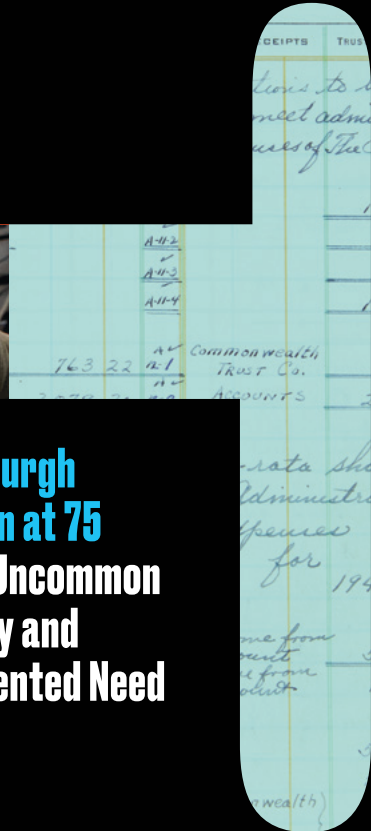




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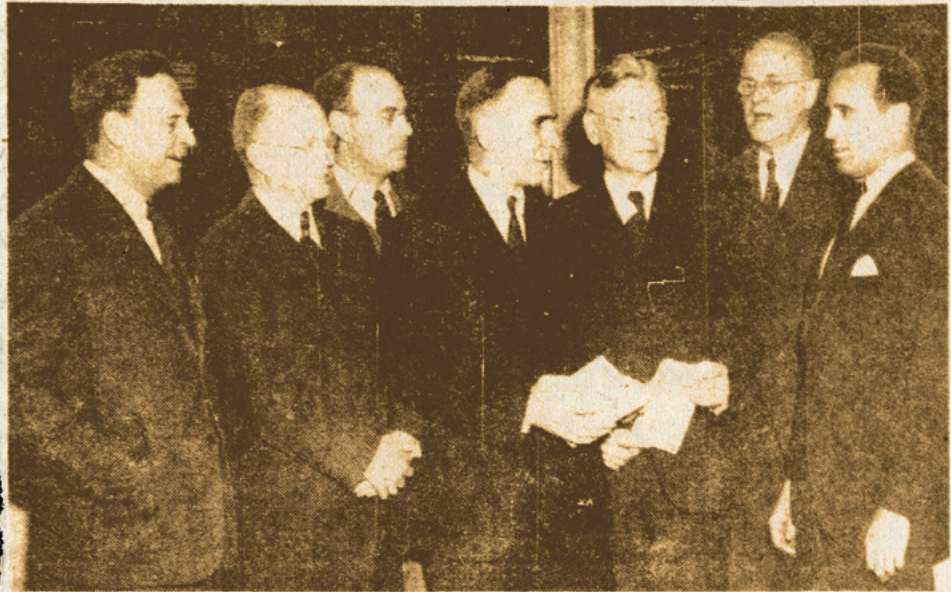
The Pittsburgh Foundation at 75 A Year of Uncommon Generosity and Unprecedented Need

Pittsburgh Post-Gazette

SECOND SECTION

WEDNESDAY MORNING, JANUARY 31, 1945

New Foundation Established To Handle Charitable Bequests



HERE ARE SIX of the seven members of the distribution committee of the Pittsburgh Foundation, a community trust set up to administer charitable and educational funds. Left to right, they are William B. McFall, E. S. Stone, Leon Falk, Jr., Clarence Stanley, president of Union

Trust Company, which sponsored the organization; A. E. Braun, James C. Rea, and H. J. Heinz, II. Mrs. William R. Oliver, seventh member of the committee, was unable to attend its first meeting yesterday. Mr. Stanley is not a member of the newly-organized Foundation.

Community Trust to Provide Medium For Donors; Lasting Benefits Assured

Establishment of a perpetual community foundation to administer philanthropic bequests and trusts was announced yesterday by the Union Trust Company, which sponsored the organization.

The Pittsburgh Foundation, a wholly non-profit corporation, will operate as a community trust. Distribution of its funds will be controlled by a group of representative Pittsburghers selected, one by the senior judge of United States District Court, one by the president judge of Orphans' Court, one by the mayor of Pittsburgh, one by the president of the Allegheny County Bar Association and three to be elected by the participating trust companies.

Pittsburgh was the only large city in the United States without such a community foundation. They have been established in 74 cities. Oldest community foundation is that in Cleveland, which is one of the most successful.

Announcement of the new philanthropic foundation was made by Clarence Stanley, president of the Union Trust Company, at a meeting of more than 60 leaders in industry, finance and civic affairs in the board room of the trust company yesterday afternoon.

Purpose of the trust, Mr. Stanley explained, is to provide a permanent medium to which donors may leave bequests or make gifts during their lifetime for charitable purposes. Bequests may

be either designated for a specific purpose or left to the foundation generally for distribution at the will of the committee.

Personnel of the distributing committee of seven for the first year will be A. E. Braun, of the board of managers of both Falk and Buhl Foundations; H. J. Heinz, II, president United War Fund and Federation of Social Agencies; James C. Rea, trustee of Carnegie Institute and many philanthropic agencies; Mrs. William R. Oliver, long a leader in civic affairs; Leon Falk, Jr., chairman of the board of Falk Foundation and trustee of the University of Pittsburgh; E. C. Stone, director and vice president of the Federation of Social Agencies, and William B. McFall, president of the Chamber of Commerce.

"The plan assures the employment of funds for useful institutions and purposes rather than those which may become obsolete in future years," said Mr. Stanley. He added that a bequest or gift for philanthropic or educational purposes would have the benefit of trained, competent and impartial management now and in the future, thus assuring its conservation, its safe and productive investment.

COVER TOP CENTER, AND THIS PAGE

An article appearing in the Jan. 31, 1945, issue of the Pittsburgh Post-Gazette announces the creation of The Pittsburgh Foundation. See back cover for additional captions for cover art.

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Confronting Crises in the Multi-Pandemic Year

Foundation leaders reflect on community losses, gains and new work ahead



Lisa Schroeder
President and CEO



Dr. Edie Shapira
Chair, Board of Directors

A

s one of the oldest community philanthropies in the country, The Pittsburgh Foundation had cause this year to celebrate a grand milestone birthday—75 years in the mission of improving quality of life for everyone in the Pittsburgh region.

But beginning in March, the programs planned to mark the anniversary were eclipsed by the coronavirus and the havoc it wreaked: the economic damage, the public health crises revealed, shocking ideological division in the electorate and continued systemic racism.

Seven months later, Pittsburgh Foundation President Lisa Schroeder and Board Chair Dr. Edie Shapira reflected on the “Multi-Pandemic Year” in a joint interview. They cited Pittsburgh’s extraordinary neighbor-to-neighbor generosity and the region’s unique ability to collaborate across sectors as essential to effective response to crises during this year of all years.

The Pittsburgh region is dealing with significant hardships from the original breakout of COVID and now there is a renewed surge of cases. Hopes for effective vaccines are on track to be realized in the coming months, but there will be monumental logistical challenges in delivering inoculations. What have you learned from the community foundation's experience so far that will help the region going forward?

DR. EDIE SHAPIRA: Collaboration, relationships and quick coordination have been so important. I serve on the County Board of Health and, back in mid-March, I was included in a conversation with several regional public health experts. We were shocked at the infection rate and hospitalization models we were seeing, and we tried to understand and project what the effects of the virus were going to be on the community. I reached out to Lisa and several other local foundation leaders, and was so impressed to learn how far along they were in their own planning for ways to respond to the upcoming crisis. They had ideas to share with public health leadership and were poised to respond to information and guidance from those public health officials. They worked together to develop a plan of action and get a sense of how to align resources to help this community right now.

LISA SCHROEDER: I remember, Edie, receiving your call on a Sunday afternoon and I am sure there were similar calls happening the same night among leaders of other sectors in the community. That is the thing about Pittsburgh — that when the crisis is affecting all of us, people put their personal agendas aside and come together to protect the community. For me, one of the most important lessons is that when a crisis of this magnitude happens, you need to respond quickly and boldly. Each foundation leader was looking into different aspects of need emerging from multiple crises. Each of us was already moving to streamline grants-approval processes. The federal government was in a position to provide exponentially more relief funding than the total of all our grants, but the foundations' value to the community was being able to get first money out the door quickly. I don't know of another place where four foundations could come together within 72 hours, with \$4 million, not just committed but expressly set in place to aid the public providers and human services managers — such as the United Way of Southwestern Pennsylvania — to get aid to the front lines because we knew that it would take too long for public dollars to get there. That was the beginning of the Emergency Action Fund. Local government agencies joined the partnership and when we met every two weeks, there were only two questions on the table: "What do you see as a critically important need?" and "What resources are available to meet it?"

So, collaboration, quick coordination and response, and acting boldly. Are there some examples of how these were put into action?

LS: Yes. We had to consider various scenarios of how the virus might affect the region. We knew that there was much more to come but believed it was important to commit and act boldly to protect the community from the worst impacts. We decided we needed to provide quarantine space for people who did not have the ability to shelter in place. That included homeless individuals and health care professionals working directly with COVID patients. We supplied funding as fast as we could to buy PPE (Personal Protection Equipment), and when we figured out that obtaining food was a struggle, we greatly expanded food distribution programs. Early on, we focused on essential front-line COVID-related support, but in later weeks, we got deeper and deeper into supporting systems, such as federally qualified health care centers and food and child care providers. But it was really a leap of faith, building a public-private partnership of trust that was willing to take risks and act boldly in degrees of support.

That notion of faith, Lisa, also applies to communities trying to recover. The disruptions to daily life in homes, schools, workplaces, all continue — and there are injuries beyond COVID. From your view, what did the Foundation lose in this past year, and what did it gain?

LS: Back in January, before COVID cases began here, we were poised to do a thorough review of the ways in which the Foundation has helped meet essential community needs in the past. We also were planning deep-dive data searches to identify the most urgent community needs in 2020. In my early interviews with stakeholders, the question I asked was "Where is The Pittsburgh Foundation most needed, and where can it make a significant contribution?" So, the time to collect that data so we could match our resources to emerging areas of need — we lost that. We can go back to it, but first we must deal with what I refer to as the triple pandemic — public health, economic damage and racial injustice. We must be content to live in the moment and serve as "philanthropic first responders."

In terms of what we gained, I believe the Foundation developed a stronger identity for providing people a well-lit path to be engaged directly in community recovery. When our press release went out about the Emergency Action Fund, we did a lot of news interviews, and there was a media campaign to promote it. Well, the phones started ringing and the emails poured in. The public — from businesses to individuals and especially our own donor family — jumped at this opportunity to help, and the result was record fundraising and nonprofits taking in volunteers. The second gain, even though it is a bittersweet gift, is a deeper understanding of residents' degree of vulnerability to all sorts of hardship, which has been creeping up over a number of years. But all you had to see was one picture of those cars lined up for a mile or more to get food in the early months of the pandemic and you knew that the numbers of families living paycheck to paycheck are growing. The hurt and vulnerability that have been revealed should call us to action; our society is at a turning point.

A variation of that question for you, Edie: Considering issues that dominated the year along with the public health crisis — among them the largest racial justice protests in Pittsburgh's history and the extraordinary division now documented in the vote numbers from this year's incendiary presidential election — what has the community lost and what has it gained?

ES: I want to start with what the community has gained. I am gratified that so many of us have been addressing these issues personally — looking at what we can contribute from our own expertise or resources that would make the situation a little better for someone else. A community foundation enables people to do that, and I believe we've been doing our job. Our mission has always been to improve quality of life in this region by addressing its needs and problems, whether they are ongoing or caused by new crises. But we have never been able to do this alone. We are successful when the community joins with us. On the issue of racial justice, community involvement has never been more important than now, as we and many other institutions have seen dramatic recent illustrations this past year of the lack of progress in ending persistent inequities stemming from institutional racism. The health disparities from COVID have put a harsh light on it; there are shocking percentage differences between white and Black-Brown populations in COVID hospitalizations and deaths. And then there are the police killings of Black citizens such as George Floyd. Our Foundation has a record of hammering away at these inequities, but it's a painful realization that it hasn't been enough. The problems are deep. They are both overt and insidious. If there is one good thing to come out of this, it is that we are redoubling our efforts, as are many others in the community.

Edie, you have a great vantage point for assessing The Pittsburgh Foundation's unfinished work. Your mother, Frieda, served on the Foundation's Board for 18 years and was a strategic leader in stewarding the grantmaking. You continued her dedication by serving for nine years and then returning after a year to become the first woman chair in the Foundation's history. When you leave that position in December, you will have served 16 years.

ES: It has been one of the great privileges and pleasures of my life to have served on this Board. I think that the Foundation has maintained its True North direction over all these years but, appropriately, has taken different paths on the journey as leadership has changed. If you look back over the decades of my mother's involvement, the Foundation always sought to meet the needs of the most vulnerable, and it was ahead of its time in doing so in an organized and passionate way. My mother, as head of the Distribution Committee, worked closely with Gerri Kay [staff leader of what is now the Program and Policy Department]. The two of them considered racial equity to be one of the most important societal issues and applied a very sharp racial lens to the Foundation's work. The racism that lies behind the killing of George Floyd and COVID health disparities is the same enemy that my mother and Gerri and many others were fighting in

their time. They clearly made progress on that road, but I don't think they realized the distance to be traveled to take us to a just society. And if it is possible to find a silver lining in what has happened this year, it is that the majority white community can no longer be blind to the ongoing daily injustices that people of color endure. And I know that with Lisa, our talented staff and our dedicated Board, the Foundation will be out in front on this and doing as much as we can to further our progress on that journey.

LS: One of the growth changes for the Foundation that I think you've talked about a lot, Edie, is that the territory in which we operate now is broader. There is a pervasive nature to the issues we're trying to address. They cross city, suburb, exurb and rural communities. We are on a quest to end racial injustice and, along with that, to fight economic inequities that are often tied to place as well as race. Geography is such a powerful thing. The separation of communities by hillsides and rivers and tunnels has profound effects. Physical barriers can make it impossible for people to see the full scope of the pain of those in another community.

And the geographical map for our region also marks a terrible political and ideological divide. Actually, what was exposed in this presidential election year is more like a chasm. What is the Foundation's role in dealing with this?

ES: We can't succeed in our mission of addressing profound needs of the community if we aren't respected as a place that unifies by example. When we recruit people from the community — as board members, volunteers, donors, and partners — the hope and expectation is that they will provide a helping hand, not advance a particular political position. It is critically important that our Foundation doesn't become partisan. It is our job to be constantly searching for ways to bring people together. Often, that means finding a balance between being a bold champion and being a uniter. I know this gets said a lot by politicians, but I think it needs to be lived by people in philanthropy: There is not a Republican or Democratic or conservative or liberal way to feed people who can't afford groceries, or help them find jobs, or support clinics for their medical care. I would love it if this Foundation, going forward, makes the case that its success is tied to embracing diversity in all respects — background, race, ethnicity, religion and political ideology. Diverse groups coming together with a commitment to building a better quality of life for everyone — that is a community foundation. I believe it is the key to solving our most pressing problems.

Oct. 26, 2020, interview by Douglas Root, The Pittsburgh Foundation's vice president for Communications.

Reckoning and Resilience

Foundation responds
to upheaval in year of COVID

by Douglas Root

It was mid-morning on March 4, a date recorded on the old calendar, the one that southwestern Pennsylvania families had been using to schedule the big life events of the spring and summer—Maggie’s wedding at Heinz Chapel, Cliff’s summer football camp at Penn State, Aunt Jackie’s 80th birthday party at the fancy Mt. Washington restaurant.

It was the B.C. (Before COVID-19) calendar. The schedule of our lives before the virus swept into the region, before the public health lockdown, before the economic shutdown.

