



eliminating racism
empowering women

ywca

Greater Pittsburgh

**YWCA
IS ON A
MISSION**

2017 - 2018 COMMUNITY REPORT

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CHIEF EXECUTIVE OFFICERS

Beth Heeb

Monique McIntosh

* Deceased

YWCA IS ON A MISSION

ELIMINATING RACISM & EMPOWERING WOMEN SINCE 1867



MISSION

YWCA Greater Pittsburgh is dedicated to eliminating racism, empowering women, and promoting peace, justice, freedom, and dignity for all.

VISION

We envision a community that advances education, opportunity, and equity regardless of gender, race, or background.

HISTORY

YWCA Greater Pittsburgh's work began in 1867 when a group of women met to sew for the suffering families of Union soldiers – a real pioneering venture at a time when women's clubs were unknown, social agencies were non-existent, and women had almost no opportunities for civil engagement. The YW's growth was sparked by this unmet need for women's leadership. Since then, YWCA has worked to empower women and girls, promote fairness and equity, and challenge social injustice.

Today, YWCA offers comprehensive services to struggling women and families, including affordable child care, supportive housing, and financial assistance. We erode health inequities by connecting families to affordable health care and navigating disadvantaged women toward improved breast health. We nurture girls' educational ambitions, encouraging interest in Science, Technology, Engineering, and Math. And we provide organizations and individuals with the education and tools necessary to challenge racism.

YWCA GREATER PITTSBURGH PROGRAMS & SERVICES

CHILD DEVELOPMENT AND EDUCATION

Providing quality child care and early education.

- Quality early child education and care for infants through Pre-K
- Training and support for child care providers
- Child care subsidies and information

RESOURCE CENTER

Removing barriers, connecting women, creating opportunities

- Breast Health Equity Education
- Health Insurance, Medicaid, CHIP enrollment
- Financial Assistance
- Public Benefits (LIHEAP, SNAP)
- Free Tax Preparation
- Connection to legal services and employment services

HOUSING

Helping families transition from homelessness to self-sufficiency

- Safe, stable, affordable housing
- Supportive services

RACE AND GENDER EQUITY

Promoting equity, providing education, advocating for change

- Diversity training and consultation
- Public awareness and educational events
- Voter registration and empowerment

YOUTH SERVICES

Preparing underserved youth for success

- STEM education
- Life skills
- College and career exploration



BY THE NUMBERS

CHILD CARE SERVICES

Children	10,662
Families	6,293
Providers	1,520

SUPPORT FOR CHILD CARE PROVIDERS

Adults	5,861
Child care providers	1,243
Organizations	428

RESOURCE CENTER

Adults	4,336
Families	1,994

RACE AND GENDER EQUITY

Adults	2,157
Children	1,457

YOUTH SERVICES

Adults	122
Children	2,583

HOUSING

Individuals	153
Households	65

HOMWOOD-BRUSHTON EARLY CARE

Children	57
Families	47
Families receiving subsidized or free child care	45



39,023
SERVED

FOSTERING WELL-BEING AND SELF-SUFFICIENCY

Welcoming All · Providing Resources · Improving Well-Being

Today, women are often the heads of households and sole providers for their families, and need all the resilience, know-how, and support that they can get to confront the socio-economic challenges they face. YWCA Greater Pittsburgh's Resource Center is a one-stop-shop providing a compassionate ear and the gamut of resources that women need to achieve financial stability and all-round well-being.



Ethan came to his tax appointment wearing a U.S. Army baseball cap. He had struggled with his tax preparation in the past, and YWCA's tax preparer was able to ease his worries by taking time to explain the submission process. When the tax preparer showed Ethan that he would be receiving a refund of over \$1,100, he was relieved (and excited!) – and our preparer was honored to have an opportunity to help a veteran.

