



Allegheny Regional Asset District

Diversity Plan

Statement of Principle

The Allegheny Regional Asset District operates the agency and its programs in a way that allows all District residents to participate in employment, purchasing and contracting, volunteer service and grant programs. This is the spirit and intent of the governing act and the commitment of board and staff.

On December 1, 2008 the District Board updated its Diversity Policy reaffirming its commitment to diversity and inclusiveness among regional assets. To achieve its full mission while continuing to give full access to its activities, the District commits to the following plan:

Goal 1: Provide timely access to information about employment opportunities with the District.

Strategies:

1. Post all District employment opportunities on the district web site.
2. Advertise postings in daily papers as well as targeted media.
3. Contact agencies offering employment referral services to diverse populations about employment opportunities.
4. Notify assets, advisory board members and other constituents and request referrals.
5. Post all District employment opportunities with other job availability sites and resources.

Goal 2: Afford all District businesses and particularly MBE/WBE/DBE businesses access to information about purchasing and contracting activities.

Strategies:

1. As purchasing/contracting opportunities arise, search MBE/WBE/DBE data bases for firms qualified in the area and notify them of the opportunity.
2. List opportunities on District web page.

3. Notify referral agencies of opportunities.
4. Publish and circulate information on opportunities with the District as well as funded assets.
5. Sponsor and/or participate in trade fairs and other program designed to inform businesses about opportunities.
6. Disseminate information on MBE/WBE/DBE to funded assets.

Goal 3: Promote diversity in the appointment of the Advisory Board and other posts under the control of the Board.

Strategies:

1. Recruit candidate's representative of the population of the county for seats on the Advisory Board via notifications to community groups, assets, web postings. Include these prospective candidates in nomination pool.
2. Recruit candidates for the at large member seat on the board via notifications to community groups, assets, web postings. Include these candidates in the nomination pool.
3. Consider diversity as a criterion when citizens are appointed to panels, committees.

Goal 4: In addition to seeking applicants representing diverse populations, include diversity as part of the evaluation process.

Strategies:

1. Maintain contact with other funders for information about emerging assets and notify these organizations about the District program.
2. Outreach to the community for potentially eligible assets.
3. Announce through general as well as targeted media the availability of applications.
4. Require submission of Diversity Plans with applications and consider diversity as an evaluative element.
5. Consider increase support for emerging assets as they prove viability and increased service.

The Executive Director is charged with implementing this plan and shall report annually to the board on what actions have been taken under each goal.