News reporters were still tied to that B.C. calendar on March 4 as their cellphones buzzed out reminders of the 10 a.m. press conference to announce the new director of the Allegheny County Health Department.

As they straggled into a cramped conference room, County Executive Rich Fitzgerald, Health Department Board Chair Dr. Lee Harrison and the two leaders of the search committee, Pittsburgh Foundation Board Chair Dr. Edie Shapira



and Heinz Endowments President Grant Oliphant, were beaming. Their group had enthusiastically chosen Dr. Debra Bogen, a physician, educator and administrator in the Department of Pediatrics at UPMC Children’s Hospital of Pittsburgh.

At the press conference, Bogen cited the disproportionately high mortality rates for Black infants and said eliminating that disparity would be a priority. Questions centered on air quality, a hot-button issue in the six-year term of her predecessor. There were only two questions on COVID—referred to by one reporter as an “outbreak.” That week, only two cases had been identified in the New York City area and none in the Pittsburgh region.

A week later, the questions coming at Bogen were all about COVID. By then, health officials had

their first confirmation of coronavirus transmission inside Allegheny County and cases were mushrooming in New York. Bogen and public health experts reviewed infection-rate models developed at Carnegie Mellon University and were confronted with nightmare predictions of overwhelmed health care systems in Italy and New York City.

“It was very frightening, the most worried I’ve been about the safety of our community,” remembers Shapira, a member of the Health Department Board and a retired psychiatrist. “But what calmed me was a county chief executive who kept saying over and over ‘I need the best, professional medical guidance so I know what to do,’ and we had a very strong leader in Dr. Bogen, who was willing to start her new job six weeks earlier than planned.”

The city skyline, seen from Troy Hill on the night of the Illumination Ovation honoring essential workers. Image by Joshua Franzos.



On March 15, with more local transmission confirmed, Bogen and Fitzgerald appeared ashen-faced and somber in a hastily produced video. They called for the closure within 24 hours of all non-essential businesses in the county.

That was the last day for the B.C. calendar. The traditional markers of time and routine evaporated as the region joined other sections of the country to shelter in place.

For public health officers, politicians and community development leaders such as those in local philanthropy, COVID upended grand plans for the year. The singular focus instead would be figuring out how to minimize sickness and death while holding together the delicate threads of the local economy.

At The Pittsburgh Foundation, 2020 was supposed to have been full of celebrations for a milestone birthday — 75 years of community philanthropy devoted to improving quality of life in the region. But with COVID's arrival, birthday commemorations were jettisoned. President and CEO Lisa Schroeder shifted the Foundation into emergency response mode. Her immediate goal, she told staff and community partners, was “raising as much money as possible to send out as quickly as possible.”

The Foundation-managed Emergency Action Fund was established March 16 in partnership with the region's three largest private foundations, a week before shelter-in-place orders from Gov. Tom Wolf went into effect for most of Pennsylvania. Within three months, \$9 million was raised and granted out to 313 nonprofits responding to the health and economic fallout.

“It was a privilege to be in a position to do that service,” says Schroeder. “But there is no foundation manual for responding to a community in the grip of a pandemic and the other crises that have surfaced. This past year has been about making the best possible funding decisions with information available in the moment and then adjusting as we learn.”

For example, when it became clear that COVID cases would not follow early models that predicted strain on hospital systems, the foundation community shifted from supporting public health and human services operations to assisting communities devastated by the collapsed economy.

In July, the jobless rate across the region's seven counties was 14.3%, nearly three times what it was in January. Across the state, 3.3 million residents — 40% of the total workforce — filed for unemployment benefits. Layoffs hit harder in majority Black communities. A study by University of Pittsburgh economists found Black workers in Allegheny County lost their jobs at a rate three points higher than white workers.

“It was very frightening, the most worried I’ve been about the safety of our community.”

Dr. Edie Shapira

Chair, The Pittsburgh Foundation Board of Directors





TOP
Jasiri X, CEO and co-founder of 1Hood Media, a collective of socially conscious artists and activists, hangs posters in the city's East Liberty neighborhood to encourage mask wearing and raise awareness of the additional risks Black people face from COVID-19. Image by Joshua Franzos.

BOTTOM
Venues across the city postponed live performances due to the pandemic. Many, including the Kelly Strayhorn Theater, with historic designation as the former Regent movie house in East Liberty, moved productions online. Image by Joshua Franzos.

The disease and the shutdowns exacerbated existing wealth and health inequities. By mid-summer, Black residents, who represent 13% of Allegheny County's total population, accounted for 27% of positive cases, 31% of hospitalizations and 20% of deaths.

Those percentages align with state figures, and in large cities across the country, the disparity has been worse. Chicago, for instance, reported that Black residents made up more than 70% of the first wave of COVID deaths.

As if that weren't wounding enough, another racial disparity carrying deadly consequences sent shockwaves through the country on May 25 when a white Minneapolis police officer knelt on the neck of a handcuffed Black man until he died. Videos of the killing of George Floyd inflamed millions of Americans and provoked months of protests in cities nationwide, including Pittsburgh.

The videos awakened many white Americans to police violence that their Black friends and



neighbors had been experiencing for generations. They were followed quickly by several others of police officers killing or maiming Black men. Many white allies joined the Black Lives Matter protests across the country.

“The velocity of the collective national willingness to acknowledge anti-Black racism has been unsettling. Eerie,” Pittsburgher Damon Young, co-founder of the website “Very Smart Brothas,” wrote in a June essay for *Time* magazine. “What feeling other than a deep and paralyzing disorientation are we supposed to possess when NASCAR — NASCAR! — decides to ban the Confederate flag from its stadiums? My first thought when hearing about that? ‘Well, I guess there must be two NASCARs.’”

In cities like Pittsburgh, the protests have morphed into a movement calling on societal power centers to take concrete action to save Black lives.

“We believe that the time for talking is over,” nine Black women of The Pittsburgh Foundation’s staff wrote in a statement the week after Floyd’s death, decrying police killings of Black Americans. “It is long past time that we collectively and unapologetically do the work of racial justice in our homes, in our communities, in our workplaces and in our philanthropy.”

While addressing racial inequities has been part of the Foundation’s work for at least the past 50 years, the entire philanthropic sector is acknowledging that many past strategies have not been direct enough in challenging systemic racism, especially in terms of economic justice.

As a first step in its recommitment, the Foundation’s staff and Board established the \$1.5 million Grantmaking for Racial Justice Fund to provide grants quickly to organizations that are led by and serve people of color. As part of their internal work, all Foundation employees have participated in extensive diversity, equity and inclusion training and developed five new organizational values, with Racial Justice joining Accountability, Collaboration, Community and Trust on the list. (For more on the actions the Foundation took on racial justice, see p. 16.)

With the racial reckoning occurring against the backdrop of a life-threatening pandemic, record unemployment and economic devastation, the story of this past year could be unprecedented in its bleakness. In fact, just before Thanksgiving, new COVID cases spiked across the country, including in Pennsylvania and Allegheny County, and death rates set frightening new records.

Through it all though, the vast majority of Pittsburghers have persevered. They stood strong

and stood together, showing empathy for neighbors and essential workers.

The Pittsburgh story of 2020 includes Stephanie Carleton of Wilkinsburg, who sent her \$1,200 stimulus check to the Foundation’s Emergency Action Fund with a note: “Please use it to help those who are suffering,” and Andrew Pritchard, a Central Catholic sophomore who, after noticing that health care workers’ ears were being rubbed raw from continuous use of facemasks, used a 3D printer to create ear guards.

It includes Pittsburgh Penguins President David Morehouse, who led peaceful protestors in rescuing a KDKA-TV photojournalist as he was being beaten by violent demonstrators during a May 30 march Downtown, and Evelyn Castillo of Squirrel Hill who organized Illumination Ovation, a light-up night event that had Downtown office towers, sports arenas and city and suburban homes illuminating their support for essential workers.

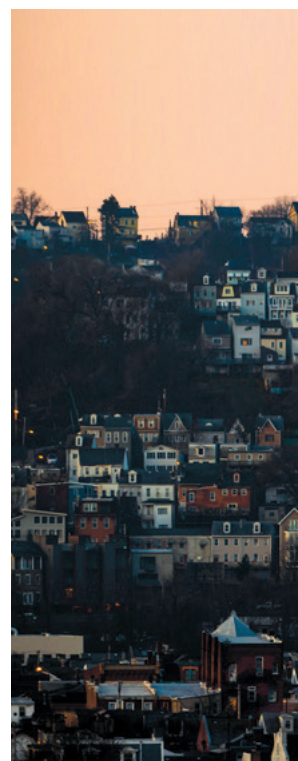
And it includes Troy Hill restaurant owner Don Mahaney, who turned his Scratch Food & Beverage from upscale eatery to a pay-what-you-can takeout operation and delivered meals to vulnerable groups, and scores of UPMC Presbyterian Hospital health care workers who joined Oakland street protests in their white lab coats and scrubs the week after George Floyd’s death.

These stories helped us mark time and progress this past year, and they will serve as guides when, with the help of vaccines, we move to the A.D. (After Disease) calendar. There will be notations of better therapies and inoculations. For The Pittsburgh Foundation, there will be notes marking renewed commitments to economic recovery and ending racial inequities.

The Foundation’s report to the community details the trials of the past year that led to those commitments. It also provides fresh evidence of the region’s historical character trait of resilience—perhaps best described on a T-shirt in the window of Steel City Clothing Co.’s Downtown store when COVID shut down the city: “Tough times didn’t break us, they made us.”

Douglas Root is The Pittsburgh Foundation’s vice president for Communications.

CLOCKWISE FROM TOP LEFT
Virus-related closures convert city spaces that normally teem with life into deserted locales, like this section of the Strip District; Kitchen of Grace distributes free lunches on the city’s North Side; The Roberto Clemente Bridge heading into Downtown is carless; Steel City clothing store downtown has since reopened; the South Side Slopes lit up on Illumination Ovation night on April 7 to show support for essential workers; and Liberty School Playground in Shadyside restricts play. Images by Joshua Franzos except for Steel City store by Steel City Brand.





Hundreds gather in Pittsburgh's East Liberty neighborhood on June 1 to protest police violence. Black men are more than twice as likely as whites to be killed by police. Image by Joshua Franzos.



Bearing Witness

A former Pittsburgh journalist assigned to the Race Beat reflects on decades of struggle for racial equity in the city

by Ervin Dyer

On Memorial Day in Minneapolis, a city nearly 1,000 miles west of Pittsburgh, three police officers pinned to the asphalt an unarmed Black man accused of passing a counterfeit \$20 bill. A white officer, his left hand slipped nonchalantly in his pocket, pressed his knee into George Floyd's neck for 8 minutes 46 seconds, unrelenting even as Mr. Floyd pleaded repeatedly, "I can't breathe."

The killing, captured on video for all to see, galvanized a world shut down by the pandemic. For weeks, outrage over Mr. Floyd's death propelled protesters into the streets around the world, including in Pittsburgh, a city that has seen its share of institutional violence against Black and Brown bodies. That history includes a hauntingly similar killing 25 years ago when white suburban police officers choked to death an unarmed Black businessman, Jonny Gammage, on a dark and empty city street after a traffic stop.

In the quarter-century since, the Black community in Pittsburgh has continuously borne witness to — that is, called out and railed against — institutional racism as police here killed and maimed Black men again and again and as study after study showed the Black community disproportionately pummeled by disease, low wages, evictions, unemployment, violence and inequities in education.

The city's power brokers didn't listen, however. Little changed.

I know this well because I have been covering these issues since 1996. That is when my former employer, the Pittsburgh Post-Gazette, assigned me to the race beat, a special area of coverage devoted to reporting on the Black community. It's through those experiences and relationships that I reflect now on the racial struggle in Pittsburgh and what brings the city and its concerned citizens into this moment.



Destenee Guy is among the artists who joined forces in June 2020 to add to the Black Lives Matter mural, located Downtown under the Fort Duquesne Bridge. Additions include calls for justice, floral embellishments and portraits of Antwon Rose II, Ahmaud Arbery, Breonna Taylor and George Floyd. Image by Emmai Alaquiva.

On the race beat, I wanted to explore the souls of Black folks. I wanted to hear the voices and the stories of the people who were most marginalized by the social construct. How did they survive? How did they find joy amid the oppression of the larger, dominant society?

To get closer to answering these questions, I moved from the largely Jewish community of Squirrel Hill and planted myself in Crawford Square, a redeveloping neighborhood in the Hill District, arguably the center of the Black community in Pittsburgh.

But I also took my reporter's notebook into Homewood, Hazelwood, Beltzhoover and other communities where Black people worshipped, married, had cookouts and cut their grass.

I had conversations about Black lives and the intersection of education, politics, poverty, affirmative action, police brutality and other social issues. I spoke with small business owners, librarians, school principals, janitors, professors, student dropouts, street preachers. My notebooks runneth over.

I quickly realized that I was bearing witness to a community of people bearing witness. Years before there was the language of being anti-racist, there was this steadfast community that witnessed — that testified to and took action against — inequality. They saw that Black and Brown folks were not the problem. The power and privilege that came with whiteness was the problem.

The people that I reported on were leading efforts that called for “humanizing” Black people. They argued this could catalyze change. To recognize the souls of Black folks would make it harder to underfund their schools, to release cancerous particulates into the air their babies breathed, to build casinos in their backyards instead of grocery stores, and to choke the life out of unarmed Black men on dark roads during traffic stops. Although the Black Lives Matter movement didn't exist then, those I covered were pushing to demonstrate to others that Black lives always mattered.

They mattered to the friends and family of Jonny Gammage. They mattered to the relatives of Jerry Jackson, who was killed in April 1995, six months before Gammage, in a barrage of 51 bullets fired by officers in the Armstrong Tunnels at the end of a five-mile, high-speed chase. They mattered in January 2010, when then-18-year-old Jordan Miles was walking from his mother's house to his grandmother's and plainclothes officers jumped from an unmarked car, then chased and tackled him in a confrontation that left him missing chunks of hair and his face so bruised and swollen that his mother didn't recognize him the following evening. They mattered in November 2012 when police misidentified 19-year-old Leon Ford during a traffic stop and shot him multiple times, leaving him paralyzed. And they mattered in June 2018, when an East Pittsburgh policeman fatally shot 17-year-old Antwon Rose II in the back as he was fleeing from the officer.

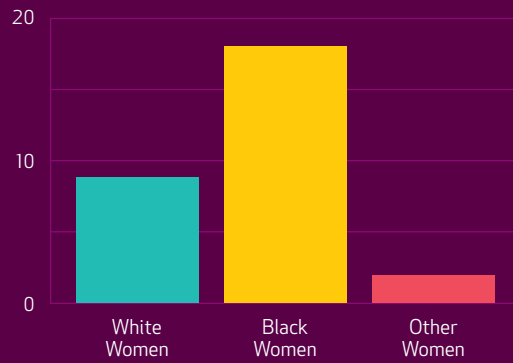
Beyond bigoted policing and state-sanctioned violence, people of color in Pittsburgh contended with health care, economic and educational disparities. In the 1990s, Black residents were six times more likely to be infected with HIV than white residents, as the infection increasingly struck women who were impoverished and Black. While the numbers of new infections are down, the rate at which Black men were infected in 2017, the most recent year for which statistics are available, was five times that of white men, and for Black women, the rate was more than 16 times that for white women.

