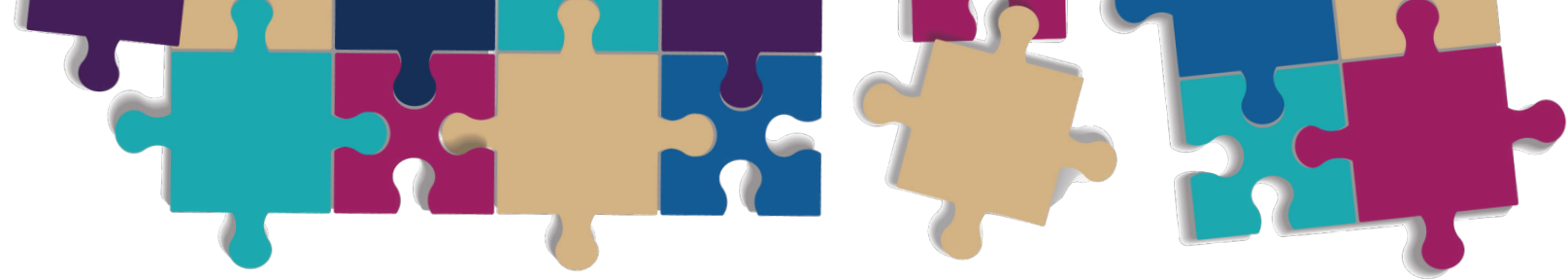




VIBRANT INDEX

6.0 Summary Report
July 2025



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A Note on the 2025 Climate & Norms

The Vibrant Index is designed as a constructive, data-driven tool to help organizations reflect, align, and take action toward more inclusive workplaces. When Vibrant Pittsburgh launched the Vibrant Index 6.0, it coincided with the issuance of Executive Order 14151, which intensified scrutiny of diversity, equity, and inclusion initiatives—particularly among employers with federal contracts or funding streams. In response, Vibrant Pittsburgh conducted additional due diligence to ensure the diagnostic’s intent and integrity remained clear and aligned with its purpose. Even so, the timing of this launch inevitably influenced this iteration’s results and should be taken into account.



ABOUT THE VIBRANT INDEX

Overview

The Vibrant Index, established in 2019, benchmarks participating employers' current diversity, equity, and inclusion practices in comparison to best practices. This sixth iteration continues to aid employers in identifying their strengths and areas for continual improvement.

Methodology

Participation in the Vibrant Index 6.0 was voluntary, with employers opting into the diagnostic. Participants completed the diagnostic of 70 optional questions online via the Qualtrics platform and had the ability to opt out of any stage. Participants had at least six weeks to finalize the diagnostic, and only final submissions were counted in the sample.

Post-Participation Engagement

All participating employers receive confidential reports reflecting their current practices with comparison scores. All participants are encouraged to utilize a free consultation with Vibrant Pittsburgh to identify strategies to advance their efforts.

Year-to-Year Comparison

Voluntary, self-selected participation in the diagnostic produces a different sample representation each year. As such, year-to-year and longitudinal conclusions should be conservatively drawn with particular attention given to the climate and norms at the time of the diagnostic. Results of the Vibrant Index are not representative of all workplaces in the Pittsburgh region.

About This Report

The report is categorized into three areas that comprehensively showcase how our regional participating employers have navigated through our distinct 9 pillars of diversity, equity, and inclusion in 2024. We start our journey by analyzing a panoramic map of our sample size across employer size and type, providing a snapshot of high-level findings. We continue by highlighting key areas within each pillar for consideration. Pillar findings are centered around the pillar standard which is set at the closest half-point to achieve a 95 percent score. Our journey is rounded out by observing the unique paths some of our Vibrant Champions have taken on through these pillars.

VIBRANT CHAMPIONS

The designation of Vibrant Champion does not convey perfection. Instead, it recognizes employers that are catalysts in cultivating diverse, inclusive, and equitable workplaces in the Pittsburgh region. In assessing the results of the Vibrant Index 6.0, it became clear that certain pillar areas were seen as a more significant barrier to completion than others across the sample. As such, to ensure a fair reflection of the work being done by employers throughout the region, Champion status is being awarded to participants scoring at least 95% in seven of the nine pillars. This does not lessen the accomplishments of these organizations but instead amplifies their dedication to this work even in times of uncertainty.



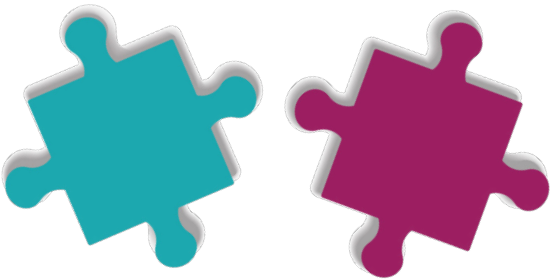
2025 Vibrant Champions:



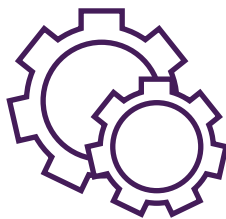
One additional participant met the criteria for Champion status but chose not to be publicly recognized.



RISING STARS

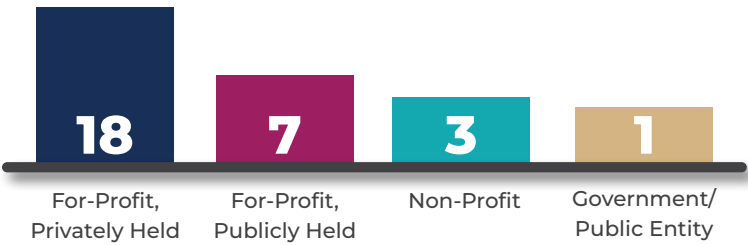


The designation of Rising Star is awarded to employers showing a 10% increase in at least one Index pillar between iterations 5.0 and 6.0 of the diagnostic. The graph below is a visual representation and breakdown of the rising stars we saw this year!

