

10TH CEIR CONFERENCE - NOV. 16, 2022

Duquesne University Power Center Ballroom, 600 Forbes Avenue, Pittsburgh, PA 15282

Program Time: 9:00 am to 1:00 pm.

“
10
Years
and STILL COMMITTED.”



- *Equity*
- *Equality*
- *Justice*

An initiative of the Black Political Empowerment Project (B-PEP)

Welcome to the 10th Annual CEIR Conference!

Re-imagining Pittsburgh as a Region of Equity, Inclusion, and Impact for African Americans



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Visit: www.ceirpittsburgh.org

Call: 412-212-8775

ceirroundtable@gmail.com

An initiative of the Black Political Empowerment Project (B-PEP)

Thanks so much for joining members of the Corporate Equity & Inclusion Roundtable (CEIR) Working Group in this our Tenth Annual CEIR Conference! CEIR was initiated by the Black Political Empowerment Project (B-PEP) as a response to the fact that in 2010 the Pittsburgh Region had the unfortunate distinction of being fortieth out of forty regions in the nation with regard to the conditions of the Black working poor and Black children. We have been rather spoiled in the Pittsburgh Region, over the years, with the numerous number one and top ten listings in so many positive ratings. We found the ongoing negative conditions of Black citizens in this region as unacceptable! The good news is that many individuals, corporations, companies, universities, colleges and major non-profits agree and are moving to seriously address these inequalities by increasing the employment, promotions, training and retaining of African Americans, and are attempting to make the term 'diversity, equity and inclusion' an effective and meaningful one. We welcome each of you to continuing the conversation.

We are grateful to Duquesne University President, Ken Gormley and Sr. Vice President for Civic Engagement and External Relations, Bill Generett for hosting us, and for Duquesne University again being the facility underwriter for today's event. Megan Peterson, Duquesne's Executive Director for the Office of Conference and Event Services, has again graciously extended her support for this conference, as well as has Michael Kozar, Director of Technical Services.

(Continued...)

Welcome Continued...

I want to personally thank members of our CEIR Working Group for their leadership in planning this conference, our CAV/CEIR Executive Assistant Shayla Holmes for assisting us in this process, and our CEIR website coordinator, Deb Stuligross, who has been a great resource to our conference though assisting from Europe! Russell Bynum of Bynums Marketing & Communications, along with his staff, has once again contributed his artistic skills to our program booklet. Ronald B. Saunders identified important DEI articles which are listed in our program booklet, which we ask that each of you review.

We are thankful to our financial sponsors in helping to make this conference possible, including the Community Relations Council (CRC) of the Jewish Federation of Greater Pittsburgh, who has supported us each year.

We are proud to announce that at some point in the not too distant future leadership of the Pittsburgh Steelers, the Pittsburgh Pirates and the Pittsburgh Penguins will be jointly announcing their adoption of the Playbook, and will be sharing how they have begun to implement sections of the B-PEP/CEIR 'PLAYBOOK' for diversity, equity and inclusion. Art Rooney, II, President of the Pittsburgh Steelers, has agreed to share our Playbook with all of the owners of the National Football League and to finance a video to help promote it.

Please take today's conference as an opportunity to increase your commitment to creating meaningful diversity, equity and inclusion within your organization, and what role you may wish to play in expediting that process throughout the Pittsburgh Region. If you'd like to get involved with our CEIR Working Group call at 412-212-8775 or email us at ceirroundtable@gmail.com. Feel free to visit our website at www.ceirpittsburgh.org. Thanks again for being with us!!

Tim Stevens, Chairman & CEO, the Black Political Empowerment Project, Co-convener, Greater Pittsburgh Coalition Against Violence (CAV), and Facilitator, Corporate Equity & Inclusion Roundtable (CEIR)

10th Annual CEIR Conference

9AM

- **Welcome to the 10th Annual CEIR Conference - Conference Opening**
- (Host) **Bill Flanagan**, Chief Corporate Relations Officer Allegheny Conference, CEIR Conference Moderator
- **Greetings - Ken Gormley** - President, Duquesne University
- **Remarks - Hon. Rich Fitzgerald** - Chief Executive Officer, Allegheny County
- **CEIR Welcome - Tim Stevens** - Chairman & CEO of The Black Political Empowerment Project (B-PEP) and Facilitator, Corporate Equity and Inclusion Roundtable (CEIR)
- **Presentation/Key Initiative - Majestic Lane** - Chief Equity Officer, Allegheny Conference
- **Presentation - Rochelle Jackson** - Founder/Director of The Black Women's Policy Center
- **Presentation/Key Results - Brian K. Oglesby** - President/CEO of the Eastern Minority Supplier Development Council
- **Keynote Presenter - Travis Williams** - President of The Pittsburgh Pirates, **Nayli Russo-Long** - Vice President, Strategy of The Pittsburgh Pirates
- **Presentation- Tracey McCants Lewis** - Chief People Officer & General Counsel of The Pittsburgh Penguins, **Delvina L. Morrow** - Senior Director, Strategic Community Initiatives, and DEI, The Pittsburgh Penguins
- **Key Topic Discussion - Derrick Shoffner** - Sr. Director of Programs and Services, Vibrant Pittsburgh
- **Presentation- How Diverse Talent Acquisition and Merit-based Networking Benefits Us All - Rodney Poteat** - Detections and Investigations Associate, PNC and B-PEP, **Justin King** - Founder & President of L.I.G. Sports Group
- **Keynote Presenter - Lakindra Askew**- Director of Urban Seniors Jobs Program (USJP) - The National Urban League

