



**ANNUAL
REPORT
2023-2024**

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PRESIDENT'S LETTER

H. Matthew Meyers, MBA



Dear Friends and Supporters,

As I reflect on the 2023-24 academic year, I am filled with pride at how our community has come together to achieve remarkable milestones. We continue to live up to our Mission of Student Success by transforming the lives of our graduates and their families through education, and I am thrilled to share some of the highlights that have defined this year.

Growing Enrollment

This year, our enrollment numbers saw a significant uptick, proving that the Pennsylvania Institute of Technology remains a destination for students (in Greater Philadelphia, but also with growing reach across the U.S.) who are committed to building meaningful, career-focused futures. Our faculty and staff's tireless efforts in outreach, enhanced academic programs, and student support services are evident in these numbers, and we are committed growing our reach into more communities who share our vision of economic mobility through education.

Empowering Students Through Scholarships

Thanks to our generous donors, more students received scholarships and more funds were awarded than ever before in our history. These scholarships have helped students overcome financial barriers and pursue their education. In this report, you'll find a list of this year's scholarship recipients—a powerful reminder of the direct impact our supporters have on the lives of our students.

Financial Stability and Growth

Our financial health remains strong, and I'm pleased to report that through sound financial management and careful stewardship of resources, we've been able to maintain our focus on academic excellence while planning for the future. The details of our financials, included in this report, demonstrate our commitment to sustainability and responsibility while enhancing our facilities and equipment.

\$6M Campus Improvement Campaign

One of the most exciting projects of the year has been our \$6 million campus improvement campaign. This initiative aims to transform our facilities, creating an environment that reflects the high standards of education we provide. We are well underway with this project, and I encourage you to review the renderings and project overview in this report to see how these improvements will enhance our campus and will elevate our campus in the Delaware County community.

Partnering for Success

This year, we continued to forge valuable partnerships that expand opportunities for our students. From Crozer Hospital to the Justamere Foundation, these collaborations reflect our ongoing commitment to preparing students for success in their chosen fields. These highlights in the report showcase the innovative work we are doing with our partners to stay at the forefront of career-focused education.

Leading in Public Safety and Health

Our commitment to community service was evident in our leadership during the mass casualty incident preparedness training and our work on the opioid awareness funded by Delaware County. These initiatives are not only important to the safety and well-being of our community but also offer our students hands-on experience in critical, real-world situations.

As we look ahead, I am excited about what the future holds for the Pennsylvania Institute of Technology. With a focus on continued growth, innovation, and community engagement, I am confident that we will continue to build on the successes of this year. None of this would be possible without the dedication of our faculty, staff, students, and the unwavering support of our donors and partners. Thank you for being a part of our journey. Together, we are making a profound impact on the lives of our students and the future of our community.

Sincerely, Matt Meyers

CONGRATULATIONS TO OUR SCHOLARSHIP RECIPIENTS

IN 2023-24, P.I.T. AWARDED JUST OVER \$184,000 IN SCHOLARSHIP FUNDS TO 133 STUDENTS!

P.I.T. is committed to the success of our students. We know how difficult it is for students to fund their education while working and maintaining their personal lives. Each of P.I.T.'s scholarships has its own eligibility criteria such as financial need, academic achievement, the program of study, or a special skill. Recipients are chosen through an application process based on the criteria.

Abdullah, Ayishia
Anderson, Alisha A
Andrews, Brionna Z
Andujar, Lisandra M
Arrington, Rochelle
Ashley, Kellianne
Bangura, Nadezha
Bangura, Yeanoh E
Banks, Domonique C
Barksdale, Christina G
Bathelus, Noslyne Y
Berry, Quadira
Best, Nicole S
Binson, Kennesha
Blaise-Damor, Jacqueline
Blest, Marie
Bowman, Amirah D
Bowman, Brittany
Brockington, Nolah
Brown, Dashay
Brown, Lakeya M
Brown, Salena B
Canady, Tamika R
Chapman, Charisma
Clausen, Gina A
Coates, Sameerah I
Cole, Rosielee
Coleman, Brea
Cook, Kadeejah
Coverdale, LaDosha
D'Annunzio, Kayla L
Davis, Ashley
Davis, Shakeita