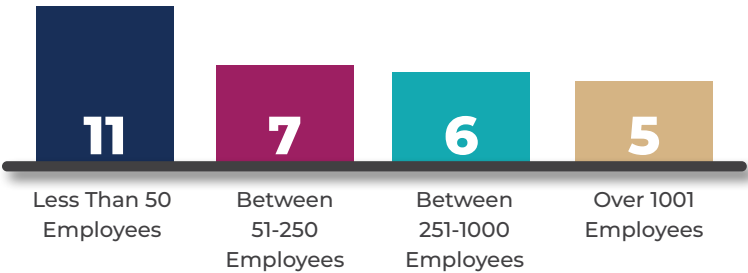


RISINGS STARS REPRESENT
15 OUT OF 18 INDUSTRIES.

RISINGS STARS BY EMPLOYER TYPE



RISINGS STARS BY EMPLOYER SIZE



RISINGS STARS BY PILLAR



DIAGNOSTIC SAMPLE

The Vibrant Index 6.0 was completed by 60 employers. A normal distribution of employer sizes is represented in the sample. Anecdotal evidence suggests that the uncertain climate of diversity, equity, and inclusion in 2025 dissuaded some employers from participating. It should be noted that the post-diagnostic assessment provided to participants and non-participants also offers a degree of support to this evidence.

CHAMPION CASE STATEMENTS

This year to highlight the work of Vibrant Champion employers we asked participating Champions to provide impactful insights that could resonate with organizations of all types and sizes in three specific areas – where have they gained the most traction, what’s on their radar now, what’s a practice or mindset shift others could adopt. These insights, beginning with the two below and then threaded throughout the remaining report, are designed to provide tangible elements that regional employers can use to build momentum in their own work.

What’s gained the most traction in your efforts to build an inclusive and engaged workplace?



WC&S has robust training offerings for staff that focus on providing inclusive environments to our clients, colleagues, and the community. We have a hub where training materials and recordings are stored and can be easily accessed by any staff for viewing at any time. Our training calendar lists internally and externally offered trainings. During our monthly All Hands, we have report outs on the four pillars of WC&S: Safety, Diversity, Equity, & Inclusion, Sanctuary, and Women’s Center Business System (management and leadership philosophy). Staff are also able to ask questions anonymously, to be answered by the President/CEO and Senior Leadership.

What’s a practice or mindset shift you think others could adopt to build momentum in their own work?



Organizations should center equity, trauma awareness, and neuro-inclusion to build genuine momentum. These guiding principles go beyond Diversity, Equity, Inclusion, & Belonging jargon, fostering authentic inclusion where teams feel recognized and supported. Integrating them into operations, governance, and decision-making ensures workplaces are truly equitable, trauma-informed, and neuro-inclusive, making efforts more effective and transformative.

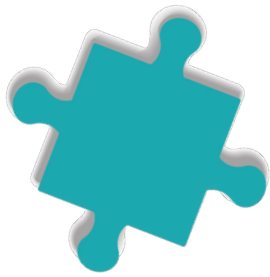


CHART 1. EMPLOYER TYPE

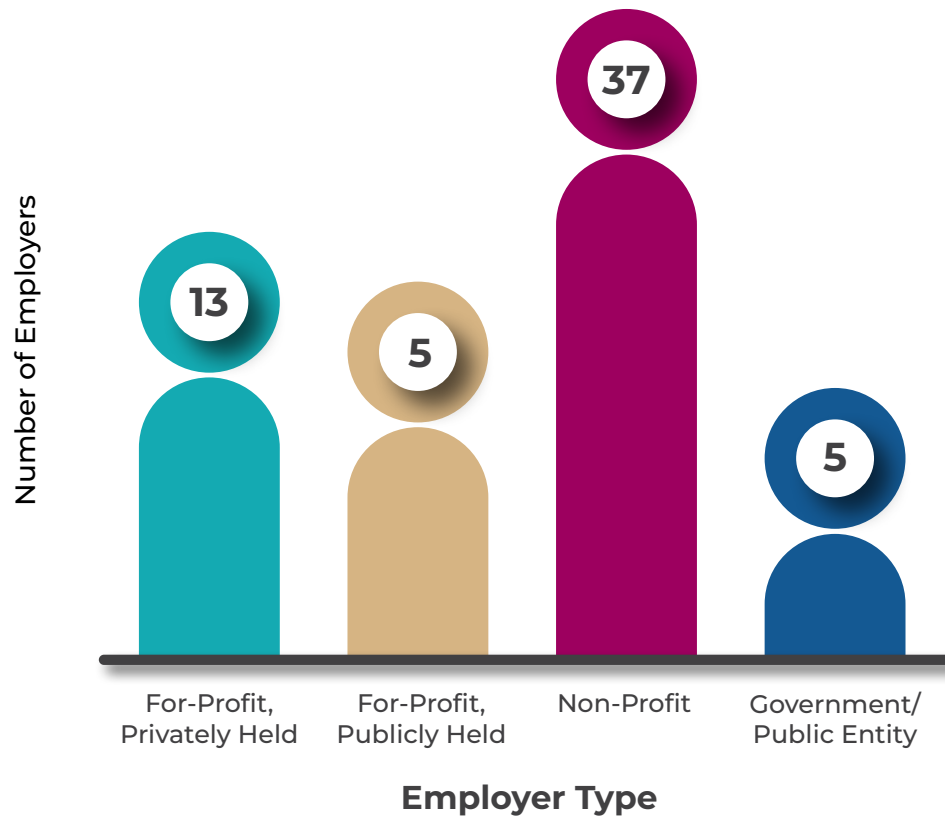


TABLE 1. EMPLOYER TYPE METRICS

	For-Profit, Privately Held	For-Profit, Publicly Held	Non-Profit	Government
Champions	2	1	4	1
Rising Stars	7	1	18	3
Industries Represented	8 of 18	3 of 18	13 of 18	4 of 18
Employer Sizes Represented	4 of 4	2 of 4	4 of 4	3 of 4
Highest performing pillar (percentage of participants at or above standard)	Written Commitment with 77%	Community Engagement with 80%	Written Commitment with 78%	Supplier Diversity & Community Engagement tied with 80%
Lowest performing pillar (percentage of participants at or above standard)	Benefits & Policies with 0%	Benefits & Policies with 0%	Benefits & Policy and Data & Accountability tied with 5%	Benefits & Policies with 0%