Program Schedule

- **Keynote Presenter- Lakindra Askew** - Director of Urban Seniors Jobs Program (USJP) - The National Urban League
- **Results to Highlight - Trent Collins** - Employment and Diversity Recruiter-Duquesne University

Workforce Development Panel - "OPPORTUNITIES FOR SUCCESS"

- **Duquesne Light - Electrical Distribution Technology Apprentices Program (EDT) presented by Marla Bradford**, Sr. Diversity Talent Acquisition Associate, Duquesne Light
 - **Trade Institute of Pittsburgh - presented by Donta Green**, Pittsburgh Community Services Inc. (PCSI)
 - **Program and Skit presented by A. Odell Richardson** - Executive Director, **Ron Perkins**, Manager Workforce Development, and 2 program participants, Pittsburgh Community Services, Inc.
 - **Charlene Holder** - HR Department Office of the Mayor, City of Pittsburgh
- **Results to Highlight - Evan Frazier**-President/CEO
- The Advanced Leadership Institute (TALI)
 - **Attendees Open Discussion and Questions- How do we utilize what we heard today to expand meaningful DEI within our organizations?**
 - **Closing Remarks - Mayor Ed Gainey**-City Of Pittsburgh
 - **Closing - Tim Stevens** - The Black Political Empowerment Project (B-PEP), Corporate Equity and Inclusion Roundtable (CEIR)

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ABOUT OUR FACILITATOR



Bill Flanagan

Bill Flanagan serves as Chief Corporate Relations Officer for the Allegheny Conference on Community Development and its affiliated regional development organizations: The Greater Pittsburgh Chamber of Commerce, the Pennsylvania Economy League of Greater Pittsburgh LLC and the Pittsburgh Regional Alliance. In this role, Bill guides the development of regional and organizational messaging strategy, and works with public and private sector partners to improve the economy and quality of place across the Pittsburgh region.

In 2009, Bill served as president of the Pittsburgh G-20 Partnership, the public-private partnership that welcomed the world to Pittsburgh for the G-20 Summit.

From 2004-2008 Bill served as the Executive Director of Pittsburgh 250, the 14-county commemoration of the 250th anniversary of the naming of Pittsburgh.

An experienced broadcast journalist, Bill has told the story of the transformation of the economy in Pittsburgh, Pennsylvania for more than 35-years. He serves as host and producer of “Our Region’s Business,” a weekly business public affairs program now in its 14th year on WPXI-TV in Pittsburgh, PA, the Pittsburgh Cable News Channel (PCNC), and YouTube.

Bill serves on the boards of Leadership Pittsburgh, Inc. and as vice chair of Rivers of Steel.

Bill and his wife, Ann Devlin Flanagan, are the parents of two children, Will and the late Mara Catherine.

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ABOUT OUR PARTICIPANTS



Lakindra Askew

Lakindra Askew is a wildly passionate woman of various talents who currently resides and creates in New York. Hailing from the rough and tough streets of East New York Brooklyn, her passion of helping people succeed began early on and it has stayed with her ever since. Currently, Lakindra is a Director in the workforce development division for the National Urban League. In that role, she oversees the national implementation of the Urban Seniors Jobs Program across 7 affiliates. Before coming to NUL, Lakindra served as the Program Manager at Dress for Success Worldwide for over 4 years. Prior to Dress for Success, Lakindra was a job developer for the Kings County District Attorney’s office. While holding a few different career titles throughout her career, the title “Agent of Change” is what she says describes all her past, current, and future endeavors. Both spirited and insightful, Lakindra specializes in removing road blocks and dismantling dead-end signs to make room for the many pathways to total-life transformation. Through many years of leadership and hard work, Lakindra has received numerous awards, including Community & Leadership in Workforce Development Award (National Council of Negro Women), Superstar Award for Exceptional Leadership (Dress for Success Worldwide), and the Senior Vice President Award for Outstanding Leadership (Syracuse University). In 2009, she received a bachelor’s degree in Political Science with a minor in African American Studies from Syracuse University. However, Lakindra never allows her accomplishments to define her. What really gives her life meaning is making a positive impact in other people’s lives and in the larger community. Whether she is volunteering, leading a workshop, or performing an empowering spoken word piece, it is through giving that she feels truly fulfilled.