Davis, Sheleigha M
Desameau, Kaisha
Dillard, Ronessa
Dixon Lubin, Daceia
Edwards, Darnisha L
Etienne, Melina
Ferguson-Nichols, Neajah
Flagg, Cara
Freeman, Valencia O
Gardiner, Mykia S
Gibson, Faithia T
Green, Ciara
Griffin, Rashae
Harding, Daria
Hardy, Takeyia J
Hill, Alexis
Holland, Yasmeen C
Holness, Patrice N
Horn, Jacquell
Howell, Nadirah
Howie, Elyse
Jarillo, Parlita
Johnson, Quataya
Johnson, Whitney A
Jordan, Katie
Joseph-Adams, Betty
Jules, Jeff
Kelley, Amber
Lakef, Ouarda
Latimore, Sharelle N
Lee-Shockley, Jasmine
Lewis, Deja A
Lipkin, Annie

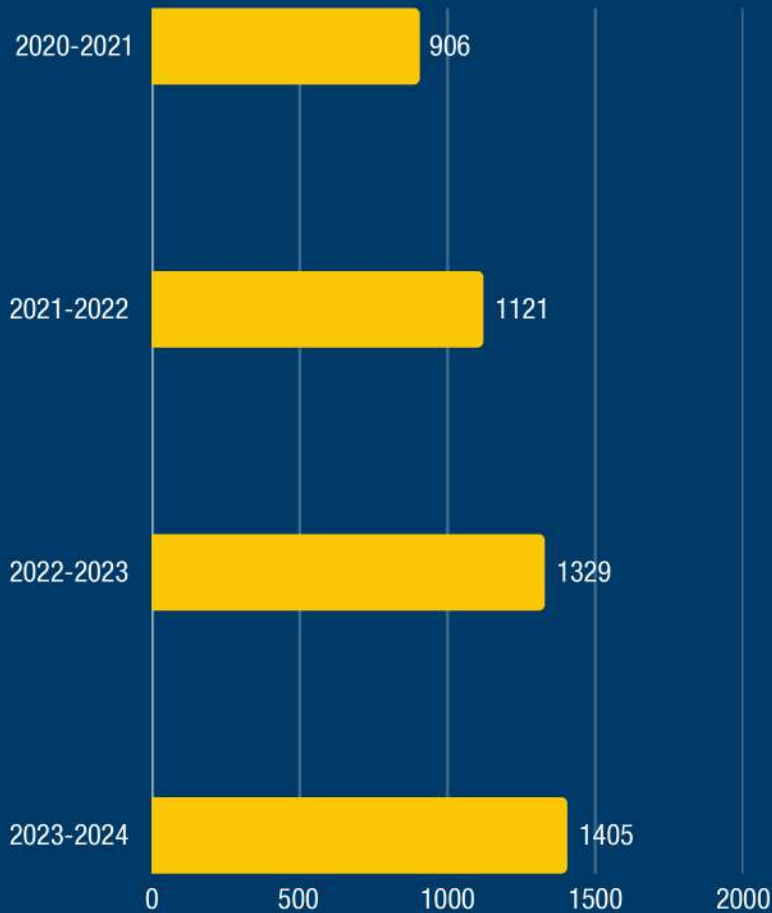
Lopez, Iris
Majeed, Tanaya
Mathis, Shaneeca S
Mattison, Sinia N
Mclaurin, Tirzah
Miller, Laquita
Mitchell, Genasia
Mitchell, Valencia
Momolu, Jannet
Morales, Marisa
Moralis Moore, Tamira R
Mordecai, Jessica S
Nelson, Darryl
Ntuk, Joyce
Ogbor, Oghale P
Oronto-Pratt, Eunice
Ortiz, Victoria
Ottey, Dymond
Paramore, Latisa J
Parchment, Kimani
Parker, Cheris L
Parker, Nichole
Paul, Jean Claude J
Perkins, Rejeana
Peterson, Dominique
Pierre, Maguy
Pour, Josephine
Pratt-Brown, Ashanie
Pryor, Kayla
Quijano, Christina
Rhone, Dayjane B
Robinson, Camryn A
Rosser, Iyinde G