RESOURCE CENTER

The YW's Resource Center provides a comfortable, welcoming space where women and families can share their stories, access a multitude of services, and ensure that all their basic needs are met. Last year the YW's Resource Center provided a safety net to over 4,000 women by:

- Providing a welcoming, open, culturally sensitive environment
- Connecting individuals and families with benefits such as SNAP, LIHEAP, and rent rebates
- Assisting with enrollment in Medicaid, CHIP, and other health insurance options
- Connecting women with organizations and services to increase self-sufficiency and improve self-esteem
- Working with partner agencies to provide legal aid and financial counseling for clients who need them
- Meeting one-on-one with women to hear their stories, assess their needs, and help with financial support
- Providing Breast Health Equity Workshops to underserved women, improving ease of access to information about breast health
- Preparing tax returns for low income families at no cost, helping them to keep money in their pockets and their communities
- Providing transportation assistance for working individuals, students, and seniors

HOUSING

YWCA Greater Pittsburgh provides supportive housing for individuals and families struggling with homelessness. In addition to safe, desirable homes, our housing programs supply individualized service plans, access to other YWCA programs, and connections to other providers to help participants work toward long-term stability. We reunite separated families and provide an emotionally supportive environment for participants struggling with behavioral health issues. The families who graduate from our programs are financially secure, self-sufficient, and better equipped to access opportunities and make choices about their futures.



One of YWCA's Resource Coordinators had the pleasure of meeting Ms. Ellen at the Senior Center where she received produce vouchers for seniors to use at local farmers' markets. As a senior with little computer experience, Ms. Ellen was hesitant about applying for food stamps. But with a little encouragement from the Resource Coordinator, who guided her through the process using a Resource Center laptop, Ms. Ellen was able to apply online without even leaving the safety of her community. Ms. Ellen said:

"The Resource Center Coordinator was very helpful to me. She was very respectful and gave me hope. I learned a lot from her."



YWCA maintained a presence at 285 events, engaging over 22,700 individuals



YWCA reached over 300,000 individuals with information about health care enrollment assistance



1,360 individuals received one-on-one health care enrollment support



316 women participated in Breast Health Equity Workshops at community locations, including the Allegheny County Jail

CREATING PATHWAYS FOR SUCCESS

Nurturing Confidence · Fostering Success · Challenging Stereotypes

YWCA Greater Pittsburgh's Youth Services Department excites students' interest in STEM subjects through hands-on, collaborative, and project-based learning that aligns with Pennsylvania Academic Standards and supplements their school experience. Our STEM programs engage underserved K through 12 children from schools across Allegheny County and beyond, expanding their appreciation and knowledge of STEM fields, while nurturing their interest and confidence as future STEM professionals.

STEM IMPACT

STEM Impact extends the reach of YWCA Greater Pittsburgh's successful out-of-school time STEM programming by providing partner afterschool agencies and instructors with training, curricula, and resources to deliver their own informal STEM programs for youth in grades K-8. STEM Impact targets providers that serve children from low-income families, many of them people of color, and by exposing underserved children to STEM, aims to excite their interests and begin the process of equipping them for 21st Century jobs.

“I wanted to join TechGYRLS® because it can help with life situations. It teaches me about science and teamwork.”

TechGYRLS® Participant



STEM IMPACT



45

Provider Sites



102

102 Instructors



2,210

2,210 Youth



≈100%

Instructors reported higher confidence after STEM Impact training

TECHGYRLS®

A hallmark YWCA program, TechGYRLS® engages elementary and middle school aged girls across Allegheny County and into West Virginia and Ohio, broadening girls' knowledge of and interest in science, technology, engineering, and mathematics. TechGYRLS® nurtures girls' confidence in STEM areas through hands-on problem solving that teaches communication, collaboration, and time management. The program reduces the opportunity gaps that can harm girls' success in STEM, and fosters participants' long-term success.



STEM STARS

A collaborative project of YWCA Greater Pittsburgh and Carnegie Science Center, STEM Stars is an out-of-school program for local middle school girls that challenges gender, racial, and socio-economic barriers to STEM education and careers. By engaging girls in two hours of exploratory STEM learning every week, STEM Stars nourishes their interest, builds their confidence, and improves their aptitude for STEM. YWCA's STEM Stars learn how to grow crystals, build robots, and write computer code. They build kinetic sculptures and Rube Goldberg machines, and experiment with leaf chromatography. Girls make their own lip gloss to practice measurement and fraction conversion, while learning about the jobs of cosmetic scientists. They explore the body's anatomy and learn how STEM solutions can be used to protect and promote their health.