CHART 2. EMPLOYER SIZE

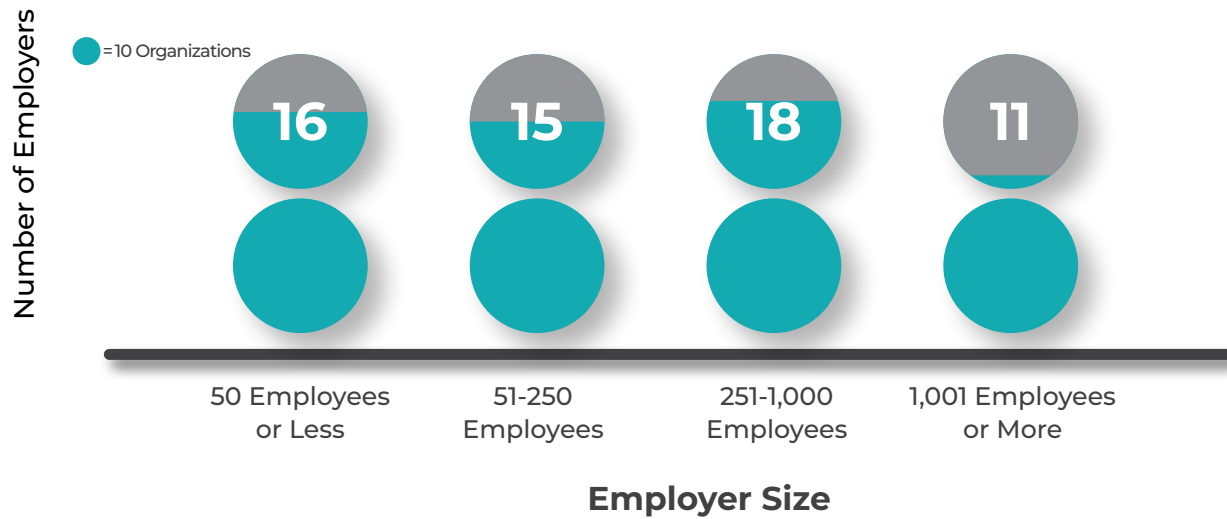
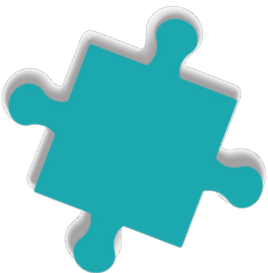
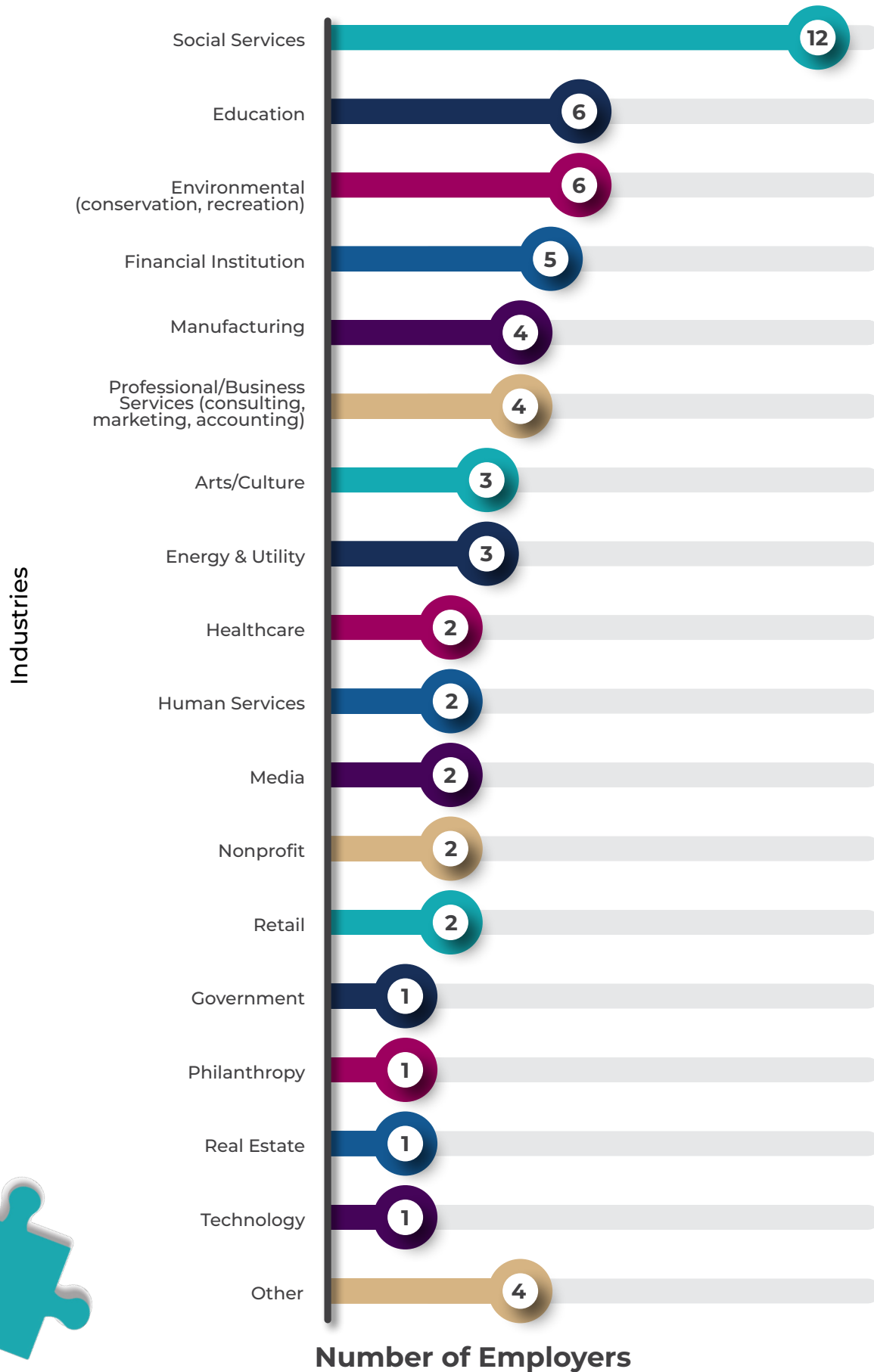