Sanchez, Malvin
Scott, Suntaya E
Scott-Greenwood, Nia
Seawright, Sabrina M
Sellers, Sharrona A
Sirleaf, Natalie
Smalling, Shakera
Smallwood, Kenyetta
Smith, Lori
Smith, Shanice
Soumaoro, Aicha
Spratt, Morgan
Stewart, Rakeyah R
Stroud, Saniy
Sudan, Sakiyna R
Swaray, Fatumata
Tarawalie, Haja Z
Teneng, Jenevies W
Theodore, Leandra
Thomas, Jasmine
Thomas, Mariah
Tillman, Vivian A
Toler, Sherry N
Tucker, Paula
Turner, Dana L
Turner, Danajsha M
Tyson, Sha'Tay
Undie, Linus A
Walker, Rayieda
Walton, Fabienne
Watson, Colleen
Williams, Jocelyn N
Williams, Shanae
Wollie, Luc

ENROLLMENT GROWTH

P.I.T.'S STUDENT ENROLLMENT CONTINUED TO GROW IN 2024!

From 2020 to 2024, annual student enrollment at the Pennsylvania Institute of Technology surged from 906 to 1,405, marking a remarkable 55% growth. This increase reflects our commitment to providing accessible, high-quality education and meeting the evolving needs of our diverse student body.



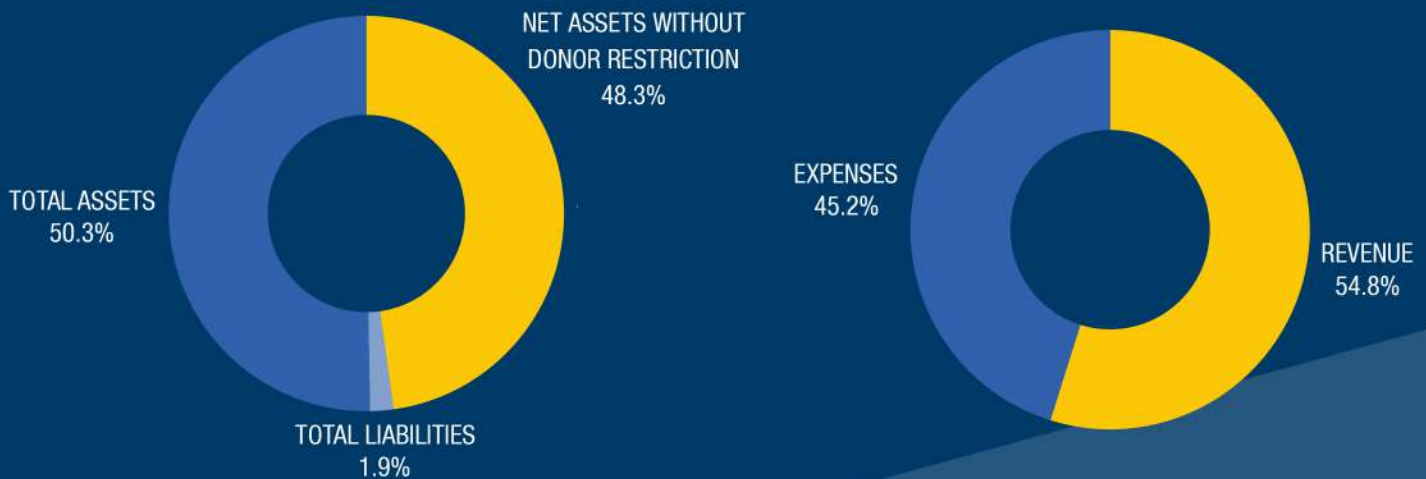
FINANCIAL SNAPSHOT

TOTAL LIABILITIES & NET ASSETS

The Pennsylvania Institute of Technology showcased strong financial performance for the fiscal year July 1, 2023 – June 30, 2024. With total assets of \$13,221,267 and liabilities of \$334,496, net assets without donor restrictions reached \$12,686,771. Revenue totaled \$13,419,510, with expenses of \$10,973,406, reflecting careful resource management. These figures highlight our commitment to financial stability and ongoing investment in student success and institutional growth.

	July 1, 2022 – June 30, 2023	July 1, 2023 – June 30, 2024
TOTAL LIABILITIES	\$457,830	\$509,675
TOTAL ASSETS	\$10,725,186	\$13,394,369
NET ASSETS WITHOUT DONOR RESTRICTION	\$10,196,826	\$12,729,510
NET ASSETS WITH DONOR RESTRICTION	\$70,530	\$155,184

	July 1, 2022 – June 30, 2023	July 1, 2023 – June 30, 2024
REVENUE	\$13,346,787	\$13,893,346
EXPENSES	\$10,896,579	\$11,443,273



\$6 MILLION IMPROVEMENT PLAN

We are excited to announce three major capital projects that will elevate our campus, supporting our growth and enhancing the experiences of both students and staff! The first project is the expansion of our campus with the addition of a new administrative building. This new facility, a neighboring residence, will become the new office spaces for our growing administrative departments, including development and marketing. As these vital areas have expanded, we need more space to accommodate the teams that support our mission and the student experience. This new administrative building will provide a modern, efficient space for our staff to continue driving our success.