LAUNCHPAD

A brand new program launched in 2017, LaunchPad is YWCA's high school continuation of STEM Stars. Launchpad provides teenage women from low income homes with afterschool STEM exploration and career training throughout the academic year. Using new technologies and practical applications, girls learn 21st Century skills such as website design, coding, additive manufacturing, and data science, and they are encouraged to work together to solve problems and share their experiences. LaunchPad also teaches participants the baseline capacities and social attributes that 21st Century employers seek alongside job-specific skills, and provides them with resume-building opportunities to kick start their futures.

TECHGYRLS®



95%

Achieved an A or B in math



100%

Achieved an A or B in science

STEM STARS



273

Participants



70%

Maintained or improved A's and B's in math, science, and reading

ADVANCING RACE AND GENDER EQUITY

Fostering Change · Challenging Racism · Empowering Women

YWCA Greater Pittsburgh has a long, rich history of advocating for women, girls, and marginalized communities. Today, our Center for Race and Gender Equity challenges racism and sexism at the local and systemic level through programming and events that engage communities and encourage action. “The Center” establishes partnerships with like-minded organizations, conducts educational programs and events, hosts community forums and trainings, and promotes the equitable treatment of all.

WEEK WITHOUT VIOLENCE

Every year since 1995, YWCA Greater Pittsburgh has set aside the third week of October as a Week Without Violence. Part of World YWCA’s global movement to end violence against women and girls, the Week seeks to raise awareness about violence against women and children, intimate partner abuse, and hate crime. During the 2017 Week Without Violence, Prime Stage Theatre put on two performances of the play *You Belong to Me*, a powerful warning against partner violence.

STAND AGAINST RACISM

This signature YWCA campaign builds community among individuals and organizations working to create racial justice and awareness of systemic racism. Through a consciousness-raising day of activities and events, YWCA Greater Pittsburgh engages the community in rallies and vigils emphasizing the message that racism harms everyone.

In August, 2017, YWCA hosted an additional STAND AGAINST HATE in response to the attack on anti-fascist protesters in Charlottesville, Virginia. Over 100 participants assembled peacefully outside the YW’s downtown headquarters to conduct a silent vigil against white supremacy, violence, and hate.



“As a woman engaged in the non-profit sector of Pittsburgh I have gained so much by way of insight, professional development and interpersonal relationship-building by attending YWCA workshops. Every session I attended not only taught me something significant and new but reminded me of why I love our community and the work I get to do each day.”

Liz Mims



RACIAL JUSTICE AWARDS

Honoring individuals and organizations that have dedicated themselves to eliminating racism, the Racial Justice Awards engage the community in YWCA's mission by celebrating the achievements of local change agents.

EDUCATION AND TRAINING

YWCA's Center for Race and Gender Equity prepares adults and children to be culturally aware members of a diverse community and workforce. We offer workshops and training sessions to corporations, schools, and other groups that foster appreciation and respect for diversity. In 2017, the Center provided consciousness-raising education to 1,700 youth and adults at 20 organizations.

NATURALIZATION CEREMONIES

Twice each year, the YW hosts Naturalization Ceremonies with the U.S. Department of Homeland Security, U.S. Security, Citizenship, and Immigration Services. This year we celebrated citizenship with over 150 new citizens and their guests in recognition of Black History Month and LGBTQIA Pride Month.

DOMESTIC VIOLENCE AND HOMELESSNESS AWARENESS

This year we teamed up with local shelters, non-profits, and corporations to create emergency kits containing essential personal items for individuals escaping from domestic violence and/or struggling with homelessness.

“The Stand Against Racism provides us with an opportunity to gather with other people who are working to create the future we envision where racism no longer exists. It's an opportunity to discuss underlying issues and systems that allow racism and bias to thrive in our society. The introduction of anti-racism activities in 2018 was an excellent way to get people to more deeply reflect on our own biases and make plans to take action to improve ourselves and our communities. I appreciate the way the YWCA works to eliminate racism head-on by having real discussions and sharing action-oriented solutions.”

Lindsay M. Cashman, Advocacy + Public Policy Director, PUMP

SUPPORTING WORKING FAMILIES

Early Education · Family Engagement · Exceptional Care

High quality early education has lasting positive effects on children's lives and even lowers state spending on education. YWCA Greater Pittsburgh supports children, families, and teachers, to build strong, healthy families.