TABLE 2. EMPLOYER SIZE METRICS

	Less than 50 Employees*	Between 51 - 250 Employees	Between 251 - 1001 Employees	Over 1001 Employees
Champions	0	3	3	2
Rising Stars	6	11	7	5
Industries Represented	7 of 18	10 of 18	10 of 18	6 of 18
Employer Sizes Represented	2 of 4	3 of 4	4 of 4	4 of 4
Highest performing pillar (percentage of participants at or above standard)	Written Commitment with 62.5%	Written Commitment with 87%	Written Commitment with 78%	Community Engagement with 82%
Lowest performing pillar (percentage of participants at or above the standard)	Data, Benefits & Policies, and Talent at 0%	Benefits & Policies with 13%	Benefits & Policies with 0%	Benefits & Policies with 0%

*Note: no participants with less than 50 employees met the standard in any of the nine pillars

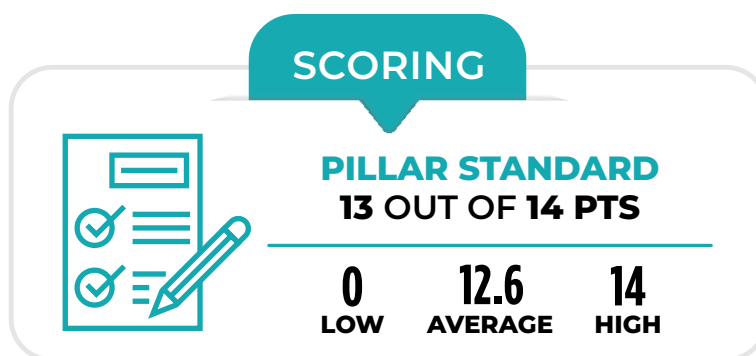
CHART 3. EMPLOYER INDUSTRY



1 Written Commitment & Transparency

What it Measures: An employer's public commitment to diversity, equity, and inclusion is achieved by signing a diversity pledge and publishing a nondiscrimination policy.

Why it Matters: Authentic, transparent, and public diversity, equity, and inclusion commitment sets a cultural tone, articulates how a company plans to represent its internal and external stakeholders, illuminates how it views equity, and invites accountability for change.



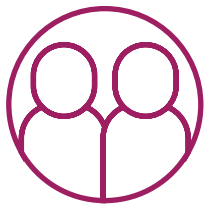
17/60 OR 28%

ARE PILLAR LEADERS

SCORING AT OR ABOVE THE PILLAR STANDARD



RISING STARS



Employers with

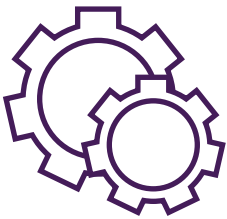
51 - 250 EMPLOYEES

performed the best in
reaching pillar standard



NON-PROFIT & FOR-PROFIT PRIVATELY HELD

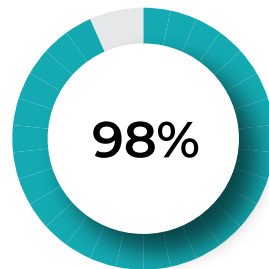
performed the best in
reaching pillar standard



Written Commitment was the
highest pillar score for:

**Arts, Education, Government,
Media, Philanthropy, Professional
& Business Services, Real Estate,
Social Services and Technology**

Does your
organization
have a written
non-discrimination
policy?



Yes, our organization
has a written non-
discrimination policy.



What's gained the most traction in your efforts to build an inclusive and engaged workplace?

Recruitment and onboarding are two strong contributing areas where we reinforce our inclusive and engaged workplace and culture. We stay connected with new hires during the entire first year, gathering feedback on milestones to help employees navigate and learn. We conduct a fun immersive week-long in-person new-hire training to help employees understand what we do, how we do it, and the impact to the organization. During this training, we share our commitment to diversity, equity, and inclusion and how our Employee Resource Groups support employees in being themselves and becoming allies to their colleagues.



What's on your radar now— something you're refining or planning to deepen?

We often evaluate our studio benefits, policies, and training support. Recently, we've been working to deepen our Neurodiversity in the Workplace training to foster a more inclusive environment. We've expanded our Longevity Leave to include added tenure lengths, providing increased support for long-term team members. We're also prioritizing and proactively supporting studio members through changes in our industry to ensure smooth adaptation and skill development for all employees.



What it Measures: Key employee benefits that have a significant impact on underrepresented and marginalized populations. It is indicative of the care that employers take to make work-life balance attainable for all employees. This assessment area is not intended to be comprehensive.

Why it Matters: Benefits and policies are tangible evidence of an employer's commitment to creating a welcoming environment for a diverse workforce.

SCORING



PILLAR STANDARD
36.5 OUT OF 38.5 PTS

9.5	25.6	36.5
LOW	AVERAGE	HIGH

2/60 OR 3%
ARE PILLAR LEADERS

SCORING AT OR ABOVE THE PILLAR STANDARD



RISING STARS



What's a practice or mindset shift you think others could adopt to build momentum in their own work?

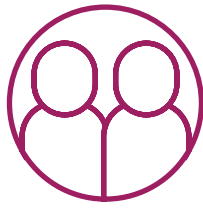
What continues to work best for us is to implement incremental changes. We work to thoughtfully adapt with small, sustainable steps and ensure all decisions align with our mission and values. We also proactively work to anticipate employee needs, both in the short term and long term. This mindset supports all our team members, keeping everyone equipped and as confident as possible amidst uncertainty.



Women's Center & Shelter
of Greater Pittsburgh

What's on your radar now, something you're refining or planning to deepen?

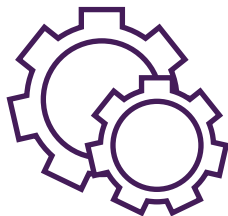
Several employees are working on creating a Working Parent ERG.



Employers with
**51 - 250
EMPLOYEES**
performed the best in
reaching pillar standard

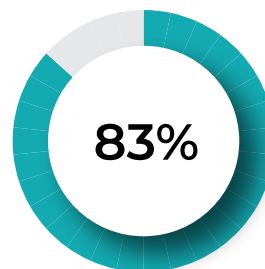


NON-PROFIT
is the only employer type to
reach pillar standard



**EDUCATION &
SOCIAL SERVICES**
are the only industries to
reach pillar standard

Does your
organization
offer formal
opportunities to
express pronouns?