Also, at the beginning of the 1990s, Black infants in Allegheny County were four times more likely to die

Health Disparities in Pittsburgh

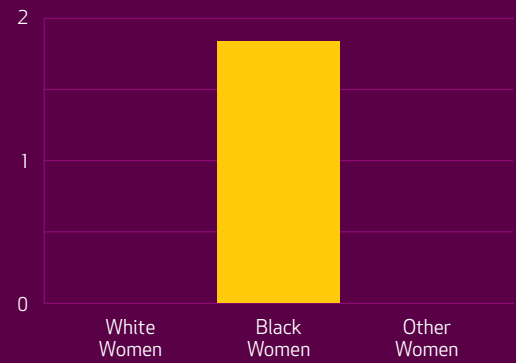
FETAL MORTALITY RATE

PER 1,000 PREGNANCIES



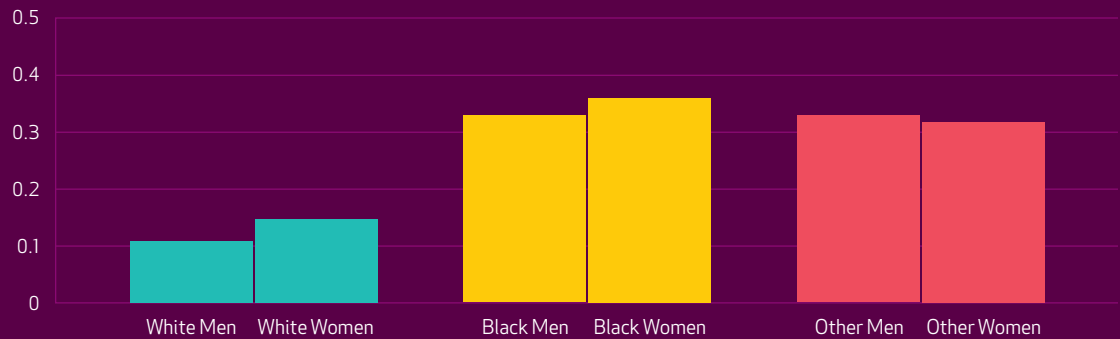
MATERNAL MORTALITY RATE

PER 1,000 PREGNANCIES

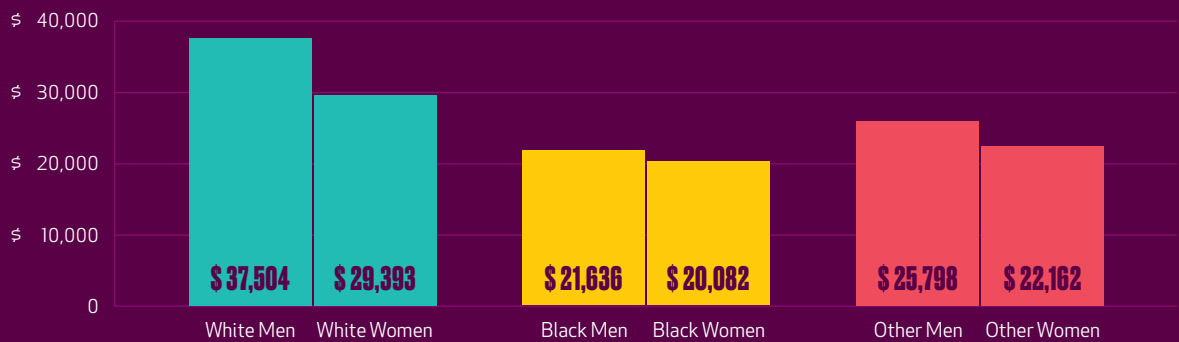


Economic Disparities in Pittsburgh

PROPORTION OF THE POPULATION LIVING IN POVERTY



MEDIAN ANNUAL INCOME FOR ALL WORKERS



in their first year of life than white infants. The Black infant mortality rate of 24 per 1,000 was worse than that in many Third World nations. Today, Black infants in Allegheny County die at a rate that is 4.5 times that of white babies.

In 2007, the University of Pittsburgh released its first report showing how inhumane life was for African Americans in Allegheny County. In health, education, economics, housing and just about every other factor evaluated, Blacks were at the bottom of the well. More than 10 years later, little, if anything, had changed. Pittsburgh remained a tale of two cities: Most livable for whites, not so much for Blacks.

A report by Pitt researchers and the City's Gender Equity Commission in 2019 found quality of life outcomes so horrible here for Black residents, particularly Black women, that simply by moving away people of color could instantly improve their lives.

That is exactly what thousands did. Between 2014 and 2018, nearly 7,000 Black residents left Pittsburgh.

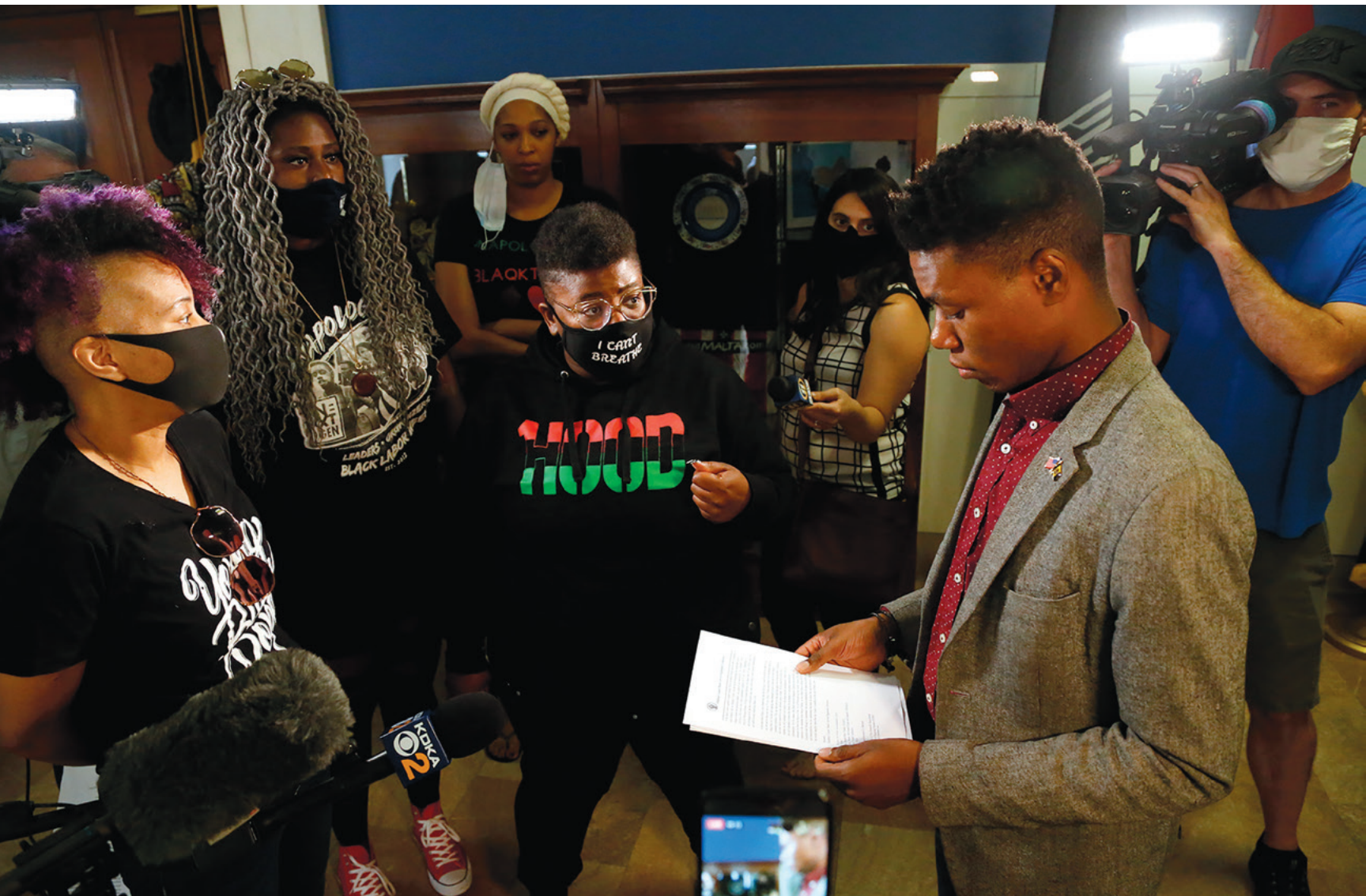
It was one of the largest out-migrations of African Americans from Pittsburgh ever.

And now, layered on top of everything else, there's the economic and health devastation of COVID-19. Businesses furloughed people of color at a higher rate, and many of those people teetered on the edge of eviction and hunger because the wages and savings of Black and Brown people, particularly Black and Brown women, already paled before those of the majority.

In addition, Black businesses, which historically have access to less capital, were more likely to be located in virus hot spots or affiliated with the service industry and, as a result, shut down in disproportionately high numbers.

Inferior and dense housing has made quarantining improbable for many Black families. Economic and educational inequalities mean that many people of color are front-line workers, putting their lives at risk to deliver packages, stock grocery shelves, clean buildings and keep buses running. This may explain

Miracle Jones (center) of 1Hood Media, Brittani Murray (to Jones' right), and other members of the Allegheny County Black Activist/Organizer Collective present a list of demands to James Hill, executive assistant to Mayor Bill Peduto, at the City-County Building on June 15. Reacting to the treatment of protesters by police, the group's demands include taking police out of schools, shifting money from the police to community development and creating an independent, fully funded civilian review board. Image by Ryan Loew/PublicSource.



Years before there was the language of being anti-racist, there was this steadfast community that witnessed—that testified to and took action against—inequality.

why Blacks in Allegheny County are getting infected with COVID at twice the rate of whites. In addition, decades of living with chronic stress, discrimination and low-income jobs that fail to provide health insurance mean people of color are more likely to have the pre-existing health conditions that raise the death rate from COVID.

Considering the effects of COVID, as well as the city's record of discrimination and diminished life prospects for people of color, leaving Pittsburgh behind might be the easier choice, but the vast majority of Black Pittsburghers have chosen to stay. There has always been a moral coalition of Black Pittsburghers and “woke” others bearing witness to the intersection of race and structural discrimination attached to housing, employment and health. They stayed; they fought on, confronting ugliness, pushing for change. Their very act of staying was an act of resistance.

Those who remained include activists like writer Damon Young, who likened the city's maintenance of a white power and cultural structure to being a “spiritual whiteness... a jar of mayonnaise” that suffocates the Black experience. Community activist

Brandi Fisher, executive director of the Alliance for Police Accountability, stayed. She explained in an op-ed in June, “When we say defund the police, we are arguing that it's time to dispense with the idea that police officers keep communities safe, at least when it comes to Black and Brown people.”

La'Tasha Mayes and Jasiri X didn't abandon the city either. She is a nationally recognized leader for reproductive justice, on a mission to stop the “dangerous laws set out to control” Black women's bodies. He is an artist who gained international acclaim for using music and media to educate youth and call out institutional racism. He also challenges the media to always “consider the humanity of Black and Brown people.”

There's a new generation of protesters, too, risking exposure to COVID to demonstrate day after day in Pittsburgh streets. They've been joined by white residents from such white-dominant suburbs as Mt. Lebanon and Murrysville who are reckoning with how their own behaviors and prejudices support and maintain racist structures. These are white people who saw the humanity in George Floyd. They were horrified when they watched it choked out of him.

And this time, there's evidence that the city's power brokers are starting to listen. Protesters symbolically nailed to the courthouse door on Grant Street a list of demands for police reform. Already, Pittsburgh officials have implemented some of them, including banning chokeholds and moving money from the police budget to a fund devoted to reducing violence. Allegheny County Council is working on a police reform bill as well. And executives, civic leaders and corporations across the region have, at the very least, issued statements sympathetic to the protesters' demands for change and committed themselves to participate in that change.

The fix is not that easy, though. Huge structural change must occur across the board to effect real improvement in the lives of Pittsburgh's people of color.

The young people who dominated protests on Pittsburgh's streets aren't letting up in their demands for real change. They have demonstrated in memory of George Floyd, but they also have demanded that Pittsburgh confront its own history. On July 20, which would have been Jonny Gammage's 56th birthday, more than 50 young people, some not yet born when Mr. Gammage was killed, marched down Route 51 where he died. That's the work of securing freedom and justice to which it continues to be important to bear witness.

Ervin Dyer is a writer, sociologist and senior editor with Pitt Magazine at the University of Pittsburgh.

Funding for Equity

Foundation confronts racial disparities in giving

by Kitty Julian

As police killings of Black and Brown people have provoked continued demonstrations for racial justice across the country this year, The Pittsburgh Foundation has recommitted itself to the racial equity grant-making effort it began five years ago. A new fund will award \$1.5 million in grants before 2021 to nonprofits led by and serving people of color.

Black- and Brown-led organizations were invited in September to apply for this new support stream.

“Many societal ills that the philanthropic sector has been trying to address for decades — from income inequality to health disparities to educational inequities — are connected to systemic racism,” says Pittsburgh Foundation President and CEO Lisa Schroeder. “As a community foundation, we have a responsibility to make more progress. The Grantmaking for Racial Justice Fund is the next step in our efforts to advance racial equity in the resources we provide.”

Historically, foundations have underfunded nonprofits led by and serving people of color. Research has consistently documented this funding gap, including a 2016 report by the Black Social Change Funders Network, which notes, alarmingly, that less than 2% of funding from the nation’s largest foundations targeted the Black community.

In 2015, after adopting racial equity as a value for its discretionary grantmaking, The Pittsburgh Foundation’s Program and Policy staff embarked on a detailed evaluation of their grantmaking.

A preliminary review of the grant-making portfolio revealed that grants to small nonprofits and to organizations

led by people of color were far fewer and smaller than grants to larger, white-led nonprofits. The findings were jolting to staff, who committed themselves to understanding and addressing these gaps.

This initial data review was followed by interviews with dozens of leaders of small nonprofits, many led by people of color, to determine what the Foundation could do differently to address inequities and reduce barriers to funding.

Those conversations led to a series of significant changes.

The Foundation launched the Small and Mighty grants program in 2016 with a mission of providing “more than money.” The program breaks down barriers by providing small nonprofits with training on applying for funding and help from Program officers to complete grant applications. Tailored to the needs of organizations with fewer staff members and less grant-writing experience, Small and Mighty also included a streamlined grant application and less burdensome reporting requirements.

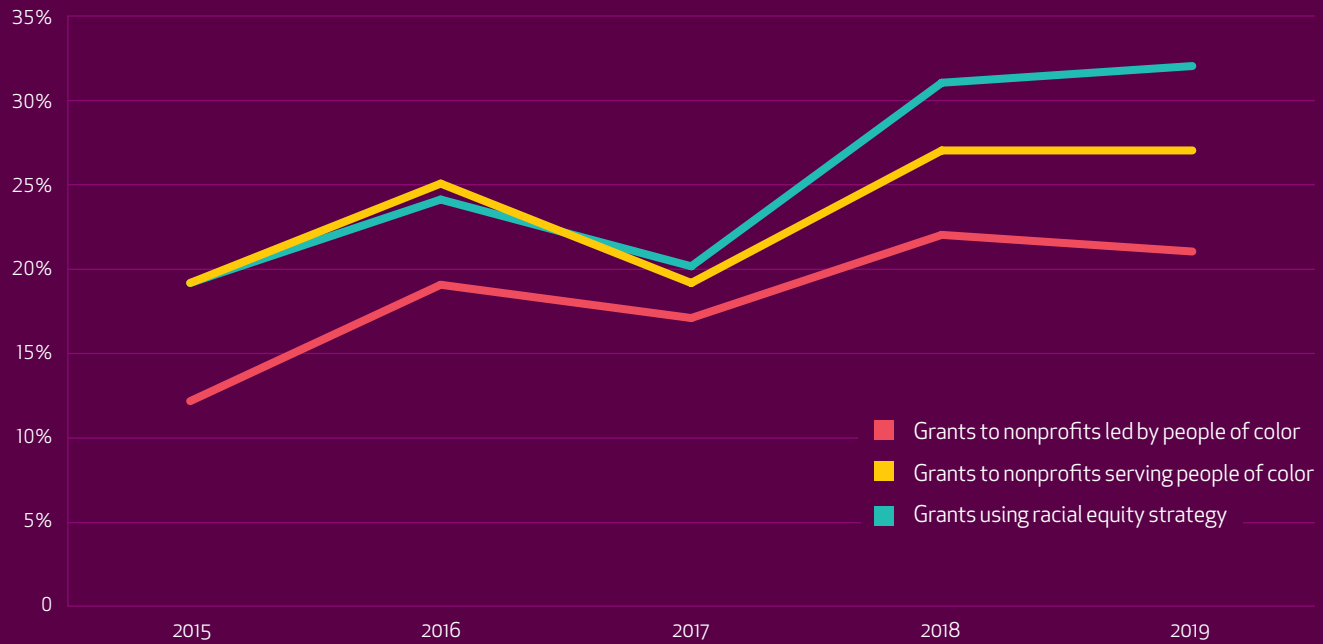
Then came the Foundation’s Social Justice Fund in 2017 with goals of reducing barriers to funding, increasing engagement and influence of Black and Brown community members, and challenging systems that perpetuate racial and economic inequity.

