish a Commonwealth-wide hiring policy that affords opportunities to individuals with criminal records to be judged on their skills and qualifications and not solely on their criminal history, by removing the criminal history question from the non-civil service employment application.

2. Scope

This Human Resources Policy (HRP) applies to all departments, boards, commissions, and councils under the Governor's jurisdiction for human resources management. Agencies not under the Governor's jurisdiction are strongly encouraged to follow this HRP.

3. Background

This Administration is committed to reducing employment barriers for the millions of Pennsylvanians that seek the opportunity to work and contribute to their communities, and recognizes that every Pennsylvanian should have a meaningful opportunity to compete for jobs in the Commonwealth. Fair-chance hiring policies are common sense, as prospective applicants for employment should be judged on their skills and qualifications, rather than solely on an arrest or conviction record.

Offering opportunities to individuals with criminal records promotes public safety by significantly reducing the risk of recidivism and reincarceration, as steady employment is one of the best predictors of post-conviction success.

A fair-chance hiring policy will best allow prospective applicants with criminal records to explain individualized circumstances while preserving the Commonwealth's ability to appropriately screen applicants as part of the hiring process.

Current Pennsylvania law prohibits private employers from considering conviction records that do not relate to an applicant's suitability for employment, and private employers must provide written notification if a denial of employment was based in whole or in part on the applicant's criminal history.

4. Policy

The Secretary of the Office of Administration hereby establishes, and Commonwealth agencies shall implement and maintain, a fair-chance hiring policy that removes the criminal history question from the commonwealth's employment application, based on the following:

a. Consideration of arrests not leading to a conviction; annulled, expunged, or pardoned convictions; convictions for summary offenses; and convictions that do not relate to an applicant's suitability for Commonwealth employment is prohibited.

b. In making hiring decisions, the hiring entity shall consider the public interest of ensuring access to employment for individuals with criminal records.

c. This HR Policy shall not affect positions in which a criminal conviction makes an applicant ineligible under law.

d. This HR Policy also shall not apply to employment positions responsible for the safeguarding or security of people or property, law enforcement, or those involving contact with vulnerable populations.

e. All departments, agencies, boards, commissions, and councils shall utilize the online job application system as required by ITP-BUS008. No department, agency, board, commission, or council shall utilize its own job application form or questionnaire, unless such form or questionnaire is approved by the Secretary of the Office of Administration.

Nothing in this HR Policy shall be construed to impair or otherwise affect the authority by law to an executive department, agency, or the head thereof. This HR Policy is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the Commonwealth of Pennsylvania, its departments, agencies, or entities, its officers, employees, or agents or any other person.

5. Effective Date

The Effective Date of this HR Policy is July 1, 2017.

6. Related References

Commonwealth policies, including Executive Orders, Management Directives, IT Policies, and HR Policies are published on the Office of Administration's public portal: http://www.oa.pa.gov/Policies/Pages/default.aspx

7. Publication Version Control

It is the user's responsibility to utilize the latest version of this publication, which appears on http://hrm.oa.pa.gov for Commonwealth personnel and on the Office of Administration public portal: http://www.oa.pa.gov/Policies/Pages/default.aspx. Questions regarding this publication are to be directed to 717.787.8001.

Fifth Annual Corporate Equity & Inclusion Roundtable (CEIR)

Monday, June 19, 2017

CEIR WORKING GROUP

Tim Stevens, CEIR Facilitator, Chairman & CEO, The Black Political Empowerment Project (B-PEP), Co-convener, Greater Pittsburgh Coalition Against Violence (CAV), Founder, The Black & White Reunion/Annual Summit Against Racism

Rick Adams, Assistant Vice President, Center for Learning Through Service, Community College of Allegheny County, Co-convener, W. PA. Black Political Assembly (WPBPA)

James A. Baldwin, Managing Director, Ferrum Capital Partners, LLC

Walt Bentley, Minority & Diversity Recruiting Specialist, Joint Apprenticeship Training Committee, I.B.E.W. Local Union #5

Marla Bradford, Senior Diversity Leader, Duquesne University

Alethia Bush, Workforce Development Job Developer for the Mon Valley Initiative/Southwestern PA Re-entry Coalition (SPARC)

Esther L. Bush, President & CEO, Urban League of Greater Pittsburgh

Russell L. Bynum, President Bynums Marketing & Communications, Inc. and Consultant, Bynums Minority Marketing Group

Laura Cherner, Assistant Director of the Community Relations Council (CRC) for the Jewish Federation of Greater Pittsburgh

C. Dianne Colbert, Ed.D., CDC Associates

Erma Conn, Theis Therapeutic Child Care Center

Austin Davis, Executive Assistant, Office of the Allegheny County Executive Rich Fitzgerald

Diane I. Daniels, Public Relations Specialist, DID & Associates

Ellen Estomin, Executive Director, Programs for Students with Exceptionalities, Pittsburgh Public Schools (retired)

Jim Futrell, Vice President, Research Team, Allegheny Conference on Community Development

Karen L. Garrett, Vice President of Programs and Services, Urban League of Greater Pgh.