The second project will revitalize our entryway, transforming it into a versatile social gathering space. Imagine a beautiful, flexible area that can host everything from casual student lounges to formal banquets for up to 100 people. This exciting new space will be the heart of our campus, bringing together students, staff, and the community for events, meetings, and celebrations. Additionally, we are upgrading office spaces to streamline operations and boost efficiency, ensuring that our campus runs smoothly.

The third project focuses on the expansion of our Nursing and Allied Health facilities. We're unlocking unused spaces to launch a new LPN to RN associate degree bridge program. This expansion includes cutting-edge simulation labs with dedicated bed bays, debriefing rooms, and high-tech classrooms, all designed to give students hands-on, real-world training. We're also adding gender-neutral facilities and accessibility improvements, ensuring that our nursing students have the best possible environment to thrive.

These three projects are part of our bold vision for the future of Pennsylvania Institute of Technology - creating a campus where innovation, community, and opportunity intersect!



708 MANCHESTER

This new administrative building will offer a modern, efficient environment for our growing staff to continue contributing to our success, supporting our mission, and enhancing the student experience.



FRONT PORCH

This rendering showcases the revitalized front porch, featuring a modern design that enhances accessibility and visual appeal. The updated space serves as an inviting entryway, reflecting the institution's commitment to innovation and community.



FRONT LOBBY

This rendering illustrates the transformed front lobby, featuring school-themed artwork that celebrates institutional pride, comfortable seating for relaxation, and dedicated spaces for students to study and collaborate. The design creates a warm, inviting atmosphere that fosters both community and productivity.



RN BRIDGE PROGRAM

This rendering showcases the design for a state-of-the-art lab renovation, featuring cutting-edge technology and a modern layout optimized for learning and innovation. The updated space emphasizes functionality and collaboration, providing students and faculty with advanced tools and resources to enhance educational and research experiences.

CELEBRATING EXCELLENCE

P.I.T.'S INAUGURAL AWARDS GALA HONORS OUTSTANDING CONTRIBUTORS:

On Tuesday, November 14, 2023, the Pennsylvania Institute of Technology (P.I.T.) hosted its first-ever awards gala, a historic moment for P.I.T., celebrating the partnerships and individuals whose dedication fuels the institute's mission. P.I.T. looks forward to continuing this annual tradition, honoring those who inspire and empower future generations.

CROZER HEALTH:

Crozer Health and Peaches Procaccio's educational team remain dedicated to supporting the mission of P.I.T.'s nursing program. Danielle Deady is also an invaluable contributor. The team consistently responds to inquiries, fulfills requests for new clinical units, and provides necessary resources to meet the program's needs. In addition, Crozer Health has generously donated IV fluid bags, phlebotomy tubes, tongue depressors, syringes, and other essential supplies to the P.I.T. nursing program. The students benefit from exceptional clinical learning experiences across the four acute care settings affiliated with Crozer Health. Sincere thanks to everyone involved!

**CROZER
HEALTH** 

Walter R. Garrison Volunteer of the Year Award

In tribute to P.I.T.'s founder, this award celebrates exceptional volunteerism and dedication to advancing the Institute's mission. The inaugural recipient, Paul Woodruff, has served as a P.I.T. Trustee on two different occasions. His leadership, business acumen, and sage advice helped to shape P.I.T.

Jayne B. Garrison Community Service Award

This award in honor of Jayne Garrison recognizes individuals who embody the spirit of volunteerism, philanthropy, and community support. Alice and Walter Strine were celebrated for their outstanding contributions to education, performing arts, and healthcare throughout the region.

President's Award

Selected by P.I.T.'s President, this prestigious award acknowledges individuals who exemplify the mission and values of the college. Professor Gerard C. Gambis received this honor for his exemplary dedication to student learning and for his many years of service to P.I.T.