Together, these two funds have, as of the summer of 2020, awarded about \$1.5 million to 74 organizations in Allegheny County, with 65% going to nonprofits led by people of color. Both initiatives are growing and demonstrate how foundations can reimagine their processes to provide small nonprofits led by people of color with access to the funding and relationships that are more common among larger, white-led organizations.

“Many societal ills that the philanthropic sector has been trying to address for decades—from income inequality to health disparities to educational inequities—are connected to systemic racism.”

Lisa Schroeder
President and CEO,
The Pittsburgh Foundation

GRANTMAKING FOR RACIAL EQUITY AT THE PITTSBURGH FOUNDATION, 2015-2019



Further, from 2015 to 2019, the Foundation’s grants to organizations led by people of color increased from 12% to 21% of its discretionary grant-making portfolio, and grants awarded to these organizations increased from \$1.5 million to \$3.1 million annually. The Foundation now tracks the number and size of grants made to support racial equity, which, according to the Center for Social Inclusion, is achieved when race no longer determines one’s socioeconomic outcomes and when everyone has what they need to thrive, no matter where they live.

That focus is paying off: Grants to organizations that utilize a racial equity framework have increased from 19% to 32% since 2015.

The Foundation also is continuing to grow its investment in the Advancing Black Arts in Pittsburgh program with The Heinz Endowments to ensure that the region’s cultural ecosystem supports Black artists as fully as possible. Since 2010, that program has awarded \$6 million to Black artists and organizations for exhibitions, performances, residencies and operating support.

The Foundation’s racial equity work evolved further this past year. It applied to grantmaking the Philanthropic Initiative for Racial Equity’s definition of racial justice: “The systematic fair treatment of people of all races through proactive elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race.”

Foundation leaders recognize that this work must extend beyond discretionary grantmaking. Staff-wide diversity, equity and inclusion training is ongoing, and a donor-education initiative launched this fall.

Racial Justice has also been named as one of the Foundation’s core values — along with Accountability, Collaboration, Community and Trust — that will be prominent in the Foundation’s new strategic plan to be completed in the next six months.

Kitty Julian is director of Communications for The Pittsburgh Foundation.



Greater Pittsburgh Community Food Bank volunteer Lyndee Fluder assists in an April 6 drive-up food distribution in Duquesne. A total of 860 cars were loaded with boxes of food over a three-hour period. Image by Joshua Franzos.

Crisis Within Crisis

COVID-caused
unemployment leaves
cupboards bare

by Jill Daly

For Curtis Verner, whose 33 years in food service was all about feeding others, the COVID-19 pandemic hit hard. The 53-year-old chef from McKees Rocks was furloughed from jobs with Eat'n Park and the Pittsburgh Airport Marriott, leaving him and his wife short on money in mid-March before unemployment benefits kicked in.

"It took both of our incomes to live in our home," says Audrey Verner, 59.

But they haven't had two paychecks since 2018, when Audrey Verner was laid off from her bank job while recovering from surgery. The pandemic made matters worse. Bills were piling up. "We've had to rely on others, get rid of cable and do the barebones in anything to try to survive."

The couple heard about a Greater Pittsburgh Community Food Bank drive-up distribution at the airport this spring and headed out there. They got two boxes of food and a referral to a food pantry at a church near their home.

They were touched by the sincere helpfulness of the volunteers, Curtis Verner says. "Audrey cried."

The pandemic, which shut down businesses, forcing millions out of work, pushed many southwestern Pennsylvania families, like the Verners, for the first time in their lives into a state of food insecurity, that is, not being sure if they could get the nutritious food they need. For others, the pandemic worsened chronic food insecurity. Surveys in July showed food insecurity nationally at double pre-crisis levels or, in one survey of households with children, at six times pre-pandemic levels.

The Greater Pittsburgh Community Food Bank was among hundreds of organizations to receive an Emergency Action Fund grant



from The Pittsburgh Foundation to help deal with pandemic demand. The Foundation partnered with three other regional philanthropies in March to create the fund in direct response to the unprecedented economic, health and human services challenges created by the COVID crisis.

Out of 313 grants from the fund, more than one-third went to some kind of food program. The food bank, the largest nonprofit food provider in southwestern Pennsylvania, received \$100,000.

Since its creation 75 years ago, the Foundation has always focused on helping people with food, housing, health care and other basic needs, says Vice President of Program Michelle McMurray, who also directs grantmaking for the Children, Youth and Families section. In March and April, the Foundation reached out to approximately 40 organizations to ask what was needed.

“Over and over again, food rose to the top,” even among agencies working in housing, health care and



TOP

Greater Pittsburgh Community Food Bank staff and volunteers conduct a drive-up food distribution on April 10 at PPG Paints Arena. They provided food boxes to about 1,300 families before running out of supplies. Image by Joshua Franzos.

BOTTOM

With a grant from The Pittsburgh Foundation's Emergency Action Fund, Kianna Copeland and Brianna Kline-Costa from Kitchen of Grace on Pittsburgh's North Side prepare hundreds of free lunches for people struggling with food insecurity as a result of COVID lockdowns. Image by Joshua Franzos.

child care, she says. "People having difficulty meeting one need were having trouble with other needs." For example, she says a home repair organization for older adults transitioned to provide food to those same households.

The increase in demand for food from the Greater Pittsburgh Community Food Bank was dramatic. "By the week of March 16, we were receiving more than 100 calls a day," says Lisa Scales, president and CEO of the food bank. "Ninety percent of the calls were from people in need of food assistance. In my 24 years at the food bank, I'd never seen such an increase in need practically overnight." Many callers were newly unemployed and had no connections to a food pantry.

Scales notes that the "Get Help" button on the food bank's web site, which directs people to their closest food pantry, recorded 20,000 views in April,

a huge jump from the 1,600 views registered in April 2019.

Drive-up distributions, like the one the Verners went to, started on a rainy mid-March day in the parking lot of the food bank's Duquesne warehouse and continued into the summer.

To reach people who can't leave their homes, the Doorstep Delivery program was developed, using volunteers and partnerships with transportation services. Between late March and mid-August, it had made 10,640 deliveries, Scales says. UPS is a partner, giving the food bank a steep discount in prices to ship food boxes to people's homes. ACCESS Transportation Systems makes deliveries with funding from the United Way of Southwestern Pennsylvania. United Way received a \$198,650 grant from the Emergency Action Fund to transport food and other essential items safely to vulnerable people, including those who are homebound.

Nonprofits like the food bank, Jubilee Soup Kitchen and Kitchen of Grace transitioned to operate differently during the crisis and are now working to make the changes sustainable as the pandemic continues and needs remain high, McMurray says.

On the North Side, Kitchen of Grace pivoted from a nonprofit offering training in the hospitality industry to a food distribution program after COVID arrived. An Emergency Action Fund grant of \$15,000 enabled the organization to hire staff for a large-scale meal-preparation operation using the space of its for-profit sister, the Café on the Corner, which closed in March.

Some of the nonprofit's former students who were laid off from jobs saw the need in the neighborhood and organized an assembly line to make meals. By mid-April, the nonprofit was delivering free lunches to hundreds of elderly residents and about 1,000 families with children every week.

"They made it work," Executive Director Lateresa Blackwell says. "It's been a beautiful experience."

Another Emergency Action Fund grant recipient, Jubilee Soup Kitchen, in Pittsburgh's Lower Hill District, maintained its focus on providing food and financial assistance for working-poor and unemployed people but had to change the way it served food. No longer able to provide meals indoors due to pandemic restrictions, Jubilee staff now distribute daily hot lunch and dinner as takeout daily.

Being on the receiving end of these services isn't easy, but the help is appreciated, Audrey Verner says.

"It was very hard for me to do this. Call it pride. When I went to the food bank and went to the church... We only wanted to take what we needed."



Inspired Response

Art sustains during
time of COVID

by Tereneh Idia

Investing in Professional Arts program grantees in 2020 include (clockwise from top right): Visual artist Darnell Chambers for “Who Dali,” image courtesy of the artist; glass artist Jaime Guerrero for “Jakelin Caal Maquin,” image by Nathan J Shaulis; film and video artist Mariah Torres for “Rock Bottom,” image by Felecia Brown of Mackfe Media; and dancer/choreographer Pearlann Porter for “mirror/360,” image by Edison Peterson.

The impact of COVID-19 moved through the region’s arts and culture community slowly, softly like the opening notes of Billy Strayhorn’s “Take the A Train,” and then, like that train, quickly picked up speed and momentum. Studios and workshops shut down; theaters, museums and galleries closed; and performances and productions were postponed or canceled.

There was no simple work-from-home option for thousands of creative workers in the region who depend on auditoriums and audiences. There was no simple way to replace lost revenue from ticket sales, canceled events and postponed exhibitions. There was no simple way to conduct galas and other in-person fundraising events. Then, to make matters worse, both the Regional Asset District and the Pennsylvania Council on the Arts were forced by the pandemic to cut funding to artists and art groups.

Still, COVID couldn’t stop art. Creative people innovated. They found ways to continue performing and producing and presenting, including online events. They invented new ways to raise money. They sustained the experience, power and beauty of art. Celeste Smith, The Pittsburgh Foundation’s program officer for Arts and Culture, says art can’t be stopped because “art is essential; it helps us navigate life.”

One place artists and arts groups could turn to for help was the foundation community in western Pennsylvania. Four foundations, including The Pittsburgh Foundation, formed the Emergency Action Fund early during the crisis, and grants from the fund, as well as traditional arts grants from the Foundation, helped support creative workers.

Three artists and creative leaders who received grants talk about how they’ve navigated, created, rested and worked through this turbulent time.



Staycee Pearl.
Image by
John Altdorfer.

Staycee Pearl

Staycee Pearl, choreographer and founder of STAYCEE PEARL Dance Project and Artist in Residence at Pittsburgh Ballet Theater (PBT), was in the last days of rehearsal for the show “Here and Now” with the PBT when the governor issued the COVID shutdown order. She is using a \$25,000 grant from the Emergency Action Fund to maintain payroll for dancers, instructors and staff. The show’s opening is postponed until April 2021.

The Initial Impact

“We had a whole list of things to do, workshops, travel, and we also had the Ballet. And it was March. Everything was still on and popping in March... It was literally the week before the show... I walk into the studio. The dancers are standing with PBT Board members, staff, and we were like, ‘No rehearsal!’... We have not been back since.

It was this shock and intense fear. I was more concerned for health and wellness. Had we been exposed? Then I was about the piece not being done right away. Then I realized, ‘Oh my god, all of this stuff! We had built up all of this national and international momentum... It all just went away, everything!’ Literally, our whole world dropped out from under us.”

Creative Response to COVID

“With dancers, we have to dance. We have to make the art. Art is primary, and we can do that as we hang on by a thread... We can make it happen, but we also deserve to eat... It is a really tough place to be right now... Sometimes I cannot see how it is supposed to continue, and sometimes I cannot imagine that it would stop.”

Jaime Guerrero

Jaime Guerrero is a glass artist who received a grant from the Foundation’s Investing in Professional Artists program. He produces life-sized sculptures at the Pittsburgh Glass Center workshop, and, before COVID, six to eight people would help him form a large sculpture.

Internal Process and New Work

“For the first several months, the Pittsburgh Glass Center was closed. So I had no way to produce glass sculptures during that time, and just recently, in August, they started to allow for minimal glass blowing where you can go in with one person. Only two people can work in the whole studio.

Navigating through things as they come and, to some degree, COVID, has allowed me to go inward and really question what I want to do and what direction I want to go in. Even now, I am a little hesitant because I don’t want to create a risk factor for people who are helping me, for myself or my family. So I am trying to lessen that risk factor by only going to blow glass if I have a solid idea and am ready to move forward.”

Rethinking the Art

“I feel confident that I can produce a significant body of work in three, four, five months... I am taking my time... trying to remain hopeful and just be patient and in the time do whatever I can.”



Glass artist Jaime Guerrero with work from his “Cervidae” series. Image by Aimee Santos.

“



Joseph Hall, executive director of the Kelly Strayhorn Theater, at “Hotline Ring,” a live virtual fundraising collaboration. Sondra E. Woodruff II, the theater’s producer of engagement and social impact, monitors the livestream. Image by Joshua Franzos.

Joseph Hall

Joseph Hall, Executive Director, Kelly Strayhorn Theater, led an innovative virtual fundraising event in July called *Hotline Ring*, which replaced the annual spring fundraiser, *Full Bloom*, and launched a new fundraising model. He collaborated with six organizations that are led by or that work with LGBTQ+ people and people of color, including Staycee Pearl, creating an enduring relationship among them.

Creating Community

“When COVID happened, I realized there were other organizations that are in community with different artists than who KST is in community with, so how can we partner with other arts organizations to do a shared fundraiser? Also, this idea is sort of taboo—we partner in so many different ways but money. Money, when we talk about equity, people do not want to talk about money. I was thinking, KST is small... We are run by a lot of people of color; however, I recognize that we have power and privilege within the community of severely under-resourced financially arts organizations by and for people of color in Pittsburgh... I wanted to get into the guts of equity, which I think is money.”

Collaborating

“The dream version of how I want to work: I have ideas; they may not be the best ideas; they may not be the final ideas. The group will actually make the best ideas and the final ideas together.”

Tereneh Idia is a freelance writer.



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Attorney Dianne S. Wainwright, deputy court administrator, Allegheny County Court of Common Pleas, Civil Division, contemplates how best to manage Housing Court cases and the Help Desk during a time of unprecedented rent delinquencies resulting from high unemployment during COVID shutdowns. Image by Joshua Franzos.

Foundation for Intervention

Groundwork laid
to mediate looming
eviction crisis

by Ryan Rydzewski

The first sign of the looming eviction crisis was just that: a sign.

Jane Downing of The Pittsburgh Foundation had traveled to Washington, D.C., with Megan Stanley, executive director of the Pittsburgh Commission on Human Relations, to discuss eviction-prevention strategies with the National League of Cities. “There were all these signs that said, “This is a no-handshake conference,”” Downing recalls. It was mid-March, and a strange new virus was spreading around the world. Just a few days after Downing and Stanley returned home, the Steel City declared a state of emergency; the mayor went into quarantine, and schools and businesses shuttered indefinitely.

The COVID-19 pandemic had officially arrived.

