



PITTSBURGH  
**Green Workplace**  
**Challenge**

# Social Equity and Sustainability

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EQUITY INITIATIVES IN THE REGION AND YOUR WORKPLACE

# 2016-2017 Green Workplace Challenge Oversight Committee

**Phyllis Barber**

*Sustainability Director*  
Highmark, Inc.

**Jamin Bogi**

*Policy and Outreach Coordinator*  
Group Against Smog and Pollution

**Teresa Bradley**

*Zero Waste Pennsylvania*  
Pennsylvania Resources Council

**Megan Cieslak-Mazza**

*Residuals Specialist*  
Allegheny County Sanitary Authority  
(ALCOSAN)

**Michelle Cong**

*SCA Green Cities Fellow*  
HECC (Higher Education Climate  
Consortium)

**Holly Dugan**

*Community Development  
Administrative Assistant*  
Mullin & Lonergan Associates, Inc.

**Kathy Hrabovsky**

*Sustainability Manager*  
Allegheny County

**Nancy Jones**

*Research Analyst*  
BNY Mellon

**Tessa Klevens**

*Development and Program  
Coordinator*  
Conservation Consultants, Inc.

**Mario Leone**

*Borough Manager*  
Monaca Borough

**Barbara Moore**

*Materials Coordinator*  
Pittsburgh Center for Creative Reuse

**Lisa Kay Schweyer**

*Program Developer*  
CommuteInfo Program  
Southwestern Pennsylvania  
Commission

**Quinn Zeagler**

*Pittsburgh 2030 District Specialist*  
Green Building Alliance

**Jennifer Stockdale**

*Marketing Specialist*  
IKEA Pittsburgh

**Mary Whitney**

*University Sustainability Coordinator*  
Chatham University

**Dan Yablonsky**

*Business and Education Coordinator*  
BikePGH

**Sarah Yeager**

*SCA Green Cities Fellow*  
City of Pittsburgh

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# Social Equity and Sustainability

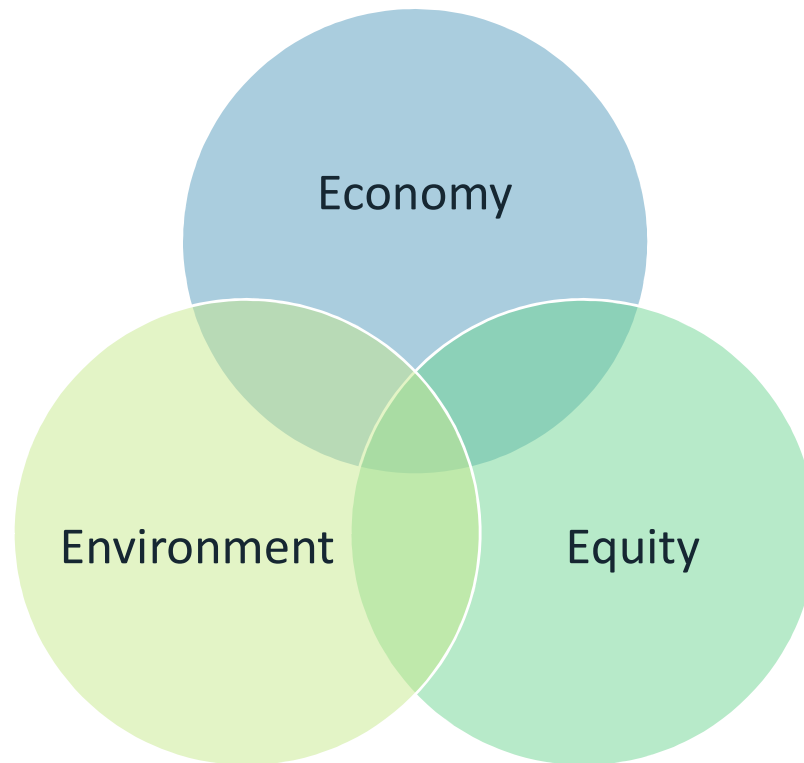
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EQUITY INITIATIVES IN THE REGION AND YOUR WORKPLACE



# Sustainable Pittsburgh helps us factor in the “three E’s” of sustainability

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# What is Social Equity?

