Pittsburgh Black Elected Officials Coalition

PITTSBURGH PEACE AND JUSTICE INITIATIVE

PHASE 1 REPORT
This project was conducted as a contracted service provided to the Pittsburgh Black Elected Officials Coalition by HCV-Office of Research and Evaluation, an office of the Homewood Children’s Village. It was directed by Shannah Tharp-Gilliam, PhD and co-authored by Esohe Osai, PhD, and Abel J. Koury, PhD, and David Carter. Special thanks to Angela Choi and Nicole Catino for report design and editing, to the HCV staff who facilitated the data collection, and to Fred Brown for his organizational leadership.

The Homewood Children’s Village (HCV) is a nonprofit organization that simultaneously improves the lives of Homewood’s children and reweaves the fabric of the community in which they live. HCV’s publications do not necessarily reflect the opinions of its research clients and sponsors.

© Copyright 2017 Homewood Children’s Village

Cover design & photos by Angela Choi
Several years ago, elected leaders representing Pittsburgh's historically African American neighborhoods across the city attempted to come together to form a collective strategy. For various reasons the collaboration did not come to fruition at that time. In the years since, our region and nation have witnessed ongoing violence. Around the country, communities erupted over the unwarranted deaths of African American citizens at the hands of some in the law enforcement community. At the same time, residents of color in Pittsburgh and Allegheny County, were reminded of the region's social and economic disparities and the gap between their lived experiences and those reported and acclaimed as their neighborhoods transformed and changed under their feet. The time was ripe for collective action and movement. Five elected officials, City Councilman Reverend Ricky Burgess, State Representative Ed Gainey, City Councilman Daniel Lavelle, County Councilman DeWitt Walton and myself decided to come together, to put our differences aside, and to move our collective egos to the background and create a collective table whereby we would leverage our collective power and authority to make transformational policy and legislative decisions that would improve Pittsburgh's African American and impoverished neighborhoods. With this decision the Pittsburgh Black Elected Officials Coalition was born.

PA State Representative, Jake Wheatley
# Table of Contents

- **Preface** 3
- **Table of Contents** 4
- **Figures & Tables** 7
- **Abbreviations** 8

## Chapter 1: Report Overview

- Organization 10
- Data Sources 11
  - Community Meetings 11
  - Existing Regional Reports 12
  - Overview of Blacks in the Pittsburgh Region 12

## Chapter 2: Public Safety

- Key Data Points 15
- Participant Experiences 16
- Participants’ Vision For Their Communities 17
- Challenges To The Vision 17
- Recommendations From The Community 18
  - Police Force 18
  - Youth 19
  - Community 19
- Recommendations From Regional Reports 19
- Indicators Of Success 23
- Possible Metrics 23

## Chapter 3: Affordable Housing

- Key Data Points 24
- Participant Experiences 25
- Participants’ Vision For Their Communities 25
- Challenges To The Vision 26
- Recommendations From The Community 27
- Recommendations From Regional Reports 27
- Indicators Of Success 28
- Possible Metrics 28
<table>
<thead>
<tr>
<th>Chapter 7: Employment</th>
<th>50</th>
</tr>
</thead>
<tbody>
<tr>
<td>Key Data Points</td>
<td>50</td>
</tr>
<tr>
<td>Participant Experiences</td>
<td>51</td>
</tr>
<tr>
<td>Participants’ Vision For Their Communities</td>
<td>51</td>
</tr>
<tr>
<td>Challenges To The Vision</td>
<td>52</td>
</tr>
<tr>
<td>Recommendations From The Community</td>
<td>52</td>
</tr>
<tr>
<td>New Job Creation</td>
<td>52</td>
</tr>
<tr>
<td>Remove Barriers</td>
<td>53</td>
</tr>
<tr>
<td>Increase Access</td>
<td>53</td>
</tr>
<tr>
<td>Information Sharing</td>
<td>53</td>
</tr>
<tr>
<td>Recommendations From Regional Reports</td>
<td>53</td>
</tr>
<tr>
<td>Indicators Of Success</td>
<td>56</td>
</tr>
<tr>
<td>Possible Metrics</td>
<td>56</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Chapter 8: Policy Recommendations From the PBEOC</th>
<th>57</th>
</tr>
</thead>
<tbody>
<tr>
<td>Public Safety</td>
<td>57</td>
</tr>
<tr>
<td>Affordable Housing</td>
<td>57</td>
</tr>
<tr>
<td>Family Outcomes</td>
<td>58</td>
</tr>
<tr>
<td>Business and Organizational Development</td>
<td>58</td>
</tr>
<tr>
<td>Education</td>
<td>59</td>
</tr>
<tr>
<td>Employment</td>
<td>59</td>
</tr>
<tr>
<td>Conclusion</td>
<td>61</td>
</tr>
</tbody>
</table>
Figures & Tables

Figure 1.1
Map Depicting Number of Attendees at Each P&JI Event

Table 1.1
Trends in Population Distribution by Race and Ethnicity, 2000 - 10

Figure 1.2
Black Alone Population Distribution, City of Pittsburgh, 2010

Table 1.2
Population by Age, Race, and Ethnicity, 2006 - 10 Annual Average

Figure 2.1
Total Juvenile Arrest per 100,000 Population by Race, 2012

Figure 3.1
Unemployment Rate for Civilians Ages 16 and Older by Race/Ethnicity, 2007-11 Annual Average

Figure 4.1
Single Female-Headed Families as a Percent of Families with Children by Race/Ethnicity, 2006-10 Average

Figure 4.2
Percent Without Health Care Coverage by Race, 2012

Figure 6.1
Percent Proficient or Above in Reading, Pittsburgh Public Schools, 2012

Figure 7.1
Unemployment Rate for Civilians Ages 16 and Older by Race/Ethnicity, 2007-11 Annual Average
<table>
<thead>
<tr>
<th>Abbreviation</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>CRSP</td>
<td>Center for Race and Social Problems</td>
</tr>
<tr>
<td>CTE</td>
<td>Career Technical Education</td>
</tr>
<tr>
<td>MSA</td>
<td>Metropolitan Statistical Area</td>
</tr>
<tr>
<td>PBEOC</td>
<td>Pittsburgh Black Elected Officials Coalition</td>
</tr>
<tr>
<td>P&amp;JI</td>
<td>Peace &amp; Justice Initiative</td>
</tr>
<tr>
<td>STEM</td>
<td>Science Technology Engineering and Math</td>
</tr>
<tr>
<td>M/WBE</td>
<td>Minority and Women owned Business Enterprise</td>
</tr>
<tr>
<td>LGBTQIA+</td>
<td>Lesbian, Gay, Bisexual, Transexual, Queer, Intersex, Asexual, and all of the other sexualities, sexes, and genders</td>
</tr>
</tbody>
</table>
CHAPTER ONE

Report Overview

The Pittsburgh Peace and Justice Initiative (P&JI) convened residents from across the city to create a community-informed policy agenda. Under the direction of the Pittsburgh Black Elected Officials Coalition (PBEOC), the P&JI was founded to “increase public safety, improve quality of life, and ensure the delivery of fair and impartial public safety services” among constituents in the City of Pittsburgh. The initiative endeavors to create or facilitate:

1. An ongoing and systematic African American community engagement process;
2. A resident-informed Peace and Justice Policy Agenda to include:
   a. An overview of the current state of Black Pittsburgh,
   b. An overview of the initial community engagement process and findings, and
   c. Specific policy recommendations.
3. The implementation of the Peace and Justice Policy Agenda utilizing all interested stakeholders and available resources; and
4. A stronger partnership between City, County and State Governments and Pittsburgh’s African-American communities to improve public safety and overall quality of life in those communities.
This report presents the methods and findings from the P&JI community engagement strategy contextualized by regional data and recommendations from existing reports on our region. The report begins with a section that describes the report’s data sources. Next, it provides a brief presentation of relevant regional demographic data. The subsequent chapters cover topics selected as the focus of P&JI Phase 1, including public safety, affordable housing, family outcomes, business and organizations, education, and employment. Each chapter follows the same format and contains information summarizing the following information:

**Key Data Points:** states a summary of key data points related to the topic. These data are from the *Pittsburgh’s Racial Demographics 2015: Differences and Disparities* report, compiled and produced from census and other publically available data by the University of Pittsburgh, Center for Race and Social Problems. In most cases, the quoted materials are taken directly from the source document, and the materials are provided with the proper attribution and citations, so that readers may go directly to the report for a complete review of those sources.

**Participant Experiences:** presents a summary of the P&JI survey items related to the topic and a narrative highlighting the lived experiences reported by attendees at the six neighborhood community meetings convened for the P&JI.

**Participants’ Vision For Their Communities:** provides the community vision P&JI meeting attendees want for their neighborhood based on their responses to the round-table questions asked at each of the six P&JI neighborhood community meetings.

**Challenges To The Vision:** discusses challenges to the vision for the topic area as identified by P&JI community meeting attendees.

**Recommendations From the Community:** presents proposed solutions or recommendations P&JI attendees put forth to address the community needs and challenges to their community vision.

**Recommendations From Regional Reports:** includes recommendations from previously written reports that either affirm community residents’ suggestions, compliment their ideas or provide a solution that could assist in addressing the challenges residents raised to the vision.

**Indicators Of Success:** presents community features that residents indicated should either increase or decrease as community areas of concern improve.

**Possible Metrics:** presents a short list of possible metrics to monitor progress of efforts to address residents’ concerns.
Data Sources

This report presents information from primary and secondary sources. Primary data collected through the P&JI include community perspectives and suggestions from roundtable discussions and surveys from six community meetings. Secondary data from other sources include existing regional reports deemed important as contextual and foundational materials.

Community Meetings

The Pittsburgh Peace and Justice Initiative launched as a series of six (6) community meetings and set the foundation for the resident-informed Peace and Justice Policy Agenda. Community engagement meetings gathered community perspectives on the issues. Thusly, these meetings served as the initial community engagement process. This section documents the methods of these community meetings, which covered six (6) key civic areas identified by the PBEOC as critical to the future of the African American’s in the region and represented the voices of more than 400 residents who participated in this process.

The P&JI community engagement process was designed to gather and represent views from a cross-section of Pittsburgh’s African-American communities. An anticipated outcome of the process, according PBEOC documentation, is that “more members of Pittsburgh’s African-American community would be empowered to share responsibility for their environment and neighborhoods; build local networks and participate in civic life with a greater understanding of the role of local government.” A total of 448 residents participated in the five (5) community meetings (North Side, Sheraden, Hill District, South Side, Homewood) and a sixth meeting at Carlow University, which recruited women for a Roundtable.

Figure 1.1
Map Depicting Number of Attendees at Each P&JI Event.

NOTE: Counterclockwise from top left: North Side (94), Sheraden (65), South Side (35), Carlow University (59), Hill District (52), Homewood (143)
Each meeting followed the same structure and order of activities. Attendees signed in by choosing to participate in one of six topics (e.g., public safety, affordable housing, family outcomes, business and organizations, education, and employment). All attendees heard or received: (1) an overview of the meeting’s purpose led by one or more member of the PBEOC, (2) ground rules for the discussion, (3) statistics of the state of Blacks in Pittsburgh, and (4) a survey covering the topics to be discussed that evening. Topical discussions were held in small groups facilitated by trained staff who followed a consistent set of scripted questions. Additional staff were assigned to each group to serve as note taker, and a volunteer resident was selected from the group to document the discussion on large Post-It™ style papers. After the group discussions, a few residents from each group volunteered to share their discussion highlights with the larger audience.

Existing Regional Reports

Residents and officials voiced the fact that over the years many reports, community meetings, and other documents have addressed various aspects of the lived experiences of Blacks in our region. Some of these documents provided contextual narrative and data; others contributed recommendations. The PBEOC compiled a set of these relevant reports and requested that information from these documents be included in the P&JI Phase 1 Report as contextual and foundational materials on which to build.