Yes, pronoun usage in
email signature lines.

3

Employee Networks

What it Measures: An employer's commitment to convene and engage with voluntary, employee/business-led groups comprised of individuals based on common interests, backgrounds, or demographic factors such as gender, race, or ethnicity, commonly known as Employee/Business Resource Groups (EBRGs).*

Why it Matters: EBRGs foster a sense of belonging and acceptance and are a way for employees to engage with networks that will help support and connect them to information, opportunities, and resources critical to engagement, advancement, and retention in the workplace.

OVERALL

17/60 OR 28%

ARE PILLAR LEADERS

SCORING AT OR ABOVE THE PILLAR STANDARD

PARTICIPANTS SUPPORTING INTERNAL AND EXTERNAL EBRG ENGAGEMENT

SCORING

PILLAR STANDARD
15 OUT OF 16 PTS

4 12.8 17**
LOW AVERAGE HIGH



RISING STARS

PARTICIPANTS SUPPORTING ONLY EXTERNAL EBRG ENGAGEMENT

SCORING

PILLAR STANDARD
4 OUT OF 4 PTS

0 1.5 4
LOW AVERAGE HIGH

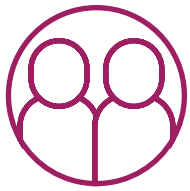


RISING STARS

*EBRGs are not appropriate for every employer, and the success of an EBRG depends upon a variety of factors, such as climate, size, and EBRG structure. EBRGs should be open to ally participation.

**Participants were able to earn an extra point depending on their answers, taking to total points a participant could earn up to 17.

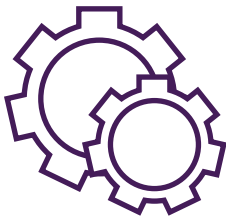
PARTICIPANTS SUPPORTING INTERNAL AND EXTERNAL EBRG ENGAGEMENT



Employers with
**OVER 1001
EMPLOYEES**
performed the best in
reaching pillar standard



**NON-PROFIT &
FOR-PROFIT
PRIVATELY HELD**
performed the best in
reaching pillar standard



**EDUCATION,
PROFESSIONAL/
BUSINESS SERVICES,
& MANUFACTURING**
are the only industries to
reach pillar standard

PARTICIPANTS SUPPORTING ONLY EXTERNAL EBRG ENGAGEMENT



Employers with
**50 OR LESS
EMPLOYEES**
performed the best in
reaching pillar standard

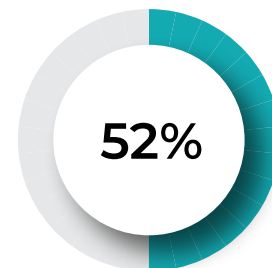


**NON-
PROFIT**
is the only type that
reached pillar standard



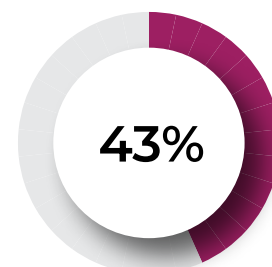
**SOCIAL
SERVICES**
is the only industry to reach
pillar standard

Our upper management team
actively encourages employees to
participate in external professional
affinity groups.



Yes

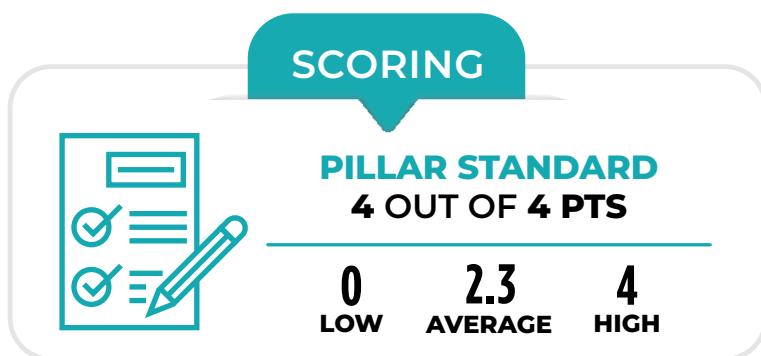
Does your company offer internal
resource groups?



Yes

What it Measures: Employer structures, including diversity, equity, and inclusion councils and committees, and engagement within the structures that provide enhanced access to decision-makers.

Why it Matters: Commitment and active engagement in diversity, equity, and inclusion from decision makers, particularly executives and hiring managers, cultivates an ownership culture essential to diversity, equity, and inclusion's success.



7/60 OR 12%
ARE PILLAR LEADERS

SCORING AT OR ABOVE THE PILLAR STANDARD



RISING STARS



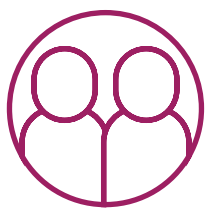
What's on your radar now—something you're refining or planning to deepen?

We're deepening our advocacy efforts, Advancing Economic Security for Women and Families for Sustainability, by identifying financial trauma challenges in pay equity, childcare, housing, safety net, and parental leave to break down systemic barriers.



What's gained the most traction in your efforts to build an inclusive and engaged workplace?

We've worked to create an inclusive and engaged culture through employee involvement within safe spaces. We prioritize initiating and completing feedback loops, such as on studio policy updates or current events that are impacting our studio members. We ensure we do this by sharing updates and following through on actionable input. Our approach is responsive, not reactive, which allows us to implement sustained improvements that meet our studio and employees' needs.



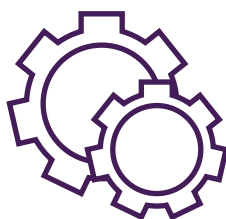
Employers with
**51 - 250
EMPLOYEES**

performed the best in
reaching pillar standard



NON-PROFIT

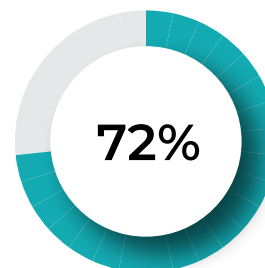
is the only employer type to
reach pillar standard



SOCIAL SERVICES

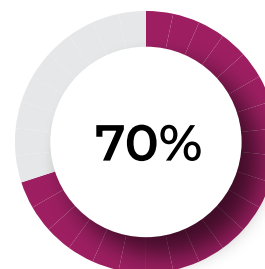
had the largest number of employers
who reached pillar standard

Does your organization have a diversity and inclusion council, task force, steering committee, or similar internal advising body dedicated to your organization's diversity and inclusion strategy?