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## Diversity & Inclusion



- Non-discrimination
- Equal representation
- Eliminating barriers
- Inclusive practices
- More...

## Social Responsibility



- Investments
- Sourcing/Supply Chain
- Transparency
- Social Accountability
- More...

## Community



- Housing
- Transportation
- Education
- Parks & Amenities
- More...

Norman Krumholz,  
Planning Director  
for the City of  
Cleveland,  
1969-1979

The primary goal of  
equity planning was  
“to provide a wider  
range of choices for  
those... residents  
who have few, if any,  
choices.”





## Sustainable Development:

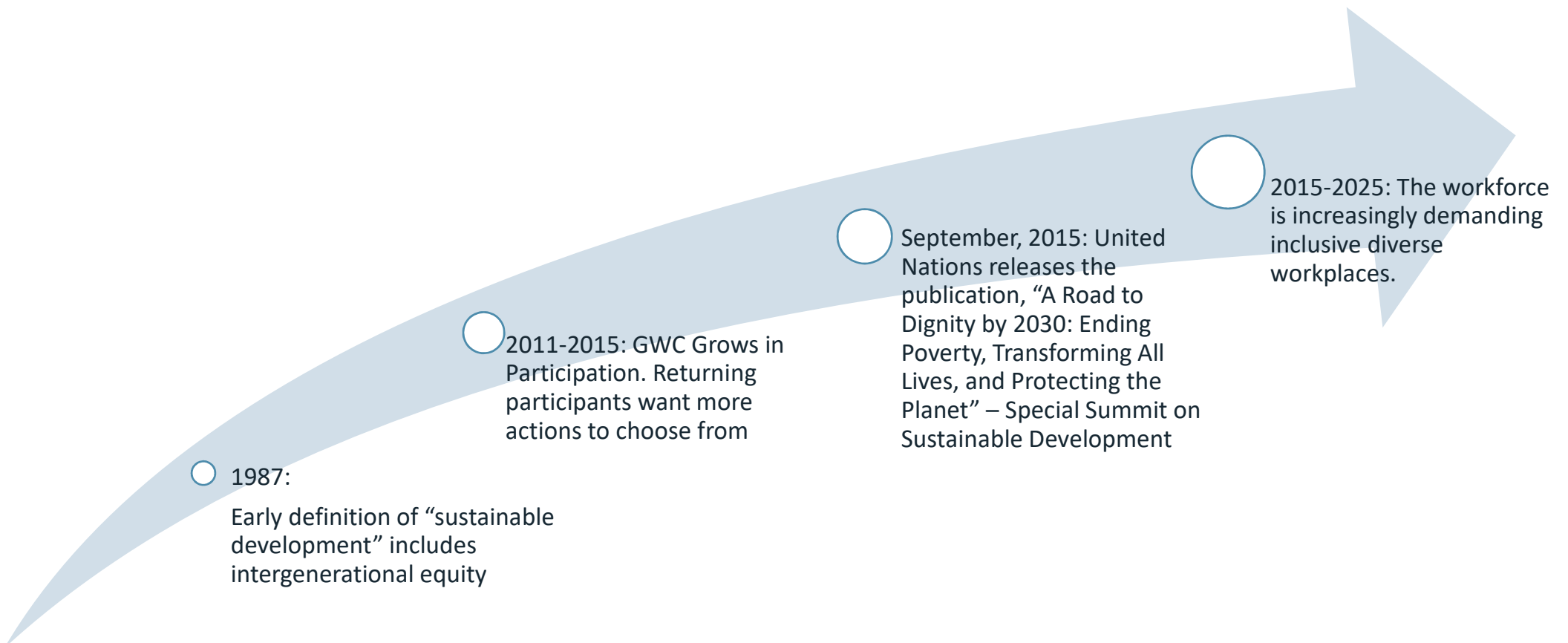
Meets the needs of the present without compromising the ability of future generations to meet their own needs.