ABOUT OUR PARTICIPANTS



Marla Bradford

Marla D. Bradford has several years of experience in human resource leadership, career planning, diversity, equity, and inclusion. Her experience includes counseling, career coaching, recruiting, training and employment services, and career management for corporate, public, and independent institutions, all of which focus on career advancement for those from diverse backgrounds.

Marla is employed as the Sr. Diversity Talent Acquisition Associate at Duquesne Light Company. She desires to use her experiences as a diversity, equity, and inclusion leader and advocate to help Duquesne Light Company develop a strategic plan to support its organizational diversity goals. She believes individuals have unique talents and skills that can be utilized to provide valuable services to Duquesne Light Holdings with ease and measured outcomes. Marla received her undergraduate degree from Geneva College and master's degree from the Indiana University of Pennsylvania and is a doctoral candidate at Duquesne University.



Trent Collins

Trent partners with hiring managers to provide best practice strategies and recommendations for recruitment searches to help attract and retain a diverse workforce that will complement and improve the student experience on campus. He attends job fairs, administers the University's award winning Minority Development Internship Program, and serves on a variety of ad hoc committees.

ABOUT OUR PARTICIPANTS



Hon. Rich Fitzgerald, Allegheny County Executive

County Executive Rich Fitzgerald took office on January 3, 2012, and he's currently in his second term. After more than 19 years in public service, he still relishes his role working with others to make the county a great place to live, work, and play. Under Rich's leadership, the county has concentrated on economic development and job creation to great effect. It boasts an abundance of high-quality jobs, a diverse and growing economy, low cost of living, and an excellent quality of life. The county's bond rating is at its highest level since 1983, and seven straight budgets have passed with no millage increases. More than 1.2 million residents also are seeing significant improvements thanks to innovative approaches to public health, recreation, and transportation. Born and raised in the City of Pittsburgh, Rich graduated from Carnegie Mellon University. He and his wife, Cathy, live in Squirrel Hill. They have eight children.

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Evan Frazier

Evan Frazier is a corporate executive, nonprofit leader, entrepreneur, author and family man. He has extensive experience in both the public and private sectors. He is currently the president and CEO of The Advanced Leadership Institute and sits on the Dollar Bank Board of Directors. Frazier has served as a trustee or board member for more than 30 community agencies and civic organizations over the years. Current nonprofit board affiliations include the Carnegie Hero Fund Commission, Carnegie Museums of Pittsburgh (Life Trustee), Bender Leadership Academy, and the Pennsylvania Society.

In addition to receiving formal degrees from Cornell University and Carnegie Mellon University, in March 2017 Frazier completed the Wharton Executive Development Program at the University of Pennsylvania. Over the years he also earned executive education certificates from Harvard Business School's Strategic Perspectives in Nonprofit Management and the Program on Negotiation at Harvard Law School.

In 2008, Frazier launched his first book entitled *Most Likely to Succeed: The Frazier Formula for Success®*, which introduced his personal success framework to inspire youth and young adults to achieve. He is a graduate of Leadership Pittsburgh, a BMe Community leader, member of Sigma Pi Phi Fraternity, Co-founder of the National Society of Minorities in Hospitality (NSMH) and he currently serves as Chair of the NSMH Legacy Fund Group. Evan lives in the Greater Pittsburgh area with his wife Dr. Holly Hatcher-Frazier (educator and national television personality) and their children Evan Jr, Nia and William.

ABOUT OUR PARTICIPANTS



Mayor Ed Gainey

Mayor Ed Gainey grew up in East Liberty and saw firsthand the economic hardships many families face in our city. Raised by a single mother, he counted on the support of his extended family and community to build a pathway to high school and college. Inspired to do the same for others, Ed Gainey discovered in college that an effective government can be a powerful tool to fight injustice and uplift communities. As a State Representative in Harrisburg he was on the front line fighting for working families, and as Mayor of Pittsburgh he is working every day to make Pittsburgh a city where all can belong and contribute. Ed and his wife Michelle have three children and live in the Lincoln-Lemington neighborhood of Pittsburgh.

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Charlene Holder



Charlene Holder began her career with the City of Pittsburgh, Department of Human Resources & Civil Service 32 years ago as a Clerical Assistant. She worked her way up the ladder moving from Clerical Assistant to Supervisory Clerk to HR Business Partner to Human Resources Manager and ADA Coordinator within the department. In her current role, she leads a team of six HR Business Partners and two Talent Acquisition Coordinators who provide support to all 19 departments of City Government. On any given day Charlene may be assisting employees on the most professional way to achieve a desired outcome while remaining in line with city policies and procedures. She could also be conducting written or performance examinations for Police, Fire, EMS, Public Works, or any number of administrative positions. Charlene has made countless contributions to the department and to the City of Pittsburgh through her continued dedication and unwavering commitment. In her personal time Charlene enjoys spending time with her children and grandchildren, cooking, and reading.