Hundreds of thousands of lives and tens of millions of lost jobs later, housing advocates are sounding the alarm about a pending eviction crisis that all but defies comparison. Amid the pandemic’s economic fallout, as many as 40 million Americans face the prospect of losing their homes, including half a million households in Pennsylvania. In fact, by November, 678,403 Pennsylvanians were delinquent in rent or mortgage payments or had little confidence they could pay on time the next month. That is from a U.S. Census Bureau survey which also found that 22% of Pennsylvania adults faced eviction or foreclosure within two months.

News organizations have resorted to natural-disaster metaphors, using words like “tsunami” and “avalanche” and “deluge” to try to convey what’s coming. But as a forthcoming Pittsburgh Foundation report details, there’s nothing natural about evictions, which inflict lasting harm on tenants and landlords alike. The pandemic has made

a long-standing problem worse — undermining families' financial security, physical health, emotional well-being and more.

During the decade before COVID, nearly half of American renters were “cost-burdened”—that is, forced to spend a far greater share of their income on rent than the recommended 30%. As affordable units disappeared by the millions, one in four renters spent more than half of their income on housing. Meanwhile, median rents have climbed faster than renters' incomes every year since 2001.

So perhaps a better metaphor for the impending crisis is that of a defective dam: A man-made catastrophe compounded by pressure that's been permitted to build for years. When it comes to mass evictions, experts say, communities have two choices: Fix the dam and relieve the pressure, or do nothing and allow it to fail, destroying countless lives when it breaks.

Downing opts for the former. For more than 20 years as the Foundation's senior program officer for Economic and Community Development, she has championed affordable housing in Pittsburgh, working to increase the supply of affordable rental units and forge new paths to upward mobility for the region's residents. In 2016, Downing added a new dimension to this work by bringing the Foundation's resources, connections and expertise to bear on the problem of local evictions. Following a Foundation-sponsored workshop and lecture in 2016 by sociologist and eviction expert Matthew Desmond, Downing convened landlords, tenants, government officials, legal aid attorneys, nonprofit staffers and housing organizers for the first-ever meeting of the Foundation's Evictions and Affordable Housing working group—a cooperative whose formation would prove especially prescient with the arrival of COVID.

In order to determine its priorities and validate its recommendations, the working group needed solid data on evictions. They tasked Vice President for Public Health, Research and Learning Michael Yonas, along with Rachel Rue, a senior policy and data analyst with the Allegheny County Department of Human Services Division of Analytics, with collecting it. Yonas and Rue pored over several years' worth of quantitative data, mapping evictions and measuring frequency. They also convened a series of listening sessions in which more than 40 tenants and landlords shared their experiences and recommendations, which will be captured in the Foundation's full-length eviction report.

“What we found,” says Yonas, “is that tenants and landlords alike believe the system is broken. The eviction process itself is complicated, time-consuming

“What we found is that tenants and landlords alike believe the system is broken. The eviction process itself is complicated, time-consuming and expensive. People in the midst of it often have no idea what's expected of them, what their options are or who they can turn to for help.”

Michael Yonas
Vice President for Public Health,
Research and Learning,
The Pittsburgh Foundation



Housing Court Help Desk Manager Shawnell Smith directs tenants and landlords through the bureaucracy of the housing court system. While desk staff cannot give legal advice, they can connect litigants to resources. Image by Joshua Franzos.

and expensive. People in the midst of it often have no idea what's expected of them, what their options are or who they can turn to for help."

The Foundation and its working-group partners launched a multiyear effort to address this by making the eviction process more transparent and just. The group's ultimate aim is to keep Pittsburghers in their homes. Doing that, Downing says, "takes mediation programs, rental assistance, legal assistance, tenant and landlord education, and ways to connect people to resources. To be effective, an eviction prevention system needs all of those components."

The best time to prevent evictions, she says, is before they start—that is, before they're filed in court. In Pennsylvania, eviction filings remain on tenants' records even if tenants ultimately pay their rent or win their case. Many landlords use these records to screen out applicants, preventing families from renting quality units and forcing them to settle for substandard, even dangerous homes.

That's one reason the Foundation funds Just Mediation Pittsburgh, a program started by the Pittsburgh Commission on Human Relations to bring trained mediators to landlord-tenant disputes in Allegheny County. "At the point that tenants realize they may not be able to pay rent, they can call Just Mediation Pittsburgh and say, 'I'd like to try and talk with my landlord,'" Downing explains, adding that the service is free. "Landlords can do the same thing: If they've tried and not been successful at getting a rental payment, they can call and initiate mediation. It's a strategy that's been used in family court for over 30 years, but this is the first time that there's been any landlord-tenant mediation services in Allegheny County."

It's one of several Foundation-funded efforts to improve communication among people involved with evictions. The nonprofit Pennsylvanians for Modern Courts, for example, has leveraged Foundation support to host a series of educational workshops for tenants,

Evictions in Allegheny County

13,000+

Evictions are common.
From 2012 through 2019, landlords collectively filed an average of more than 13,000 cases a year.

AVERAGE CLAIM COST



+12%

The average cost of an Allegheny County eviction case is 12% more than the amount of back rent owed. This figure accounts for filing fees and more.

+73%

For low-income tenants, meaning those living at or below the federal poverty level* and living in public housing, the average cost of eviction rises to 73% more than the amount of back rent owed.

Statistics from the October 2020 report "Eviction Cases in Allegheny County, 2012–2019, A Joint Publication from the Allegheny County Department of Human Services and The Pittsburgh Foundation"

* In 2019, the federal poverty level was defined as \$27,750 for a family of four.

landlords and magisterial district judges who hear eviction cases.

Another initiative is the Housing Court Help Desk, which assists both tenants and landlords in navigating the appeals process. In 2017, Allegheny County Common Pleas Judge Christine Ward noticed that almost all of the tenants in her courtroom were pro se—that is, without legal representation. For those tenants, she says, “It just wasn’t a level playing field... Justice, in my opinion, was not being served.”

In response, Ward assembled a task force that included Downing, Yonas and other members of the Foundation’s working group. Over a year, the task force developed the county’s first Housing Court—a legal forum specifically designed to address landlord-tenant disputes “on a more fair and equitable basis,” says Ward. A grant from the Foundation launched the accompanying Help Desk. The staff can answer questions, provide the proper forms and refer tenants to social services and pro bono legal and emergency rental assistance programs.

The Foundation also helped develop “slate cards” that magisterial district courts can mail to tenants who face eviction. The cards direct tenants to rental and legal assistance programs, says Downing, marking “the first time that there’s been any kind of assistance or information” provided directly by the court. The cards have gone through several printings, and more detailed fliers—which include information about leases, landlord-tenant laws and who to contact for help before, during and after an eviction—are in development, thanks to the working group’s partnership with the National League of Cities.

Each of these strategies, bit by bit, relieved pressure behind the dam.

Then came COVID.

When Congress passed the Coronavirus Aid, Relief and Economic Security (CARES) Act in late March, it imposed a temporary moratorium on evictions. Pennsylvania Gov. Tom Wolf issued a moratorium of his own, and the Pennsylvania Legislature set aside \$175 million in federal funding for mortgage and rental assistance. Allegheny County can draw down from the state as much as \$25 million of that money, and it added \$14 million from funds it received directly from the federal government to pay for pandemic relief efforts. That made a total of \$39 million in emergency assistance available to the county’s renters.

However, because the bulk of the state-allocated money has strings attached, payments were slow to reach tenants. By the initial Sept. 30 deadline for application, only \$9.7 million—about 5.5% of the \$175 million provided—had been spent statewide to help renters. In October, Gov. Wolf extended the

deadline to Nov. 4, but because the Legislature failed to relax the regulations before then, it was anticipated that much of the appropriated money would not be spent to assist landlords and tenants.

In a 24-hour gap when Pennsylvania’s moratorium on evictions lapsed on Aug. 31 and a new federal moratorium began on Sept. 1, landlords in Allegheny County filed 181 eviction cases—a sign of the dire crisis ahead. Before the pandemic, landlords filed 50 to 60 cases per day on average. The federal moratorium didn’t prohibit landlords from seeking eviction, however, and in Allegheny County they filed 851 cases in September, more than 28 a day, despite their inability to evict tenants.

In October, Gov. Wolf issued an executive order relaxing some of the rent-relief program rules and extending the application deadline so more tenants and landlords could participate.

The U.S. Centers for Disease Control and Prevention threw renters nationwide a lifeline on Sept. 1, issuing an order barring evictions for nonpayment until Dec. 31. The new moratorium keeps the dam intact for now, advocates say, but they warn that the pressure behind it is building faster than tenants and landlords can manage. The CDC’s order neither cancels tenants’ rent nor provides payments for property owners, meaning that months’ worth of bills, late fees and interest will come due on New Year’s Day. By the end of October, nearly 300,000 Pennsylvanians reported to the U.S. Census Bureau that they were behind in paying rent.

When potentially unprecedented numbers of renters find themselves unable to pay, the working group’s collaborative, multi-pronged approach will be more important than ever.

Increasing collaboration, in fact, is the reason Downing was in D.C. that day in March—she’d traveled there to connect the working group’s efforts to eviction prevention initiatives taking root across the country. “What we’re trying to do,” she says, “is build a foundation for a coordinated eviction prevention program. We’ve got the beginning of a framework for working together and connecting the dots—for making sure that anyone who gets an eviction notice knows what to do, where to go, and how to access the funding and the help they need.”

“We’ve got the beginning of a framework for working together and connecting the dots—for making sure that anyone who gets an eviction notice knows what to do, where to go and how to access the funding and the help they need.”

Jane Downing
Senior Program Officer,
Economic and Community Development,
The Pittsburgh Foundation

Ryan Rydzewski is a freelance writer.



The Pennsylvania State Capitol Building, as seen from the banks of the Susquehanna River. The Pittsburgh Foundation is implementing a new advocacy strategy, taking the needs of grantees directly to lawmakers in Harrisburg. Image by Joshua Franzos.

Pulling the Levers of Government Funding

In a year of turmoil
for nonprofits, the
Foundation raises its
voice as their advocate

by Douglas Root

A

t the end of March, a small group from the staff and Board of The Pittsburgh Foundation was poring over applications for grants from the Emergency Action Fund, which had been created just two weeks earlier, as Allegheny County was officially locked down to prevent the spread of deadly COVID-19.

The pressure was on. Millions of dollars already had been committed to the Fund, a public donation drive was underway, and nonprofit staffs were overwhelmed as they tried to reduce hardship to those who had lost jobs and provide essential services, particularly food.

“We were expecting the hundreds of applications that came in; it was an unprecedented situation and that’s why we established the Fund so quickly,” says Pittsburgh Foundation President and CEO Lisa Schroeder, who was on the application review team. “What shocked us was the degree of need. Applicant after applicant was telling a story of desperation. We quickly realized that the human services safety net was being strained to the breaking point.”

Ultimately, the Foundation raised nearly \$10 million for the Fund and began making grants within weeks. By May, 313 shell-shocked nonprofits had received funding—the fastest processing from application to approval in staff memory. The grants—most ranging from \$5,000 to \$25,000—were never intended to cover nonprofits’ total financial shortfalls. Indeed, the entire annual grantmaking of all foundations in the region wouldn’t be enough to bring human services deliverers to full financial recovery.

The only entity with the resources to fill the gaping financial holes, Schroeder realized, is the federal government, which was in the process of releasing \$2 trillion from the Coronavirus Aid, Relief, and Economy Security (CARES) Act, much of it to state governments for dispersal. Schroeder moved to use powers unique to community foundations—advocacy and direct lobbying—to steer a significant chunk of Pennsylvania’s share of CARES Act funding to nonprofits delivering essential human services.

Pittsburgh Foundation staff and key partners recruited other organizations from across the state that fund and partner with human services nonprofits to form a 30-member coalition. Those allies include other community foundations, United Way agencies and statewide membership networks such as the Pennsylvania Association of Nonprofit Organizations.

“We joined to allay a worse calamity,” says Bobbi Watt Geer, president and CEO of the United Way of Southwestern Pennsylvania. “Staff and volunteers at nonprofits delivering essential human services have been on the front lines of this pandemic operating in high-risk situations because of the nature of the work. If that sector collapses, our current economic crisis will escalate exponentially.”

This type of campaign, including developing statewide participation, proposing legislation and lobbying directly for its passage, is a first for the Foundation. Much of that work has been aided by an experienced and well-connected government relations group at law firm Buchanan Ingersoll & Rooney, which The Pittsburgh Foundation has retained along with support from three other large foundations in the region.

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Bobbi Watt Geer
*President and CEO,
United Way of Southwestern Pennsylvania*

Assessing the Damage

A statewide survey reveals shocking extent of nonprofits' COVID-19 losses

As part of its advocacy work for nonprofits reeling from the impacts of the COVID-19 pandemic, the Foundation and key partners undertook the most comprehensive survey to date of the degree of damage. The result: a determination that these groups suffered massive revenue losses while incurring extraordinary costs.

The survey of the state's nonprofit sector was conducted Aug. 8 to 28 by the national community and economic development firm Fourth Economy and coordinated through a partnership of The Pittsburgh Foundation and its affiliate, The Community Foundation of Westmoreland County, as well as The Forbes Funds, the Pennsylvania Association of Nonprofit Organizations (PANO) and the United Way of Southwestern Pennsylvania.

Findings are based on responses from 808 nonprofits, about 2% of the total sector. This group reported revenue losses of \$612 million and new operating expenses of \$95.3 million, for a total shortfall of \$708 million.

That number can be extrapolated to calculate the actual economic toll to nonprofits ranging from child care centers to arts centers at tens of billions of dollars.

Of special significance to the coalition are the **290 human services organizations*** in the survey — representing 19% of survey respondents. That sub-sector reported increased costs of \$64 million and revenue decreases of \$255 million. Those figures represent the financial impact on just 7% of total human services deliverers in Pennsylvania. Extrapolating their loss suggests that the total setback for all human services providers was more than \$4 billion.

290 HUMAN SERVICES ORGANIZATIONS*

Revenue Loss	\$ 225,000,000
Additional Costs	\$ 64,000,000
Total Financial Setback	\$ 289,000,000

808 NONPROFIT ORGANIZATIONS

Revenue Loss	\$ 612,000,000
Additional Costs	\$ 95,300,000
Total Financial Setback	\$ 708,000,000

*Human Services include Mental Health & Crisis Intervention; Food, Agriculture & Nutrition; Youth Development; Housing & Shelter; Crime & Legal-Related; and Employment nonprofits.

-47%

SMALL NONPROFITS, those with budgets under \$100,000, reported revenue losses and expense increases that when combined equaled 47% of their total annual budgets, a setback of nearly half.

-26%

MID-SIZE NONPROFITS, those with budgets from \$501,000 to \$2.5 million, faced losses averaging more than a quarter of their budgets, that is 26%, when their revenue declines were calculated with the greater outlays the pandemic necessitated.

-7%

LARGE NONPROFITS, those with budgets over \$10 million, experienced average total losses of 7% when their decreased income and increased costs were tallied.



Of the \$3.9 billion in CARES funding provided to Pennsylvania, \$2.6 billion was spent in the first two months of the shutdown. “The fact that Pennsylvania did not spend all of the money immediately gave us time to draw elected officials’ attention to the needs of this critical network of human services providers,” says Wasi Mohamed, the Foundation’s senior policy officer, who was hired in May as part of a ramp-up of the internal advocacy capacity.

Prior to this statewide effort, much of The Pittsburgh Foundation’s advocacy efforts in 2019 and this year focused on its Social Justice Fund, established in 2018 to improve the ability of community members to challenge systems that perpetuate racial and economic inequities. Also in prior years, the Foundation has worked to protect vulnerable residents in state government budget negotiations; testified in support of legislation to eliminate driver’s



Standing behind the table, Fawn Walker-Montgomery, co-founder and organizing director of Take Action Mon Valley, which combats community violence, encourages people to vote early at an Oct. 24 rally. Photo by Nate Smallwood.

license suspensions as a sanction for non-driving offenses, and fought practices that weaken citizen power in civic democracy.