# How are equity and sustainability interrelated?



# Why Now?



○ 1987:  
Early definition of “sustainable development” includes intergenerational equity

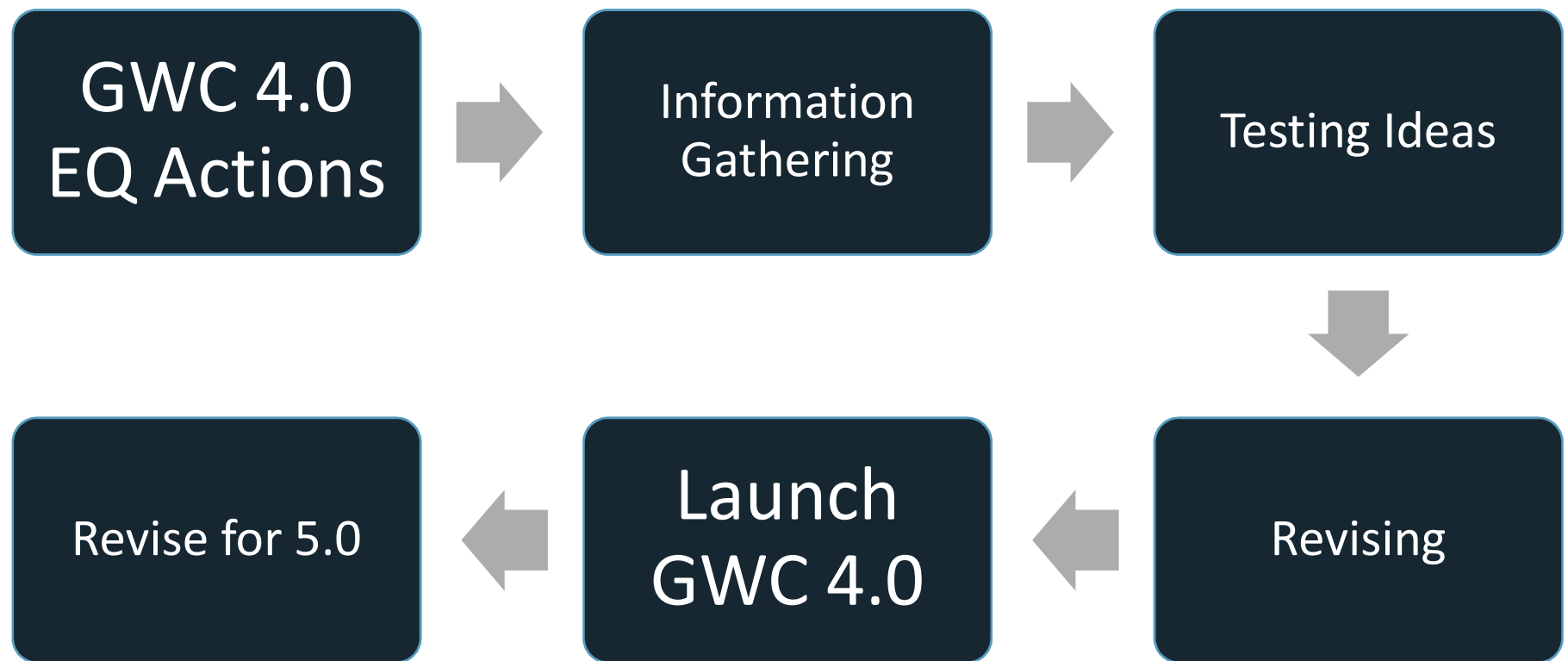
○ 2011-2015: GWC Grows in Participation. Returning participants want more actions to choose from

○ September, 2015: United Nations releases the publication, “A Road to Dignity by 2030: Ending Poverty, Transforming All Lives, and Protecting the Planet” – Special Summit on Sustainable Development

○ 2015-2025: The workforce is increasingly demanding inclusive diverse workplaces.

# Green Workplace Challenge: Social Equity

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# Resources for the GWC Social Equity Actions

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## ILFI JUST LABEL



## GLOBAL DIVERSITY & INCLUSION BENCHMARKS



GDIB:

14 categories  
4 groups

These 14 categories constitute the “must-haves” of a world-class diversity & inclusion initiative.

Each category has a number of benchmarks to help your organization identify opportunities for improvement, as well as areas where your organization excels.



# 5 Levels of Progress

## THE FIVE LEVELS

For each category, the benchmarks are divided into five levels that indicate progress toward the best practices in that category:

### LEVEL 5: BEST PRACTICE

Demonstrating current best practices in D&I; exemplary for other organizations globally.

