

Focus Area	Initiative	Overview	Who's Involved	End Goal	Link
Art/Racial Equity	Racial Justice and Equity	Fighting the lack of diversity and systemic racism of arts communities and education through professional training, research, and offering other resources.	Greater Pittsburgh Arts Council	Making regional arts and culture equitable for all.	<a href="http://www.pittsburghartscouncil.org/equity">http://www.pittsburghartscouncil.org/equity</a>
Corporate/Leadership	Concierge Pittsburgh	Building an inclusive community in Pittsburgh for African American professionals of all ages	Barry Nathan	Ensures that Pittsburgh's regional corporations, schools and universities, nonprofit organizations, and other places of work can retain and attract African American professionals.	<a href="https://concierge-pgh.com/">https://concierge-pgh.com/</a>
Corporate/Leadership	The Advanced Leadership Initiative	Building an executive education program to increase representation of African Americans in nonprofit and corporate leadership.	Sponsored by EQT, Highmark Health, UPMC. and PNC	Increase the percentage of African Americans in corporate and nonprofit leadership to create a more diverse community	<a href="https://advancedleadershipinitiative.org/">https://advancedleadershipinitiative.org/</a>
Corporate/Leadership	Greater Pittsburgh Diversity & Inclusion Forum	Work collaboratively to promote diversity and inclusion in workplaces and hiring practices	Vibrant Pittsburgh, Pittsburgh Today, Regional Workforce Diversity Indicators Team	Create more diverse workplaces	<a href="http://vibrantpittsburgh.org/EmployersCDO.xml">http://vibrantpittsburgh.org/EmployersCDO.xml</a>
Corporate/Leadership	Regional Economic Inclusion Summit	A summit to promote diversity in the workplace by bringing together more diverse leaders, highlighting organizations, and providing an opportunity for networking	Vibrant Pittsburgh	More diversity in leadership in the area	<a href="http://www.vibrantpittsburgh.org/Module/Initiative/Detail/RegionalEconomicInclusionSummit?id=17">http://www.vibrantpittsburgh.org/Module/Initiative/Detail/RegionalEconomicInclusionSummit?id=17</a>
Corporate/Leadership	Connection Accelerator	Gather data and analyze best practices toward regional retention and promoting diversity	Vibrant Pittsburgh	Promoting diversity in the region	<a href="http://www.vibrantpittsburgh.org/Module/Initiative/Detail/ConnectionAccelerator:ProgramOverview?id=6">http://www.vibrantpittsburgh.org/Module/Initiative/Detail/ConnectionAccelerator:ProgramOverview?id=6</a>
Corporate/Leadership	Talent Attraction	Economic development strategy to attract diverse talent that meets the region's needs.	Vibrant Pittsburgh	To attract diverse talent to fill Pittsburgh's needs	<a href="http://www.vibrantpittsburgh.org/Module/Initiative/TalentAttractionList">http://www.vibrantpittsburgh.org/Module/Initiative/TalentAttractionList</a>
Disability Inclusion	Diversity Includes Disability	A campaign that involves a series of awareness posters, the creation of DRS digital portal for students with disabilities, and an accessibility coordinator.	University of Pittsburgh	To offer more resources for students and increase awareness that disability is a valuable consideration in diversity and inclusion	<a href="https://www.diversity.pitt.edu/resources/individuals-disabilities/diversity-includes-disability">https://www.diversity.pitt.edu/resources/individuals-disabilities/diversity-includes-disability</a>
Economic Development	Creating A Next Generation Economy for All	Creating a strong economy that involves growth in various sectors, clean air and clean water, technology and mobility, and increased diversity	Allegheny Conference	To create an economy that works for all people	<a href="https://www.alleghenyconference.org/wp-content/uploads/2018/04/018_AgendaDocument.pdf">https://www.alleghenyconference.org/wp-content/uploads/2018/04/018_AgendaDocument.pdf</a>
Education	Getting to All	An effort to decrease inequity in Pittsburgh Public Schools Students' grades, test scores, and programs. It includes an equity advisory panel, the development of new programs and processes to combat inequity in schools, and an evaluation of existing programs and processes for equity.	Pittsburgh Public Schools	Achieving equity among students, which can be measured through grades and standardized test scores.	<a href="https://www.pghschools.org/domain/31">https://www.pghschools.org/domain/31</a>

Education	Black Men Teaching Initiative	Addressing the lack of black male educators by establishing an education pipeline	Professors from California State University, Indiana University, Point Park College and Community College of Allegheny County	Increase the number of black male educators in PA	<a href="https://newpittsburghcourieronline.com/2016/11/16/students-of-color-increasing-and-teachers-of-color-not-here-why-and-what-we-can-do-about-it/">https://newpittsburghcourieronline.com/2016/11/16/students-of-color-increasing-and-teachers-of-color-not-here-why-and-what-we-can-do-about-it/</a>