The authors of the P&JI report, acknowledge and thank the authors of the foundational documents, which include:

- Pittsburgh’s Racial Demographics 2015: Differences and Disparities (University of Pittsburgh Center for Race and Social Problems, 2015)
- Strategies for Change: The Full Document (Coalition Against Violence & Black Political Empowerment Project, 2016)
- Unmade in America: Industrial Flight and the Decline of Black Communities (Alliance for American Manufacturing, 2016)
- Policymakers Must Be Responsive to the Need of Black Women (Center for American Progress, 2016)
- My Brother’s Keeper Playbook (2016)

Overview of Blacks in the Pittsburgh Region

According to Pittsburgh’s Racial Demographics 2015: Differences and Disparities produced by the University of Pittsburgh Center for Race and Social Problems (CRSP, 2015):

Geographic Distribution of Blacks in the Pittsburgh Area: Pittsburgh neighborhoods, like many other places in the nation, tend to be racially segregated. Maps and tables show the geographic distribution of Blacks in the Pittsburgh area. In the city, Blacks were concentrated in the northwest belt from Manchester to Perry South and Northview Heights, the northeast
belt from Garfield to Homewood and East Hills, and the Hill District, Glen Hazel, Beltzhoover, and Arlington Heights.

Other maps from the CRSP report show the largest concentration of Blacks in the county but outside the city of Pittsburgh was in the suburb of Penn Hills; and that Blacks in the Pittsburgh Metropolitan Statistical Area (MSA) were mainly living in Allegheny County with very small concentrations in other counties.

Table 1.1
Trends in Population Distribution by Race and Ethnicity, 2000 - 10

<table>
<thead>
<tr>
<th></th>
<th>City of Pittsburgh</th>
<th>Allegheny County</th>
<th>Pittsburgh MSA</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Population</td>
<td>334,983</td>
<td>100.0%</td>
<td>305,704</td>
</tr>
<tr>
<td>White alone, non-Hispanic</td>
<td>223,982</td>
<td>66.9%</td>
<td>196,186</td>
</tr>
<tr>
<td>Black alone, non-Hispanic</td>
<td>90,183</td>
<td>27.0%</td>
<td>78,847</td>
</tr>
<tr>
<td>Asian alone, non-Hispanic</td>
<td>9,180</td>
<td>2.7%</td>
<td>13,363</td>
</tr>
<tr>
<td>Multiracial, non-Hispanic</td>
<td>4,935</td>
<td>1.5%</td>
<td>6,890</td>
</tr>
<tr>
<td>Hispanic</td>
<td>4,425</td>
<td>1.3%</td>
<td>6,964</td>
</tr>
<tr>
<td>Other</td>
<td>1,878</td>
<td>0.6%</td>
<td>1,427</td>
</tr>
</tbody>
</table>

SOURCE: [http://www.crsp.pitt.edu/sites/default/files/Final%20version%20for%20publishing.pdf](http://www.crsp.pitt.edu/sites/default/files/Final%20version%20for%20publishing.pdf)

Figure 1.2
Black Alone Population Distribution, City of Pittsburgh, 2010

SOURCE: [http://www.crsp.pitt.edu/sites/default/files/Final%20version%20for%20publishing.pdf](http://www.crsp.pitt.edu/sites/default/files/Final%20version%20for%20publishing.pdf)
**Table 1.2**  
Population by Age, Race, and Ethnicity, 2006 - 10 Annual Average

<table>
<thead>
<tr>
<th>Age Group</th>
<th>City of Pittsburgh</th>
<th>Allegheny County</th>
<th>Pittsburgh MSA</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number</td>
<td>Percent</td>
<td>Number</td>
</tr>
<tr>
<td>Under Age 5</td>
<td>15,287</td>
<td>100.0%</td>
<td>63,196</td>
</tr>
<tr>
<td>White alone, non-Hispanic</td>
<td>7,167</td>
<td>46.9%</td>
<td>43,475</td>
</tr>
<tr>
<td>Black alone, non-Hispanic</td>
<td>5,268</td>
<td>34.5%</td>
<td>11,347</td>
</tr>
<tr>
<td>Asian alone, non-Hispanic</td>
<td>786</td>
<td>5.1%</td>
<td>2,408</td>
</tr>
<tr>
<td>Hispanic</td>
<td>674</td>
<td>4.4%</td>
<td>1,874</td>
</tr>
<tr>
<td>Other, non-Hispanic</td>
<td>1,393</td>
<td>9.1%</td>
<td>4,092</td>
</tr>
<tr>
<td>Ages 5-17</td>
<td>38,004</td>
<td>100.0%</td>
<td>183,546</td>
</tr>
<tr>
<td>White alone, non-Hispanic</td>
<td>17,173</td>
<td>45.2%</td>
<td>134,189</td>
</tr>
<tr>
<td>Black alone, non-Hispanic</td>
<td>16,591</td>
<td>43.7%</td>
<td>34,033</td>
</tr>
<tr>
<td>Asian alone, non-Hispanic</td>
<td>787</td>
<td>2.1%</td>
<td>4,401</td>
</tr>
<tr>
<td>Hispanic</td>
<td>1,083</td>
<td>2.8%</td>
<td>3,650</td>
</tr>
<tr>
<td>Other, non-Hispanic</td>
<td>2,370</td>
<td>6.2%</td>
<td>7,273</td>
</tr>
<tr>
<td>Ages 18-64</td>
<td>209,891</td>
<td>100.0%</td>
<td>769,648</td>
</tr>
<tr>
<td>White alone, non-Hispanic</td>
<td>143,084</td>
<td>68.2%</td>
<td>629,561</td>
</tr>
<tr>
<td>Black alone, non-Hispanic</td>
<td>46,741</td>
<td>22.3%</td>
<td>94,068</td>
</tr>
<tr>
<td>Asian alone, non-Hispanic</td>
<td>10,515</td>
<td>5.0%</td>
<td>23,994</td>
</tr>
<tr>
<td>Hispanic</td>
<td>5,041</td>
<td>2.4%</td>
<td>11,103</td>
</tr>
<tr>
<td>Other, non-Hispanic</td>
<td>4,510</td>
<td>2.1%</td>
<td>10,922</td>
</tr>
<tr>
<td>Ages 65+</td>
<td>44,821</td>
<td>100.0%</td>
<td>206,676</td>
</tr>
<tr>
<td>White alone, non-Hispanic</td>
<td>33,626</td>
<td>75.0%</td>
<td>185,272</td>
</tr>
<tr>
<td>Black alone, non-Hispanic</td>
<td>10,053</td>
<td>22.4%</td>
<td>17,613</td>
</tr>
<tr>
<td>Asian alone, non-Hispanic</td>
<td>420</td>
<td>0.9%</td>
<td>1,694</td>
</tr>
<tr>
<td>Hispanic</td>
<td>287</td>
<td>0.6%</td>
<td>1,000</td>
</tr>
<tr>
<td>Other, non-Hispanic</td>
<td>435</td>
<td>1.0%</td>
<td>1,097</td>
</tr>
</tbody>
</table>

**SOURCE:** [http://www.crsp.pitt.edu/sites/default/files/Final%20version%20for%20publishing.pdf](http://www.crsp.pitt.edu/sites/default/files/Final%20version%20for%20publishing.pdf)
CHAPTER TWO
Public Safety

Key Data Points

According to statistics compiled and reported in *Pittsburgh’s Racial Demographics 2015: Differences and Disparities* (University of Pittsburgh Center for Race and Social Problems):

- Higher percentages of Blacks than non-Blacks in the city, county, and Pittsburgh Metropolitan Statistical Area (MSA)\(^1\) thought the police did a fair to poor job of protecting the people in their neighborhood or community.
- Higher percentages of Blacks than non-Blacks in the city, county, and Pittsburgh MSA thought there should be an emphasis on rehabilitation to prepare people convicted of crime for reentry into society.
- Higher percentages of non-Blacks than Blacks in the city, county, and Pittsburgh MSA thought there should be an emphasis on longer prison terms.
- Black youths were arrested at five times the rate of White youth in the city of Pittsburgh and Allegheny County, six times the rate in the Pittsburgh MSA, and twice as often in the United States.
- “The explosion in the U.S. prison population” included a 700 percent increase in the population of women who were incarcerated between 1980 and 2014.\(^2\)

\(^1\) The Pittsburgh MSA consists of Allegheny, Armstrong, Beaver, Butler, Fayette, Washington, and Westmoreland counties.
\(^2\) Total arrests consists of two categories: Index Crimes (Part I offenses) and Part II offenses. Index Crimes represent the eight crimes that are considered to be the most serious and most likely to be reported: murder, rape, robbery, aggravated assault, burglary, larceny-theft, motor vehicle theft, and arson. Part II offenses include all other offenses, such as simple assault, forgery and counterfeiting, fraud, embezzlement, stolen property, vandalism, weapons, prostitution, drug violations, gambling, offenses against the family and children, and alcohol-related violations.
Figure 2.1
Total Juvenile Arrest per 100,000 Population by Race, 2012

Participant Experiences

P&JI: Public Safety Survey Items - Average Rating: 4.9 / 10

- 58% reported “Low” or “Very Low” quality of the relationship between police and community members; 28% gave a “Moderate” or “High” rating; 3% rated “Very High”
- 67% reported “Moderate” to “Very High” quality of service from emergency service providers in the community; 21% gave a “Low” or “Very Low” rating
- 68% reported “Moderate” to “Very High” as their feelings for “how safe they feel in the community”; 29% gave a “Low” or “Very Low” rating
- 59% reported a “Low” or “Very Low” rating for the level of diversity among public safety officials in the community; 23% gave a “Moderate” or “High” rating; 4% rated “Very High”

Although focused mainly on law enforcement, public safety was defined as police, firefighters, and emergency medical services due to the urgency of the current national discussion.

Residents described many different types of experiences that led to an overall feeling of being mis-served by the police. They described their experiences with slow response times or with officers whom they felt used racial profiling as a determiner for how they would engage with residents. They had concerns that the presence of officers in their communities often escalates, rather than de-escalates crisis situations, and many attributed problems between the police and the community to inadequate police training and questioned hiring protocols and policies. Residents raised questions on how police candidates are selected and whether qualities that would lead to “balanced, level-headed, rational, humble, and effective police officers” are part of the process. They also cited a lack of diversity in the police force as a source for limited knowledge and respect of the community leaders who could be advocates and support efforts if called upon as partners in safety efforts.

Crime played a big role in participants’ experiences. Crime was consistently reported as a problem across neighborhoods. Specifically, gun violence and using weapons that had been brought into the city from the rural and suburban communities were concerns for residents. Drug distribution and use were two issues that were also consistently raised. More than a few neighborhoods attributed the
crime problems to a lack of police-manpower in high need areas. Others stated that police knew the
crime areas and turned a blind eye.

Residents raised concerns for youth and their engagement with public safety officers. Concerns
included the need for additional crossing guards to protect the safety of young people when they are
walking to and from school and at bus stops. Residents also described frustration with the sad state of
the relationship between police and Black youth, the mutual lack of respect, profiling, reports of
extreme use of force, and ultimately long jail terms for minor offenses. Other youth-related public
safety concerns stemmed from a perceived lack of parental oversight and management of youth in
their neighborhoods. Residents commented on youth being unsupervised and getting into trouble on
the streets late at night or early in the morning.

Residents raised community specific concerns including nuisances like pests, and noise violations like
dogs barking, people yelling outside at all hours of day and night, fights, and loud music. Lastly,
residents from more than one neighborhood raised a concern about failures in the tools that support
public safety like visibly broken security cameras.

Participants’ Vision For Their Communities

Participants in the meetings described a vision for communities where safety and security are the daily
normal, and a desire for neighborhoods where they can choose to live free from crime and violence.
They talked about positive relationships between the police and community and the mutual respect
that those relationships would represent. They dreamed about a community where police
misbehavior, brutality, or misdeeds, would be rare and in those rare cases, there would be
transparency in how police misbehavior would be handled. Residents want police to be present at
community events and even moreso want police to live in the community and to be recruited and hired
from the community. This vision would require members of the African American community to support
each other against criminal activity, and only then would there be reduced crime, gun violence, or
other crimes. In this vision, parents and guardians would provide safe and nurturing homes and youth
would be engaged in activities that would keep them out of trouble and off the streets.

Challenges To The Vision

The public safety issues residents were most concerned about were those that led to what they
classified as “police brutality,” “racial profiling” and otherwise being treated unfairly by the legal
system. Specifically, residents spoke at length about the lack of diversity (racial and gender) on the
police force and the impact of not having police officers “who look like us” on racial relations between
police and community members.

