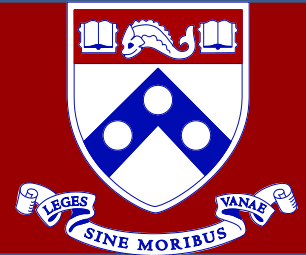


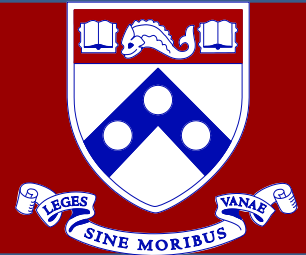
# University of Pennsylvania



## Office of and Government Community Affairs Penn Economic Inclusion Program: An Overview



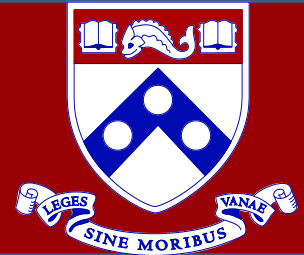
**May 6, 2016**



## Background

- Penn's Economic Inclusion Program upholds **the Penn Compact 2020** mandate to engage local, minority and women-owned businesses and residents in the University's economic activity.
- The program enhances the economic vitality of our surrounding communities, City and region through expansion of business and employment opportunities.
- The practice of economic inclusion demonstrates one way that urban educational institutions drive local economies in a positive direction.

# University of Pennsylvania



## Plenary Committee

Primary Role: Provides oversight, and guidance to Penn in helping to shape and strengthen its economic inclusion development and engagement activities in the community.

## Human Resources Working Committee

Primary Role: Provides guidance and assistances in identifying community resources and partnerships to assist with the recruitment of local, minority and women work force, and to seek program opportunities to help improve job skills and capacity.

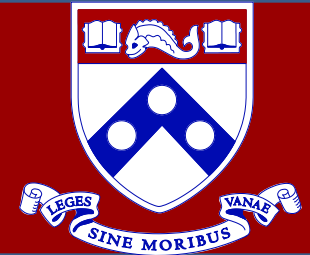
## Construction Working Committee

Primary Role: Provides guidance and assistance in monitoring and strengthening local, minority and women workforce and business participation on construction projects, and to assist and advise regarding measures to help increase capacity.

## Purchasing Working Committee

Primary Role: Provides guidance and assistance in helping to grow the pool of potential local, minority and women business partners, and strengthening outreach activities to increase the diversity supplier base.

# University of Pennsylvania



## 3-Year Human Resources Inclusion Data

	FY 2013	FY 2014	FY 2015
<b>Human Resources</b>			
<b>University Staff Diversity</b>			
<b>Total University Staff Hires</b>	<b>1,150</b>	<b>1,264</b>	<b>1,348</b>
% of Local Hires	16.67%	18.28%	17.78%
% of Minority Hires	33.65%	31.17%	33.75%
% of Women Hires	63.57%	65.27%	63.28%
<b>Total University Staff Workforce</b>			
<b>Total University Staff Workforce</b>	<b>10,148</b>	<b>10,149</b>	<b>10,372</b>
% of Local Workforce	14.41%	15.57%	15.12%
% of Minority Workforce	33.66%	33.52%	34.07%
% of Women Workforce	59.90%	60.20%	60.50%
<b>Local Staff Residence</b>			
<b>Total Local Resident Staff</b>	<b>1,406</b>	<b>1,424</b>	<b>1,511</b>
Exempt Staff	715	721	778
Non-Exempt Staff	472	490	513
Hourly Staff	219	213	220
<b>UPHS Penn Medicine Staff Diversity</b>			
<b>Total UPHS Penn Medicine Staff Hires</b>	<b>1,362</b>	<b>1,598</b>	<b>1,960</b>
% of Local Hires	28.00%	66.00%	68.00%
% of Minority Hires	40.00%	43.00%	42.00%
% of Women Hires	66.00%	29.00%	30.00%
<b>Total UPHS Penn Medicine Staff Workforce</b>			
<b>Total UPHS Penn Medicine Staff Workforce</b>	<b>10,197</b>	<b>10,149</b>	<b>11,319</b>
% of Local Workforce	29.00%	27.00%	27.00%
% of Minority Workforce	48.00%	44.00%	43.00%
% of Women Workforce	78.00%	72.00%	72.00%

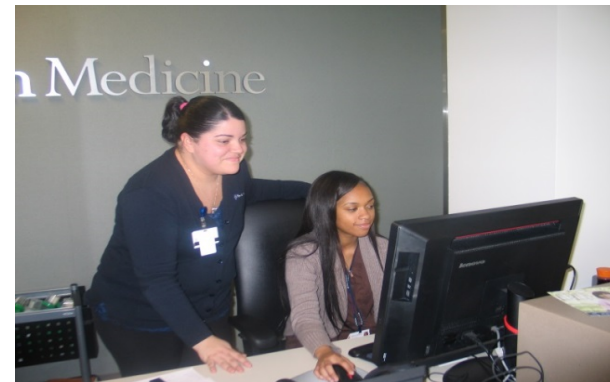
## Outreach Activities Highlights

### Project Info Sessions



FRES held a Capital Project information session for MBE and WBE subcontractors. It was hosted by FRES, Penn Medicine Facilities, and OGCA and invited subcontractors to tell their stories of success.

### Pipeline Program



Twenty high school juniors were enrolled in the Pipeline program, which prepared them for future education by taking college courses and working at Penn Medicine.

## Outreach Activities Highlights

### GBCA/ CHAD Pre-Apprenticeship Program

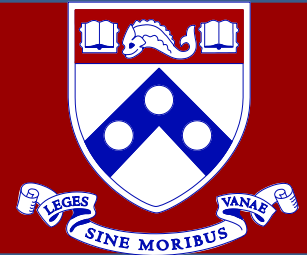


Penn, and the GBCA (General building Contractors Association), and CHAD (Charter High School for Architecture and Design) developed a pre-apprenticeship program to prepare Philadelphia high school students to take the apprenticeship exam for the building trades.

### ACE Mentorship Program



FRES and Penn Medicine sponsored ACE)Architecture Construction Engineering) teams of community youth to concentrate on professional areas of construction design and implementation.



## Outreach Activities Highlights

### Unique Advantage



**Tope Ligali: Center for Minority Serving Institutions**

By signing on as Penn Jobs Center temp and building a reputation as an outstanding administrative professional, Tope Ligali found permanent work at Penn in a field close to her heart.



**Ann Miller: Wharton Innovation Group**

Ann Miller signed on as a temp with the Penn Job Center, managed by UA Staffing. And today, she has a full-time position as the Program Coordinator for the Wharton Innovation Group.

### Penn Purchasing Services

#### Connecting Suppliers to Buyers

Purchasing Services continues to connect our suppliers to the many buyers at the University through both systems and ongoing programs and processes

