

## Deputy Chief Equity & Inclusion Officer

Pittsburgh Regional Transit is seeking a Deputy Chief Equity & Inclusion Officer (DCEIO) who will report directly to the Chief Human Resources Officer (CHRO) of Port Authority of Allegheny County d/b/a Pittsburgh Regional Transit (PRT). The DCEIO will also interact and communicate with the Chief Executive Officer and other members of PRT's senior management team. The DCEIO will be the executive responsible for working with their team and the PRT employees to advance, foster and cultivate a culture within the organization that promotes inclusion, diversity, equity and access for employees, customers, vendors, contractors, and diverse communities. The DCEIO, under the direction of the CHRO, will be responsible for developing and implementing the vision, leadership, and direction of PRT's diversity and equity programs including its Diversity Equity and Belonging (DEB) strategy. Disadvantaged Business Enterprise (DBE) programs, and other similarly focused efforts that further PRT's commitment to create a more trusting and culturally competent environment that better aligns positive employee, customer, and community experience for all PRT stakeholders.

The DCEIO is responsible for providing strategic counsel to PRT's senior management team and may also have interaction with PRT's Board on DEB strategy, DBE programs and similar strategies and programs. The DCEIO will monitor and report, either directly or via staff reporting to the CHRO, on PRT-wide equal opportunity compliance and equity-related statistics to PRT's Board senior management team and employees as well as relevant outside regulatory agencies and other stakeholders.

### Essential Functions:

- Participates in the development of policies throughout the department and interpret such policies throughout the department.
- Develops objectives, policies, and procedures for their activity for the approval of immediate manager.
- Interprets and administers programs and procedures in accordance with approved policies to ensure compliance and mitigate liability.
- Performs special assignments for immediate manager, as requested.
- Develops and maintains reporting systems, which enable management to measure program performance, identify and analyze trends and determine future needs.

### Job requirements include:

- BA/BS from an accredited college or university in Business, Economics, Human Resources or related field and extensive experience including a minimum of ten (10) years' of experience in directing and managing diversity, disadvantaged business enterprise and equity programs, plans and initiatives required.
- Must have a minimum of five (5) years' of supervisory/leadership experience.
- Strong knowledge of Federal, State, city and local laws governing nondiscrimination of employees, applicants, and contractors and mitigation of disproportionate impact/burden to communities.
- Proven experience with DEB analytics, including how to drive impact in business and employee centered metrics.
- Must have strong analytical, written, and verbal communication skills.
- Ability to effectively present information to senior management, board of directors and/or public groups required.
- Ability to establish and maintain effective working relationships with staff, all levels of management required

### Preferred attributes:

- An Advanced Degree in Business, Economics, Marketing, or Law (J.D.) or a related field is preferred.
- Experience in developing, managing and/or implementing DEB, DBE or similar equity-based programs and systems at a government agency and/or private transportation company.



We offer a comprehensive compensation and benefits package. Interested candidates should forward a cover letter (*with salary requirements*) and resume to:

Inez Colon  
Employment Department  
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Pittsburgh, PA 15222-2527  
[IColon@RidePRT.org](mailto:IColon@RidePRT.org)  
EOE