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ABOUT OUR PARTICIPANTS



Justin King

Professional Career: Justin's career in the sports industry began at nine years old when he was quickly immersed in the game while serving as a ball boy and equipment manager for the Duquesne University Dukes in Pittsburgh, PA. King has a breadth of experience in every aspect of the football industry. In 2014, he joined the Cleveland Browns' scouting department, where he worked on a college scouting analytical project for the 2014 N.F.L. Draft.

After garnering success as a business development manager for A.T.I, Physical Therapy in Dallas, TX, King joined his alma mater, Penn State University, as a Recruiting Coordinator in 2017. During that time, King identified and recruited top talent across the country, securing the highest-ranking recruiting class in P.S.U. History in 2018 and achieving an average commit rating of 92.12 with the 2019 recruiting class (ranked 3rd in the country). King earned an M.S. in Sports Administration from the University of Miami (F.L.). In 2019, King was selected by Commissioner Oliver Luck and S.V.P. Doug Whaley to join the XFL League Office in Stamford, CT as the Manager of Football Operations. There, King oversaw football operations, college personnel and led the integration of the new playing rules and innovative gameplay to ensure continuity, safety, and entertainment value for fans.

King founded L.I.G. Sports group in 2020, aiming to provide athletes and families with professional services at critical points in the sports ecosystem. The H.S. division of L.I.G.Sports Group is called Blue Chip Academy. It focuses on recruiting insights, best practices, and individual coaching programs to ensure families capitalize on the recruiting process and use sports as a catalyst to a career they can bank on. King is a leader amongst men with a passion for mentoring young professionals in the field. Friends, family, and acquaintances regard him as a knowledgeable, no nonsense, dependable resource and ally with a competitive drive for excellence and keen emotional intelligence.

Playing Career: Regarded as the nation's #1 cornerback coming out of high school, King secured over 55 athletic scholarship offers from the nation's top universities. After enrolling at The Pennsylvania State University in January of 2005, King earned freshman all-American honors after being a two-way player for the Nittany Lions. Having earned a B.A. in Sports Administration by the end of his junior year, King declared himself eligible for the 2008 N.F.L. Draft. The St. Louis Rams selected King in the 4th round, 101st overall pick, of the 2008 N.F.L. Draft. King played for the Rams for four seasons before briefer stints with the Indianapolis Colts and hometown Pittsburgh Steelers. Although prematurely coming to a close due to injuries, King had a successful six-year N.F.L. career before retiring to pursue off-the-field opportunities in 2013.

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ABOUT OUR PARTICIPANTS



Tracey McCants

Tracey McCants Lewis is Chief People Officer and General Counsel for the Pittsburgh Penguins. She is the immediate past director of the Tribone Center for Clinical Legal Education at Duquesne University School of Law and tenured Associate Clinical Professor of Law. She taught the Civil Rights Clinic, Unemployment Compensation Clinic and coordinated the law school's pro bono program. She also served as an adjunct professor of clinical legal education at Duquesne Law School where she taught the Civil Rights Clinic. A member of the Pennsylvania State Bar, McCants Lewis was appointed to the Disciplinary Board of the Supreme Court of Pennsylvania in 2013 and served until 2018. She is a former associate of K&L Gates LLP and served as a law clerk for the Honorable Max Baer of the Supreme Court of Pennsylvania. McCants Lewis earned her B.A. degree from Gannon University in political science and her J.D. from Duquesne University School of Law. She is also a graduate of The Advanced Leadership Institute (TALI), Executive Leadership Academy in conjunction with the Carnegie Mellon University, Tepper School of Business (2020 Cohort).

In 2012 she received the NAACP Pittsburgh - Homer S. Brown Award for Legal Service. In 2015, she was the recipient of the YWCA of Greater Pittsburgh Racial Justice Award and the Allegheny County Bar Association Lorraine M. Bittner Public Interest Attorney Award. She also received the 2017 Urban League of Greater Pittsburgh's Ron H. Brown Community Leadership Award and the 2019 Mt. Ararat Community Activity Center, Dr. Lottie P. Edward Community Service Award. In 2021 she was the recipient of the Martin Luther King Jr. Drum Major for Justice Award from the Homer S. Brown Division of the Allegheny County Bar Association. McCants Lewis was recently named to The Hockey News 2022 List of 20 Women Making Black History in Hockey. She is the current Board Chair for the August Wilson African American Cultural Center. McCants Lewis has also been assigned to numerous committees and commissions including serving as chair of the Allegheny County Courts Administration Vision Team Committee in 2012, appointed to the City of Pittsburgh Equal Opportunity Review Commission in 2014, the Allegheny County Government Review Commission in 2015, and the Sports and Exhibition Authority's Sports Commission in 2020.