Joel Gray, Manager of Diversity Initiatives, Pittsburgh Pirates

Elder Eugene Hanner, Mt. Ararat Baptist Church, Carlow University Intern, Urban League Senior Staff Member, B-PEP Planning Council Member

Melanie Harrington, President & CEO, Vibrant Pittsburgh

Dr. Ramon Hart, Director of Community Relations, Rivers Casino

Jessica Hobson, Engagement and Inclusion Consultant, Cultural Competency and Community Health, UPMC Center for Engagement and Inclusion

Dr. Fredrick O. Kendrick, Director of Career Advising, Career Services, University of Pittsburgh

Tracie M. Jackson, Job Developer, Pittsburgh Community Services, Inc.

Jaraya Johnson, Connection Accelerator, Vibrant Pittsburgh

Jael E. Jones, Director, Market Research, Pittsburgh Regional Alliance

Ronald Lawrence, President, 100 Black Men of Western PA

Mark Lewis, President, POISE Foundation

Alan Lincoln, CEO/President, RSG Riverside Sales Group

Janet K. Manuel, Deputy Director, City of Pittsburgh Personnel & Civil Service, EEO/Diversity & Inclusion Officer

W. Terrance McDaniel, Former Acting Regional Director, PA Human Relations Commission

Judy McNeil, Program Coordinator, Diversity Business Resource Center

Wadjet Mentuhotep (Isaiah Bey), 9 Etherteck Environmental Consultant

Barry Nathan, PhD, CEO, Leader Business Coaching

Alexander 'Nick' Nichols, Retired COO, W. PA. Minority Supplier Development Council Center for Engagement and Inclusion

Alieu Nyassi, Program Director, Cultural Competency and Community Health, UPMC Center for Engagement and Inclusion

Debbe Parker, Manager, Business Development, African American Chamber of Commerce of Western PA

Betty Pickett, Member of the Black Political Empowerment Project (B-PEP) Planning Council, Former Executive Director, Pittsburgh Chapter, National Council for Christians and Jews (NCCJ)

Clyde Wilson Pickett, Special Asst. for the President for Diversity & Inclusion, Office of Institutional Diversity & Inclusion, CCAC

Marlene Ramseur, Principal, Jones, Ramseur Management Resources, Member, The Black Political Empowerment Project (B-PEP)

Odell Richardson, Executive Director, Pittsburgh Community Services, Inc., Treasurer, Black Political Empowerment Project (B-PEP)

Deb Sadowski, Executive In Residence, Forbes Funds

Ronald B. Saunders, Race & Reconciliation Dialogue Group, St. Paul Cathedral, African American Advisory Council, Senator John Heinz History Center, Dr. Edna McKenzie Chapter, The Association for the Study of African American Life and History (ASALH)

Joshua A. Sayles, Director, Community Relations Council, Jewish Federation of Greater Pittsburgh

Marcia Scott, Community Relations Officer, KBK Enterprises

Candi Castleberry Singleton, Founder & Chair, Dignity & Respect

John Small, President, Performance Capital, Member, Black Political Empowerment Project (B-PEP) Planning Council

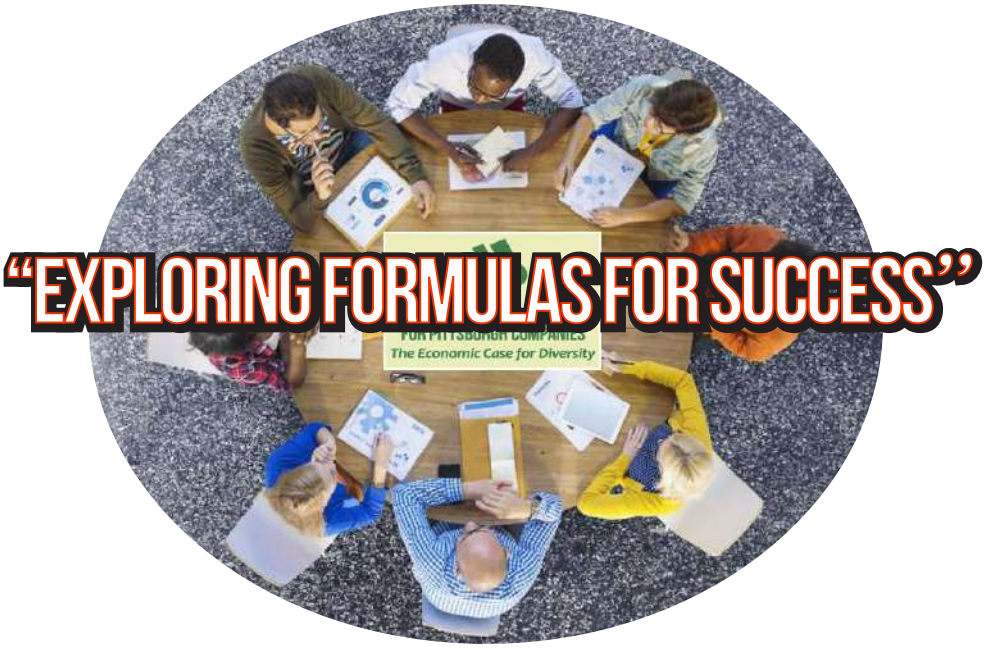
Greg Spencer, CEO, Randall Industries, LLC, former Sr. Vice President, Equitable Resources