### LEVEL 4: PROGRESSIVE

Implementing D&I systemically; showing improved results and outcomes.

### LEVEL 3: PROACTIVE

A clear awareness of the value of D&I; starting to implement D&I systemically.

### LEVEL 2: REACTIVE

A compliance mindset; actions are taken primarily to comply with relevant laws and social pressures.

### LEVEL 1: INACTIVE

No D&I work has begun; diversity and a culture of inclusion are not part of organizational goals.



# Category 1: D&I Vision, Strategy and Business Case

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## Level 1: Inactive



- There is no D&I vision, strategy, imperative, business case, goals, policies, principles or program
- There is no linkage of D&I to the vision, mission, and goals of the organization

## Level 3: Proactive



- The organization has examined its systems, practices, requirements, and organizational culture and created strategies to reduce barriers to inclusion.

## Level 5: Best Practice



- D&I is embedded in organizational culture and is not seen as an isolated program but rather as a core value, a source of innovation, and a means to growth and success.

# The Global Diversity & Inclusion Benchmarks inspired actions in the GWC Master Playbook

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# Just.

**Organization Name:** International Living Future Institute and Cascadia  
**Organization Type:** Charitable Organization  
**Headquarters:** Seattle, Washington  
**Satellite Facilities:** Portland, OR, Vancouver, BC  
**Number of Employees:** 23

## Social Justice and Equity Indicators:

### Diversity

- ■ ■ Non-Discrimination
- ■ □ Gender Diversity
- □ □ Ethnic Diversity

### Worker Benefit

- ■ □ Worker Happiness
- ■ ■ Employee Health Care
- ■ □ Continuing Education

### Equity

- ■ ■ Full Time Employment
- ■ ■ Pay-Scale Equity
- ■ □ Union Friendly
- ■ □ Living Wage
- ■ □ Gender Pay Equity
- ■ □ Family Friendly

### Local Benefit

- ■ □ Local Control
- ■ ■ Local Sourcing

### Stewardship

- ■ ■ Responsible Investing
- ■ □ Community Volunteering
- ■ ■ Positive Products
- ■ ■ Charitable Giving
- ■ ■ Animal Welfare
- ■ ■ Transparency

### Safety

- ■ ■ Occupational Safety
- ■ ■ Hazardous Chemicals

THE SOCIAL JUSTICE LABEL

INTERNATIONAL LIVING FUTURE INSTITUTE™

# International Living Future Institute's JUST. Label

## Diversity

- Non-Discrimination
- Gender Diversity
- Ethnic Diversity

## Worker Benefits

- Worker Happiness
- Employee Health Care
- Continuing Education

## Equity

- Full-time Employment
- Pay-scale Equity

## Local Benefit

- Local Control
- Local Sourcing

## Safety

- Occupational Safety
- Hazardous Chemicals

## Stewardship

- Responsible Investing
- Community Volunteering
- Positive Products
- Charitable Giving
- Animal Welfare
- Transparency

# JUST. – inspired GWC 4.0 actions

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EQ10:

- Practice socially responsible investment

EQ12:

- Practice external transparency

EQ15:

- Practice and implement pay-scale equity

EQ14:

- Support or provide professional development opportunities

E19:

- Pursue the ILFI JUST label

# EQ2: Adopt a broad and inclusive definition of “diversity”

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ONE ACTION TO GET STARTED



# Even our definitions of “diversity” are diverse

## Demographic

Often legally required in nondiscrimination policies

- Age, race, ethnicity, national origin, sexual orientation, gender identity, disability, marital status, military status, genetic information, height, weight...

## Experiential

Shape how we engage with others, approach new situations

- Socio-economic background, educational attainment level, specific work history, household composition, current and previous geographic location(s), relationship to family of origin...