Clinical Excellence Award

This award recognizes clinical partners who provide exceptional experiential learning opportunities to P.I.T. students. Joan M. Diaz, Radiology Director at Jefferson Abington, was honored for her dedication to excellence in radiology and for her support of P.I.T.'s growing Diagnostic Medical Sonography program.

Excellence in Healthcare Award

This award honors healthcare organizations that prioritize the health and well-being of their communities through impactful initiatives. BAYADA Home Health Care and Christine Pierce, RN, Clinical Nursing Educator, were celebrated for their exceptional efforts to enhance community health.

Supporting Partner Award

Fair Acres Geriatric Center, one of P.I.T.'s longstanding partners, received this award in recognition of their steadfast support and contributions to the institute's mission and student success.

Clinical Site Impact Award

Crozer Health and Peaches Procaccio, MSN, RN, Administrative Director of Nursing Education, received this award for their significant contributions to the learning and development of P.I.T. Nursing students.

DONOR HIGHLIGHTS

JUSTAMERE FOUNDATION

Celebrating Our Donors: Making a Difference Every Day at P.I.T.

We are profoundly grateful for our growing community of donors whose generosity helps transform lives at P.I.T. every day. Their support has enhanced the educational experience for our students and strengthened the college's mission in countless meaningful ways. Together, we are building a brighter future!

The Justamere Foundation and the Armstrong Foundation provide support for P.I.T. students!

The Justamere Foundation and the Armstrong Foundation have become valued members of P.I.T.'s family of generous supporters, funding academic scholarships that enable students to pursue their educational goals. At P.I.T., scholarships play a critical role in reducing financial barriers, providing students with the resources they need to complete their programs and advance toward meaningful careers.

Many P.I.T. students juggle their education with work and family responsibilities, often facing financial challenges that threaten to derail their dreams. Scholarships help bridge tuition gaps, relieve financial stress, and minimize debt, allowing students to focus fully on their studies. Thanks to the generosity of donors like the Justamere Foundation and the Armstrong Foundation, P.I.T. has been able to expand the number and value of scholarships available, empowering students to achieve their goals and build prosperous futures.

These scholarships represent more than financial assistance—they are a powerful affirmation of each student's potential.

In addition to funding scholarships, the Justamere Foundation also supported the purchase of much-needed equipment for the Nursing program. Both the Justamere Foundation and the Armstrong Foundation have contributed to P.I.T.'s Student Hardship Fund, which provides one-time financial support to help students navigate unexpected emergencies.

With continued donor support, P.I.T. can help even more students overcome obstacles, achieve their dreams, and contribute meaningfully to their communities. We extend our heartfelt thanks to all who make this possible!



EVENT HIGHLIGHTS

MCI & DISASTER TRAINING

This year, our Nursing Department, in partnership with multiple local agencies, conducted a comprehensive mass casualty training event simulating a building collapse scenario. This vital initiative provided P.I.T.'s Level 4 Licensed Practical Nursing (LPN) students with hands-on experience, equipping them to manage real-life emergencies that often strain local healthcare resources.

A mass casualty incident (MCI) is defined as an event where the number of casualties exceeds the capacity of local healthcare facilities within a short period. To bring this scenario to life, P.I.T. nursing students collaborated with emergency responders and local agencies, ensuring an authentic and educational experience. The benefits of this collaboration included enhanced practical skills, improved teamwork, strengthened critical thinking, and heightened emergency preparedness.

During the exercise, nursing students conducted triage, provided initial medical care, and prioritized patients, translating classroom knowledge into action in a dynamic, real-world environment. This high-pressure simulation fostered interprofessional collaboration among nursing students, emergency responders, and law enforcement. The experience sharpened decision-making skills and better-prepared participants to respond effectively to real-life emergencies, ultimately bolstering community safety and resilience.

We extend our gratitude to the following agencies for their invaluable support and collaboration:

- Aston Township Fire Dept Ambulance
- Brookhaven Fire Co EMS
- Collingdale Fire Company EMS
- Crozer Health EMS
- Crozer Health Nursing Education Department
- Delco Dept of Emergency Services
- Media Fire Co EMS
- Regional EMS Office
- Riddle Advanced Life Support Unit
- Rocky Run Fire Co EMS
- Rose Tree Fire Co
- Upper Providence Police Department

Together, we are shaping the next generation of healthcare professionals, ready to serve and respond in times of crisis.