Yes

Does your organization have an employee(s) who report directly to the CEO, owner, or highest-ranking employee on diversity, equity, and inclusion initiatives?



Yes

5

Training & Education

What it Measures: Who receives diversity, equity, and inclusion training, what training topics are covered, and how diversity, equity, and inclusion training is executed within the employer's standard personal development practices.

Why it Matters: Essential to employee professional development, diversity, equity, and inclusion-centered training sets a clear standard and expectations for diversity, equity, and inclusion practices within an employer's culture.

SCORING



PILLAR STANDARD
20 OUT OF 21 PTS

0	18.3	20
LOW	AVERAGE	HIGH

17/60 OR 28%
ARE PILLAR LEADERS

SCORING AT OR ABOVE THE PILLAR STANDARD



RISING STARS

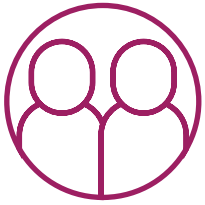
What's gained the most traction in your efforts to build an inclusive and engaged workplace?

At YWCA Greater Pittsburgh, integrating our core pillars—economic security and healing-centered practices—into internal operations has been essential. Equity-focused workforce policies, trauma-informed leadership, and neuro-inclusion initiatives have fostered trust and empowered staff, creating a workplace that embodies the justice we aim for in the broader community.



What's a practice or mindset shift you think others could adopt to build momentum in their own work?

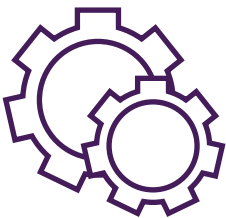
Creating a truly inclusive workplace requires intentional, ongoing efforts toward equity and belonging. While a hybrid work model enables more work-life balance, it presents challenges to fostering an inclusive culture, strong on-the-job training and helping employees navigate their role. We will continue our diversity, equity, and inclusion training offerings in five core collections: Awareness, Inclusivity, Workplace Equality, Cultural Sensitivity, and Core Competencies. This training fosters a deeper understanding and acceptance across our workforce and promotes awareness in areas that interest them.



Employers with
**251 - 1000
EMPLOYEES**
performed the best in
reaching pillar standard

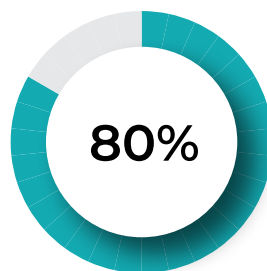


**NON-PROFIT
& FOR-PROFIT
PRIVATELY HELD**
are the only employer types to reach
pillar standard



SOCIAL SERVICES
had the largest number of employers
who reached pillar standard

Who receives
training on
diversity, equity,
and inclusion topics
offered in your
organization?

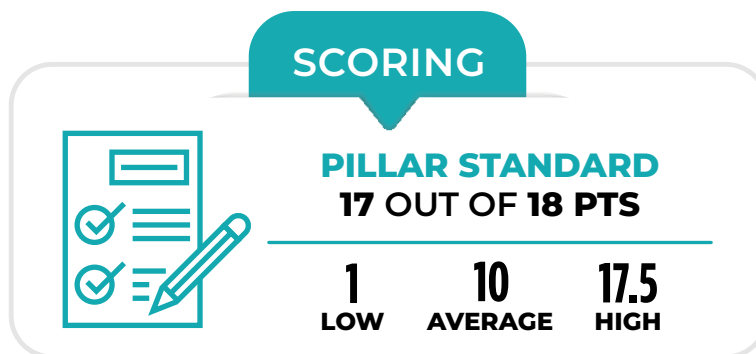


Managers, with
direct reports

6 Data & Accountability

What it Measures: The demographic data collected relating to compensation, role, promotion, recruitment, retention, and exit interviews.

Why it Matters: Understanding data trends and barriers experienced by employees from marginalized and underrepresented groups allows employers to adapt systems to ensure employees do not become disenfranchised.

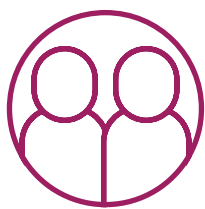


8/60 OR 13%
ARE PILLAR LEADERS

SCORING AT OR ABOVE THE PILLAR STANDARD



RISING STARS



Employers with

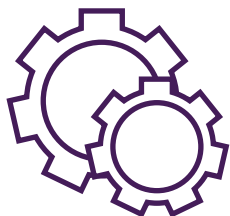
MORE THAN 1001 EMPLOYEES

performed the best in
reaching pillar standard



FOR-PROFITS PRIVATELY HELD

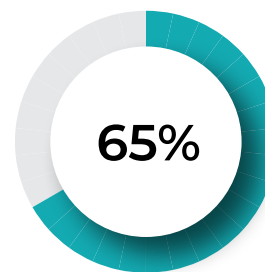
performed the best in reaching
pillar standard



EDUCATION

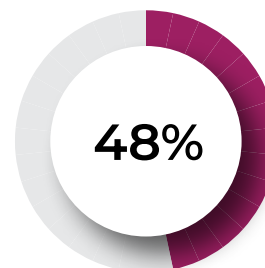
had the largest number of employers
who reached pillar standard

Does your organization have metrics
in place to measure the effectiveness
of your diversity, equity, and inclusion
initiatives?



Yes

Does your organization offer a non-
binary or a self-identification option
on all forms asking about gender
and legal sex?

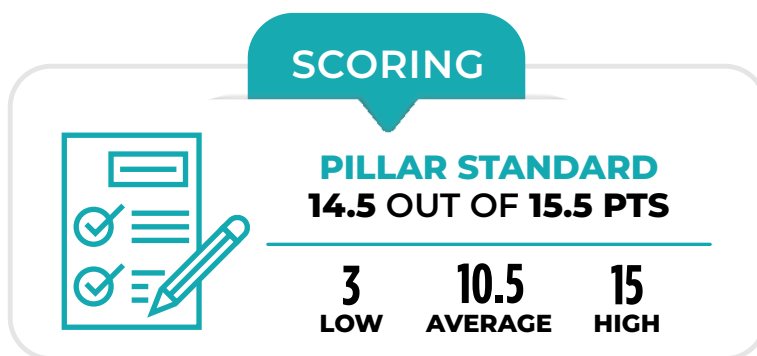


Yes

7 Talent Recruitment & Retention

What it Measures: Intentional strategies for inclusive recruitment, workforce satisfaction assessment, and optimal retention.