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Delvina Lorraine Morrow

For over ten years, Delvina has provided leadership in strategic thinking and community development in the nonprofit sector, for-profit sector, life sciences, technology, and now sports. Delvina has dedicated her career to bringing people together, advancing missions, as a community leader and team member. In 2019, Delvina took on the role of Director, Strategic Community Initiatives with the NHL hockey team, the Pittsburgh Penguins. Within this role, she was responsible for managing key external projects and initiatives relating to the redevelopment of the former Civic Arena, a \$1 Billion dollar, 28-acre, redevelopment which will have a significant impact on the Hill District, a predominantly black community, experiencing blight and disinvestment. Within this role, she has worked alongside the Pittsburgh Penguins leadership, and development partners, to deliver on community building and consensus building tied directly to the redevelopment project.

Delvina currently serves as the Senior Director, Strategic Community Initiatives and DEI, where she oversees the Penguins DEI initiatives and aims to promote racial equity and empower staff to better understand the concepts of racism and diversity, equity and inclusion. Through her work, she has developed customized programming that reached fans nationwide, and Penguins staff, and has worked closely with the NHL to ensure that DEI best practices are consistent and in line with the NHL's goals. In 2017, Delvina was named by the Pittsburgh Business Times as one of the inaugural class of its "30 Under 30" honorees, she was an honoree for Who's Next 2019: Technology presented by the Incline, she was honored in 2022 Pittsburgh Courier Fab 40, and is a and a graduate of the Leadership Pittsburgh, LDI Class of 2018. Additionally, Delvina serves as a Board Member for Big Brothers Big Sister Pittsburgh, City Theater, and Rebuilding Together Pittsburgh, helps to steer each organization toward a sustainable future, while advancing their respective missions.

ABOUT OUR PARTICIPANTS



Brian K. Oglesby

Brian K. Oglesby is the Interim President/CEO of the Eastern Minority Supplier Development Council (EMSDC) as of July 11, 2022. He returns to EMSDC, where he previously served as Vice President, after several years in private practice as a consultant and a partner in a startup.

A Philadelphia native, Brian has a career that spans multiple industries, government, public service, economic and Workforce Development, and the founding of a private consulting practice as an economist and business developer and planner. Known for formulating strategies and solutions that draw from a broad range of disciplines, Brian has had the privilege of engaging organizations at all levels and creating long-standing relationships. He has always been driven by the pursuit of equality and equity through economics, business development, policy, and civic engagement.

An avid recreational athlete and “outdoorsy” type, you’ll probably run into Brian running, hanging in a gym, playing in any number of local sports leagues, hiking, or cycling along the riverfront. When not playing, Brian roots for all things Philly.

Brian resides in Philadelphia with his son, who just may be the greatest and smartest kid ever. Most of the time, and most importantly, he is simply known as “Miles’s Dad.”

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Rodney Poteat

Rodney Poteat has over a decade of compliance experience in Corporate, Retail, and the Investment Bank for several of the Nations largest Institutions including Chase, Citibank, and Pittsburghs very own PNC.

Driven to make a difference in his community using his banking network, Rodney Co-Chairs several professional organizations towards Racial and social justice, and is an active member of CEIR.

ABOUT OUR PARTICIPANTS



A. Odell Richardson

A. Odell Richardson is currently leading Pittsburgh's dedicated Community Action Agency, Pittsburgh Community Services, Inc., as Executive Director. since July 1, 2016. He has more than 35 years of progressive leadership experience in business and program management and development, in both the for-profit and non-profit venues.

An architect by vocation, Odell spent the initial part of his professional life involved with designing and building monumental skylights on large scale commercial projects around the world for IBG International. In New York during the mid-1980's, Odell was primary in developing a \$15-20 million dollar market in the glazing and contracting business for his employer, while helping to create a network of minority owned sub-contractors capable of fulfilling contracts in a highly competitive construction market. His expertise in commercial construction project management, business development, and manufacturing led to his being contracted to establish a start-up company called Dome'l Inc. Within five years, Dome'l was generating in excess of \$4 million per year and employed 25-45 people at any given time. Odell's entrepreneurial bent saw involvement in all facets of the contracting business until relocating to Pittsburgh in 1993.

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Travis Williams

Travis Williams began his role as President of the Pirates on November 1, 2019. In this role, he is responsible for the baseball and business operations of the organization, with a particular focus on the Club's Vision for the future, connection to its fans and commitment to the community.

Upon assuming his role, Williams made it a priority to strengthen the organization's connection with the fan base by focusing on a fan-oriented business approach. An important part of this approach was the reshaping of the Pirates leadership team with the hiring of several key leaders with vast experience in fan engagement and the customer experience.

Williams has also overseen several outreach initiatives to strengthen the Pirates impact throughout the Pittsburgh community, which was of heightened importance in the wake of the COIV-19 pandemic. During the height of the pandemic, the Pirates partnered with the Greater Pittsburgh Community Food Bank on several distribution events to serve over 425,000 meals to those in need. He also led a season-long campaign to help local area businesses and nonprofits get back on their feet.

Williams continues to build upon the vision that has been set for the future of PNC Park, with a particular focus on enhancing the fan experience and the way in which fans engage with the game on the field and connect with each other off of it.