They also highlighted poor communication between police and the community and characterized
police/community communication as “no dialogue’ and “one-sided.” Residents reported that police
had limited understanding of the community they serve and even that some officers held a bias
against the Black community. Whether the challenge is the perception or the reality or both, needs to
still be determined. The need for additional training for police officers came up often as a root cause
for reported biases, overuse of weapons and force that escalates community police engagement. Residents readily acknowledged themselves and their neighbors as part of the challenge for not being quick to report criminal activity. The drug epidemic and drug-associated violence, theft and shootings were also frequently mentioned as challenges that need to be addressed in the community meetings.

**Recommendations From The Community**

- **Police Force**
  - Improve community/police communication and engagement
    - Increase community understanding of police force infrastructure
    - Increase transparency in the policy making process
    - Encourage respect by/from police and by/from community
    - Increase mutual respect for Black youth and police
    - Increase police rapport with community they serve
    - Eliminate stereotypes on all sides (“neither cops nor Black youth are evil or the enemy”)
    - Increase positive police representation/perception of community using media and positive influences such as community leaders, popular, positive entertainers, role models
  - Improve accountability & transparency for all involved in public safety, not just citizens
    - When police engage in criminal behavior, someone other than the District Attorney should prosecute
    - Purchase body camera video systems for officers
    - Transparency in high-stake cases involving police (charges, evidence, convictions)
  - Increase diversity of police force to be representative of the community it serves
    - Increase accessibility to grants/loans to pay for education for minorities and women to increase their likelihood to pursue careers in public safety
    - Create programs exposing 6th, 7th, and 8th grade students to police careers
    - Establish a community review board that reviews credentials, background, etc. of all potential police officers PRIOR to hire
    - Improve police screening process
    - Establish more directions for women and minorities to pursue jobs in public safety
    - Hire and assign officers to police in own community
    - Change policy so that criminal records do not exclude participation
    - Advertise for women and minorities to work as public officials
  - Improve police training
    - Police should be trained to use the gun as very last resort, after all other possibilities have been exhausted
    - Better training of the officers in the community concerning:
      - Communication / understanding of African American culture
      - Crisis management
      - De-escalation
  - Police can increase good will by monitoring public events and keeping them safe
    - More presence at bus stop (especially at night) and around school during beginning and end of school day
Youth

- Expand opportunities for quality employment for youth
- Decrease or eliminate presence of violence-promoting media
- Organize more recreational activities with law enforcement to increase rapport

Community

- Community members protect one another, patronize one another
- Improve perception of police in the community / change the narrative
- Educate citizens on their rights during traffic stops
- Create a community directory that lets residents know which businesses are community owned
- Neighborhood crime watch: Equip neighbors to be first responders with the goal of limiting the need for police involvement for low risk events in the community.
- A call to all community members to do more good
- Encourage each other to participate in the policy making process and vote
- Residents need to be accountable to self and to each other

Recommendations From Regional Reports

REPORT: Strategies for Change: The Full Document

Police Force Policies:

Review all existing police policies and procedures with a high level of input from community advisory coalitions or groups created with representation from the command staff or area police departments to identify options for improvement and evaluation.

Develop a more racially balanced workforce. Actively recruit and hire African Americans and Hispanics to the police force. Place community members on hiring boards.

Provide training and exam preparation assistance for the police exam aimed at expanding the numbers of minority recruits to area police bureaus.

Challenge state civil service laws, policies and practices that are discriminatory and which create barriers to the hiring of African Americans and other people of color within police, public safety and fire departments.

Pass legislation rescinding mandatory sentencing laws allowing local judges the independence to determine the most appropriate response to criminal acts.

Change laws that to allow the records of non-violent criminals to be expunged, either after completion of some criteria or after a short time period following release (one to two years).

Provide police officers with sensitivity and cultural diversity training.

Give greater authority to members of the Civilian Police Review Board to participate in investigations of alleged police misconduct, in the development of new standards of police conduct, and in the review and implementation of such new standards.
Encourage more citizens to participate in the citizen’s police academy to learn more about police operations, which would in turn foster better community relations.

Identify and change any laws that currently inhibit the employment, training, and educational opportunities for African Americans and other people of color.

Fund effective mental health services, school systems, job training programs, and job development projects which strongly support the goals of restorative justice programs for reducing recidivism.

Invest as much money into rehabilitation and restorative justice programs as is invested in incarceration.

Support research focused on violence and conditions that contribute to high levels of violence in the local community.

### Jail and Prison Policies:

Develop and/or Expand alternatives to arrest for low-risk and special needs populations, which include women. For example, refer individuals with addictions to substance abuse treatment programs; refer those with other mental illness to mental health treatment programs.

Refer all petty/non-violent/first-time offenders to community mediation as a pre-trial diversion and dismiss criminal charges. Consider the referral of cases involving more significant crimes on a case-by-case basis.

Inform the community about existing restorative justice programs to which everyone has access, including the Dialogue and Resolution Center at the Center for Victims of Violence and Crime, as well as the Dialogue Program for Victims of Violence and Crime in the Office of the Victim Advocate through the PA Department of Corrections.

Emphasize the role of community members and organizations in helping ex-offenders transition from jail/prison back to the community.

Become an integral part of the community by engaging in more positive communication with youth and parents. Develop better trust between the police, the youth and the community. Serve as positive role models for youth.

Assess the risk of all individuals at booking; use this assessment for bail determination and to divert to community programs/jail alternatives.

Place incarcerated individuals into housing units within jails and prisons that are connected with programs that address their needs and strengths according to validated assessments.

Encourage jails and prisons to establish a reentry program that begins at least six months prior to release, that includes community/family support, and that provides assistance at sequential levels, based upon risk of recidivism.

### Gun Policies:

Revoke the licenses of retail gun dealers who violate state requirements for licensing.

Redirect a portion of the existing tax collected on gun and ammunition sales toward gun safety education programs targeting urban populations. Use these monies to fund advertising campaign addressing responsible gun ownership and gun security initiatives.

Prosecute persons who fail to report their guns lost or stolen as required by Pittsburgh’s 2009 ordinance. Track the source of guns, including assault weapons, used in crimes and prosecute the criminals who illegally manufacture,
distribute, and/or sell these weapons. Gunsmiths who illegally modify firearms should also be prosecuted to the fullest extent of the law.

Prosecute all gun-related crimes and seek maximum sentencing when guns are used in the commission of illegal activities.

Strengthen the system and enforce the laws used to identify persons who are not legally authorized to purchase guns. Ensure that individuals who have lost the right to possess guns are entered into the national computerized system. Ban all gun sales or transfers that do not involve a background check through the system.

Investigate thoroughly all gun-related incidents including reports of people brandishing guns and complaints of shots fired. This action should be applied in a fair and uniform fashion throughout all neighborhoods.

Educate the community to the fact that it is a felony for a person to buy a gun for someone else (“straw purchase”).

Charge persons who have their misplaced -- “lost” or “stolen” or otherwise -- guns from the Pittsburgh police a “recovery” fee that can be used to fund a gun buyback program.

Publicize the source of guns that are used in crimes. Enforce the ordinance such as the one passed in Pittsburgh, PA requiring individual owners to report when their guns have been “lost” or “stolen.”

Pass laws to reduce the unchecked flow of handguns into our communities including reasonable limits on the number of guns that can be purchased within a specified timeframe, requirements for reporting lost or stolen guns, and laws regarding safe storage of guns and ammunition.

**Youth Policies:**

Use mentors to help youth build self-worth, self-awareness, and self-esteem as well as self-discipline.

Support collaboration with health, human services organizations, churches, businesses, law enforcement and educational institutions that support parent and families, communities, and schools in preventing youth from entering/re-entering the Juvenile Justice System.

Encourage early intervention, in-home intervention, and alternatives to detention/incarceration programs, such as community service, drug and alcohol treatment, including Afro-centric mental health treatment options.

Provide group homes and foster care families with support services (education, health, mental health, recreation, spiritual, socialization activities) as alternatives to detention.

Work with established neighborhood councils and other community groups in determining alternatives to detention/incarceration.

Provide effective training and supervision to ensure that all staff, at all levels, will utilize demonstrated best practices throughout all juvenile justice systems and programs.

Support policies that encourage juvenile justice system agencies and program to collaborate to provide and/or expand quality education, recreation, health and mental health treatment and spiritual care to those in detention facilities.
**REPORT: Policymakers Must Be Responsive to the Need of Black Women**

Policies created to support incarcerated or formerly incarcerated men should also address the needs of Black females who have criminal records including felonies and the repercussions of those records on their future prospects.

**REPORT: My Brother’s Keeper Playbook**

Increase the numbers of police of color in the police force.

Support a Community-Oriented Police Department focused on reducing implicit bias, facilitating procedural justice, and promoting reconciliation.

Support Workforce Opportunities for Formerly Incarcerated Persons.

Work with local community organizations and school districts to teach youth the importance of violence prevention.

Establish and support services and supports for offenders, including Reentry programs. Increase the participation in the jail collaborative and reentry services for men of color involved in the criminal justice system.

Secure commitments from the corporate community to develop policies that foster the hiring and retention of young men of color and provide a “second chance”.

Establish a Public Safety Academy to ensure that youth are acquainted with careers in Public Safety.

Engage stakeholders to implement the plan crafted by the National Initiative for Restoring Community Trust and Justice.

Support "Ban the box" policies that remove the question regarding prior convictions from employment applications.

Support restorative justice practices that train teachers on techniques that will improve learning and reduce suspensions.

Promote the attitude that a young man of color can have a second chance by increasing the numbers of employers that hire ex-offenders.

Recognize the core concepts of trauma and integrate trauma informed care into services.

Identify safe routes with crossing guards trained to serve as “keepers.”

Adopt a trauma informed care approach by training staff, developing a response for staff that experience secondary trauma and actively encourage contracted agencies to develop and integrate trauma principles into their services and staff supports.

Create a more positive relationship between police and community by tapping the talents of Faith-based communities to engage with Violence Prevention programs.

Create a youth advisory council that develops proactive strategies that reflects the priorities of youth.

Host quarterly conversations with local leaders and youth as a means to build trust and community healing.
## Indicators Of Success

<table>
<thead>
<tr>
<th></th>
<th>More</th>
<th>Less</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Police Force</strong></td>
<td>● “Police that look like us”</td>
<td>● Excessive force complaints</td>
</tr>
<tr>
<td></td>
<td>● “Involvement from cops that don’t look like us”</td>
<td></td>
</tr>
<tr>
<td></td>
<td>● Police presence at community events</td>
<td></td>
</tr>
<tr>
<td></td>
<td>● Recruitment in neighborhood</td>
<td></td>
</tr>
<tr>
<td></td>
<td>● Diverse representation on the police force</td>
<td></td>
</tr>
<tr>
<td></td>
<td>● Police officers</td>
<td></td>
</tr>
<tr>
<td></td>
<td>● Training</td>
<td></td>
</tr>
<tr>
<td></td>
<td>● Relationship building with the community</td>
<td></td>
</tr>
<tr>
<td></td>
<td>● Encouragement for women and minority involvement</td>
<td></td>
</tr>
<tr>
<td></td>
<td>● Faster response times</td>
<td></td>
</tr>
<tr>
<td></td>
<td>● Feelings of comfort, security around neighborhood police</td>
<td></td>
</tr>
<tr>
<td><strong>Youth</strong></td>
<td>● Youth programs</td>
<td>● Youth roaming the streets</td>
</tr>
<tr>
<td></td>
<td>● Engagement for youngsters and after school programs</td>
<td></td>
</tr>
<tr>
<td><strong>Crime</strong></td>
<td>● Sense of safety; no fear during the night or any time</td>
<td>● Shootings (both citizen-citizen and police-citizen)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>● Violence and crime</td>
</tr>
<tr>
<td></td>
<td></td>
<td>● Incarceration rates</td>
</tr>
<tr>
<td></td>
<td></td>
<td>● Shorter sentences for nonviolent crimes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>● Drugs on the streets</td>
</tr>
<tr>
<td></td>
<td></td>
<td>● Drug use</td>
</tr>
</tbody>
</table>

## Possible Metrics

- Crime and murder rates for both violent and non-violent crime
- Incarceration rates by race and gender
Key Data Points

According to statistics compiled and reported in Pittsburgh’s Racial Demographics 2015: Differences and Disparities (University of Pittsburgh Center for Race and Social Problems):