Why it Matters: Cultivating a culture of equitable access to advancement and success requires the removal of bias from all stages of the employee lifecycle.



11/60 OR 18%
ARE PILLAR LEADERS
SCORING AT OR ABOVE THE PILLAR STANDARD



RISING STARS



What's on your radar now—something you're refining or planning to deepen?

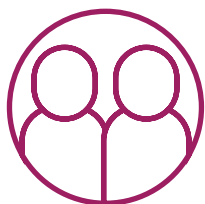
The commitment from Aires Executive Leadership drives our priorities with the expectation of a top-down culture of inclusion and belonging. Creating, advancing, and ensuring a consistent company culture is an everyday practice with a strong commitment to Aires Cultural Pillars. Employee goals and our Cultural Pillars contribute equally to the employee's year-end review to drive performance and culture together. We conduct employee surveys that cover critical feedback points on six key workplace themes and ensure the data is shared with the organization along with prioritized actions.



Women's Center & Shelter
of Greater Pittsburgh

What's a practice or mindset shift you think others could adopt to build momentum in their own work?

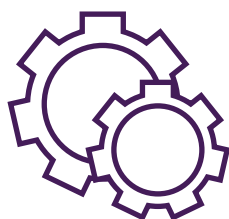
Truly believe employees are your most valuable resource and recognize that the work could not be done without them. Build a mission, vision and values-driven workplace, where people understand the impact of their daily work. Look to foster all aspects of safety - physical, psychological, social, moral - at work, so employees feel safe in expressing their concerns and improvement ideas to leadership, and where employees feel empowered to advocate for change.



Employers with
**251-1000
EMPLOYEES**
performed the best in
reaching pillar standard

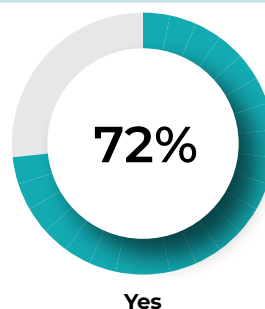


NON-PROFIT
performed the best in reaching
pillar standard

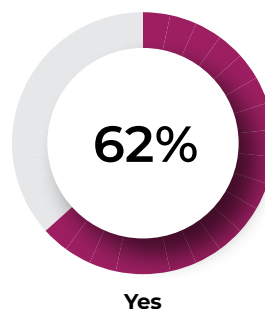


SOCIAL SERVICES
had the largest number of employers
who reached pillar standard

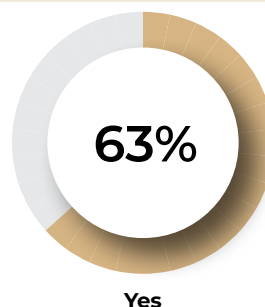
Does your organization have
a comprehensive recruitment
strategy to increase hires from
underrepresented groups?



Does your organization currently offer or
collaborate on educational or professional
development programs that aim to ensure
equitable opportunities and support for
all employees, with a focus on fostering an
inclusive and diverse workplace culture?

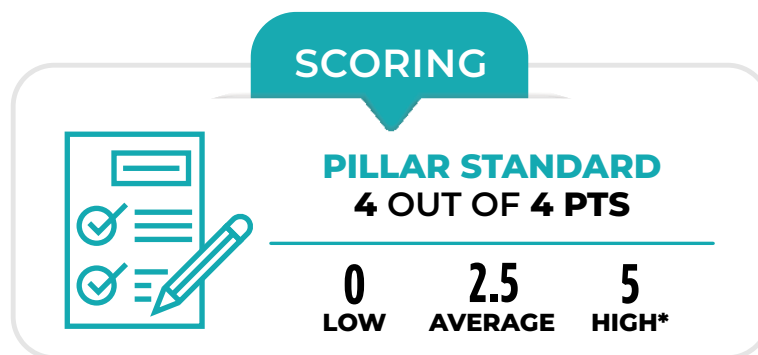


Did your organization administer an
employee engagement survey in the
last year?



What it Measures: An employer's approaches to supplier selection and resource allocation pertaining to minority- and woman-owned businesses.

Why it Matters: Awareness of spending patterns and resource allocation positions an employer to engage minority- and women-owned suppliers, strengthening supply chains, disrupting bias, and equalizing the playing field.



*Participants were able to earn an extra point depending on their answers, taking to total points a participant could earn up to 5.

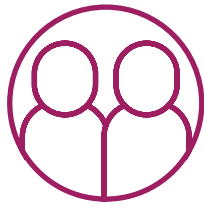
26/60 OR 43%

ARE PILLAR LEADERS

SCORING AT OR ABOVE THE PILLAR STANDARD



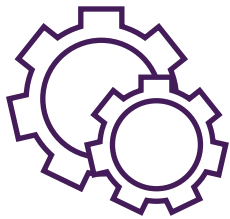
RISING STARS



Employers with
**251 - 1000
EMPLOYEES**
performed the best in
reaching pillar standard

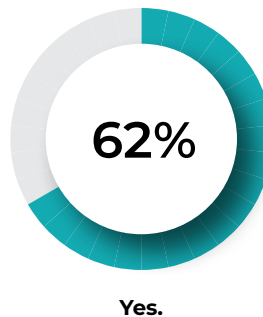


NON-PROFIT
performed the best in reaching
pillar standard



**EDUCATION &
SOCIAL SERVICES**
had the largest number of employers
who reached pillar standard

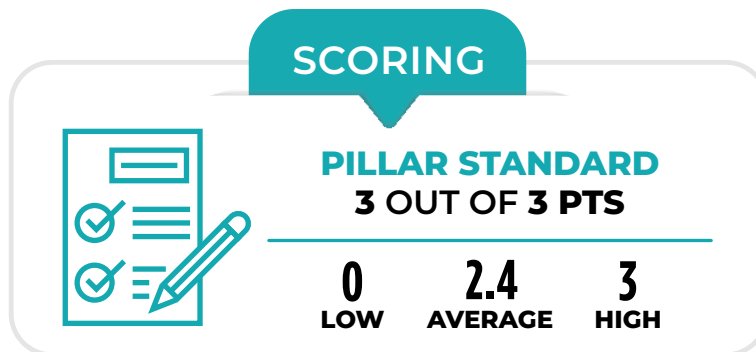
Does your
organization
collect and analyze
data around the
diversity of your
current suppliers?