In this crisis year, coalition members realized that effective advocacy to help human services nonprofits recover from a global pandemic required direct lobbying of government officials.

The legislation that the coalition supported called for \$200 million of the CARES allotment to

fund the NEEDS (Nonprofit Economic Emergency Delivery System) Grants Program. While that is the largest amount ever proposed to support recovery of the 8,500 human services organizations across the state, it is a fraction of the total need. (See *Assessing the Damage*, p. 35.)

The legislation, which received bipartisan sponsorship and unanimous support by the Senate Appropriations Committee, provided for a competitive grants process for community-based organizations doing critical human services work — including child care, community public health, protection from domestic violence, food provision, career training and help for people to manage various disabilities.

Democratic Party leaders in both houses of the Legislature included human services in their CARES Fund spending plan. But, ultimately, late in November, the Legislature allocated the CARES money to the state’s operating budget.

One mark of success for the coalition, however, is that legislators are now more aware of the five-alarm level of crisis hitting nonprofits that are meeting essential needs.


Republican State Sen. Judy Ward, who represents the Blair County region and was a main sponsor of the legislation, says the coalition has made a significant contribution going directly to elected officials to make the case for human services nonprofits.

“Eighty percent of nonprofit revenue comes from government contracts and fees for service,” she wrote in a memo urging her colleagues to support the bill. “Donors, foundations and government all depend on these organizations to meet the basic needs of the most vulnerable Pennsylvanians.”

Schroeder believes the Foundation’s increased presence in the halls of government will position it to have more influence on a range of policy issues.

As for any future COVID-response funding, she and staff are taking lessons from the experience of other community philanthropies such as the New Hampshire Charitable Foundation’s partnership with the state’s governor in distributing \$60 million of CARES funding. “We’re laying the groundwork for much more direct involvement with elected officials and policymakers on supporting basic human services,” Schroeder says. “And we’re in this for as long as it takes.”

Douglas Root is The Pittsburgh Foundation’s vice president for Communications.

A woman with long brown hair, wearing a dark green short-sleeved dress, stands in a factory or workshop. She is smiling and looking towards the camera. She is holding a blue and grey respirator mask in her hands. In the background, there are various pieces of industrial equipment, including what appears to be a large piece of machinery with a green light. The lighting is bright and industrial.

Stephanie Sciuillo, vice president and chief legal officer for MSA Safety Inc., has been working closely with The Center for Philanthropy on efforts that include distributing PPE, such as the MSA-developed Advantage 290 Elastomeric Half-Mask Respirator (pictured) to health care workers. Image by Joshua Franzos.

Uncommon Generosity

Corporations embrace
community during
time of unprecedented need

by Christian Pelusi

Duquesne Light President and CEO Steve Malnight's philosophy for corporate philanthropy is simple: "When our community thrives, we thrive. And if they struggle, so do we." When COVID-19 hit the region in March, he recognized the Emergency Action Fund as an important vehicle for corporations to aid communities quickly and effectively.

The fund is a collaborative fundraising effort led by four local foundations, including The Pittsburgh Foundation, along with other philanthropic institutions to relieve some of the damaging effects of the virus on residents, especially the most vulnerable.

The result: Duquesne Light contributed \$500,000, leading the charge of corporate giving that comprised nearly \$2.8 million of the nearly \$10 million total raised. "We've always known about the incredible ways The Pittsburgh Foundation supports our community," Malnight says. "Since the very beginning of the pandemic, we were impressed by how receptive the Foundation was to working with us and to making sure that our contributions benefited customers in need across our service area."

Providing critical expertise and best-in-class programmatic support that marries community needs with corporate philanthropic intent is the goal of the Foundation's Center for Philanthropy. The Foundation has worked for more than a decade to guide corporate partners in developing philanthropic goals that make a difference for the community and for their employees. During the pandemic, that groundwork proved vital as 40 businesses and corporations donated to the Emergency Action Fund, a new highwater mark for giving from that sector.

The pandemic's enduring effects have accentuated the importance of corporate and philanthropic alliances. High demand for basic needs like affordable housing, food, child care, health care and transportation persists throughout the region. Meanwhile, according to data from Pennsylvania's Department of Labor, the unemployment rate in the seven-county Pittsburgh Metropolitan Statistical Area was 8.2% in September, nearly double pre-pandemic levels. As federal assistance waned and recession loomed, ensuring the safety and viability of low-income residents of southwestern Pennsylvania has largely fallen to state and local governments, as well as to the charitable sector. Corporate leaders are recognizing the need and stepping forward.

"Healthy corporations wield both money and power," says Jesse Schell, founder and CEO of Station Square's Schell Games, the largest full-service entertainment and educational game development company in the United States. "This creates an ethical obligation to use that money and power to do good in the world," Schell says. Schell Games tries to fulfill that obligation by collaborating with the Foundation on the corporation's philanthropic strategy.

For Center for Philanthropy Director Kelly Uranker, success is coordinating corporate philanthropic goals with community needs.

"Corporations are looking to put funds into our community, utilizing the expertise of the Foundation and our ability to be the hub of the most real-time information about what our neighbors need," she says. "They want to respond to community need in a way that is on brand and in line with the corporation's values."

Schell agrees.

"Employees at corporations often have a real desire to see the corporations do good and helpful things. Corporate philanthropy can be a great way to give employees agency in how the business affects the world and pride in the good work it does."

Relationships involving the Center and corporations, like Schell Games and Duquesne Light, are often forged through online giving events like the Emergency Action Fund and August's Critical Needs Alert, which raised \$1.85 million for area nonprofits that provide basic needs support. More businesses are also trending toward mindful giving structures such as scholarship funds and employee-driven donor-advised funds that pinpoint causes.

"We work with corporations and family businesses to align their values with the needs out there, so that real change can happen," Uranker says.

“Corporations are looking to put funds into our community, utilizing the expertise of the Foundation and our ability to be the hub of the most real-time information about what our neighbors need. They want to respond to community need in a way that is on brand and in line with the corporation’s values.”

Kelly Uranker
 Director, Center for Philanthropy,
 The Pittsburgh Foundation



Zane Frund, executive director, product research and development at MSA Safety Inc., leads the team working with health care professionals to identify the respiratory protection needs of front-line workers during the pandemic. Zane is also an adjunct professor in the biomedical engineering department at Duquesne University's Rangos School of Health Sciences. He donated his adjunct salary back to the university, and MSA matched it. Image by Joshua Franzos.

“The Foundation can help move a company from reactive to proactive and impactful giving with the charitable dollars that they have. We can also provide giving tools and methods that allow the company to be nimble when it needs to be responsive, like with COVID, and yet remain true to its mission and the values of its employees.”

The Center features a wide range of philanthropic options, including family business succession charitable planning; corporate charitable values

and brand alignment; analysis of peer and current corporate giving; and crisis planning and employee assistance. These philanthropic goals are met through collaborative facilitation and training exercises that ensure corporations are involved every step of the way.

Local leaders at American Textile Co., Eat'n Park Hospitality Group and The Massaro Corp. worked with the Foundation's Center to create corporate giving programs while entrusting staff with management and implementation. Other corporations such as Schell Games and Cranberry-based MSA Safety Inc. are carving out unique philanthropic initiatives that reflect their companies' missions.

Schell Games has shifted its focus to be a giving group as employees determine where their philanthropic direction and dollars go based on company values while MSA is developing a signature charitable project that is in alignment with its 108 years of innovation in the safety industry.

In fact, MSA had an active role in COVID response, donating its entire supply of N95 masks — 100,000 to Allegheny Health Network in Pittsburgh, 40,000 to France and Brazil — as well as its advanced, reusable “MSA Advantage” respirators for AHD's front-line health care workers.

“Now, The Pittsburgh Foundation is helping us to explore whether we can do the same for federally qualified health care clinics in the region, ensuring that everyone in our area continues to have access to quality health care, regardless of ability to pay,” says MSA Vice President and Chief Legal Officer Stephanie Sciuillo. With interest in this program from a federal level, “this AHN model [will] better prepare our nation for future public health emergencies, and it's a powerful example of Pittsburgh's spirit of community and philanthropy — of neighbors helping neighbors — leading to innovation that may very well help our entire country.”

Companies' ability to marshal resources and expertise to target specific community needs is what makes corporate philanthropy vital to community vibrancy and prosperity.

“The community needs everyone,” Uranker says. “The challenges are at times, quite frankly, overwhelming. But as Pittsburghers, we step up together — including corporations. We need to leverage not just funds, but everyone's time, talent and connections to get the job done.”

Christian Pelusi is senior communications officer, The Pittsburgh Foundation.

Supporting Organizations

Groups provide relief during pandemic

by Deanna Garcia

In a year when a pandemic demanded more of everyone, five organizations that support the mission of The Pittsburgh Foundation stepped up to meet the challenge.

Four of the five — Neighborhood Allies, the Charles E. Kaufman Foundation, The Forbes Funds and The Pittsburgh Promise — expanded their services, innovated to meet increased need, or helped finance research that could contribute to the prevention of pandemics in the future.

The fifth, the Jack G. Buncher Charitable Fund, provided more than \$1.4 million in grants that advanced a range of efforts in 2019 and 2020. These included improving the Foundation's internal operations, engaging donors more deeply in community issues and expanding advocacy and community impact by supporting organizations and programs in Allegheny and Westmoreland counties.



Neighborhood Allies

Through years of work in community development, Neighborhood Allies built relationships with many organizations, enabling it to quickly address fallout from COVID.

In April, as cases in the region rose, this organization, which is devoted to helping residents and groups build healthy, thriving neighborhoods, created the COVID Accelerated Relief Effort (CARE) Fund, through which \$100,000 went to 10 organizations in six priority neighborhoods.

Other Neighborhood Allies COVID response efforts include a partnership with First Commonwealth Bank to help 25 nonprofits and small businesses apply for funds from the federal Paycheck Protection Program (PPP), which many smaller organizations found difficult to access. Through the partnership, \$1.5 million dollars in PPP grants went to small businesses — 69% of them minority- or woman-led.

Neighborhood Allies President Presley Gillespie says that the region and the nation had to “confront a pandemic within a pandemic — COVID and racism!”

“While the coronavirus doesn't discriminate, it has hit Black communities harder with a disproportionate number of diagnoses and deaths. It exposes the ugly realities of systemic racism, such as health inequities, food insecurities, job losses and achievement gaps,” Gillespie says. “While we work to eliminate the deadly virus, we simultaneously work to eliminate white supremacy, police brutality and anti-Black violence, which have plagued this country for centuries.”

Neighborhood Allies provided support for another health issue, using part of a \$125,000 grant from the Richard King Mellon Foundation for Steel Smiling, an organization working to erase the stigma around seeking mental health services for people of color. Through education, advocacy and awareness, its goal is to connect every Black person in Allegheny County to positive mental health experiences by 2030.



The Pittsburgh Promise

The Pittsburgh Promise, which helps Pittsburgh Public Schools students pay for higher education, received a \$1.3 million grant from the Richard King Mellon Foundation to assist students with expenses unique to the pandemic.

With this money, The Promise provided bridge scholarships for students who remained ineligible for Pell grants or other federal funding because those awards are based on a family's previous year's income, not wages in the current year when COVID cost parents their jobs.

The Promise also covered co-payments for mental health services and assisted families who are experiencing food insecurity. In addition, The Promise provided some financial aid and paid some costs such as dorm room deposits.

Faced with orders barring large gatherings, The Promise innovated for the 2020 signing day, the annual event in which seniors who receive Promise awards announce the colleges, universities or other higher-education institutions they will attend. Rather than an auditorium such as Soldiers & Sailors Memorial Hall, the Promise conducted the event in the PPG Paints Arena parking lot.

Students and their families attended in several hundred cars. Instead of applause for speeches by Board Chair Franco Harris and Promise Executive Director Saleem Ghubril, horns blared.

In January, before COVID made its way to Pittsburgh, The Promise announced Promise Coaches, a four-year pilot program that began this fall with nine coaches placed in Perry, Milliones and Carrick high schools, focusing on students' needs from ninth grade through graduation.

The program's goals are to improve equity by growing Promise scholarship eligibility rates and participation by underrepresented students.

FAR LEFT

Children participate in a Juneteenth celebration at Sankofa Village Community Garden/Farms in Homewood. Photo from Neighborhood Allies.

MIDDLE LEFT

A drive-up Signing Day didn't dampen the spirits of graduates and their families. Photo courtesy of The Pittsburgh Promise.

MIDDLE RIGHT

Hannah Locop, program manager for the Greater Pittsburgh Nonprofit Partnership, holds a virtual webinar with Pennsylvania Secretary of Health Rachel Levine. Photo from Forbes Funds weekly webinars.

FAR RIGHT

Seema Lakdawala is an assistant professor of microbiology and molecular genetics in the University of Pittsburgh School of Medicine. Photo courtesy of Seema Lakdawala.



The Forbes Funds

During the COVID pandemic, The Forbes Funds quickly switched its grant-making and capacity-building programs from in-person to online. These programs strengthen human services and community-based nonprofits.

In May, The Forbes Funds secured one of the largest grants it has ever received — \$700,000 from The Heinz Endowments — enabling it to increase services to nonprofits vital to communities and individuals hardest hit by the pandemic.

President and CEO Fred Brown says the Heinz grant, along with Pittsburgh Foundation and other funding, helped The Forbes Funds connect organizations to each other for improved services and greater impact.

“Since early March, we have conducted more than 1,000 Zoom meetings with, all told, 11,600 community organizations, public officials, community leaders, public health experts, small business owners and other stakeholders,” says Brown. “We have collected information to assess needs and facilitated discussions to address the issues of our time and try to plan for the future.”

In August, The Forbes Funds launched the C3 Catalytic Communities Cohorts initiative. The intent of C3 is to capitalize on community strengths. Solutions to a community's unique challenges are co-designed with its leaders. The hope is that the program will enhance the skills of community leaders while ensuring that residents receive necessary services and opportunities.

The McKeesport C3 Initiative, for example, has brought together State Sen. James Brewster and leaders representing Penn State Greater Allegheny, the Community College of Allegheny County, the McKeesport Area School District, the McKeesport mayor's office, community agencies and faith-based institutions. They plan to address educational achievement, social justice, economic disparities, public safety and community resiliency.

Charles E. Kaufman Foundation

Charles E. Kaufman Foundation grants of \$1.8 million from 2018–2019 are supporting ongoing research that is, in turn, helping efforts to combat COVID.

One of the two-year new initiative grants recently awarded went to Seema Lakdawala, Ph.D., and Nara Lee, Ph.D., both assistant professors of microbiology and molecular genetics at the University of Pittsburgh. Lakdawala is the lead principal investigator and has a background in respiratory viruses, specifically influenza viruses, and how they spread.

Their research focuses on predicting the next influenza pandemic by understanding how eight influenza genomes intermingle, a process called reassortment. Three papers from Lakdawala, Lee and their collaborative team of researchers on the subject have been published over the past two years, the most recent in the peer-reviewed journal *Cell Reports*.

“The Charles E. Kaufman Foundation grant was transformative to our program and helped push this work forward,” says Lakdawala. The awards promote fundamental scientific research in chemistry, biology and physics at Pennsylvania educational institutions.

The COVID pandemic broke out during the research period and, while Lakdawala's lab doesn't have funding for work on SARS-CoV-2, the scientific name for this strain of coronavirus, the knowledge gained around influenza is informing research on how state-level interventions affect spread, how asymptomatic transmission occurs and how the virus is transmitted in the air and on surfaces.