Education	Restorative Practices Initiative	Developing discipline techniques that do not involve suspensions or missing class time	Pittsburgh Public Schools, National Institute of Justice, International Institute for Restorative Practices, RAND	Decrease suspensions and punishment that involves missing class	<a href="https://www.nextpittsburgh.com/latest-news/will-a-new-approach-to-discipline-improve-pittsburgh-public-schools-this-new-data-is-encouraging/">https://www.nextpittsburgh.com/latest-news/will-a-new-approach-to-discipline-improve-pittsburgh-public-schools-this-new-data-is-encouraging/</a>
Education	Title IX Initiative	A collaboration between universities, law enforcement, PCHE, Pittsburgh Action Against Rape, and others for working to eliminate campus sexual assault	Pittsburgh Council on Higher Education	To eliminate campus sexual assault and make all students feel safer on campus	<a href="https://pche-pa.org/title-ix/">https://pche-pa.org/title-ix/</a>
Education	Retention	A consortium designed to increase student retention at universities by addressing students' basic needs	Pittsburgh Council on Higher Education and Homeless Children's Education Fund	To increase student retention in college	<a href="https://pche-pa.org/retention/">https://pche-pa.org/retention/</a>
Education	Greater Pittsburgh Higher Education Diversity Consortium	A collaboration meant to increase diversity within higher education and by bringing together educational leaders who are experienced in prioritizing it	Pittsburgh Council on Higher Education	Bringing diversity and inclusion to Pittsburgh, particularly throughout higher education	<a href="https://pche-pa.org/diversity-inclusion/">https://pche-pa.org/diversity-inclusion/</a>
Education/Corporate	LEAD Initiative	A summit for college freshman, sophomore, and juniors with a 3.0 GPA or higher to network, discuss diversity, review resumes, and more.	PNC	To discuss diversity in leadership and education and provide networking opportunities for students	<a href="https://www.aspirations.org/activity/lead-summit-leadership-education-advancing-diversity">https://www.aspirations.org/activity/lead-summit-leadership-education-advancing-diversity</a>
Education/Social Justice	The Council for Cultural Equity And Emancipated Education	Bringing together educators, activists, community servants, artists, organizers and others who are all interested in advocating for students of color.	Pittsburgh Public Schools	Equity in Pittsburgh Public Schools. Achieving a fairer curriculum for all students.	<a href="https://www.facebook.com/pages/category/Education-Website/The-Council-for-Cultural-Equity-And-Emancipated-Education-389012984918632/">https://www.facebook.com/pages/category/Education-Website/The-Council-for-Cultural-Equity-And-Emancipated-Education-389012984918632/</a>
Government	Cities for Racial Equity and Racial Healing Technical Assistance Initiative	Six cities, including Pittsburgh, were selected for this 15 month technical assistance program. It provides leaders with ways of improving racial equity in their city.	National League of Cities W. K. Kellogg Foundation	Address institutional racism within a city's policies and practices	<a href="https://www.nlc.org/article/national-league-of-cities-selects-six-cities-for-the-cities-for-racial-equity-and-racial">https://www.nlc.org/article/national-league-of-cities-selects-six-cities-for-the-cities-for-racial-equity-and-racial</a>
Government	Government Alliance on Race and Equity	Creating a network of government officials interested and trained in achieving racial equity through programs and policy adjustment as well as through leadership.	Race Forward and the Haas Institute	Strive toward racial equity by adjusting policy through local government.	<a href="https://www.racialequityalliance.org/">https://www.racialequityalliance.org/</a>
Government	My Brothers Keeper	A public-private partnership of the United States Federal Government to encourage civic leaders to fight for racial equity for young men of color.	City of Pittsburgh	Achieving equity and allowing young men of color to meet their potential	<a href="http://pittsburghpa.gov/mayor/mbk/index.html">http://pittsburghpa.gov/mayor/mbk/index.html</a>
Government	Welcoming Pittsburgh	Strategy for integrating immigrants and Latinos into the city, helping with citizenship and housing, etc.	Mayor Peduto, City of Pittsburgh	Making the city of Pittsburgh livable for immigrants, welcoming them into the community	<a href="http://pittsburghpa.gov/mayor/welcoming-pgh/index.html">http://pittsburghpa.gov/mayor/welcoming-pgh/index.html</a>

Government	OnePGH	Working to make sure Pittsburgh is livable for everyone by making sure basic needs are met and making sure we are dedicated to environmental health	City of Pittsburgh, Resilient Pittsburgh	Pittsburgh residents having their basic needs met; reducing Pittsburgh's carbon footprint	<a href="http://pittsburghpa.gov/onepgh/index.html">http://pittsburghpa.gov/onepgh/index.html</a>