9 Community Engagement

What it Measures: The means and vehicles an employer utilizes to participate in the community(s) they are in.

Why it Matters: Community engagement sparks creativity, innovation, and enhanced employee belonging, as well as creating a regional culture that celebrates a diversity of experiences.



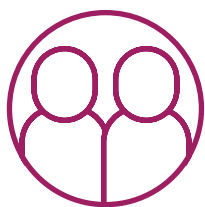
38/60 OR 63%

ARE PILLAR LEADERS

SCORING AT OR ABOVE THE PILLAR STANDARD



RISING STARS



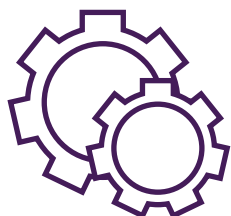
Employers with
**251 - 1000
EMPLOYEES**

performed the best in
reaching pillar standard



NON-PROFIT

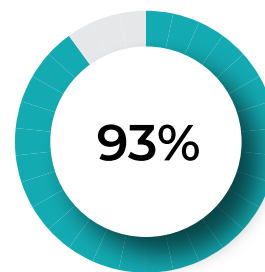
performed the best in reaching
pillar standard



**EDUCATION, ENVIRONMENTAL,
FINANCIAL, & SOCIAL SERVICES**

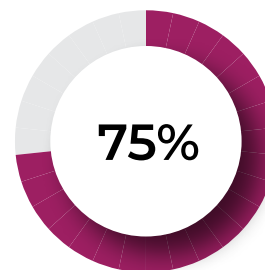
had the largest number of employers
who reached pillar standard

Does your organization invest in
community projects, organizations,
or initiatives that support
underrepresented communities?



Yes

Does your organization offer and/or
sponsor any education programs for
community development?



Yes



CALL TO ACTION 2025

There are moments in every organization's journey, and every region's history, that quietly ask:

Who are we, really? And what will we choose to stand for when the world around us grows uncertain?

The 2025 Vibrant Index arrives in one of those moments.

This year, we saw fewer organizations choose to participate. Participation dropped from 100 to 60, a reflection not of apathy, but of the heavy atmosphere in which this work now resides. We live in a time when inclusion, equity, and belonging now require careful risk analysis, legal counsel, and, sometimes, executive debate. The national dismantling of diversity, equity, and inclusion structures has made even the act of self-examination feel risky.

And yet, 60 organizations stepped forward anyway.

These employers demonstrated not hesitation, but intentionality. They chose to measure their progress, reflect honestly, and improve strategically. In an environment marked by political noise and legal uncertainty, they demonstrated what it means to lead with clarity and confidence. Their decision reflects not just values, but vision.

The results of this year's Index tell a nuanced story. We saw 29 returning employers achieve Rising Star status, showing year-over-year measurable improvement in at least one pillar. Eight employers earned Vibrant Champion status, scoring 95% or higher in seven of the nine pillar areas. These distinctions aren't about perfection; they are about commitment, action, and integrity.

But we also see where our region is being tested. Only 3% of participants met the pillar standard in the Benefits & Policies pillar, an area critical to employee retention and well-being. Fewer than half are actively measuring the effectiveness of their inclusion strategies. And while nearly every organization reports a written nondiscrimination policy, many still lack the systems that make those commitments real.

While the climate around us shifts, the core truth remains: what we do inside our organizations ripples far beyond them. How we treat our people, whose voices we amplify, how we measure growth and opportunity, these are not administrative decisions. They are deeply human ones. They shape the soul of our workplaces, and the character of our region.

So, as we close this year's Index, we offer not just a summary, but a shared roadmap forward:

1. See Participation as Strategy

If your organization stepped back from the Index this year, know that we understand the pressures you're navigating and know that you are not alone. And know that you are welcome to return. Participation is about clarity. It's a way to see your own data, identify blind spots, and



Sabrina Saunders Mosby

President & Chief Executive Officer
Vibrant Pittsburgh



future-proof your workforce culture. In a time of rapid change, staying grounded in metrics and benchmarks is a competitive advantage.

2. Let Accountability Drive Retention

Too few organizations are tracking progress through councils, metrics, or structured feedback. But these aren't just tools, they are commitments in action. They say to employees: We don't just want you here. We want to grow with you. Accountability doesn't just reduce risk, it builds trust, drives retention, and boosts performance.

3. You Are Not Alone in This Work

We are stronger when we move together. Don't do this work in isolation. Vibrant Pittsburgh offers facilitated cohorts, roundtables, coaching, and peer support because we know the road is easier when we walk it together. Community is the antidote for hesitation, and collective learning is how we sustain momentum, even in the toughest climbs.

4. Anchor Your Culture in Business Impact

Inclusion is not a checkbox. It is a decision, made again and again. It is the foundation of organizational resilience. Companies that prioritize culture attract better talent, respond more nimbly to disruption, and outperform their peers. Because they understand that what's good for people is good for business. Good for innovation. Good for reputation. Good for retention.

If you were among the 60 who participated this year: thank you. Your leadership continues to shape the standard for what is possible in our region.

If your organization took a pause: the door is open. Not because we expect you to do it perfectly, but because we believe that every organization has the potential to lead in ways that align with both values and value creation.

The Vibrant Index is not punitive. It is not performative. It is a mirror. A strategic tool. A starting point for real conversations and intentional growth. And Vibrant Pittsburgh will be beside you on that journey, not just as an evaluator, but as a partner.

We are living through a season where action requires more thought and is more nuanced. But I believe deeply that Pittsburgh is not meant to be a quiet region when it comes to opportunity and shared progress. We are meant to be bold. We are meant to be vibrant.

Let's commit to building a future where our region is known not just for what we make, but for how we work, and who we become in the process.

Inclusively,

Sabrina Saunders Mosby
President & CEO, Vibrant Pittsburgh





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