Samantha J. Stedford, Manager of Diversity & Outreach, Allegheny County Airport Authority

Richard A. Stewart, Jr., First Vice President, NAACP Pittsburgh

Doris Carson Williams, CCE, President & CEO, African American Chamber of Commerce of Western Pennsylvania

Ricardo J. Williams, Manager of Equity & Inclusion, Bureau of Neighborhood Empowerment, Office of the Mayor, City of Pittsburgh



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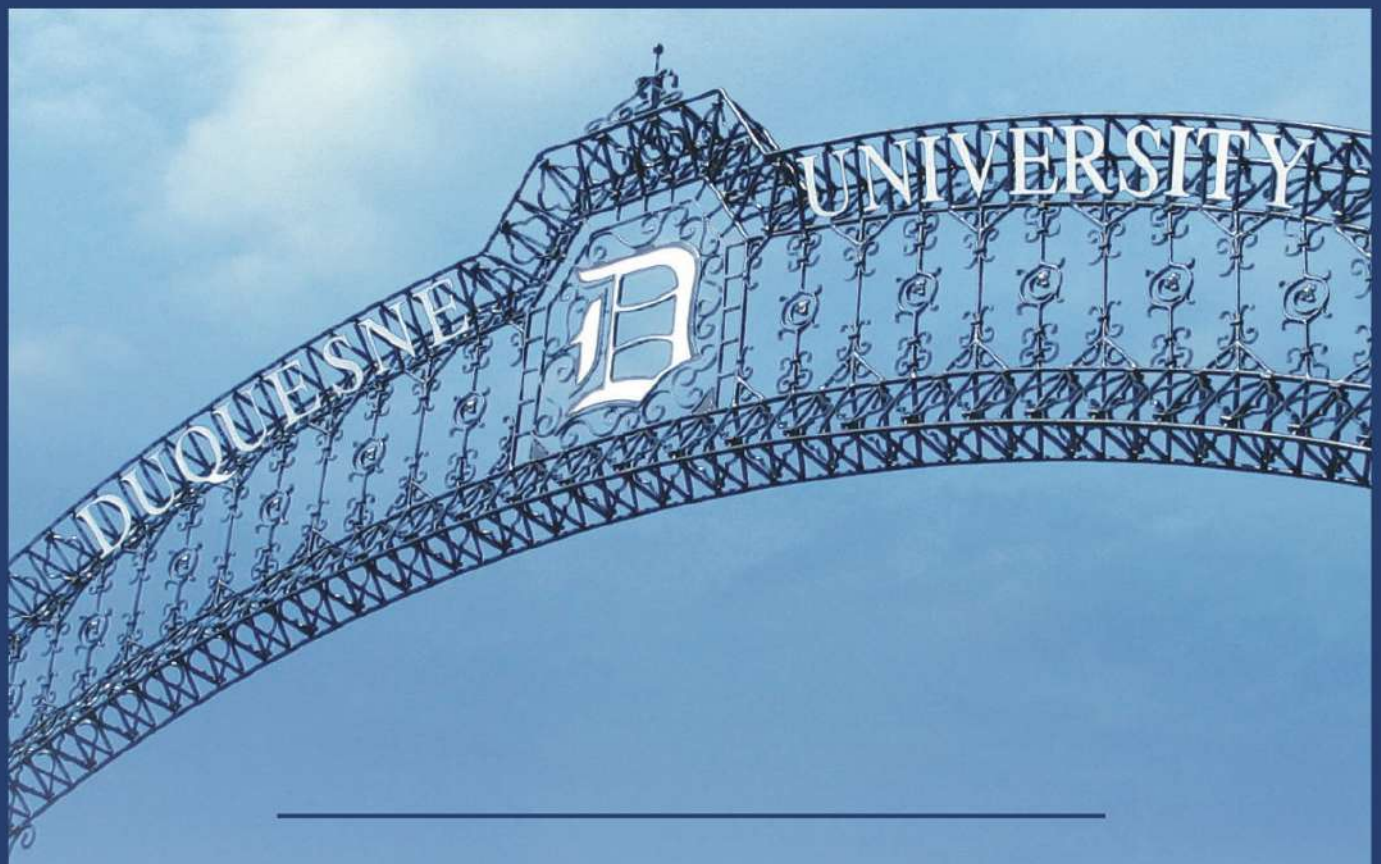