- Blacks represented the highest poverty rate in city (33%), county (30%), MSA (30%), and nation (24%). Twice the rate of city’s Whites (14.9%).
- Blacks constituted the highest percentage (39.4%) and Asians made up the lowest percentage (1.6%) of sheltered homeless in the nation.
- Blacks constituted the majority (56.6%) of sheltered homeless in the county, with Whites second highest (40%).
- Blacks ($6,314) represented lower net worth and home equity than Whites ($110,500) and Asians ($89,339) or Hispanics ($7,683).
- The homeownership rate for all races/ethnicities was lower in the city than in the other geographic areas.
- Blacks own homes at approximately half the rate of Whites in the city, county and MSA.
- Blacks made up the lowest homeownership rates in the county, MSA, and nation and the second highest in the city.
Figure 3.1
Unemployment Rate for Civilians Ages 16 and Older by Race/Ethnicity, 2007-11 Annual Average

SOURCE: http://www.crsp.pitt.edu/sites/default/files/Final%20version%20for%20publishing.pdf

Participant Experiences ● ● ● ● ● ● ● ● ● ● ● ● ● ● ● ● ● ●
P&JI: Affordable Housing Survey Items - Average Rating: 3.5 / 10

- 61% reported a “Low” or “Very Low” rating for the accessibility of affordable, quality housing in the community; 25% gave a “Moderate” or “High” rating; Only 2% rated “Very High”

Participants across all of the meetings agreed that options for affordable housing in the communities are lacking. Residents expressed that existing housing is typically in bad shape and that vacant lots and abandoned houses present problems. Not only are vacant properties an eyesore, but they also become a safety issue in many neighborhoods. One commonly expressed concern was developers or the threat of developers making communities unaffordable for long-standing residents. Many participants expressed the need for information, education, and opportunities to organize in order to address issues with developers, landlords, city officials, and fellow community members.

Participants’ Vision For Their Communities ● ● ● ● ● ● ● ● ● ● ● ● ● ● ● ● ● ●

When it comes to housing, residents of represented neighborhoods desire quality, safe, affordable living options for all members of the community. Many residents said they want to realize the dream of homeownership. They expressed a desire to have access to educational opportunities that will provide guidance on how to own a home. In an ideal vision, residents want neighborhoods with more owner occupied homes and people who take pride in the appearance of the homes and streets in the community. They also had a vision for programs that connect employment and community development to help solve some of the housing issues, while providing jobs that support members of the community.

Participants want access to information that will allow them to thrive in their own neighborhoods. Residents were very aware of patterns in housing that are contributing to gentrification in their neighborhoods and they want to see community members able to stay in their homes, despite changes in their community. Additionally, residents want to guarantee that elderly members of the community are taken care of through the provision housing of options that meet the needs of senior
citizens. Residents understood that programs exist that provide funds to support homeownership, tax credits, and funds to help people keep their homes, but felt the information should be more accessible.

Residents agreed that they want to have voice in what happens in the neighborhoods. Many talked about the importance of organizing as community members. One recurring theme from the community conversations was that residents want a voice at the table when developers are coming to the neighborhood. Residents also desire to see developers and contractors that reflect the diversity in their communities. In their vision, they would be able to preserve some of the housing structures and ensure that new housing developments are quality structures that match the character of the neighborhood. Members of the community also desire that vacant lots be repurposed and are available for purchase by members of the community at affordable rates.

An ideal vision for housing requires accountability for developers, landlords, policy makers and residents, in order that all parties can work together to ensure that residents' housing needs are met. Developers should be developing for the community’s sake and not the developers interest. It is important to members of the community that funding is not given to non-profit organizations that are ineffective in actually meeting the housing needs of members of the community. It is also important that policy makers are accountable for limiting the development of high end housing in neighborhoods that are traditionally low-income. Landlords should be held accountable for the humane treatment of residents. In order for the vision to be realized, residents believe it is important that policy-makers are on the ground connecting with residents and getting a clear picture of the problems.

**Challenges To The Vision**

The housing issues that residents were most concerned about were related to lack of accessibility of housing and home ownership, lack of community-driven development strategies, and poor maintenance and upkeep of neighborhoods. According to residents, “housing is too expensive”, housing is hard to find”, and there is “not enough housing”. Many participants in the groups expressed that, with new housing development, “the cost of housing outpaced the financial assets of long standing community members”. Related to home ownership, residents expressed that their neighborhoods were lacking owner-occupied residences and that there was not enough access to knowledge about home ownership programs.

Participants expressed that new developments and investors can sometimes be a burden to community members. For residents who own homes, the new, costly development increased the tax burden for members of the community. New developments cause problems with “forcing members of the community out due to displacement”. It was commonly expressed that new developments are led by non-local corporations who are not in touch with housing needs of the community. For example, new housing often lacks variation in number of bedrooms, making new housing inaccessible for large families. Also, new developments were said to lead to existing properties being torn down unnecessarily. Residents were frustrated that often existing houses are sold to out of state owners and investors who sometimes just sit on vacant property. Also, community members felt that often Black people are excluded from redevelopment efforts.
Many residents were concerned with what they feel is the deterioration of neighborhoods. Sidewalks are in disrepair and vacant lots are often not maintained by the city. Residents expressed that both landlords and tenants are responsible for the poor upkeep of properties. According to residents, additional problems arise when the environment around the houses is poor, causing “quality families to leave the community”. Residents felt that poor social conditions influence the quality of housing and often lead to problems with the housing options in the neighborhood.

Recommendations From The Community

● Increase accessibility to affordable housing.
  ○ Home ownership programs
  ○ Education on home ownership and taxes
  ○ Rent to own programs
  ○ Housing for senior citizens (non-high rise units; splitting larger homes into smaller units for seniors)
  ○ Incentivized opportunities for residents to buy vacant lots

● Make homeownership more affordable.
  ○ 70% of new homes should be affordable
  ○ Preserve property tax rates
  ○ Provide grants for home improvement
  ○ Provide tax credits for homeowners to upgrade and maintain homes

● Provide more accountability for stakeholders at each level of the homeownership process.
  ○ City transparency with policies about homeowners, renters, and developers
  ○ Property manager and tenant accountability for properties in bad shape
  ○ Housing organization for tenants with regular meetings
  ○ Central place to call in for information related to housing concerns
  ○ Transparency about where tax money is going
  ○ Landlord accountability for related to safety issues
  ○ Accountability for vacant lot upkeep
  ○ Developer accountability for building quality housing

● Create land use plans that promote accessibility, homeownership, and accountability.
  ○ Don’t tear down homes in good shape — instead incentivize people to rehab
  ○ Repurpose vacant lots

Recommendations From Regional Reports

REPORT: Strategies for Change: The Full Document

Prevent mortgage companies and banks from making loans to people who clearly cannot afford them and then foreclose on the loans, which cause homelessness.

Prevent real estate companies from denying Blacks the opportunity to gain appreciation and increased value on their home by steering them away from communities where their homes will appreciate in value.
REPORT: Pittsburgh’s Racial Demographics 2015: Differences and Disparities

The Pittsburgh Racial Demographics 2015 report provided data that are highlighted and summarized in the current report.

REPORT: My Brother’s Keeper Report

Expanding opportunities to be financially literate involving understanding of the banking and mortgage systems.

Indicators Of Success

<table>
<thead>
<tr>
<th>More</th>
<th>Less</th>
</tr>
</thead>
<tbody>
<tr>
<td>● Quality, affordable housing</td>
<td>● Need for housing</td>
</tr>
<tr>
<td>● Involvement of Blacks in redevelopment</td>
<td>● Vacant homes</td>
</tr>
<tr>
<td>● Home ownership programs</td>
<td>● College students</td>
</tr>
<tr>
<td>● Owner occupied homes</td>
<td>● People living in Section 8 Housing for 10+ years</td>
</tr>
<tr>
<td>● Maintained lots and properties</td>
<td>● Eviction</td>
</tr>
<tr>
<td>● People involved in organized groups in communities</td>
<td>● Homelessness</td>
</tr>
<tr>
<td>● People moving back into communities</td>
<td>● Blight</td>
</tr>
<tr>
<td>● Housing for seniors</td>
<td>● Illegal activities in vacant houses</td>
</tr>
<tr>
<td>● Vacant houses being rehabbed</td>
<td></td>
</tr>
</tbody>
</table>

Possible Metrics

● Unemployment Rates
● Poverty rates
● Homeless rates
● Average net worth and home equity
● Homeownership rates
● Affordable housing as a percentage of total units
● Owner occupied homes as a percentage of resident status
Key Data Points

According to statistics compiled and reported in *Pittsburgh’s Racial Demographics 2015: Differences and Disparities* (University of Pittsburgh Center for Race and Social Problems):

- The percentage of Black two-parent families with children in the city of Pittsburgh is nearly half that of the United States.
- Blacks made up the highest share of single female-headed families with children (see chart below).
- Blacks made up the highest share of single male-headed families with children in the Pittsburgh area.
- A Black girl between the ages of 15 - 20 years is 6 times more likely to have a baby than a White girl of the same ages.
- Black males were married at higher rates than Black females.
• Infant mortality for Blacks (12.3 per 1,000 live births) in Pittsburgh is nearly twice the rate as that for Whites (6.1 per 1,000 live births); similarly, low birthweight\(^3\) is also much higher for Blacks (15.00%) than Whites (6.20%) in the City.

• The percentages of Blacks in Pittsburgh, Allegheny County, and the Pittsburgh MSA who reported not having any kind of health care coverage were almost double those of non-Blacks.

• Blacks in Pittsburgh had significantly higher death rates for cardiovascular diseases, cancers, and HIV than Whites.

• Higher percentages of Blacks than Whites in the county had emotional health problems or mental distress. The shares of Blacks having little emotional support and being generally dissatisfied with their lives were 11% and 14%, respectively. The share of Blacks reporting mental distress or impairment was 7%.

---

**Figure 4.1**

Single Female-Headed Families as a Percent of Families with Children by Race/Ethnicity, 2006-10 Average

![Graph showing single female-headed families by race/ethnicity and city]  
**Source:** [http://www.crsp.pitt.edu/sites/default/files/Final%20version%20for%20publishing.pdf](http://www.crsp.pitt.edu/sites/default/files/Final%20version%20for%20publishing.pdf)

**Figure 4.2**

Percent Without Health Care Coverage by Race, 2012

![Graph showing percent without health care coverage by race and city]  
**Source:** [http://www.crsp.pitt.edu/sites/default/files/Final%20version%20for%20publishing.pdf](http://www.crsp.pitt.edu/sites/default/files/Final%20version%20for%20publishing.pdf)

---

\(^3\) Low Birth Weight = Birth weight under 2,500g
Participant Experiences

P&JI: Family Outcomes Survey Items - Average Rating: 4.9 / 10

- 48% reported a “Moderate” to “Very High” rating for the accessibility of quality health care in the community; 39% gave a “Low” or “Very Low” rating
- 47% reported “Moderate” to “Very High” access to supportive social services in the community; 38% gave a “Low” or “Very Low” rating

Participants’ Vision For Their Communities

Residents painted a vision for a vibrant and beautiful physical environment in which to live, work, play, and raise families. The idea of a clean landscape came up time and again across each neighborhood. Residents want to see community gardens and clean sidewalks with trash cans. In their vision, there is affordable mixed-income housing, accessible transportation, and schools/early education centers. In this vision, there are services for both young and older people; there are health care centers and pharmacies as well as recreation centers and mentoring. There are job opportunities within the community for its residents and rich cultural events that celebrate the people who live in the communities. Residents enjoy job training workshops and can secure jobs within the neighborhood that provide sustainable incomes. Vacant properties, litter, and massive potholes are a thing of the past. In this vision, residents have the resources they need, stable housing and jobs, access to mental health services, and reliable transportation (buses, bikes, etc.). Further, the church and other spiritual centers help with outreach efforts to provide hope and support. Violence, crime, and drug abuse are infrequent—there is a true village mentality and people/communities/organizations partner to create a sustainable neighborhood.

