

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.

LPInc. is committed to providing equal employment opportunities to all employees and applicants. Employment decisions are made without regard to race, color, religion, cred, sex (including pregnancy, childbirth, or related medical conditions), sexual orientation, marital status, veteran status, or any other characteristic protected by applicable law. This policy applies to all terms and conditions of employment, including recruitment, hiring, placement, promotion, transfer, training, compensation, benefits, discipline, and termination. LPInc. strictly prohibits any form of unlawful discrimination, harassment, or retaliation against stakeholders and is committed to fostering an environment in which everyone feels a sense of belonging.

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. **Equity** is providing access and opportunity in employment and community to everyone based on individuals' specific needs so that everyone has the opportunity to succeed. **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 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.

Under the leadership of our President and CEO, LPInc. will regularly review our values to ensure they are aligned with and supportive of our DEIB objectives and will continue to promote a culture of belonging for all stakeholders.

Approval Date: __Wednesday, September 20, 2023__