CHILD CARE ASSISTANCE AND INFORMATION

Child Care assistance is a critical support for working families who need to secure and maintain employment while caring for their children. It provides them with a path to long-term security –by encouraging independence, building resilient families, and bringing peace of mind that children are well cared for. At YWCA Greater Pittsburgh, we:

- Provide child care referrals
- Process applications and annual redeterminations for state child care subsidies
- Administer payments to child care providers
- Meet with clients and providers to discuss rights and responsibilities related to subsidized care
- Serve as liaison between clients and providers

EARLY CHILD DEVELOPMENT AND EDUCATION CENTER

At our Homewood-Brushton Child Development Center, YWCA provides STAR 4 quality early care, education, and services for infants through pre-kindergarteners and their families.



“My early learning program is a special place because I see friends, I hear friends, I hug a friend, I have friends...I am a friend.”

a young friend receiving subsidized child care from YWCA Greater Pittsburgh

“There was a time in my life when the YWCA’s child care assistance services were a great help to me. I’m sure there are lots of people who really appreciate what the YW does.”

Kariah

Our teachers use research-based curricula that nurture the whole child, responding to individual needs, encouraging creative and independent thinking, and helping each child develop socially, emotionally, cognitively, and physically. Children in our care enjoy nutritious meals and snacks; benefits from arts, literacy, and science partnerships; and safe, engaging classrooms.

\$57,000,000

in child care subsidies distributed to over 6,000 families to receive quality child care while parents worked

QUALITY IMPROVEMENT FOR CHILD CARE PROVIDERS

YWCA implements Pennsylvania’s Early Learning Keys to Quality system in 13 counties, improving the quality of early child care for families and providers. Our services include:

- Supporting child care providers with technical assistance, professional development, licensing and credentialing, financial grants, mentoring, and one-on-one assistance
- Collaborating with stakeholders to advocate for early child care
- Administering Pennsylvania’s Keystone STARS Quality Improvement System to enhance early learning and school-age programs



EMPOWERING WOMEN AND COMMUNITIES

Improving Access · Increasing Opportunity · Encouraging Communities

YWCA Greater Pittsburgh continues a strong tradition of providing programs and events that educate and inspire. In partnership with the Young Leaders Board, this year's activities included a diverse collection of programs and initiatives that engaged and empowered our community.

BALANCE THE SCALES

A partnership between Carlow University, Chatham University's Pennsylvania Center for Women & Politics, and YWCA's Center for Race and Gender Equity, this workshop aims to arm women with information and skills that will help them level the playing field in their careers and in their community service. A panel of accomplished women share their thoughts and expertise on topics such as Boards, Authorities, and Commissions - how to get involved - and how to make a difference.

YOUNG LEADERS WORK IT FOR THE YW

YWCA Greater Pittsburgh's Young Leaders Board annually combines an evening of delectable food, great city views, and wonderful networking opportunities, while raising funds to support the YW's programming and advocacy efforts. This year's Work It event, hosted at the Hyatt House Pittsburgh-South Side, drew over 50 attendees and raised \$6,000 to support

YWCA Greater Pittsburgh's critical programs and services.

YWALK

YWCA Greater Pittsburgh staff, board, family, friends, and supporters participate in the Highmark Walk for a Healthy Community - an annual fundraiser benefiting local health and human service agencies. This year, the YWalk team brought in \$4,940 to benefit YWCA Greater Pittsburgh programs and services.



YOUNG LEADERS BOARD

YWCA Greater Pittsburgh recognizes the importance of engaging and empowering young women from our community. The YW's Young Leaders Board provides advice, assists with the promotion of YW programs and initiatives, and brainstorms new ways for the YW to grow and expand community-based services and partnerships.