Challenges To The Vision

Several themes emerged when residents were asked about the challenges that families face in their communities. In general, residents cited a need for resources within their communities. Importantly, many of the resources that residents named were necessary for sustaining their basic needs—specifically, residents want sustainable jobs with living wages, grocery stores, affordable and stable housing, affordable health care as well as health care centers, mental health services, and pharmacies. As one resident put it, “I have to take a bus to get food.” And those buses were not easy to come by. Each neighborhood made mention of difficulties with transportation, some of which stemmed from a discontinuance of bus stops. There was also a shortage of schools and childcare centers; in Beltzhoover in particular, residents noted that there were no elementary, middle, high schools or preschools.

Residents also noted that discrimination and incarceration were big challenges for their communities; they noted that some of the fragmented families and instability in their neighborhoods are a result of illegal incarceration. Other sources of family fragility were drug and alcohol abuse, lack of mental health services especially for trauma, and families struggling to make ends meet.
Recommendations From The Community

- **Physical Environment**
  - Provide more trash cans and trash collection to the communities
  - Allocate funding for community gardens and flower planting as well as environmental upkeep
  - Reduce number of vacant lots/buildings
  - Fix massive potholes

- **Resources**
  - Work to make buses more accessible as well as other forms of transportation including bike sharing
  - Build bus shelters and benches for residents
  - Encourage the building of affordable grocery stores, pharmacies, and health care centers
  - Encourage the building of affordable mixed-income housing
  - Help build a business district and encourage hiring within the community
  - Create job opportunities and job skills training that will allow residents to attain gainful employment and stable incomes
  - Build recreation centers that serve as safe spaces for youth and families
  - More presence and access to elected officials

- **Policing**
  - Hire more police of color
  - Host forums to increase knowledge of law and legal proceedings
  - Have police walk the streets to get to know the communities
  - Hire police in the zones in which they live

Recommendations From Regional Reports

**REPORT: Strategies for Change: The Full Document**

**Recommendations for Physical and Mental Health support policies that:**

- Encourage the development of publicly funded mental health and wellness care services in communities, especially those most impacted by violence.

- Support efforts to achieve universal access to comprehensive health care regardless of insurance coverage or the ability to pay.

- Encourage health insurance carriers to provide comprehensive mental health and social services to people transitioning from prison or institutional settings.

- Encourage the development of tracking systems to evaluate the adequacy of mental health and violence screening programs and the effectiveness of referrals. Seek feedback from clients regarding satisfaction with the care system and suggestions for improvements.
Identify services desired by community members and to design culturally sensitive programs to address community needs.

Increase the diversity of health care professionals by providing needs-based financial assistance for education and hiring people of color.

Fund mental health case management services to increase continuity of care and reduce non-compliance with the treatment plan.

Encourage faculty providing clinical services to individuals impacted by violence to partner with existing local community agencies and organizations to bring needed services into the communities affected by violence.

Recommendations for Parent(s)/Caregiver/Home support policies that:

Encourage parents/caregivers to talk openly about healthy relationships and healthy sexuality from an early age, before children become adolescents.

Help parents/caregivers develop positive parenting skills and habits to provide loving and caring environment for children.

Provide families with opportunities to support offenders; and provide support for children and families of people who are incarcerated.

REPORT: Pittsburgh’s Racial Demographics 2015: Differences and Disparities

The Pittsburgh Racial Demographics 2015 report provided data that are highlighted and summarized in the current report.

REPORT: POISE, Strengthening Black Families: A Case for Philanthropic Investment

Invest in research into family-centered approaches, particularly those that engage Black families as key stakeholders and unique experts.

Counter or buffer against policies and practices that harm the Black family as a core institution.

Lift up importance of Black family in supporting health, wellbeing, and success of individuals and communities.

Invest in culturally and contextually responsive projects that promote family wellness and positive family interactions.

Identify solutions that acknowledge the family unit as part of the larger macrosystem; that is, focus on solutions that take into account multiple systems and the larger macrosystem (e.g., cultural norms, expectations).

Engage Black families around what is needed to strengthen family units.

Strengthen and build capacity in aspects of the family that have been weakened by situational factors (e.g., resilience and mutual support).

Learn more about, and adopt, approaches that are culturally and contextually driven. To strengthen the Black family, we must also strengthen institutions, build the community, increase network connections, and challenge pernicious systems, policies, and practices.
REPORT: Policymakers Must Be Responsive to the Need of Black Women

Introduce and advocate for policies that increase opportunities for high-wage jobs, make accessible affordable child care and reproductive rights and health, and tackle discrimination in the workplace and criminal justice system.

Recognize the intersectional needs of Black women by pushing for paid family and medical leave and paid sick leave.

Strengthen anti-discrimination laws based on race, sex, or pregnancy.

Close the wage gap.

Raise the minimum wage.

Intentionally encourage and build a pipeline of Black women legislators and judges.

REPORT: My Brother's Keeper Playbook

Expand WIC enrollment for most vulnerable communities.

Recruit foster families for teens, particularly teens of color, in communities where they live.

Ensure immunizations.

Focus on strategies that embrace concept of living well that include physical health, mental wellness, personal and community safety, prevention and preparedness.

Indicators Of Success

<table>
<thead>
<tr>
<th>More</th>
<th>Less</th>
</tr>
</thead>
<tbody>
<tr>
<td>● Accountability--residents holding themselves accountable as well as schools, police, and elected officials and vice versa</td>
<td>● Apathy</td>
</tr>
<tr>
<td>● Support for residents returning from jail or prison</td>
<td>● Property destruction</td>
</tr>
<tr>
<td>● Church outreach</td>
<td>● Stores selling drugs/drug traffic</td>
</tr>
<tr>
<td>● Partnerships with other organizations</td>
<td>● Violence</td>
</tr>
<tr>
<td>● Community gardens, flowers, and environmental upkeep</td>
<td>● Homelessness</td>
</tr>
<tr>
<td>● Affordable, mixed-income housing</td>
<td>● Vacant lots/blight/dilapidated houses</td>
</tr>
<tr>
<td>● Jobs opportunities and job skills training in the community that offer sustainable wages</td>
<td>● Crime</td>
</tr>
<tr>
<td>● Parental participation in schools</td>
<td>● Potholes</td>
</tr>
<tr>
<td></td>
<td>● Unkempt streets</td>
</tr>
<tr>
<td></td>
<td>● &quot;Being ignored while other communities are getting resources&quot;</td>
</tr>
<tr>
<td></td>
<td>● Discrimination/racial profiling</td>
</tr>
</tbody>
</table>
- Recreation activities and community events such as sports teams and cultural events
- Resources for parents especially young and single parents
- Housing for victims of domestic violence
- Representation of residents on committees that promote change
- Bus routes, bike sharing stations, and bus shelters/benches at the stops
- Family support centers
- Schools and childcare centers in neighborhood

**Possible Metrics**

- Pregnancy rates among females aged 15 - 20 years
- Marriage rates
- Black males were married at higher rates than Black females.
- Infant mortality and low birth weight rates
- Percentages health care coverage
- Death rates by cause
- Emotional health and mental illness rates
- Family structure
CHAPTER FIVE

Businesses and Organizations

Key Data Points

According to the U.S. Census Bureau⁴:

- Of the businesses in the city of Pittsburgh, 18% are minority-owned businesses.
- Of the businesses in the city of Pittsburgh, 33% are owned by women.

Participant Experiences

P&JI: Business and Organizational Development Survey Items - Average Rating: 4.7 / 10

- 55% reported “Low” or “Very Low” community support of minority and women-owned businesses; 24% gave a “Moderate” or “High” rating; Only 3% rated “Very High”
- 55% reported “Moderate” to “Very High” community participation in faith-based and community-based organizations; 55% gave a “Low” or “Very Low” rating

---

⁴ Numbers are from the U.S. Census Bureau, reporting for 2012 (http://www.census.gov/quickfacts/table/BZA010214/4261000)
Most commonly in each of the community meetings, participants reported that there are not many Black-owned businesses and even fewer “successful” ones. They spoke to their experiences of watching businesses that had been in operation being bought out by chains, or struggling to the point of collapse due to a lack of business management knowledge, or to “losing their leases” and the location being transformed into other new businesses that were not community-owned or simply closing and remaining empty. Residents noted that neighborhood and minority owned businesses were very small, offered limited services, and were not located in nice, new properties or storefronts. The economic transformation in the region and the potential for that change to impact their neighborhoods was also raised, as residents remarked on the growth and development but countered that the lack of homegrown contractors, housing developers, and even skilled laborers was a huge issue that needs to be addressed. They also identified gaps between the types of businesses they see prospering in other neighborhoods and those owned and operated in theirs including the lack of coffee shops, restaurants, and basic amenities like a grocery store.

**Participants’ Vision For Their Communities**

Residents painted a vision for thriving community-based businesses, coffee shops, restaurants, grocery stores, and services owned by Blacks from the community that provide daily services and products to the community, region, and nation/world-wide. Residents talked about a need for businesses that allow their dollars to “turn around more than once in the Black community” referring to how capital and money stay within and "turn around" in affluent neighborhoods before leaving. For example, community members spending their money at local restaurants instead of having to order in from outside the community due to lack of options and frequenting local grocery stores instead of having to go to an outside grocery. They spoke of their community being part of the regional and national marketplace with designated businesses zones, business incubators, and a thriving business community with capital and support for current and future entrepreneurs. These businesses would employ and be owned by residents in the community. They would provide or partner with others to provide on the job training and soft skills training to allow young people and those with little work histories to enter the workforce.

Participants in the community meetings described ownership and jobs in companies that are part of the regrowth of the region including manufacturing, construction, and contracting; access to funding and support to plan, start and successfully run locally owned businesses in our communities; technologically equipped, coworking spaces and business incubators centrally located, accessible, and welcoming to African American colleagues; hiring policies and programs that allow youth to receive on the job training and soft skill development in the safety and support of our communities; and systems to span a range of support from foundational development of financial and business literacy savvy needed to navigate government contract processes.

**Challenges To The Vision**

When asked their thoughts on the challenges for black owned businesses in their neighborhoods, community members’ responses identified an overall lack of funding and a need for expertise.
resources to support entrepreneurs and small business owners. In fact, nearly every neighborhood felt that they were being ignored by the affluent businesses, companies and financial powers in the rest of the city, powers that could be leveraged to help the underground businesses to legalize and come above board. According to residents, faith-based and small community-based organizations are not receiving much funding or ongoing support. Residents expressed a need for seed money to start businesses and to continue to 5 – 7 years of operation. “Entrepreneurs don’t have knowledge of accessible funding...” “small businesses don’t qualify for funding...” “I would do something, but I don’t have working capital...” “there is a strong need for mentoring” “or start ups and existing businesses.” Residents’ responses indicated that they did not know of programs that educate on business startup and those who knew of programs to help startups reported that the programs could not provide funding to support getting started after the business knowledge was in place. Small businesses struggle to compete against larger one for contracts and therefore do not have the stability that those larger contracts provide. Other issues such as challenges with zoning also surfaced in the Southside, with residents strongly voicing a lack of commercial zoning and a moratorium on new businesses as a barrier to their vision for their neighborhood.

Recommendations From The Community

- Provide support to help minority businesses walk through the process for getting contracts
- Provide help with writing business plans
- Create a mentoring system that increases capacity of current and future business owners
- Offer incentives for businesses to stay in the community.
- Pool smaller businesses into structure that could accommodate larger contracts
- Start local business incubators and coworking spaces in the community.
- Reduce barriers to existing supports for entrepreneurs and business owners (e.g., high membership fees for business organizations)
- Earmark government grants for businesses in low income communities
- Provide financial literacy education to community to better understand businesses practices
- Look into what works in low income communities in other cities and replicate best practices
- Convene business owners and potential entrepreneurs to better understand their needs and develop a plan based on those needs
- Designate business zones in each low income community
- Turn existing property into low cost space for community businesses
- Establish a suite of consulting supports for current and future business owners in our communities
- Politicians can host events to support businesses (faith-based and secular) in conjunction with churches
- Hold forums specific to business ownership and entrepreneurship to connect business owners to resources
- Enable strong mentoring relationships
- Directories
- Provide scholarships/ grants to organizations for admission to groups
Politicians host
- Business expos introducing local business
- Cross-neighborhood events to share info about resources

Provide training opportunities to bridge gap between skill and employment needs:
- Union sponsored apprenticeships
- Low income communities getting first priority for youth employment
- Training opportunities for jobs to teach resident required skillsets
- Invest in our youth’s education to build employment skills, soft skills
- Equip young people better for the jobs we are not currently able to fill

Community-focused efforts to support businesses:
- Create a community chest of local community money to enable the community to do more family activities and get involved and self invest.
- Hyper-local opportunities for financial literacy education
- Pool faith-based organizations to raise funds for economic and community development (e.g., to develop businesses and homes for community)
- Internships for all ages

Churches and Organizations
- Politicians should provide funding to faith based organizations that are meeting community needs
- Churches should allow use of facilities for functions that are outside of church

Black Female Entrepreneurs
- More money should be allocated to efforts that support female entrepreneurs on the local and state levels
- Quality business development trainings across various neighborhoods
- Resources and money for female-owned businesses
- Investment packages allowing small businesses to compete
- Provide them with access to necessities/options when it comes to education and job hunting/startups
- Allow women to apply first to job opportunities
- More programs like Urban Innovations/ grant programs
- School-based programs that explore business and entrepreneurship, expand the mindset of young women
- Corporate internships for Black women
- Provide international experience opportunities to encourage diverse and new thinking

Recommendations From Regional Reports

REPORT: Strategies for Change: The Full Document
Fund programs providing business education, leadership training and work experience directed toward area student populations.
Demand accountability for funds distributed to new and existing grant recipients, including reports of services provided and results, including job placements and the financial status of each business venture.

