

Leadership Pittsburgh Inc. DEIB Guiding Principles

Overview

Leadership Pittsburgh Inc. (LPInc.) is committed to creating and nurturing an environment of trust, **Diversity, Equity, Inclusion, and Belonging (DEIB)**. LPInc. is devoted to these values because they directly support our vision of a thriving Pittsburgh region where leaders work across sectors to leverage equitable, sustainable solutions that amplify regional prosperity. This vision cannot be accomplished without a strong commitment to Diversity, Equity, Inclusion, and Belonging at every level of LPInc.'s programming and operations.

We comply with all applicable Federal, State, and Local Laws. We acknowledge that the external policy environment is always changing, but the goal is to encapsulate the spirit of upholding LPInc.'s values. We are dedicated to the fulfillment of this policy and our commitment to how this policy impacts our staff, board members, program participants, program sponsors, session speakers & advisors, alums, and members of our community (*from here on out this group will be referred to as our "stakeholders"). We acknowledge and commit to maintaining a safe workplace, program space and event space where stakeholders are supported to learn, reflect and grow in their understanding and practice of DEIB where all stakeholders feel safe expressing themselves. We recognize that Black, Indigenous, People of Color (BIPOC) participants and facilitators, or those who hold other minoritized identities, are negatively impacted by statements or actions that are discriminatory or offensive. Leadership Pittsburgh Inc. takes proactive steps to address their safety in the planning and implementation of programs.

This policy applies to all aspects of Leadership Pittsburgh Inc. operations and programs, including but not limited to: recruitment, hiring, placement, transfer, training, promotion, rates of pay and other compensation, termination, and all other terms, conditions, and perks of employment.

Definitions

Diversity is the uniqueness of our individual and collective backgrounds, skills, and experiences. It is what we each bring to work and to our daily interactions, it is what is unique to each of us and makes us better together. Diversity could be related to, but is not all-inclusive of: race, gender, disability, sexual orientation, age, family or marital status, military or veteran status, language, socioeconomic background, political affiliation, or religion. **Equity** is providing access and opportunity in employment and community to everyone, regardless of their individual and unique backgrounds, skills, and experiences, so that everyone has the opportunity to succeed with the same tools and resources. **Inclusion** is welcoming everyone versus tolerating people without accountability for understanding. Inclusion is welcoming different thoughts, ideas, and perspectives. **Belonging** is ensuring that everyone is included and that they are able to add their ideas and values. It means everyone feels respected, and that they are given the appropriate

space to share their ideas and perspectives. It means we think of including others and their perspectives even when they are not in the room.

LPInc.'s Commitment to DEIB

We acknowledge that there are systems of inequity, oppression, and injustice in our region and beyond. Organizations that perform and work with these acknowledgements in mind respect and trust each other and perform better. Leadership Pittsburgh Inc. sets goals so that our vision for DEIB is ongoing, transparent, and at the forefront of all we do.

We recognize that at times we may make assumptions and have gaps in DEIB areas that may need to be brought to our attention. All of our stakeholders have a voice, and we pledge to practice consistent listening to ensure that we have heard everyone in our decision-making.

We embrace diversity of background, thought, culture, language, lived experience and other factors that make our stakeholders unique and make our workplace, programs, events and communities a safe place to be.

Part of this commitment comes down to how we attract, engage, and retain our stakeholders. Leadership Pittsburgh Inc. will promptly investigate any matters brought to our attention to ensure equity is always at the forefront of decisions and our culture.

Leadership Pittsburgh Inc. will regularly review our values to ensure they are aligned to and supportive of our DEIB objectives. We will commit to communicating our DEIB policy and related program initiatives to stakeholders, host annual training for ongoing professional development, identify DEIB success measures, set targets to accomplish our goals, and progress will be reported to the board annually. This work will be led by the President & CEO, with support from internal staff.

Approval Date: __Wednesday, September 20, 2023__