## Cognitive

How we solve problems, work in teams

- Meyers-Briggs: Introversiion/Extroversiion, Sensing/Intuition, Thinking/Feeling, Judgmental/Perceiving
- Cognitive Style Analysis: Analytical/Wholistic, Verbal/Imager...
- Kirton’s Adaptation/Innovation theory: Adapters use time-tested approaches; Innovators try something new

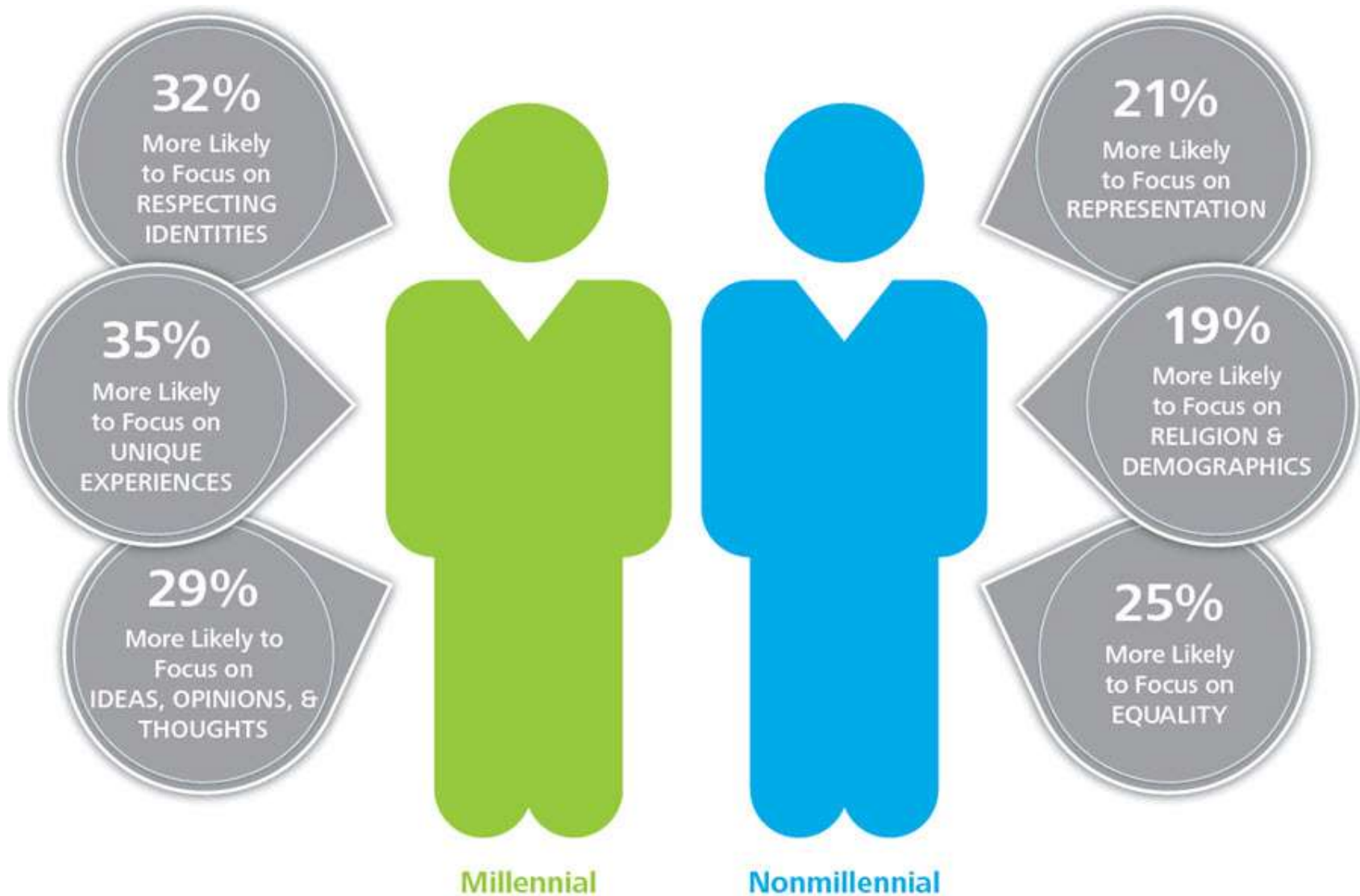


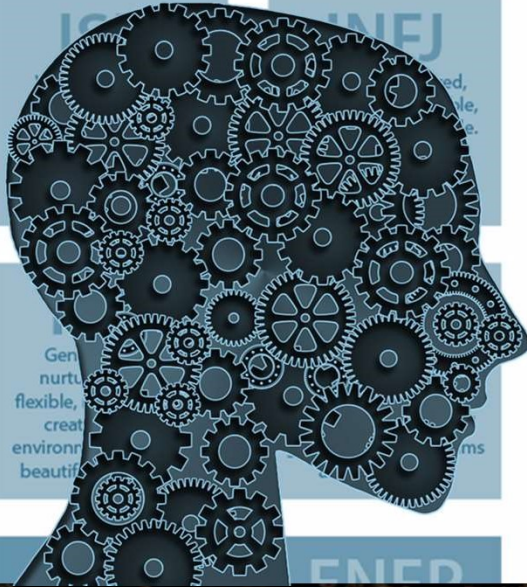
Photo from: <http://www2.deloitte.com/us/en/pages/about-deloitte/articles/radical-transformation-of-diversity-and-inclusion.html#>

## ISTJ

Responsible, sincere, analytical, reserved, realistic, systematic. Hardworking and trustworthy with sound practical judgment.

## ISTP

Action-oriented, logical, analytical, spontaneous, reserved, independent. Enjoy adventure, skilled at understanding how mechanical things work.



## INTJ

Innovative, independent, strategic, logical, reserved, insightful. Driven by their own original ideas to achieve improvements.

## INTP

Intellectual, logical, precise, reserved, flexible, imaginative. Original thinkers who enjoy speculation and creative problem solving.