EVENT HIGHLIGHTS

OPIOID CRISIS TRAINING



Community members from Delaware County and beyond gathered at the Pennsylvania Institute of Technology on Saturday, December 2nd, for an impactful Opioid Community Awareness and Education event. The gathering aimed to shed light on the ongoing opioid crisis and provide valuable resources to the community. Attendees had the opportunity to engage with a panel of five speakers who discussed critical topics, including the importance of addressing social determinants of health within the opioid crisis, relapse prevention strategies, the current state of the epidemic, and the local efforts in Delaware County to support and treat individuals affected by opioid and substance use disorders.

The panel featured representatives from Mirmont Treatment Center, MVP Recovery, The Shevlin Family Foundation, and an expert researcher from The University of Delaware, offering a well-rounded perspective on this pressing issue.

Following the panel discussion, a lively question-and-answer session allowed attendees to engage directly with the experts. The event concluded with a Narcan training session led by P.I.T. nursing instructors, who demonstrated how to administer Narcan in an overdose situation. Participants received free Narcan kits, fentanyl test strips, and information about local support resources for individuals and families affected by opioid use disorder.

This essential community event was made possible by a generous grant from the Delaware County Council and the Delaware County Opioid Task Force through the Opioid Settlement Fund, underscoring a collective commitment to addressing this critical public health crisis.



STUDENT SPOTLIGHT

2023-24



P.I.T. shaped my journey by helping me become a great nurse and pushing me to continue my education to become an R.N.

NICOLE BEST '24

LPN STUDENT AND VALEDICTORIAN

Nicole Best hails from Philadelphia, PA. Her mother, a Certified Nursing Assistant, and her father, a chef, instilled in her the importance of hard work and dedication. Nicole is deeply grateful for the unwavering encouragement of her boyfriend, Robert, and her 11-year-old daughter, Makkah. One of her greatest influences was her mentor, Cynthia Robinson, who helped Nicole realize her true potential and inspired her to believe that she could be anything she set her mind to.

With a background as an EMT and, most recently, six years as a Corrections Officer, Nicole sought a chance to pursue further education in the medical field. Balancing full-time work and school proved challenging however, especially when she worked six days a week, often finishing shifts at 6 AM and heading straight to her nursing classes by 8 AM. To add to the obstacles, the week before classes started in her first term, Nicole's car was stolen and totaled.

Yet, despite these setbacks, Nicole's determination never wavered.

Currently employed at a long-term care facility, Nicole plans to further her education this Fall by attending the RN program at the Community College of Philadelphia. In her spare time, she enjoys traveling with her daughter, reading, and going on nature walks-though with her busy schedule, spare time is a rare luxury.

Nicole Best graduates from the Practical Nursing program this year as the Valedictorian, with a 3.99 GPA. Her mantra, one that carried her through the challenges of nursing school, is a message she hopes to pass on to future nursing students. It can be seen on a poster at the top of the stairs leading to the nursing floor at P.I.T., and it reads: "One syllabus at a time. One class at a time. One exam at a time. One clinical at a time. Keep going."



STUDENT SPOTLIGHT

2023-24



The way P.I.T. shaped my journey...it made me more of a team player...not only taking care of my patients but also taking care of my teammates



LISANDRA ANDUJAR '24

LPN STUDENT AND HAZEL JOHNSON-BROWN NURSING AWARD WINNER

Lisandra Andujar is a Puerto Rican American, born and raised by her single mother in Chester, Pennsylvania. She has demonstrated remarkable perseverance throughout her academic journey. After previously earning an Associate Degree in Allied Health Clinical Medical Assistant from the Pennsylvania Institute of Technology, Lisandra was inspired by her work alongside other nurses to return to P.I.T. to pursue a second Associate Degree in Licensed Practical Nursing.

During this time, Lisandra faced an unexpected personal challenge when she lost her beloved aunt, who had been a guiding presence in her life since the day she was born. Though this loss made it difficult for her to focus on her studies, Lisandra felt her aunt's spirit guiding her closer to God and motivating her to persevere.

With the unwavering support of her partner, family, and friends, Lisandra overcame this and many other obstacles, achieving a 3.57 GPA and earning Academic Honors during all four terms of the nursing program. She would like to extend her heartfelt thanks to her classmates and loved ones for their encouragement and support, which helped her successfully complete her studies and move forward in her career.