ABOUT OUR PARTICIPANTS



Tim Stevens

Tim Stevens launched B-PEP, the Black Political Empowerment Project, a non-partisan community collaborative, on May 21, 1986, and has been the project's only Chairman. Tim also serves as the Co-convenor of the Coalition Against Violence. He was elected President of the NAACP Pittsburgh Branch in November 1994 and provided the organization with a decade of leadership. In 1996 Tim brokered the initial meeting with former Pittsburgh Mayor Tom Murphy that led the City's commitment to help fund what is now known as the August Wilson African American Cultural Center. Tim also founded the Black & White Reunion, which hosted its 21st Summit, now called The Racial Justice Summit, and in 2016 initiated the Black Political Empowerment Project's primary fundraiser, "B-PEP JAZZ".

Between 2011-2013, Tim facilitated setting the foundation for the creation of the Corporate Equity & Inclusion Roundtable (CEIR). Its inaugural historic event of May 13, 2013 was hailed by former Director of the Pittsburgh Office of the Pennsylvania Human Relations Commission, George Simmons, as the most powerful event in 40 years. The Roundtable's mission is to create breakthroughs in diversity, equity and inclusion for African Americans throughout the Pittsburgh Region in in the areas of employment and entrepreneurial opportunities. Tim continues to serve as the Facilitator for the Corporate Equity & Inclusion Roundtable (CEIR) Working Group. Tim has been privileged to receive various community awards over the years, including the New Pittsburgh Courier recognition as one of the fifty most Influential Men of Influence for several years and Men of Excellence in 2007. Tim received his Bachelor of Arts Degree from the University of Pittsburgh in Political Science with a minor in Sociology in 1967, and a master's Degree in urban and Regional Planning (MURP) from the University of Pittsburgh's Graduate School of Public & International Affairs (GSPIA) in 1974. Tim Stevens is the proud husband of Jennifer Andrade and the father of Marcus Kennedy Andrade Stevens.

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CONGRATULATIONS, CEIR!

Duquesne University Salutes CEIR's
10th Conference Anniversary



duq.edu

**Make sure to
review the
updated
Corporate
Equity &
Inclusion
Playbook in
the back of
your folder.**



Important Articles to Read

4 DEI Practices Your Company Should Adopt in 2022 by *Janice Gassam Asare* December 29, 2021 focuses on teaching tips and techniques that should be implemented in 2022 and moving forward to ensure growth in DEI.

To Foster Real Change, Universities Need to Stand Beside Black Professors not Condemn Them by *Sarah R. Olutola* October 2, 2022, captures an inside look on how real change can be brought to universities with more support for black professionals as opposed to creating harder situations for substantial change in DEI.

Once Neglected, DEI Initiatives now Present at all Fortune 100 Companies by *Caroline Colvin* July 20, 2022 gives readers an insightful outlook on how many companies have utilized and adopted many changes within their hiring and staffing to open more broad opportunities in DEI and the impactful look on the success of implementing these changes.

Affirmative Action Helps Black Immigrants, but NOT Black Americans by *Robert Cherry* October 7, 2022 shares a deep look into how affirmative action can become a setback for the working black American today and gives an outlook of ways this can be harmful to the black community.

Race and Disability: From Analogy to Intersectionality by *Angela Frederick and Dara Shifrer* July 11 2018 shows readers how black Americans with disabilities have a higher rate of being unemployed or have a harder time adjusting to society and the workforce.

To Be BIPOC, Disabled and Fighting for Justice by *N. Jamiyla Chisholm* September 1, 2020 is a powerful story focusing on the hardships and inequalities black Americans living with disability face and many things that need to be discussed and changed.

House Passes CROWN Act by *NBC News* May 18, 2022 gives information about the passing of the CROWN Act and what it means for BIPOC and DEI moving forward.



**JEWISH
FEDERATION**
GREATER PITTSBURGH
Community Relations Council

The Jewish Federation of Greater Pittsburgh's Community Relations Council is proud to be a longstanding partner of CEIR.

We are honored to work with you in advancing diversity, equity and inclusion in the Southwestern Pennsylvania workforce.

TOWN HALL: ABOLITION & REFORM

HOW MUCH PROGRESS HAVE WE MADE TOWARD
RACIAL JUSTICE?

November 17th, 2022 7:00pm-9:00pm
Community Empowerment Association
7120 Kelly St., Pittsburgh, PA 15208

REGISTER HERE:

PittsburghRacialJusticeSummit.org

SAVE THE DATE
25TH ANNUAL
PITTSBURGH RACIAL
JUSTICE SUMMIT
FRI. EVE. JAN 20 AND
ALL DAY SAT. JAN 21, 2023
LOCATION TO BE DETERMINED