# Daniel Klein

Communication Designer, evolveEA



# Yasmin Purohit, Ph.D.

Chief Diversity & Inclusion Officer, Robert Morris University

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# Sumana Misra-Zets

Civil Rights Compliance Officer and Title IX Coordinator, CCAC

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# Courtney Lefebvre

Project Associate, Change Agency, Immigrant Community Blueprint

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# Anthony Robins, Ph.D.

Deputy Chief Diversity & Inclusion Officer, Office of Diversity, Inclusion and Equity  
and Associate Professor of Biology, School of Engineering, Math and Science, Robert Morris University

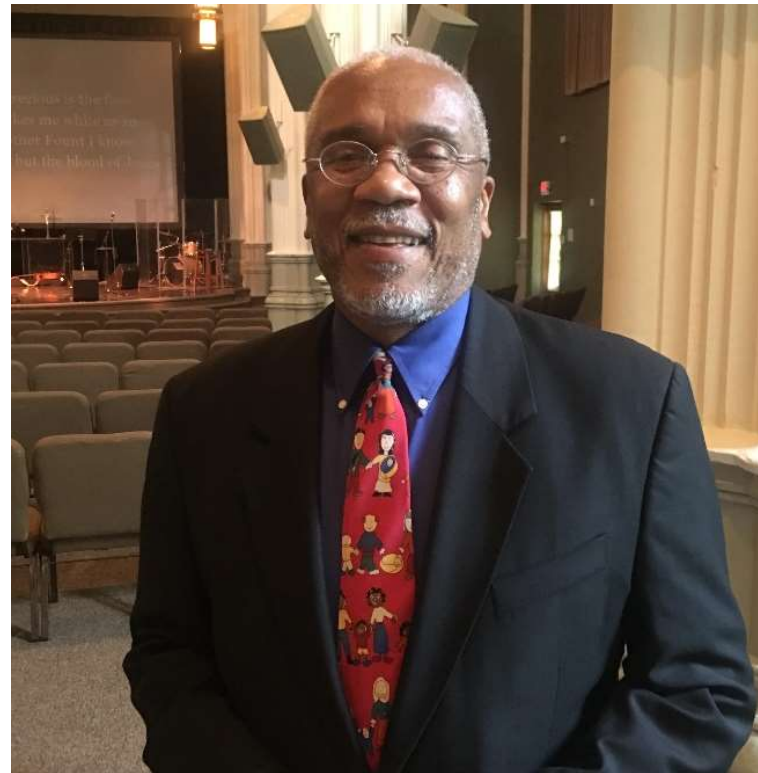
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# William D. Thompkins

Executive Director, The Pittsburgh Project

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# James Myers, Jr.

Director of Community Affairs and Business Development, Urban Innovation21

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Thank you

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