“In the last decade, we've had two pandemics: influenza and now coronavirus. There are differences and there are similarities, but we need to better understand what makes a virus 'successful.' Our work has been based on influenza. We've been studying it longer, and it's been around longer, but that work helps inform how we approach COVID,” Lakdawala explains.

The Foundation has awarded 61 grants totaling \$12.8 million since 2013 and interest remains high. This cycle, the scientific advisory board reviewed 161 letters of intent in the New Investigator and New Initiative funding streams from scientists at 31 colleges and universities.

The next round of Kaufman Foundation grants will be awarded in late 2020.

Deanna Garcia is a communications officer at The Pittsburgh Foundation



Launched

New strategy sends Foundation's impacts sailing

by Jeffery Fraser

The new boat launch in Kelly Memorial Park in Bolivar is emerging as a popular place for kayakers to access the Conemaugh River, just as the staff and Advisory Board of The Community Foundation of Westmoreland County hoped it would in 2018, when they awarded the tiny borough tucked into the northeast corner of the county a Revitalizing Westmoreland grant to build it.

Drawing more visitors, they reasoned, might help stimulate commerce in Bolivar, which has fewer than 500 residents and struggles with outsized problems, such as substance abuse, with which the Foundation's staff and donors are all too familiar. There is a substantial record of Foundation support for local efforts to curb opioid addiction, and Bolivar has benefited from a CFWC Healthy Communities grant to address it.

The Foundation's work in Bolivar, which coincidentally received simultaneous Revitalizing Westmoreland and Healthy Communities grants, has become an example of what CFWC hopes to accomplish with a new community investment strategy. Foundation leaders this year embraced a double-team approach to grantmaking, combining the two grant programs to achieve a synergy that will magnify the outcomes for families with low to moderate incomes who are living in struggling communities.

Next year, that approach will become standard practice under a new Comprehensive Community Investment Strategy, which redefines how CFWC invests in people and places, focusing its resources on communities with a disproportionate number of residents who have household incomes less than 200% of the poverty level — finances

Kayakers paddle toward the Conemaugh River following dedication of a new boat launch in Bolivar, Westmoreland County. Photo by Joe St. Clair.

fragile enough that, for some, an unexpected car repair could tip them into poverty.

The new strategy is backed by dedicated funding made possible by a \$4 million endowment that CFWC received this year from an anonymous donor.

“Based on extensive interviews and research, we’re convinced that the dual strategy of developing the places where people live and investing in the people themselves will help these communities tremendously,” says CFWC Executive Director Phil Koch, who is transitioning to become vice president, Policy and Community Impact at The Pittsburgh Foundation.

“Leading up to this, we never really looked at whether we were making capital investments through Revitalize Westmoreland in the same communities where we were supporting the people who live there.” Over the past seven years, CFWC made nearly \$2 million in grants from the two programs, including the one for the boat launch, which opened on Oct. 9, 2019.

Census data paint a picture that Foundation officials found concerning. Westmoreland County, despite holding some large and popular suburbs, has lost more than 5% of its population since 2000, one of the steepest declines in southwestern Pennsylvania.

Population loss and disinvestment have worked hand-in-hand to rob municipalities of their tax bases, jobs and Main Street businesses. While the poverty rate has dropped since 2015 to 9.2%, it remains higher than 20 years ago when it was 8.4%.

More houses are falling vacant, inviting blight and other problems that make communities less healthy, safe and attractive. In 2000, some 7% of houses were vacant. By 2018, the rate had risen to 12%.

Westmoreland has far fewer government and philanthropic resources available to deal with such issues than its next-door neighbor, Allegheny County, the region’s population and economic center. Westmoreland doesn’t have a health department, for example, and is short on homeless shelter beds compared to other Pennsylvania counties its size.

CFWC has been adapting to fill the gaps. The reach of Revitalizing Westmoreland was expanded from the county’s seven cities to include other places in need, such as Bolivar, where the population is half of what it was when long-gone brickyards gave it the nickname “Brick Town.” The median household income in the borough is \$41,250, much lower than the state median of \$60,905, and 38% of households don’t have broadband internet service.

Koch and other Foundation staff set a goal to be more embedded in communities. To achieve it, they’ve sought out local leaders and helped build the capacity of nonprofits and others who serve

them. Koch started the WestCo Nonprofit Network to offer nonprofits, municipalities and community groups professional development and a way to share experiences and ideas.

The Comprehensive Community Investment Strategy is a major step in that evolution. It is due to unfold in the spring, when, for the first time, Revitalizing Westmoreland investments will be considered through the lens of helping to strengthen places where the Healthy Communities program is helping to strengthen vulnerable families.

Securing a \$4 million endowment gives CFWC a dedicated funding stream to carry out the new

“Based on extensive interviews and research, we’re convinced that the dual strategy of developing the places where people live and investing in the people themselves will help these communities tremendously.”

Phil Koch
*Outgoing Executive Director,
 Community Foundation
 of Westmoreland County*



Westmoreland County officials and community leaders celebrate the new Bolivar boat launch on Oct. 9, 2019. The project has increased recreational boating on the Conemaugh River and spurred economic growth in the small borough. Photo by Joe St. Clair.

strategy. And Koch says the significance of the grant goes beyond the dollar amount.

The gift, one of the largest ever received, boosts the resources of the Foundation, which, at age 25, is still developing the philanthropic wealth that defines the depth at which it can invest in the community.

With the new money, Foundation officials and nonprofits can make long-term plans to tackle entrenched issues. "Prior to this gift, we were doing year-to-year planning. We never knew whether funds would extend longer than a year," says Koch. "We were trying and adjusting, rather than working with strategies that have a longer reach."

The dedicated funding stream also improves the Foundation's ability to recruit new philanthropic partners to invest in projects, Koch says. "That's hard to do when you're looking at funding year-to-year. They don't know whether you'll be a stable partner. Now, we can start to have those conversations."

More of those conversations, it is hoped, will further widen the range of efforts in Westmoreland County to turn around communities such as Bolivar, where the new public boat launch is part of a recovery that borough officials say has led to fewer vacant houses and more young residents. "It may seem like a small project," Koch says, "but for a town like Bolivar, it's a big deal. It improves the quality of life."

Jeffery Fraser is a freelance writer.



Jonathan Brelsford, senior vice president of Finance and Investments, in his office in Downtown Pittsburgh. Photo by Joshua Franzos.

Safe Giving

Strategy protects
assets for grantmaking

A

diversified investment strategy that was initially developed in response to the financial crisis in 2008 continued to serve the Foundation well in 2020 when the global COVID-19 pandemic sent financial markets roiling.

The Foundation's portfolio experienced steep losses in the spring but recovered over the summer. Thanks to careful action by the Foundation, the portfolio, as of this writing, has nearly completely recovered the value it held at the beginning of the year.

In this interview, Jonathan Brelsford, senior vice president of Finance and Investments, discusses how the Foundation protects grant-making assets from extremes in the market — the Foundation had record earnings of \$166 million in 2019 after losing \$53 million the year before — and how it invests to ensure long-term growth.

There has been so much economic uncertainty this year.

What does this all mean for grantmaking in the short and long term?

“Over the last three calendar years, our investment portfolios have returned \$233 million. Those returns are the basis for our annual grant-making budget, which you may hear referred to as our spending policy. We establish the yearly grant-making budget by looking back at average monthly balances over the previous 36 months, and we dedicate 5% of that 36-month average to grants. The beauty of this approach is that we preserve philanthropic assets, even when there are sudden drops in the markets. We do not experience immediate declines in grantmaking because changes are spread out over time.

The long-term impact depends on the length and depth of a decline. We ran an analysis in February and found that, if the Foundation lost 20% of its value from the end of February through September of this year, we would still see an increase in the total grant-making budget in 2020 and 2021 because our assets had increased so dramatically over the previous 36 months. Despite the wild fluctuations in the market earlier this year, we’ve made back most of those losses year-to-date and are on track to see an increase, barring anything unforeseen.”

When was this approach devised and why?

“Back in 2008, after the financial crisis, we realized that we needed to isolate our annual grant-making assets from market fluctuations. Now, at the start of each year, we transfer 5% out of our investment portfolios into a grant-making fund, with the intention to spend it down in one to two years.

Our two other funds are meant to earn money for the mid- and long term. The Intermediate Fund is based on a three- to seven-year horizon, meaning those investments will grow and be ready to be granted out to the community in three to seven years. The Legacy Fund, which has the longest horizon, is the best option for donors who want to see their funds grow before they begin making grants.”

What, besides the rapid rebound, has surprised you about the market this year?

“We know that it’s not possible for us to reach our inflation-adjusted spending policy goals by just leaving assets in place. Mainstays of the economy, such as commercial real estate and retail, have done poorly in the pandemic, while technology companies like Apple, Zoom and Peloton are seeing consistent revenue growth as a direct result of how the virus has changed daily life.

We rebalanced our portfolio in the spring by taking money out of fixed income investments such as bonds, which typically do well during a market drop, and reinvested in equity, where there is greater risk. That risk was rewarded by a rapid market recovery driven by the fiscal and monetary stimulus coming out of the government and federal reserve.”

THE INTERMEDIATE FUND, 2020



THE LEGACY FUND, 2020



Charts show investment funds valuation from January–August 2020 according to contributions and distributions.

Are there any clear winners in the Foundation's portfolio?

"Our hedge fund investments are performing well in this market. When the equity market goes down, hedge fund portfolios typically don't go down as much and sometimes even increase in value. Also, when bonds lose value in a hedged portfolio, they don't lose as much value. Or, they increase in value. That's been our experience so far: We are not seeing the same steep losses in the hedge portfolios as in stocks and bonds."

While the markets are doing well, there is so much uncertainty in the economy generally. What's keeping you up at night?

"This year has been the tale of two markets. We're heartened by the fact that the market has recovered so quickly, and we are concerned about the future. The winners in this economy tend to be the big players — Amazon and Walmart — but the ones hurting are small businesses and their employees. The pandemic has been devastating for small businesses, particularly restaurants. There are estimates that 50% of Black-owned small businesses have shuttered and may not come back. The nonprofits we fund are seeing drastic increases in need because more than 7% of our fellow southwestern Pennsylvanians are now unemployed.

What has supported the economy has been fiscal stimulus, including the Paycheck Protection Program, direct payments of \$1,200 to taxpayers and additional unemployment insurance payments. Now there is uncertainty about the future of those programs.

We're also watching how interest in corporate bonds is declining and pushing more people to invest in the stock market, which is causing the market to inflate in value. At some point, the bubble will burst, and we believe we'll be well-positioned to navigate that."

Interview by Kitty Julian, The Pittsburgh Foundation's director of Communications.

"The beauty of this approach is that we preserve philanthropic assets, even when there are sudden drops in the markets."

Jonathan Brelsford
Senior Vice President,
Finance and Investments,
The Pittsburgh Foundation

Milestone Birthday and Grantmaking

For 75 years, the Foundation has depended on the kindness of donors and the dedication of grantees. Its exponential growth over time has made good use of the hopes-and-dreams investments of thousands of residents. Thanks to the generations-deep culture of generosity in this region, the community foundation has awarded well over \$1 billion over the decades to improve quality of life in the community.

THE PITTSBURGH FOUNDATION CASH RECEIPTS

SHEET NO. 1

DATE	FROM WHOM RECEIVED	DEPOSIT—CURRENT FUNDS			C R E D I T			
		U. T. CO.	OTHER BANKS	FOLIO	MISC. RECEIPTS	TRUST FUNDS RECEIPTS	DONATIONS	FOLIO
4 27 45	Heinz Foundation	5 000 00		A-1	Donations to be used to meet administrative expenses of The Foundation		5 000 00	R-1
11 13 45	Falk Foundation	5 000 00		A-1			5 000 00	R-2
12 11 45	Buhl Foundation	5 000 00		A-1			5 000 00	R-3
1946								
4 17 46	Income from Falk Memorial Fund	1 391 02		A-1-2		1 391 02		R-1
10 18	Income from Falk Memorial Fund	819 02		A-1-2		819 02		R-2
10 18	Income from Falk Scholarship Fund	120 00		A-1-3		120 00		R-3
10 18	Income from Emma W. Locke Memorial Fund	1 319 61		A-1-4		1 319 61		R-4
12 30 46	Crawford Fuel Fund Income	763 22	763 22	A-1	Commonwealth Trust Co.	763 22		R-1
12 30 46	Brewer Fuel Fund Income		2 079 20	A-2	ACCOUNTS	2 079 20		R-2
1947								
3 3 47	Peoples Trust National Bank Trust Co.		1 050 00	A-1	Pro-rata share of Administrative Expenses for 1947		1 050 00	R-4
3 3	Commonwealth Trust Co. of Pittsburgh		350 00	A-1			350 00	R-5
3 3	Colonial Trust Co.		350 00	A-1			350 00	R-6
3 3	Fidelity Trust Co.		1 400 00	A-1			1 400 00	R-7
3 5	Mellon National Bank Trust Co.	3 850 00		A-1			3 850 00	R-8
3 19	Samuel and Katherine McKee Coal Trust	5 119 80		A-1-5	Income from Account	5 119 80		R-1
4 2	Samuel and Katherine McKee Coal Trust	1 373 49		A-1-5	Income from Account	1 373 49		R-1
4 8	Sigmund Falk Scholarship Fund	120 00	4 20	A-1-3		120 00		R-1
4 8	Emma W. Locke Memorial Fund	5 833 34	5 24	A-1-4		5 833 34		R-1
4 8	Sigmund Falk Memorial Fund	2 349 60	9 28	A-1-2		2 349 60		R-1
7 7	Brewer Fuel Fund		2 026 39	A-1-2	Commonwealth Trust Company Accounts	2 026 39		R-2
7 7	Crawford Fuel Fund		623 30	A-1			623 30	
10 1	SAMUEL + KATHERINE MCKEE COAL TRUST	1 654 79		A-1-5		1 654 79		R-1
10 6	SIGMUND FALK MEMORIAL FUND	1 136 07	4 20	A-1-2		1 136 07		R-1
10 6	SIGMUND FALK SCHOLARSHIP FUND	120 00	4 20	A-1-3		120 00		R-1

MELLON
PITTSBURGH
RGH-ADMIN

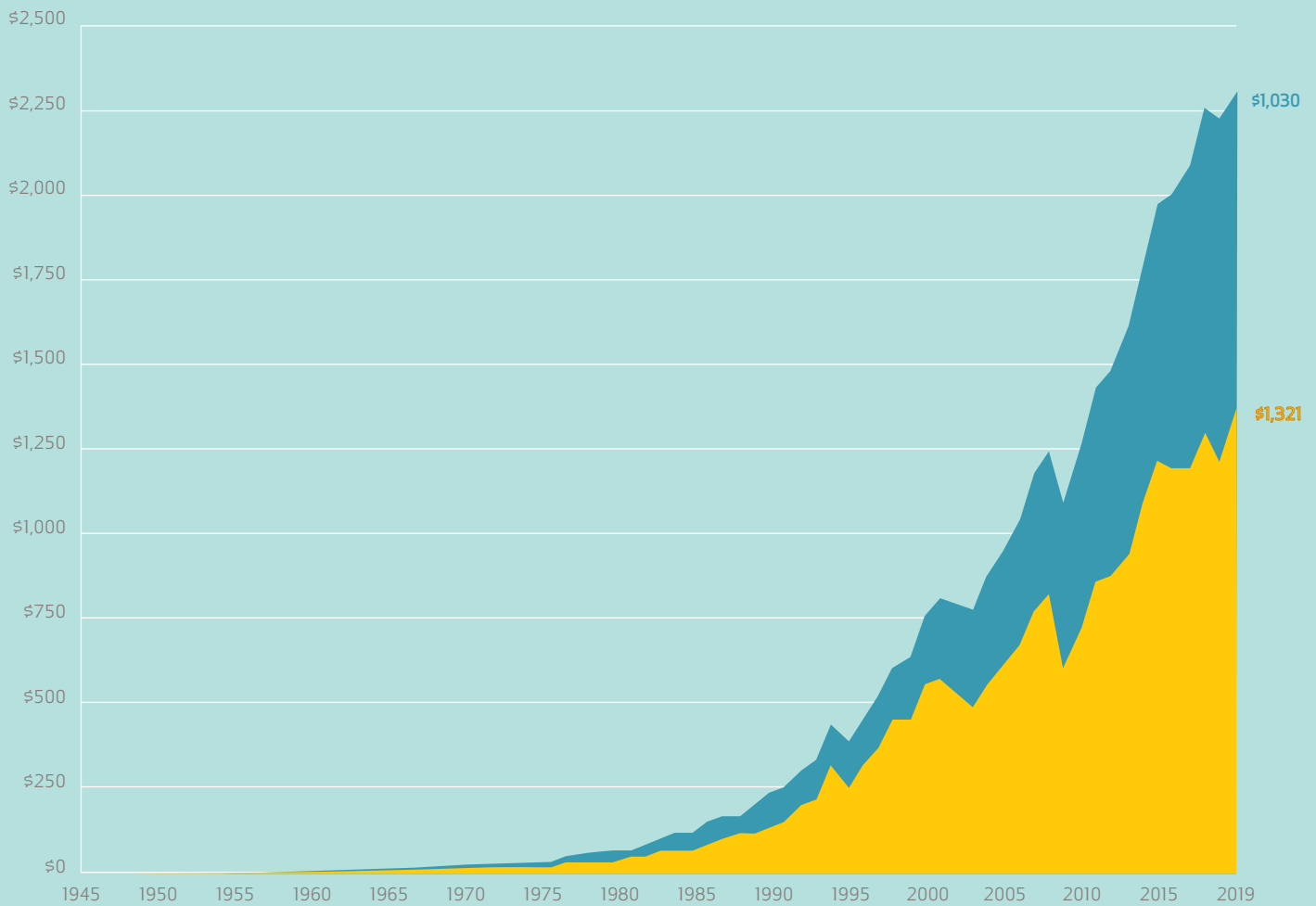
DISBURSEMENTS

A page from The Pittsburgh Foundation's first ledger, including notations of the initial gifts that helped launch the community philanthropy. Image by Renee Rosensteel.