Develop a coordinated Community Business Development Network within the African American communities most impacted by violence.

Create a Resident Employment Database initiative that identifies the talents, abilities, and capabilities of each community resident.

Seek to employ the employable, and to encourage and train community residents who have been deemed “unemployable.”

Create and develop African American businesses that have the capacity to hire full-time workers and provide career training and benefit packages for their employees.

Utilize youth workforce initiatives sponsored by agencies, schools, community and/or faith-based organizations that provide education, training, internships, apprenticeships, and/or employment.

Build and strengthen the relationships between businesses and community youth by providing mentoring, training, and employment.

Provide opportunities for African Americans and other people of color who wish to start their own businesses including start-up information, business plan development, and funding.

Provide safety support systems that will allow African American businesses to operate successfully in an atmosphere of peace and security.

Encourage and strengthen youth workforce initiatives to allow increased placement of youth with African American owned businesses. Such support will allow Black businesses to expand and become more productive.

Establish training for every employee to nurture professionalism and professional behavior within their business surroundings.

Provide partnering and mentoring opportunities for existing and emerging businesses owned by African Americans and other people of color.

Advocate for new and emerging, or current, African American businesses to avail themselves of the opportunities offered by professional business organizations such as the African American Chamber of Commerce, the Hispanic Chamber of Commerce, and the Minority and Women Business Enterprise community and any other such entities.

Encourage established business organizations, such as the African American Chamber of Commerce, Hispanic Chamber of Commerce, and the Minority and Women Business Enterprise community, to aggressively pursue working relationships with current, new, and emerging businesses in the African American community.

Advertise job openings and other opportunities in media used by the Black community.
REPORT: Pittsburgh’s Racial Demographics 2015: Differences and Disparities

The Pittsburgh Racial Demographics 2015 report provided data that are highlighted and summarized in the current report.

REPORT: Barriers & Bridges An Action Plan for Overcoming Obstacles and Unlocking Opportunities for African American Men in Pittsburgh

Increase access to start-up capital, African Americans are less likely to have personal finances, a home to mortgage, or family to borrow resources from and are therefore much more likely to require funds from outside sources to start or support businesses.

Prohibit disparities in the subjective aspects of lending decisions.

Increase knowledge and experience with financial lending practices.

Increase homeownership among the Black community to build collateral for investment and loans.

Work with the research community to develop proxy measures for barriers with limited data (e.g., measures of access to social networks) and include them in locally administered surveys to building the knowledge base on these important barriers to financial equity.

Create access to creative lending and Funding Practices like financial intermediaries or foundation program-related investment funds.

Create programs that provide coaching and technical assistance to new businesses and a corporation that helps some of its minority contractors improve their performance and increase their business connections.

Create accountability for strategies that aim to reduce barriers to business development in the Black community by using employment, homeownership, and prevalence of minority-owned businesses as metrics for success.

REPORT: Unmade in America: Industrial Flight and the Decline of Black Communities

Establish new manufacturing hubs that serve not only as places where cutting-edge research and development on manufacturing technology can take place, but also as lightning rods for both public and private investment. These hubs should be centers for training African American (and other underemployed) workers to master relevant and increasingly sophisticated technologies.

Invest in infrastructure projects. Heavy infrastructure investment would yield long-term benefits as well, such as increased land value, economic growth, energy efficiency, and public health. Ensure that such projects materialize in deindustrialized areas as well, to advance the causes of social, economic, and racial justice by improving the lots of some of America’s most disadvantaged and vulnerable communities.

REPORT: Policymakers Must Be Responsive to the Need of Black Women

Each issue raised for African Americans in general impact African American women disproportionately higher than males. Policies that aim to increase access to funding, networks, entrepreneurship, mentors, coaching, technical assistance for Black males should look to increase access for Black women. To ensure that Black women are included, metrics should monitor policies’ impact and inclusion of women.
REPORT: My Brother’s Keeper Playbook

Identify, promote and fill the gaps of local E-commerce tutoring and mentorships aimed at small business owners.

Supporting existing small-business mentorship programs to connect established companies with smaller businesses, newer businesses, or even potential clients to provide guidance when starting a new venture.

Expand federally, county, and city funded youth employment services.

Expand centralized city-wide internship program with the hopes of giving youth an opportunity to solve municipal problems.

Encourage private and nonprofit investment in workforce development by: Expanding the number of youth served by the Lean and Earn Summer Youth Employment Program especially in jobs related to Science Technology Engineering and Math (STEM).

Implement the responsible banking initiative by incentivizing banks to invest in low-income communities by only depositing City funds in those financial institutions.

Indicators Of Success

<table>
<thead>
<tr>
<th>More</th>
<th>Less</th>
</tr>
</thead>
<tbody>
<tr>
<td>● Youth employment programs</td>
<td></td>
</tr>
<tr>
<td>● Education around employment</td>
<td></td>
</tr>
<tr>
<td>● Capital for (Business &amp; Organization) development</td>
<td></td>
</tr>
<tr>
<td>● Jobs/employment, bottom line would improve</td>
<td></td>
</tr>
<tr>
<td>● Clients/customers/businesses</td>
<td></td>
</tr>
<tr>
<td>● Training opportunities for jobs so that people can learn the required skillsets</td>
<td></td>
</tr>
<tr>
<td>● The creation of a middle class community</td>
<td></td>
</tr>
<tr>
<td>● Pride</td>
<td></td>
</tr>
<tr>
<td>● Cleanliness of community</td>
<td></td>
</tr>
<tr>
<td>● Increase of housing values</td>
<td></td>
</tr>
<tr>
<td>● Expansion of business districts in Black communities</td>
<td></td>
</tr>
<tr>
<td>● Family friendly environment in the community, as well as family friendly businesses (fewer liquor stores)</td>
<td></td>
</tr>
<tr>
<td>● Unemployment</td>
<td></td>
</tr>
</tbody>
</table>

Possible Metrics

- Businesses ownership by race and gender
- Number and size of business loans by race and gender
CHAPTER SIX

Education

Key Data Points

According to statistics compiled and reported in Pittsburgh’s Racial Demographics 2015: Differences and Disparities (University of Pittsburgh Center for Race and Social Problems):

- Black student make up more than half (53.4%) of the 24,000 students in Pittsburgh Public Schools.
- More than 92% of Black students in the city and county are educated in the public school system (as opposed to 68.4% of the city’s White students).
- The Pittsburgh area has a large population of poor families with preschool-aged children. Preschool enrollment is particularly critical for helping economically disadvantaged children prepare for primary and secondary education.
- Preschool enrollment rates are much higher in the city of Pittsburgh than in the nation. However, racial disparities are greater in Pittsburgh than in the nation, with enrollment rates for Black children ages 3 - 5 at the lowest rate of any racial group in the city (47.5%).
- Fewer Black youth in grades fourth, fifth, eighth and eleventh graders scored proficient or above in reading or math than all other racial groups.
Blacks constituted the highest percentage of adults with less than a high school degree in the city (16.2%) and county (13.7%).

Blacks made up the lowest percentage with only a bachelor’s degree in the city (9.9%), county (10.9%), and Pittsburgh MSA (10.3%)

Figure 6.1
Percent Proficient or Above in Reading, Pittsburgh Public Schools, 2012

SOURCE: http://www.crsp.pitt.edu/sites/default/files/Final%20version%20for%20publishing.pdf

Participant Experiences

P&JI: Education Survey Items- Average Rating: 4.2 / 10

- 35% reported “Low” or “Very Low” accessibility to quality preschool and daycare options; 39% rated “Moderate” or “High”; 7% rated “Very High”
- 55% reported “Low” or “Very Low” accessibility to quality youth programs available in the community; 26% rated “Moderate” or “High”; Only 4% rated “Very High”
- 58% reported a “Low” or “Very Low” rating for the quality of public schools in the community; 27% rated “Moderate” or “High”; Only 4% rated “Very High”

Participants’ Vision For Their Communities

Residents describe a vision of education that consists of community schools with a “child first agenda” where teachers are trained to be culturally competent. Children attend high-quality preschools in the community in which they live. Schools have adequate books, materials, and a rigorous 21st century curriculum. There are plenty of guidance counselors and support staff. Teachers, many of whom are from the community in which they are teaching, are accountable for knowing whether students are learning, and students are, in fact, learning! There are physical education, STEM, arts, and music programs as well as an emphasis on learning about postsecondary options including college and vocational school. Attendance rates are high; suspension rates are low; and students graduate ready and able to take on the next challenge, be it college, vocational school, or a career. There is an emphasis on parental engagement. In their vision, “schools...accommodate parents instead of parents accommodating schools”. Parents feel empowered, as if their voices matter. It is truly a village mentality where schools, parents, and communities work together. The school is a holistic hub for
education, nutrition, recreation, mentoring, and social services. When parents or students have a need or concern, there is a resource directory to which they can turn. There is exceptional communication between schools, parents, and children in terms of opportunities for programs and trade, magnets, and Career Technical Education (CTE). There is total transparency in how funds are allocated and parents trust that their schools are led by committed folk who care and use funds wisely.

**Challenges To The Vision**

Residents across neighborhoods cited similar challenges to education. Three common themes emerged: a lack of resources (both material and human), issues with accountability and communication, and problems within the classroom/curriculum. As one person put it, “[There are] too many needs and not enough resources”. In terms of material resources, the issue of textbooks kept coming up—one resident noted, “[There are] not enough books to take home.” Furthermore, residents felt there was a lack of access to high-quality early childhood education programs and schools within their community. Residents of Sheraden and East Hills noted that there was not a high school in their neighborhood. Residents also felt that there needed to be better transportation including more buses and more bus stops. As one person noted, “Kids are walking through unsafe neighborhoods.” Residents also noted that there needed to be more programmings especially before and after school programming.

In terms of human resources, residents noted that there needed to be more tutors, mentors, volunteers, and support services (e.g., social workers) available to students. A recurring theme throughout the education roundtables was the issue of teachers who reflect the community. Residents felt that a big challenge was having more Black teachers, especially Black males, and especially those who came from the community.

With regards to accountability and communication, residents cited a lack of accountability among staff, teachers, and parents. One person said that the emphasis on intervention programs are not whether they are working but whether they were completed. Further, residents felt as if there was poor allocation of funding and planning for funding. With regards to communication, residents shared that there is a lack of awareness of the services that do exist among community members, students, and teachers. “There are services in schools but the teachers or school workers are not aware.”