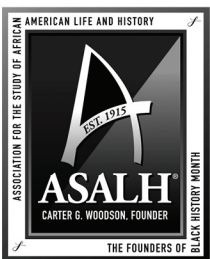
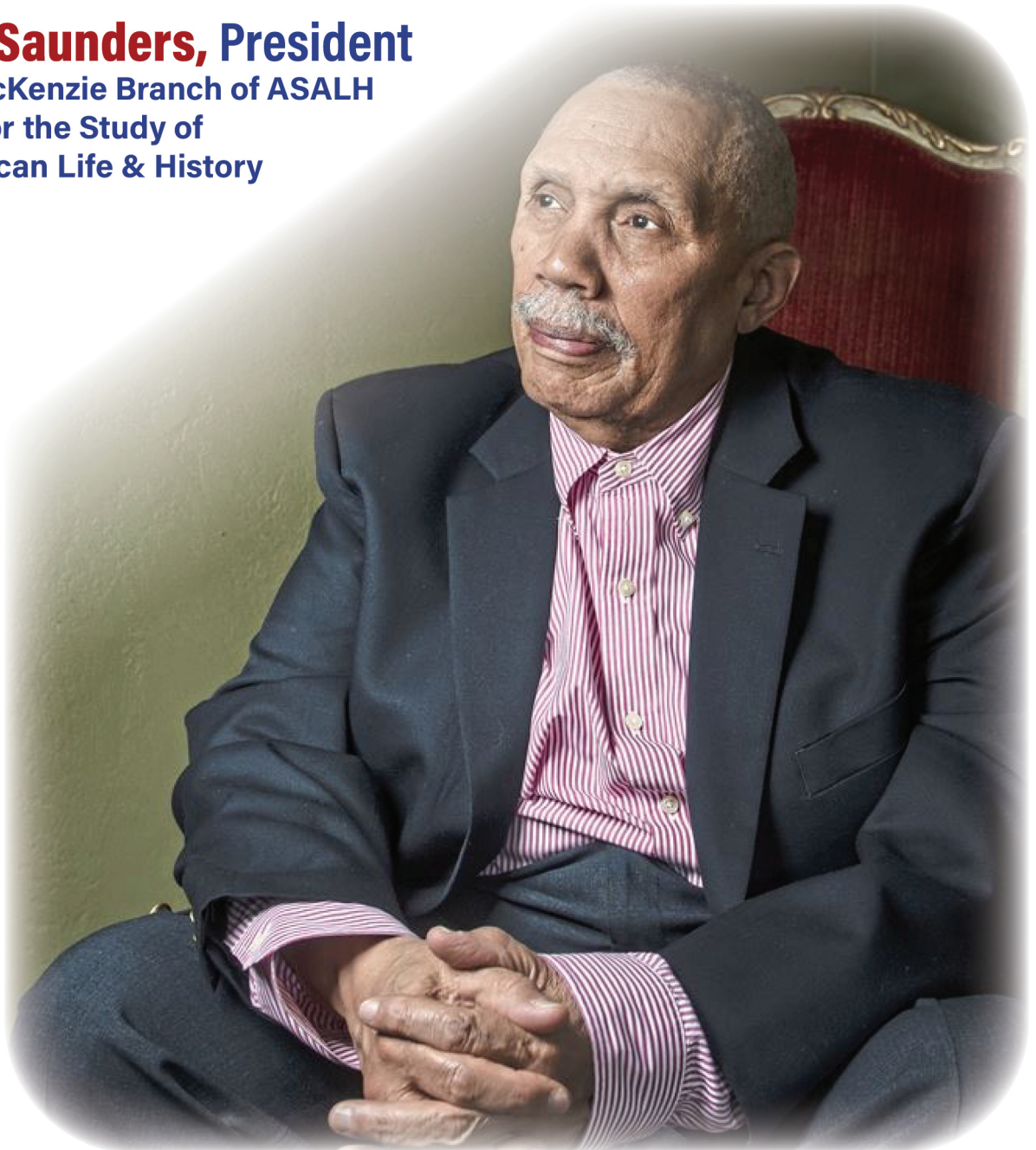
ART BY CAROLYN NICOLE HUNTER




SCAN ME

The Black Political Empowerment Project (B-PEP) and
Corporate Equity & Inclusion Roundtable (CEIR) Salute
Ronald B. Saunders and the Pittsburgh Branch of ASALH
for their outstanding work in the community and their recent award as
“The 2022 ASALH Branch of the Year.”

Ronald B. Saunders, President
Dr. Edna B. McKenzie Branch of ASALH
Association for the Study of
African American Life & History





You may qualify for disadvantaged business certification if you answer yes to all of the following:

Are you a U.S. citizen or lawfully admitted permanent resident?

Is your firm 51% owned by a socially and economically disadvantaged individual who controls and manages the firm's daily business operations?

Does your personal net worth not exceed \$1.32 million?

Business success is near. Let us assist you.