Historical Assets and Grantmaking

DOLLARS (IN MILLIONS), 1945-2019

- Year-End Asset Valuation
- Cumulative Grants



Cumulative Grants

1945-2019

\$1,030,431,390.87

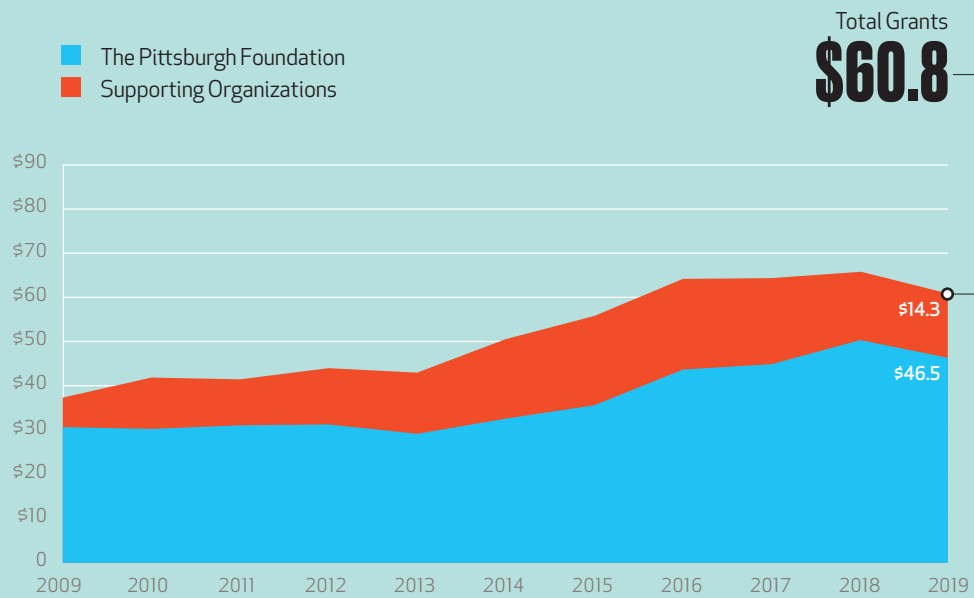
By the Numbers

An important part of the story of The Pittsburgh Foundation's contributions to the community is told in the numbers. Reflected in them: the generous giving from our family of donors, valuable service from our grantees, powerful assistance from our civic partners, and dedicated stewardship from our staff and Board.

For more information, including the Foundation's 990, please visit pittsburghfoundation.org/financials. Learn more about our grantmaking by visiting pittsburghfoundation.org/grants-listing.

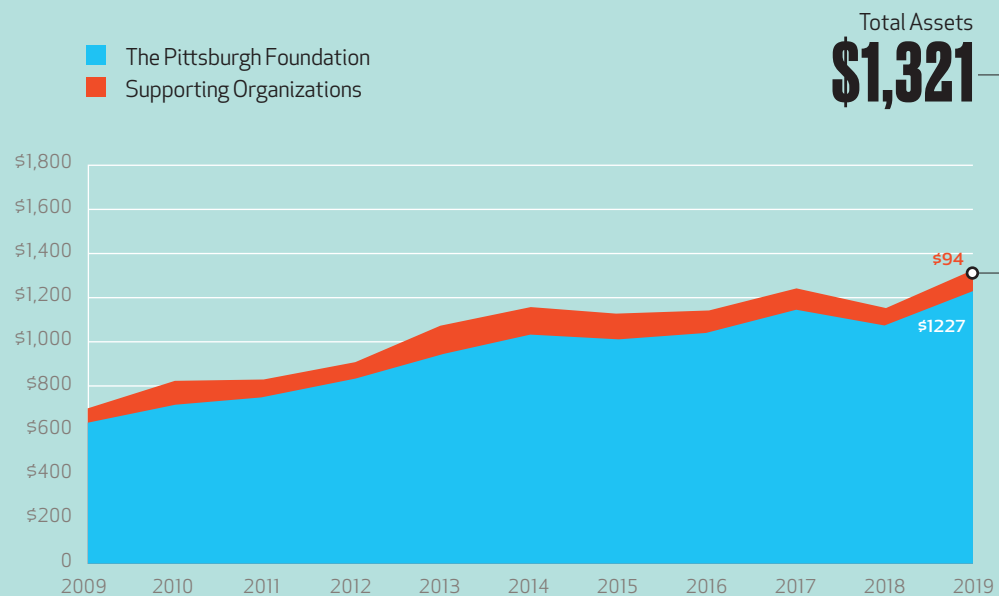
Grantmaking Over 10 Years

DOLLARS
(IN MILLIONS)



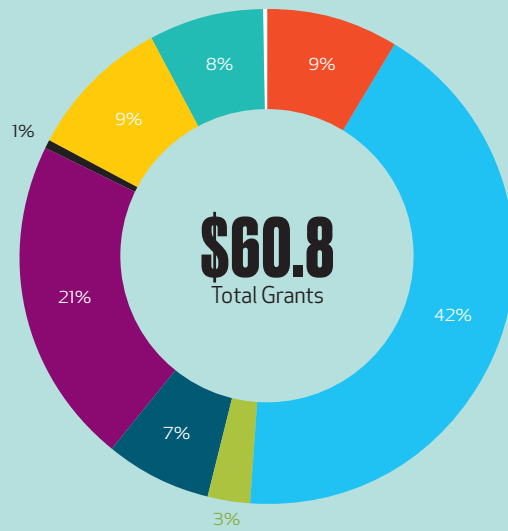
Asset Growth Over 10 Years

DOLLARS
(IN MILLIONS)



Summary of Grants by Category

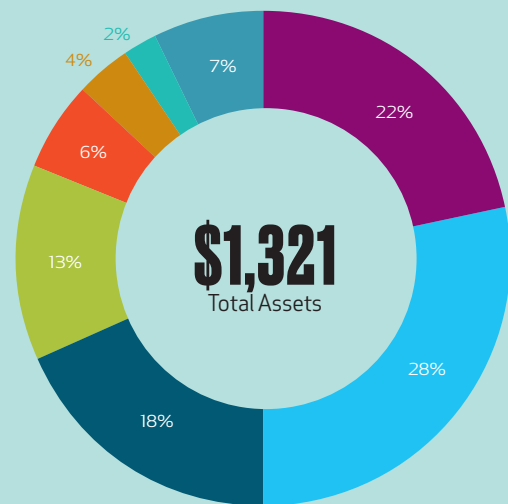
including supporting organizations
DOLLARS (IN MILLIONS)



Arts, Culture and Humanities	\$5.3
Education	\$25.7
Environment and Animals	\$1.7
Health	\$4.2
Human Services	\$13.0
International and Foreign Affairs	\$0.4
Public and Social Benefit	\$5.6
Religion Related	\$4.6
Other	\$0.1

Fund Assets by Type

DOLLARS (IN MILLIONS)



Unrestricted	\$287
Advised	\$376
Designated	\$243
Field of Interest	\$168
Scholarship	\$76
Special Purpose	\$49
Medical Research	\$28
Supporting Organizations	\$94

Our People

The members of The Pittsburgh Foundation's Board are outstanding leaders who represent many sectors of the community. Through their commitment, generosity and expertise, they ensure that the Foundation will be as effective as possible in its mission of improving quality of life for everyone in the region.

Visit pittsburghfoundation.org/bod-current for biographies of all Board members and Directors Emeriti.

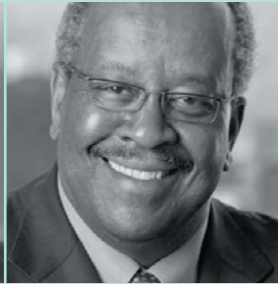
Board of Directors



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John C. Harmon
Vice Chair



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Kim Fleming
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Lee B. Foster II



William Generett Jr.



Reverend
Glenn Grayson



Laura Shapira Karet



Brian R. Lenart



Anne Lewis



David A. Lewis, M.D.



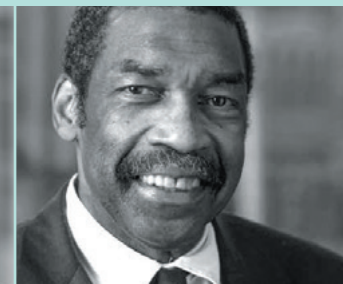
John R. McGinley Jr.



Terry Miller, M.S.W.



Kamal Nigam



William Strickland

Board Emeriti

Robert P. Bozzone
James Broadhurst
Joanne Burley, Ph.D.
Joseph L. Calihan
Estelle F. Comay
Gregory Curtis
Mary Lou McLaughlin
Aaron Walton
Peter Mathieson

Advisory Board

THE COMMUNITY FOUNDATION
OF WESTMORELAND COUNTY

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Jordan Pallitto, *Vice Chair*
Gail Malloy, *Ex-Officio*

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Judge Gary Caruso
Barbara Ferrier
Kim Kramer
Alyssa Kunselman
Maria Lavelle
Ann Pauly
Michael Quatrini
Michael P. Reese
Annie Urban

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Jennie Zioncheck, *Chief of Staff and
Strategic Implementation*
Marianne Cola, *Special Assistant to the President*
Cheryl Poston, *Receptionist/Administrative Support*

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Kitty Julian, *Director of Communications*
Christian Pelusi, *Senior Communications Officer*
Deanna Garcia, *Communications Officer*
Kristin Raup, *Donor Communications Manager*

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and Donor Services*
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Kate McKenzie, DSc., CAP,® *Assistant Director
of Development*
Emmie Calland, *Senior Manager for
Center for Philanthropy and Strategic Initiatives*
Lisa Dorman, *Donor Services Associate*
Taren Lumley, *Research & Administrative Assistant,
Center for Philanthropy*
Lydia McShane, *Development & Donor Services
Administrative Assistant*
Amy Razem, CAP,® *Senior Development Officer*
Christy Stuber, *Donor Services Officer*
Neil Straub, *Business Process Associate*
Mahogany Thaxton, *Donor Services Officer*

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for Program and Policy*
Michelle McMurray, M.S.W., *Vice President, Program*
Michael Yonas, Dr. PH., *Vice President,
Public Health, Research and Learning*
Jane Downing, *Senior Program Officer, Economic
and Community Development*
Chris Ellis, *Social Change in Philanthropy Fellow*
Tika Good, *Administrative Coordinator*
Erika Johnson, *Administrative Coordinator*
Nicole Henninger, *Program Associate*
Jamillia Kamara, M.Ed., *Program Officer*
Wasi Mohamed, *Senior Policy Officer*
Jessica Gaynelle Moss, *Philanthropic Fellow Consultant,
Arts and Culture*
Jill Ritchie, *Administrative Coordinator*
Jenn Sloan, *Social Change in Community
Philanthropy Fellow*
Celeste C. Smith, *Program Officer for Arts and Culture*

FINANCE AND INVESTMENTS

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of Finance and Investments*
Kiel Conjack, *Senior Accountant*
Jay Donato, CFA, CAIA, *Investment Manager*
Whitney Falba, *Investment Operations Assistant*
Stacey Graham, *Accounting Coordinator*
Ashley Hezel, *Grants Manager*
Charmelle Jackson, *Vice President, Human Resources
and chief officer, Diversity, Equity and Inclusion*
Taleesha Johnson, *Staff Accountant*
Bradley Jones, CFA, CAIA, EA, *Senior Investment Analyst*
Jennifer Marino, *Scholarship Specialist*
Danitra Mason, CPA, *Assistant Controller*
Beth Ann Mellon, *Accounting Manager*
Edward Ng, *Director of Information Technology*
Dot Sikora, *Senior Grants Coordinator*
Jennifer Steinmetz, *Business Systems Manager*
Amanda Steve, *Human Resources Specialist*
Bryan Tait, CPA, *Senior Controller*
Karley Wiedenhofer, *Grants Coordinator*
Brianna Ziemak, *Funds Manager*

THE COMMUNITY FOUNDATION OF WESTMORELAND COUNTY

Phil Koch, *outgoing Executive Director,
transitioning to Vice President,
Policy and Community Impact,
The Pittsburgh Foundation*
Mallory Reese, *Development and
Donor Services Officer*
Allison Womer, *Administrative Assistant*



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41 W. Otterman Street, Suite 520
Greensburg, PA 15601
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ON THE COVER

TOP LEFT

This mural of George Floyd is painted at the intersection where he was killed by a white police officer in Minneapolis on May 25. His death sparked international demonstrations against systemic racism. The mural is by artists Xena Goldman, Cadex Herrera and Greta McLain with help from Niko Alexander and Pablo Hernandez. Photo by Artyom Tonoyan.

TOP CENTER

An article appearing in the Jan. 31, 1945, issue of the Pittsburgh Post-Gazette announces the creation of The Pittsburgh Foundation. Full article on inside front cover.

TOP RIGHT

Sun rises over Pittsburgh from the vantage point of the Monongahela River. Image by Dave DiCello.

BOTTOM RIGHT

The Pittsburgh Foundation's first ledger. This page is from the original handwritten account book, with transactions dating back to 1945. It was found in storage in early 2020. The full ledger sheet is on page 52.

BOTTOM CENTER

The Greater Pittsburgh Community Food Bank and members of the National Guard from the 128th Brigade Support Battalion pack boxes of food and load them into vehicles during a drive-up distribution on April 6 in Duquesne. Many Western Pennsylvanians faced food insecurity because of COVID-19 lockdowns. Image by Joshua Franzos.