CONTRIBUTORS

Over the last several years, college leadership and the Trustees of the Board developed strategic objectives to develop, enhance, and grow the college's development efforts. While still in its early stages, our goal is to build a culture of giving back, and there is no better place to begin the initiative than at home. Thank you to the individuals, organizations, and foundations below, as well as everyone who attended a fundraising event. You have helped make this goal a reality.

INDIVIDUAL GIVING

Yvette Adams
Jonathan Amey
Loree Antonik-Stone
Jeannine Bako

Jeannette Barr
Laura Blomgren
Denise Boyle
Peter Bradley

Sheila Breen
Betty Brown
Maryann Brown
Tracey Brown

George Steve Buchanan
Mary Kay Burke
Joanne Butts
Karen Byrd

Lisa Cadorette
James Capolupo
Annamarie Cassidy
Elizabeth Castelli

Natasha Champion
Sheila Clerval
Annamarie Concannon
Dean Cottrell

Alethea Davis-Moses
Corey Dennis
Marian DeRosa
Ruth Devenney

Kristine Dick
Richard Doyle
Michael Emmi
Holly Epstein

Kamira Evans
Angelli Fantauzzi
Teresinha Faria
Regina Farrell

Fiona Felice
Jessica Ferguson
LaTrina Ferguson
Adrienne Flack

Teresa Flemming
Susan Garrison
Lou Giannotti
David Griffith

Megan Hanna-Contrady
Linda Henderson
Michelle Hernandez
Tina Hinkle

Patty Hopkins
Joanna Hughes
Kathy Hynson
Craig Jacobs

KC Jones
Amanda Keenley
Shirley Kelly
Joe Klenk

Vanessa Leister
Garrison Lockley
Bob & Deb Madonna
Vincent & Donna Mancini

Rosie Marcher
Quylen Mark
Kayla Marriner
Olivia Martinez

Trish Mastrillo
Thomas McDuffie Jr.
Alyssa McGriff
Elizabeth Menschner

Harry Matthew Meyers
Harry Meyers III
Janice Miller-Lion
Janice Mosher

Melissa Newman
Thomas Palmer
Heather Pflieger
Ruth Pierce

Felicia Pinckney
Deborah Portone
Peaches Procaccio
Kamara Pumell

Penelope Reed
Kimberly Roman
Stephanie Roman
Marie Ruoff

William Schmidt
Marianne Schwalbe
Richard Seitchik
Samantha Shanaughy

Mary Shearer
Gretchen Skipwort
Kyle Slack
Lisa Smith

Larry Smoose
Kara Somers
Alice & Walter Strine
Todd Strine

Geralyn Swindell
Heather Teig
Michael Testa
Cheryl Thomas

Sharen Thomas
Kelly Thompson
Wanda Tinsley
Jayne Toohey

Linda Tuting
Stephanie Varis
David Videon
in honor of Tom McDuffie Jr.
Scott Voshell

Thomas Wachter
Terri Walklett
Colleen Watson
Laurence Weiss

Jane Whitney
Teresa Winneg
Rose Wisdon
Paul & Marcia Woodruff

Yolanda Wright
Mina Yi-Merizalde
Harold Yoh Jr.
in honor of Paul Woodruff and
Walter R. Garrison

FOUNDATIONS, CORPORATIONS, AND OTHERS

Armstrong Foundation
Bark Box
Benihana
Cadorette Communications LLC
Cold Stone Creamery
Constellation
Contemporary Styles By Mena
Crayola Experience
Crozer Health
Delaware County
Diversified Services LLC

Epic Pizza
Ethel Sergeant Clark Smith Memorial Fund
Helium Comedy Club
Hilda & Preston Davis Foundation
Jordan Thomas Salon
Justamere Foundation
Kendra Scott
Laborers Local Union 413
Lets Roam LLC
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Mancini & Kodumal PLLC

Margaret Kuos Kitchen
Media Rotary Foundation
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Nothing Bundt Cakes
Outback Steakhouse
P. & M. Woodruff Foundation Inc.
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Santuccis
Scooped

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MISSION STATEMENT

Pennsylvania Institute of Technology's Mission is to empower students to achieve success by offering a personalized approach to learning that promotes career advancement, transfer opportunities, and individual growth. By fostering an inclusive environment, P.I.T. encourages, supports, and celebrates diversity.