Allegheny County Department of Equity and Inclusion

204 County Office Building, 542 Forbes Avenue, Pittsburgh, PA 15219

Phone: 412-350-4309 | DEI@alleghenycounty.us

[Facebook.com/AlleghenyCountyDEI](https://www.facebook.com/AlleghenyCountyDEI)



ALLEGHENY COUNTY
DEPARTMENT OF EQUITY AND INCLUSION

Thanks to the CEIR Working Group

Tim Stevens, CEIR Working Group Facilitator, Chairman & CEO, The Black Political Empowerment Project (B-PEP), Co-convener, Greater Pittsburgh Coalition Against Violence (CAV), Founder, The Black & White Reunion

Godfrey Bethea, CDP/PHR, Vice President of Equity, People & Culture, Greater Pittsburgh Food Bank

Marla Bradford, Senior Diversity Recruiter, Duquesne University

Alethia Bush, Workforce Development Job Developer for the Mon Valley Initiative/Southwestern PA Re-entry Coalition (SPARC)

Esther L. Bush, Former President & CEO, Urban League of Greater Pittsburgh

Russell L. Bynum, President, Bynums Marketing & Communications, Inc. and Consultant, Bynums Minority Marketing Group

Tricina Cash, Vice President, Strategic Partnerships & Corporate Relations, Eastern Minority Supplier & Development Council (EMSDC)

Laura Cherner, MBA, Director of the Community Relations Council (CRC) for the Jewish Federation of Greater Pittsburgh

Rev. Michele P. Ellison, President, Michele's Inspiration

Bill Flanagan, Chief Corporate Relations Officer, Allegheny Conference on Community Development

Victoria Goins, Vice President, Programs and Services, Urban League of Greater Pittsburgh

Dr. Rahmon Hart, Director of Community Relations, Rivers Casino

"Jam" Hammond, Director, Pittsburgh Commission on Human Relations

Shayla Holmes, Executive Assistant, CEIR/Greater Pittsburgh Coalition Against Violence (CAV)

Dr. Fredrick O. Kendrick, Owner, Ken-Tell, LLC

Ronald Lawrence, Chairman of the Board, 100 Black Men of Western PA

Brian Magee, CEO, PUMP

Terrance McDaniel, Former Acting Regional Director, PA Human Relations Commission

Judy McNeil, Director, Diversity Business Resource Center at Riverside

Brian Oglesby, President/CEO of Eastern Minority Supplier Development Council (EMSDC)

Betty Pickett, Member of the Black Political Empowerment Project (B-PEP) Planning Council, Former Executive Director, Pittsburgh Chapter, National Council for Christians and Jews (NCCJ)

Ronald B. Saunders, President, Dr. Edna B. McKenzie Branch of the Association for the Study of African American Life & History (ASALH), Member, Race & Reconciliation Dialogue Group, St. Paul Cathedral, Member, African American Advisory Council, Senator John Heinz History Center, Chairperson, Penn Hills Advisory Council to the Pennsylvania Human Relations Commission.

Regina L. Scott, Director of Community Engagement & Programs, Gateway Health

Rodney Poteat, PNC Bank, Detection and Investigation Associate

John Small, President, Performance Capital, Member, Black Political Empowerment Project (B-PEP) Planning Council

Rev. Dr. Dale B. Snyder, Senior Pastor, Bethel AME Church Pittsburgh

Greg Spencer, CEO, Randall Industries, LLC, Managing Director, Spencer MacCleary & Associates

Richard A. Stewart, Jr., Immediate Past President, NAACP Pittsburgh Branch

Deb Stuligross, Executive in Residence, Forbes Funds, CEIR Website Coordinator

Sharon Walker, Office of Financial Empowerment Manager, City of Pittsburgh

Doris Carson Williams, CCE, President & CEO, African American Chamber of Commerce of Western Pennsylvania

10th Annual CEIR CONFERENCE

(The Corporate Equity & Inclusion Roundtable)

2022

Thanks to All Our Program Participants

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**The CEIR Working Group
Pays Homage to
WALTER J. BENTLEY
who died January 25, 2022
and
DIANE WILLIAMS COLBERT
who died November 6, 2022**

*We thank them for their service to our CEIR Working Group,
and their commitment to expanding diversity, equity & inclusion
throughout the Pittsburgh Region!*



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DIVERSITY AND INCLUSION is fully integrated
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We work better when all of us work together. Inclusion means every person is valued, and all contributions are welcomed. At UPMC, inclusion begins with the core belief that everyone deserves dignity and respect. And diversity is how we achieve our mission and how we grow our business. UPMC Center for Engagement and Inclusion inspires a culture of collaboration throughout our company and within the communities we serve, all based on the simple idea that inclusion matters — to all of us, every day.

UPMC Center for Engagement and Inclusion is a proud supporter of Black Political Empowerment Project and the Corporate Equity & Inclusion Roundtable 8th Annual Conference.

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CAV
Greater Pittsburgh
Coalition Against Violence

*We seek the ending of violence in our
homes, our schools and our communities!*



*We seek breakthroughs in Diversity,
Equity & Inclusion!*

Please visit us at www.b-pep.net, www.coalitionagainstviolence.net,
and www.ceirpittsburgh.org; email us at cav.pgh@gmail.com or call
us at 412-212-8775 or 412-758-7898!

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