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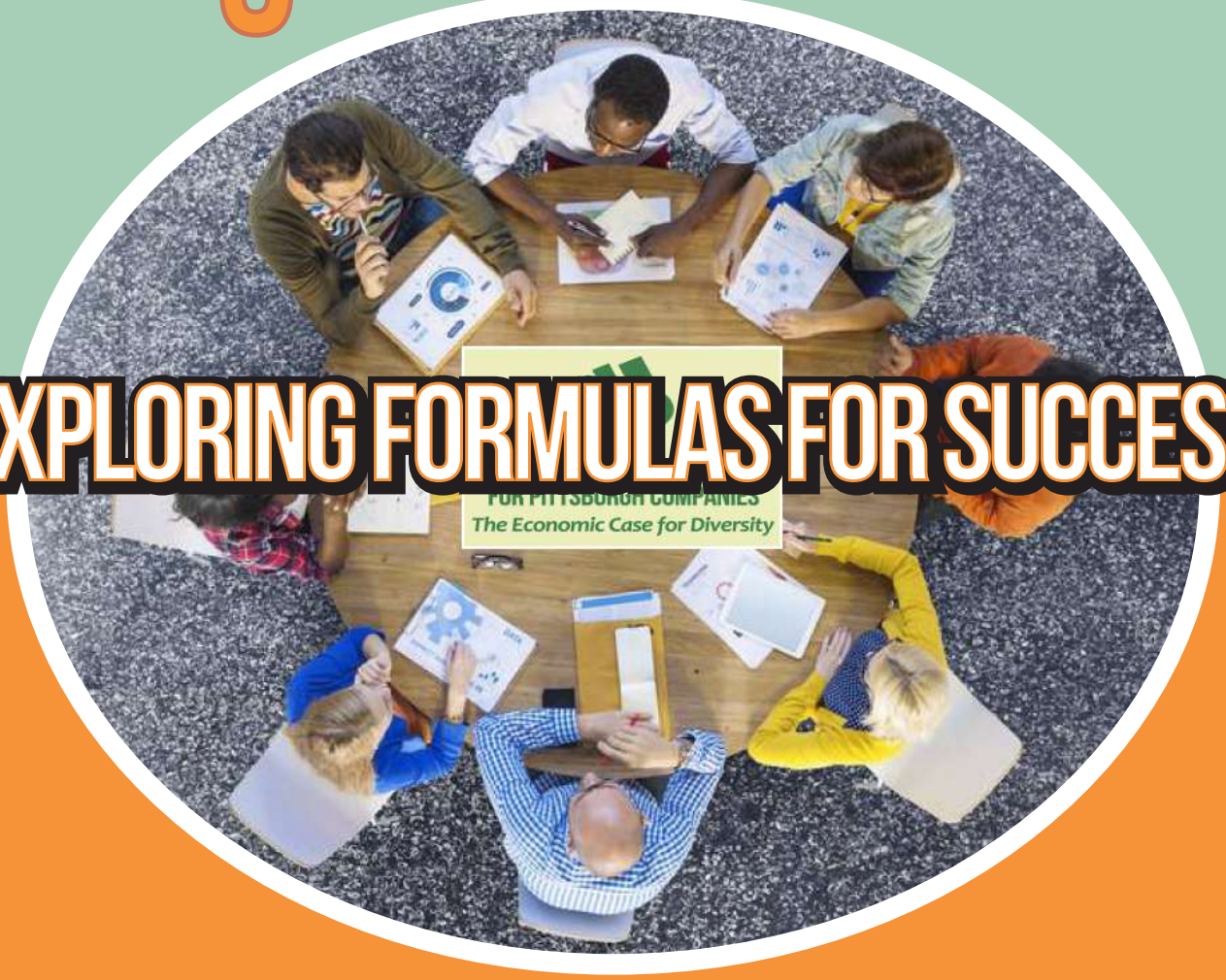

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