Government	Pittsburgh Black Elected Official Coalition	Black elected officials who are working toward a safe, sustainable, thriving African American community	Rev. Ricky Burgess City Councilman, Ed Gainey PA State Representative, Daniel Lavelle City Councilman, DeWitt Walton County Councilman, Jake Wheatley PA State Representative	Improve African American communities and neighborhood by working in: <ul style="list-style-type: none"> <li>• Public Safety</li> <li>• Affordable Housing</li> <li>• Family Outcomes</li> <li>• Business &amp; Organizations</li> <li>• Education</li> <li>• Employment</li> </ul>	<a href="http://pbeoc.org/">http://pbeoc.org/</a>
Government	Homefront Pittsburgh	Initiative to provide services and increase opportunities for veterans and their families in Pittsburgh	City of Pittsburgh	Provide more opportunities in employment and housing for veterans	<a href="http://pittsburghpa.gov/mayor/homefront-pgh/index.html">http://pittsburghpa.gov/mayor/homefront-pgh/index.html</a>
Housing	Housing Opportunity Fund	to support the preservation and development of affordable and accessible housing and the prevention and reduction of homelessness	URA/City of Pittsburgh	intended to provide resources to help stabilize and improve Pittsburgh's neighborhoods by supporting the development and preservation of affordable and accessible housing; City has agreed to provide 10 million/ year for 10 years	<a href="https://www.ura.org/pages/HOF">https://www.ura.org/pages/HOF</a>
Immigrant Integration	All for All	Connect people, organizations, and communities to build an inclusive environment for immigrants	Change Agency	Promote immigrant and refugee inclusion in the Greater Pittsburgh region through community engagement, institutional fluency, and building capacity.	<a href="https://www.allforall.world/mission-index-impact">https://www.allforall.world/mission-index-impact</a>
Public Health	Violence Prevention Initiative	Addressing community violence as a public health problem that impacts African Americans most directly.	University of Pittsburgh Graduate School of Public Health's Center for Health Equity	Reduce homicide and community violence	<a href="http://www.healthequity.pitt.edu/violence-prevention">http://www.healthequity.pitt.edu/violence-prevention</a>
Racial Equity	YWCA Greater Pittsburgh's Center for Race & Gender Equity	Fighting racial inequity through awareness, education, and training. They offer workshops, events, and awards to keep communities engaged in their work for gender and racial equity.	YWCA Greater Pittsburgh, PUMP, Center for Victims, Civil Rights Division	Eliminating racism and empowering women through legislation and advocacy.	<a href="https://www.ywcapgh.org/programs/center-for-race-and-gender-equity">https://www.ywcapgh.org/programs/center-for-race-and-gender-equity</a>
Racial Equity	Center on Race and Social Problems	to help lead America further along the path to social justice by conducting race-related research, mentoring emerging scholars, and disseminating race-related research findings and scholarship.	University of Pittsburgh, School of Social Work	Hosted the largest conference on race ever held in America. In addition, the center offers a speaker series, summer institutes, and an online directory; publishes demographic reports and the journal Race and Social Problems	<a href="http://www.crsp.pitt.edu/center-directory">http://www.crsp.pitt.edu/center-directory</a>
Social Justice	All-in Pittsburgh	Community-based initiative working toward influencing policy, creating well-researched policies, and achieving racial equity within and outside the initiative; helped to spearhead equity legislation within the city of Pittsburgh	Neighborhood Allies, UrbanKind Institute, Mongolo-Winston Consulting, and PolicyLink	Focus is on Housing, Employment and Entrepreneurship.	<a href="http://www.allinpgh.org/">http://www.allinpgh.org/</a>

Social Justice	Black Girls Equity Alliance/Gwen's Girls	Enrich the lives and meet the needs of black girls. Connect them with skills and opportunities and foster positive relationships.	United Way of Allegheny County	Create a more equitable community for black girls.	<a href="http://www.gwensgirls.org/">http://www.gwensgirls.org/</a>
Workforce	Workforce Development	Job training programs to make workplaces more inclusive for various groups of people, like single mothers.	Pittsburgh Council on Higher Education	Workplace inclusivity	<a href="https://pche-pa.org/workforce-development/">https://pche-pa.org/workforce-development/</a>
Criminal Justice	Campaign for Smart Justice	It is a national multiyear effort to reform the criminal justice system	American Civil Liberties Unions	reduce the U.S. jail and prison population by 5	<a href="https://www.aclupa.org/our-work/current-campaigns/smart-justice-pa">https://www.aclupa.org/our-work/current-campaigns/smart-justice-pa</a>