The final theme that emerged was issues within the classroom and in the curriculum in general. Residents noted that class sizes were too large and that truancy was a major concern. An especially common thread was that the curriculum was not tailored to meet the needs of the students, was not culturally relevant, and was too focused on standardized test scores. Residents also noted high levels of suspension (especially among Black students and those with disabilities), a technology gap, and the lack of music and arts programs. Residents also felt that there needed to be opportunities to learn about trades.
Recommendations From The Community

Curriculum

- Provide an individualized curriculum that takes into account student learning styles
- Provide arts, Physical education, music, and Science, Technology, Engineering, Math (STEM)
- Provide students opportunities to learn about postsecondary options
- Provide students opportunities to gain life skills and critical thinking skills

School

- Hold teachers, staff, and administration accountable
- Teach diversity and cultural competence to those in school building
- Hire more Black teachers, especially Black male teachers
- Ensure smaller class sizes
- Emphasize parental engagement and provide an inviting environment, paying special attention to parents who have been incarcerated (e.g., hire parental engagement specialist)

Resources

- Provide enough books and materials for all students to take home
- Bring on more volunteers/mentors at school especially those that reflect the community
- Create more affordable before- and after-school and preschool programs in the area
- Build better transportation
- Communicate resources that are available (e.g., hire service coordinator, create local resource directory)

Recommendations From Regional Reports

REPORT: Strategies for Change: The Full Document

Curriculum recommendations:

Require community service opportunities in order to graduate.

Encourage schools to incorporate classes that teach values, cultural principles and belief systems of African, African American and other cultures.

Encourage the development of social emotional learning programs that teach students how to manage their own emotions and behaviors.

Review current textbooks and resources, replace them with those that provide multicultural approach, and develop curriculum that addresses needs of African American students.

Encourage students who plan to go to college to take college courses while in high school.
Identify and implement age and grade appropriate methods (such as peer education) of addressing issues of drug and alcohol and their impact on education as well as violence in the community.

**Hiring/Personnel recommendations:**

Hire school principals and other admin who set high achievement standards for their staff and for students who exhibit abilities to inspire.

Hire more teachers who reflect diverse cultures and races of the community, particularly more African American male teachers.

Provide effective cultural sensitivity training to all teachers, counselors, admin, and staff.

Increase the number of people of color in managerial and administrative positions.

**General recommendations:**

Recommend that schools examine the fairness and effectiveness of suspension/expulsion policy. Encourage the implementation of restorative justice programs rather than suspension or detention as a means of behavioral control.

Close the large achievement gap in education that makes finding gainful employment almost impossible for Black youth and young adults.

Require guidance counselors to provide individualized career counseling and track progress towards educational goals.

Disseminate resource lists that offer youth info about career paths, youth employment programs, apprenticeship programs and training as well as financial assistance for post-graduation options.

Require parents and other caregivers to provide schools with working phone numbers.

Establish reward programs that recognize students and teachers who demonstrate leadership and achievement for their work in the community and in the schools.

Advocate for resources necessary to provide safe environment in and around schools that are conducive to learning.

Utilize families, concerned community members, and business owners to assist in identifying students who are not in school. Ensure school staff make effort to contact parents/caregivers by beginning of classes for students who are absent.

Require parents, admin, guidance counselors, and teachers to review student's progress on a monthly basis.

Open school buildings for community use during non-school hours.
REPORT: Pittsburgh’s Racial Demographics 2015: Differences and Disparities

The Pittsburgh Racial Demographics 2015 report provided data that are highlighted and summarized in the current report.

REPORT: Policymakers Must Be Responsive to the Need of Black Women

Expand access to quality childcare and education

REPORT: My Brother’s Keeper Playbook

Increase availability and accessibility of high-quality affordable preschool programs.

Invest in playgrounds and green spaces.

Provide internet to early childhood programs to use technology and media wisely.

Expand healthy meals to children in afterschool programs.

Provide financial and social support to increase completion of secondary education and training by increasing percentage of students that receive Promise Scholarship.

Support parental engagement in early childhood centers through expansion of the use of "Message from Me" application.

Increase internet access by mapping free Wifi hotspots and providing wireless internet through public locations.

Recruit more mentors of color for young men of color.

Expand youth input and empower youth "voice".

Increase distribution of age appropriate book to children, both in print and online.

Create support system for students of color in colleges that increase ability to afford, be admitted and graduate.

Educate parents and students about benefits of college degree via outreach and workshops.

Focus specifically on high school counselors on supporting, advocating and preparing young boys and men of color to access and graduate from higher education.

Engage community focus groups with young boys and men of color to identify perception, needs, and ideas regarding higher education preparedness, supports, access and success.
Indicators Of Success

<table>
<thead>
<tr>
<th>More</th>
<th>Less</th>
</tr>
</thead>
<tbody>
<tr>
<td>● Engaged students, parents, and teachers</td>
<td>● Suspension</td>
</tr>
<tr>
<td>● Higher attendance rates</td>
<td>● High school dropout</td>
</tr>
<tr>
<td>● Higher graduation rates of graduates who are READY to graduate</td>
<td>● Teen pregnancy</td>
</tr>
<tr>
<td>● Higher college retention</td>
<td>● Decrease achievement gap between Black and White students</td>
</tr>
<tr>
<td>● Higher SAT and standardized test scores</td>
<td>● Large class sizes</td>
</tr>
<tr>
<td>● Students prepared for adult roles and responsibilities and have critical thinking</td>
<td>● Unaffordable afterschool and preschool programs</td>
</tr>
<tr>
<td>and life skills</td>
<td>● Emphasis on standardized testing</td>
</tr>
<tr>
<td>● Students know their options for college, vocational school, or career</td>
<td></td>
</tr>
<tr>
<td>● More Black professionals in the school including teachers, particularly Black males</td>
<td></td>
</tr>
<tr>
<td>● Increased accountability of staff, administration, parents, and teachers</td>
<td></td>
</tr>
<tr>
<td>● School-parent-community working together, co-planning</td>
<td></td>
</tr>
<tr>
<td>● Transportation</td>
<td></td>
</tr>
</tbody>
</table>

Possible Metrics

● Composition of the District by race and gender
● School composition and spending per student
● Percentage of pre-school aged students enrolled in preschool programs
● Standardized test proficiency levels for literacy, math, and science (e.g., Keystones, PSSA)
● Percentage of students who are Pittsburgh Promise Ready by gender and race
● High school metrics (e.g., suspension, drop-out, graduation)
● Educational attainment by race and gender
● Percentage pursuing post-secondary education by race and gender
CHAPTER SEVEN

Employment

Key Data Points

According to statistics compiled and reported in *Pittsburgh’s Racial Demographics 2015: Differences and Disparities* (University of Pittsburgh Center for Race and Social Problems):

- Blacks represented the highest unemployment rate in all geographic areas, and the rates were more than twice as high as those of Whites.
- 30% of Black males 25 - 34 years of age are not in the labor force.
- The percentage of Black workers in Management and Professional Occupations was the lowest in the city, county, and MSA and second lowest.
- About a third of Black workers (highest among the racial groups) in are in Service Occupations in the city (34.7%), county (33.3%), and Pittsburgh MSA (32.8%).
- 35.7% of Blacks (and 14% of Whites) used public transportation in the city. Disparities are more stark from County (27.3% and 7.2%) and MSA (23.8 and 4.1%) all geographic areas.
Participant Experiences

P&JI: Employment Opportunities Survey Items - Average Rating: 3.3 / 10

- 71% reported “Low” or “Very Low” accessibility to job opportunities that provide enough money to support a family; 20% gave a “Moderate” or “High” rating
- 66% reported “Low” or “Very Low” accessibility to job training opportunities; 22% rated “Moderate” or “High”; Only 1% rated “Very High”

Residents who participated in the community conversations see employment opportunities as critically important for improving Black neighborhoods. According to the conversations, poor employment prospects were interconnected with lack of educational opportunities, subpar housing conditions, and public safety issues. Recurring concerns that were voiced across the meetings included the presence of barriers to employment, the need to increase access to job skills, the importance of information sharing related to available opportunities, and the need for new job creation that can meet the employment needs of the Black community.

Participants’ Vision For Their Communities

The vision for employment in the Black neighborhoods in Pittsburgh includes creating opportunities for employment across multiple industries and providing more job prospects for the poor. Residents expressed the vision for employment opportunities for both adults and youth in the community. They asked for more guidance and support in locating already existing jobs. Yet, residents also highlighted the importance of Black-owned businesses in creating jobs in the neighborhood. The vision for employment includes entrepreneurship as a key avenue to improving opportunities in Black communities.

Participants in the community meetings were very aware of the barriers to employment and painted a vision of Pittsburgh where those barriers are fully removed. For example, they expressed a desire for second chance policies so that those with criminal records might be able to find employment. Another
aspect of the vision included better transportation options so that obstacles related to getting to jobs would be eliminated.

Residents expressed a need for more information about available employment opportunities and the need for better advertisement when jobs are hiring. Programs for employment exist, but better advocacy is needed so that more individuals can take advantage of programs. An ideal vision for improving employment in Black neighborhoods includes intentionally sharing information about jobs and programs available to help increase access to jobs.

Opportunities are needed that will adequately prepare people in the community to take advantage of job opportunities. Participants had a vision for various mentoring, networking, and job training programs that would assist young people, ex-convicts, and single mothers be equipped for employment and have access to jobs. The training programs would potentially also teach financial literacy and skills related to supporting a family. In addition to creating programs for members of the community who may struggle to find employment, programs are also needed to provide business owners with incentives for hiring minorities and ex-offenders.

### Challenges To The Vision

Numerous challenges affect employment in Black neighborhoods. Members of the community voiced a concern that there are not enough jobs that meet the needs of people in their communities. Neighborhoods are changing, and businesses in the neighborhood are closing, limiting job options for people in the community. In some cases, “Black communities are being rebuilt, but the rebuilding lacks Black representation.” A lack of Black owned businesses and the “exclusion of Blacks” from various industries was stated as a primary obstacle to employment for people in their communities.

Inaccessibility of jobs was identified as a major issue. Residents expressed concern over the fact that “many in the community lack knowledge” about available programs and jobs. In many cases, the jobs are there, but information about those jobs and access to adequate job preparation are limited. This reality was linked to the lack of access to networks and limited educational experiences. Some residents identified institutional racism as the barrier and acknowledged that various practices exclude Blacks from involvement in the job market. People with criminal offenses are usually unable to get jobs.

Participants recorded a few additional barriers for employment. They stated that, “youth are unprepared for employment” and need employment related experiences in school. Another challenge identified is that there are a “large number of part-time and temp jobs” that lead to underemployment. People are often forced into jobs that “do not provide a sustainable living wage for families”. Transportation is another barrier, as people do not have a way to get to the jobs that may exist but are outside of the community.
Recommendations From The Community

**New Job Creation**
- Create an environment that encourages entrepreneurship in Black communities (e.g. incubators)
- Start manufacturing in Black communities
- Move businesses to the community
- Create partnerships with skilled trained organizations and large organization (e.g. University of Pittsburgh Medical Center) for community-based jobs

**Remove Barriers**
- Provide more transportation options in Black communities
- Remove arbitrary barriers to employment (e.g. driver’s license requirement)
- Create avenues for ex-offenders to find employment
- Provide childcare options for single mothers seeking employment

**Increase Access**
- Implement intentional strategies to employ minorities and create incentives for employers to diversify workplaces
- Create job training/workforce development programs for inexperienced workers and youth that will help them get jobs and provide support for keeping jobs
- Provide mentoring and career guidance programs to children and youth

**Information Sharing**
- Inform the community about potential opportunities in industries with a shortage
- Expand networks in the Black community for individuals and organizations to share information about employable skills and employment opportunities
- Create a mechanism to provide communication about jobs (e.g. social media, church, email)
- Create a means for people to access knowledge of existing resources for employment and related programs

Recommendations From Regional Reports

**REPORT: Strategies for Change: The Full Document**

Recognize the value of mentoring and providing positive role models by recruiting corporate employees and leaders to develop and participate in mentoring programs for schools, agencies and community-based organizations.

Aggressively seek, recruit, and retain African American and other minority applicants for all corporate levels with special emphasis on hiring individuals from the metropolitan region.
Encourage African American and other minority employees to develop new skills that will prepare them for promotional opportunities. Identify minority employees who show potential for career advancement and provide greater exposure to opportunities for accelerating their growth.

Develop and provide support systems that foster success, such as internal mentoring programs that partner successful employees with newly hired African American employees.

Utilize more African American and minority employees to facilitate outreach efforts in the minority communities. This will provide positive exposure for the company and the employees while providing positive role models for African American youth.

Recruit more African American and other minority managers and executives to serve on corporate boards. Encourage more executives, managers and other staff to volunteer for activities that support educational and violence prevention efforts, including sitting on boards of community-based organizations and agencies. Offer such opportunities to all staff, not just to persons of color.

