

**Staff Council Equity, Diversity, and Inclusion Statement of Intent**

In looking at the demographics of our immediate group, we at Staff Council noticed a lack of diversity. Put plainly, we are mostly middle-aged white women. We looked at the demographics of the staff-at-large and, more broadly, the surrounding community, that being the City of Pittsburgh. What we found was that the issue was bigger than our organizational membership. Our membership is roughly 90% white, Pitt full-time staff is roughly 80% white, and the City of Pittsburgh is around 66% white.

We commit to addressing this inequity and imbalance. Pittsburgh’s Inequality Across Gender and Race report by the Gender Equity Commission in 2019 makes quite clear an unacceptable situation to which we have all grown accustomed. It is our intent to work to expand the diversity of our campus community by challenging the status quo with bold and brave brainstorming to help disrupt the power structure and systemic racism and sexism that we have allowed to flourish in the city and university that we love. We pledge to use our privilege to amplify voices and to advocate via a staff lens for colleagues, students, faculty, and the university community.

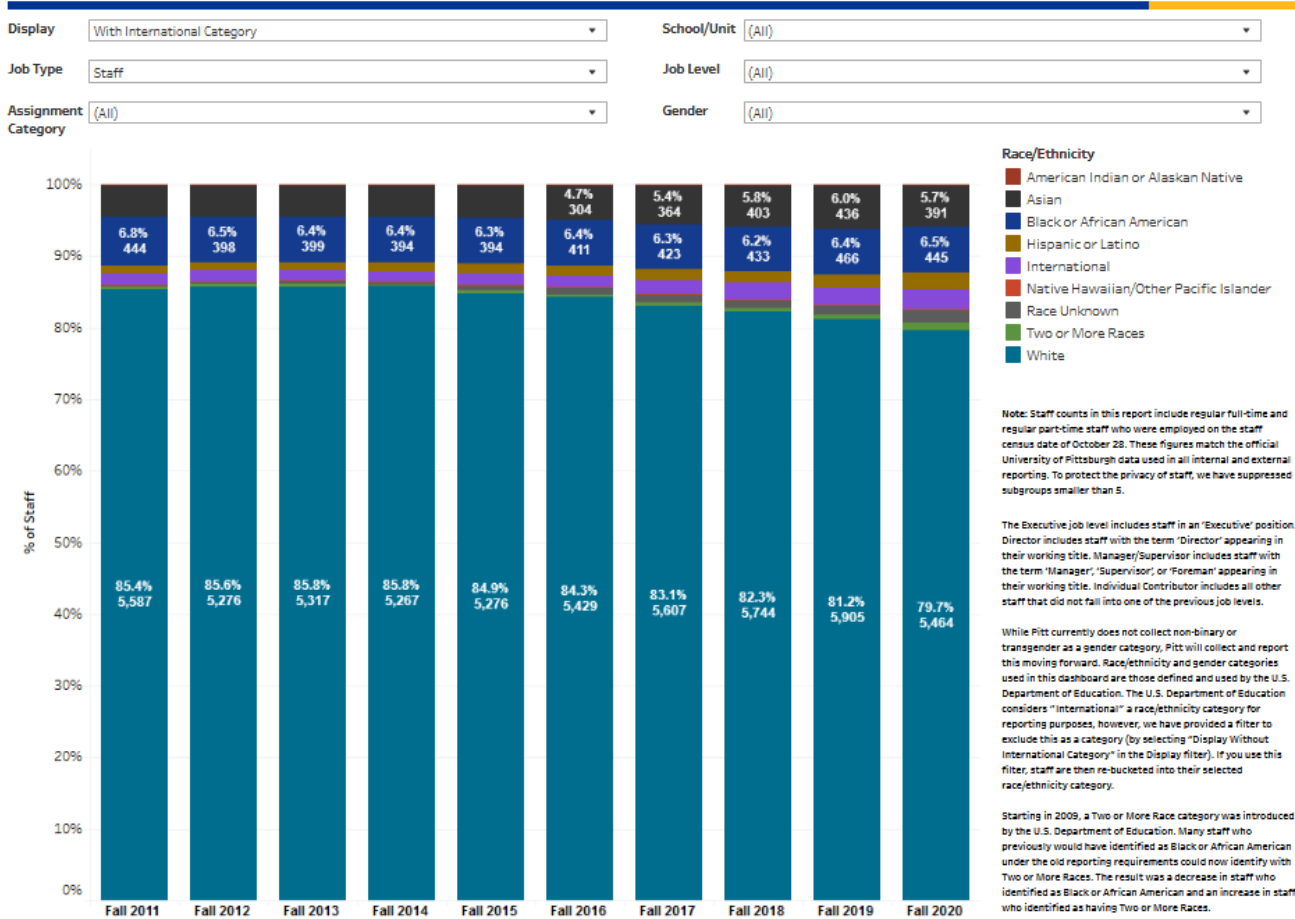
**References:**

Staff Council membership demographic data provided by Pitt OHR

City of Pittsburgh’s Gender Equity Commission. (2019). *Pittsburgh’s Inequality Across Gender and Race*.  
[https://apps.pittsburghpa.gov/redtail/images/10645\\_\\_Pittsburgh's\\_Inequality\\_Across\\_Gender\\_and\\_Race\\_JULY\\_2020.pdf](https://apps.pittsburghpa.gov/redtail/images/10645__Pittsburgh's_Inequality_Across_Gender_and_Race_JULY_2020.pdf)

Office for Equity, Diversity, and Inclusion - Social Justice Staff Diversity Dashboards:

**Staff by Race/Ethnicity**



<https://www.diversity.pitt.edu/social-justice/staff-diversity-dashboard>

U.S. Census Bureau:

RACE		Pittsburgh city, Pennsylvania	
Survey/Program: American Community Survey		Product: 2019: ACS 1-Year Estimates Detailed Tables	
TableID: B02001		Universe: Total population	
Label	Estimate	Margin of Error	
▼ Total:	300,281	±40	
White alone	198,659	±6,253	
Black or African American alone	71,191	±5,768	
American Indian and Alaska Native alone	840	±462	
Asian alone	16,983	±2,429	
Native Hawaiian and Other Pacific Islander alone	0	±182	
Some other race alone	3,073	±1,398	
▼ Two or more races:	9,535	±1,797	
Two races including Some other race	964	±522	
Two races excluding Some other race, and three or more races	8,571	±1,722	

<https://data.census.gov/>