Adopt a school or school district in areas serving the economically disadvantaged. Assist teachers and counselors by providing mentors and/or classroom visitors who can expose students to career opportunities, as well as real life experiences.

Invite teachers, school administrators, and community members to be training partners in corporate diversity training programs.

Provide leadership and skills development programs and seminars to community leaders by utilizing corporate internal training staff and/or encouraging their training vendors to volunteer their services.

Offer scholarships, internships and apprenticeships as well as career exploration opportunities to economically disadvantaged students.

Publicize and promote the outreach programs currently being offered so that they can serve as models for other organizations.

Train, hire and provide long-term employment for persons who have served time. Local, county and state governments are strongly encouraged to provide incentives to corporations which hire such persons.

Lobby the political structure and law enforcement to change the restrictive laws that currently inhibit employment, training, and educational opportunities for individuals with criminal histories.

Lobby for laws that allow the records of non-violent criminals, including drug users, to be expunged, either after completion of some requirements or after a short time period following release (one to two years).

Create an atmosphere of accepting those who are reentering society and who need to feel a sense of welcome and self-worth. African American and minority-owned businesses in particular must take the lead.

Support and sponsor organizations that can, and do, hire persons who have served time.

Provide training and skills development programs to those with a history of incarceration.

End job discrimination that results in Blacks bearing a disproportionate share of unemployment.
REPORT: Barriers & Bridges An Action Plan for Overcoming Obstacles and Unlocking Opportunities for African American Men in Pittsburgh

Decrease barriers to job training and preparation programs by addressing the financial and time costs often associated with these programs.

Provide opportunities for Black men to have exposure to the world of work, in the form of “workplace role models” or other opportunities that might provide a chance to learn how to exist in work environments.

Provide training in “soft-skills” needed for success in the work environments (e.g., timeliness, listening skills, conflict resolution). These skills need to be taught in addition to technical or job-specific skills often taught in job training programs.

Develop effective workplace intermediaries who has the right skills to bridge the gap between the African American community and the training opportunities available that can lead to gainful employment.

Increase accessibility of job applications, which are often lengthy and sometimes only available via the internet.

Enhance hiring practices by valuing skills and attributes that may differ from traditional proxies used in selecting best candidates for positions.

Develop policies that can help employers decrease the effect of unconscious bias that often prevents qualified, Black male applicants from being selected for positions.

Increase diversity among hiring managers by mentoring Black male employees and helping equip them with skills that could lead to management positions.

Decrease the barriers to employment caused by criminal records, by acknowledging potentialities in job applicants with criminal records and eliminating limitations on acquiring drivers’ licenses for ex-offenders.

REPORT: Unmade in America: Industrial Flight and the Decline of Black Communities

Expand apprenticeship programs for high-skilled labor and manufacturing; STEM-oriented knowledge in fields like welding, electronics, robotics, and computer programming, machinists and industrial-machinery operators.

Support the colleges and universities that provide critical training for middle and high-skill manufacturing jobs.

Support comprehensive outreach campaigns and financial support programs aimed at ensuring robust participation by communities of color in the future manufacturing workforce.

REPORT: Policymakers Must Be Responsive to the Need of Black Women

Reduce the disproportionality of Black women as low-wage workers by providing further opportunities for job and career advancement.

Eliminate the structural barriers and economic policies that lead to lower wages for African American women.

Increase representation of Black women in business and political office, which can in turn result in more opportunities for jobs, promotions, mentorship and advancement.

REPORT: My Brother's Keeper Playbook
Expanding the number of youth served by the Learn and Earn Summer Youth Employment Program especially in jobs related to Science Technology Engineering and Math (STEM).

Increasing the number of youth acquiring “digital badges” in competencies related to the local economy.

Establishing strong linkages with Career and Technical Certification programs and post-secondary institutions to align workforce development programming with career pathways and labor market demand.

### Indicators Of Success

<table>
<thead>
<tr>
<th>More</th>
<th>Less</th>
</tr>
</thead>
<tbody>
<tr>
<td>● Jobs</td>
<td>● Incarceration</td>
</tr>
<tr>
<td>● Employment rates for Blacks</td>
<td>● Income gap</td>
</tr>
<tr>
<td>● Poor people working</td>
<td>● Minimum wage jobs</td>
</tr>
<tr>
<td>● People able to afford housing</td>
<td>● Violence</td>
</tr>
<tr>
<td>● Small businesses</td>
<td>● Crime/Drug Activity</td>
</tr>
<tr>
<td>● People able to afford vehicles</td>
<td>● Loitering – people with nothing to do</td>
</tr>
<tr>
<td></td>
<td>● Homelessness</td>
</tr>
</tbody>
</table>

### Possible Metrics

- Number of public transportation routes and frequency of routes
- Average salaries
- Incarceration rates
- Income gap
- Applicant response rates
CHAPTER EIGHT

Policy Recommendations From the PBEOC

Public Safety

- Implement the recommendations from The Greater Pittsburgh Coalition against Violence’s “Stop the Violence Strategies for Change Building More Peaceful Communities”
- Establish a steering committee overseeing the implementation of the Pittsburgh Bureau of Police’s reforms and community engagement
- Acquire/expand the nuisance property model that acquires and repopulates multi-family properties that become neighborhood crime hotspots
- Provide sensitivity training for public safety personnel regarding interactions with the LGBTQIA+ community
- Expand ShotSpotter and camera surveillance to other low- and moderate-income neighborhoods.
- Continue public safety training around the areas of reconciliation, procedural justice and implicit bias
- Develop smartphone application for community reporting
- Implement a single clearinghouse for all community-based programs to improve community-public safety relationships
- Develop diverse hiring and accountability practices, particularly in the Department of Public Safety
- Invest in programs and projects that eliminate neighborhood blight
- Continuous measurements of public safety policy priorities that lead to accountability, and transparency

Affordable Housing

- Establish a sustainable funding stream for the Affordable Housing Trust Fund
- Develop a Homeowner Rehabilitation Program to assist existing homeowners with health and safety-related concerns such as roof, plumbing and electrical upgrades
- Fund a program for the acquisition and rehabilitation of vacant homes for sale to moderate-income homebuyers
- Fund the Priority Communities model for comprehensive neighborhood planning
- Increase the use of 4% Low-Income Housing Tax Credits in development opportunities to build more affordable housing
- Prioritize mixed-income development in low- and moderate-income communities
- Prioritizing the need to find safe and affordable housing for LGBTQIA+ residents under the age of 35
- Replicate the HELP Initiative process of comprehensive resident-driven development in low- and moderate-income communities
- Prioritize the creation of affordable housing
● Continuous measurements of housing policy priorities that lead to accountability, and transparency

**Family Outcomes**

- Create sustainable faith-based and community-based organizations to provide family, school and community support
- Make access to transportation a priority in all areas of development and city planning
- Increased access to quality healthcare
- Making access to healthcare a priority for the LGBTQIA+ community
- Build and support recreation centers that serve as safe spaces for youth and families
- Increase access and funding to high quality early childhood programming
- Greater access to and use of mental health services
- Greater access to and use of drug and alcohol treatment programs
- Continuous measurements of family outcomes policy priorities that lead to accountability, and transparency
- Support and fund high quality out-of school-time and mentorship programs

**Business and Organizational Development**

- Creating additional minority business opportunities
- Create greater support from government for vendor training and support of startup and small businesses, i.e. bonding, back office support, insurance, etc
- Creating incentives for increasing number of contracts awarded to M/WBE firms
- Increasing the number of professional services contracts awarded to M/WBE firms for engineering, legal, and other types of contracts
- Create a point system to incentivize M/WBE participation on government contracts as opposed to lowest bidder
- Create a growth fund specifically devoted to providing capital to high growth companies founded by M/WBE’s
- Making business and entrepreneurial opportunities for LGBTQIA+ residents a priority
- Document and increase the government’s annual spending for M/WBE’s
- Increase grants and low-interest loans to startup and expanding minority businesses
- Expand minority business mentoring programs
- Make it a priority to rebuild local neighborhood business districts in low and moderate income communities
- Create a growth fund that subsidizes local and small businesses with low-cost retail/commercial space
- Investing in an entity that provides technical assistance and economic resources to emerging or small M/WBE’s
- Strengthening the monitoring, reporting, and enforcement of M/WBE participation
- Explore opportunities to consolidate and/or better coordinate governments’ M/WBE process
- Continuous measurements of business and organizational development policy priorities that lead to accountability, and transparency
Education

- Expand introduction to Career and Technical Education to include elementary and middle school education
- Increase the number high quality educational options in low and moderate income communities
- Increase the number of students enrolled in community college training programs and/or military service
- Expand PPS’s Career and Technical Education (CTE) offerings and ensure existing and new offerings align with the jobs of the future and findings released by Allegheny Conference on Community Development’s (ACCD) 2016 report—Inflection Point: Supply, Demand and the Future of Work in the Pittsburgh Region
- Ensure maximum academic achievement of all school students.
- Assist in creating safe and orderly environment for all students and employees
- Addressing specific barriers faced by LGBTQIA+ students
- Assist in providing efficient and effective support operations for all students, families, teachers and administrators
- Assist in ensuring the efficient and equitable distribution of resources to address the needs of all students, to the maximum extent feasible
- Assist in Improving public confidence and strong parent/community engagement.
- Funding community outreach specialists to work in tandem with our schools to increase supports to students and their families
- Accelerate the closing of educational and social opportunity gaps in low and moderate income communities
- Continuous measurements of education policy priorities that lead to accountability, and transparency

Employment

- Establish and implement non-discrimination employment practices
- Non-discrimination employment pledge(s) should focus on employers, targeted specifically on the previously incarcerated and members of the LGBT community
- Adopt the implementation of the P4 matrix, and add language for MWBE participation, hiring economically disadvantaged workers, hiring ex-offenders, etc
- Establish or enforce a Local Hire Ordinance for construction and ongoing operations
- Preparing local residents to work on infrastructure investment projects
- Creating a Community Workforce Alliance, a County-wide clearinghouse of workforce development entities working collaboratively to refer clients to partner organizations to address service needs, prepare for training that leads to career employment with family-sustaining wages
- Invest in training programs for neighborhood residents that are closely linked to employment opportunities and that provide a clear path to living-wage employment
- Fully fund summer youth employment programs that provide meaningful exposure to a variety of occupations
- Set a target goal of contracting dollars going to M/WBE businesses
● Creating an equal playing field in employment for LGBTQIA+ residents
● Support workers’ fight for family-sustaining living wages
● Call for a higher wage more in keeping with the true living costs in the City of Pittsburgh
● Actively support workers’ right to form a union without interference or intimidation
● Continuous measurements of employment policy priorities that lead to accountability, and transparency
The Pittsburgh Black Elected Officials Coalition (the Coalition) has come together to provide leadership to design and develop a resident-driven approach to solving the twin problems of concentrated disadvantage and improving police-community relations. The Coalition has created and begun to implement an African-American community empowerment model and created the Peace and Justice Initiative. We appreciate all of the residents, businesses, special interest groups, community, and faith-based organizations who participated in the Peace and Justice Initiative community meetings. This Peace and Justice Initiative Phase 1 Report is a summary of our work so far and a roadmap for our future endeavors. Beyond this document, the Coalition is committed to an ongoing community engagement process with all members and stakeholders of Pittsburgh’s African-American community. Our ultimate goal is that our City’s African American residents will be empowered to share responsibility for their environment and neighborhoods, build local networks, and participate in civic life with a greater understanding of the role of local government.

Finally, as Dr. Martin Luther King once said, “There can be no justice without peace and there can be no peace without justice.” We, the Pittsburgh Black Elected Officials Coalition, call for peace in Pittsburgh. We call for peace in our city, but we also realize there can be no peace without justice. So we, the Coalition, also call for a just Pittsburgh - a Pittsburgh of social, economic and restorative justice. A just city committed to equity and diversity; jobs and affordable housing; good schools and safe communities for all of its residents. We, the Pittsburgh Black Elected Officials Coalition, take full responsibility of overseeing and monitoring implementation of the Peace and Justice Policy Agenda contained in this report. We will continue to empower the African American people of Pittsburgh until Pittsburgh becomes a livable and affordable city for all.

City Councilman, Reverend Ricky Burgess