Catie Cohn
Annie Guadagnino
Dominique Luster
Kelly Nestman
Chelsie Ceveris

Anissa Gilbert
Stephanie Keenan
Melissa Seman
Ciera Young

Jenise Brown
Jasmine Cho
Emily Donato
Kiandra Foster

Kia Kai
Molly Onufer
Christin Thorpe
Aniqua Zahra

WIKIPEDIA EDIT-A-THON

In honor of YWCA Greater Pittsburgh's 150th anniversary, the Young Leaders Board hosted a Wikipedia Edit-a-thon at Repair the World Pittsburgh in October 2017. With a goal to diversify the online resource by adding more women editors and women pages to Wikipedia, the Young Leaders Board, along with other community partners, created and improved 29 articles, including such phenomenal Pittsburgh women as Gwen Elliot, Elsie Hillman, Yvonne Campos, Judge Joy Flowers Conti, Judge Kim Beverly Clark, Janera Solomon, Alma Speed Fox, and Helen Faison. More than 20 women participated in the event and Mayor Marita Garrett, Mayor of Wilkinsburg, spoke at the event on the importance of women in politics.



150TH GALA CELEBRATION

YWCA Greater Pittsburgh celebrated 150 years of empowering women and girls, promoting fairness and equity, and challenging racial and social injustice at this year's 150th Anniversary Gala at the Wyndham Grand Pittsburgh Downtown. The event featured keynote speaker, Dr. Jill Biden, who inspired attendees with personal anecdotes about her career as a teacher, political leader, and philanthropist.

In addition to remarks by Dr. Jill Biden, guests heard from YWCA's Board Chair, LaJuana Fuller, and Susan Shipley, President of Huntington Bank's Western Pennsylvania & Ohio Valley Region. Throughout the event, staff and actors in period piece costumes illustrated the YWCA's long history of serving women and girls throughout Pittsburgh.

The event was generously supported by YWCA Greater Pittsburgh's network of corporate, foundation, and community partners including Eden Hall Foundation, Huntington Bank, Highmark, Allegheny Health Network, PNC Bank, UPMC, The Benter Foundation, Duquesne Light, Jackson Kelly, MSA Safety, Giant Eagle, Carlow University, Caroselli Beachler & Coleman, Dollar Bank, FISA Foundation, Maher Duessel, Simpson McCrady, Strassburger McKenna Gutnick & Gefsky, University of Pittsburgh, and People's Gas.



PARTNERSHIPS

9th Street Clinic
Adagio
Allegheny Center Alliance Church
Allegheny County Assistance Offices
Allegheny County Health Department
Allegheny County Department of Human Services
Allegheny County Housing Authority
Allegheny County Jail
Allegheny Health Network
Allegheny Link
Allegheny Partners for Out of School Time (APOST)
Assemble
ASSET Inc
The Alliance for Infants and Toddlers
Bible Center
Birdbrain Technologies
Birmingham Clinic
Blind and Vision
Blossom and Flourish
Boys and Girls Clubs of Western PA
Breathe PA
The Buhl Foundation
Butler County Children's Center
California University of Pennsylvania
Career Link
Carlow University
Carnegie Library of Pittsburgh
Carnegie Mellon University
Carnegie Science Center
Catholic Charities of the Diocese of Pittsburgh
Center for Women
Central Outreach and Wellness Center
Chatham University
Child and Adult Care Food Program
Child Care Lounge
City Charter High School
Clairton Cares
Community College of Allegheny County
CORO
COTRAIC
Cribs for Kids
Curriculum Solution Center
Duquesne University
Earthen Vessel Outreach
Echo International Interpreter Services
The Ellis School
Employment, Advancement, and Retention Network (EARN)
Enroll America
Family Foundations/Early Head Start
Family Resources – Beverly Jewel Wall Lovelace (BJWL)
FBI
FISA Foundation
Federal Office of Surface Mining and Reclamation and Enforcement
Foundation of Hope
The Frick Pittsburgh
Greater Pittsburgh Community Food Bank
Higher Achievement
Holy Family Academy
Housing Opportunities Unlimited
Human Services Center Corporation
Indian Creek Middle School
Jefferson Regional Foundation
Jewish Community Center
Just Films
Just Harvest
Keystone STARS
Latino Family Center
Leadership Pittsburgh
Living in Liberty
Magee Imaging Centers
Manchester Youth Development Center
McKeesport Area School District
The Mentoring Partnership of southwestern PA
The Midwife Center
Millvale Community Library
Mon Valley Initiative
Mon Valley Providers Council
Mt. Ararat Afterschool Program
NeighborWorks
Neighborhood Academy
Neighborhood Legal Services Association
Northern Area Multi Service Center
North Hills Community Outreach
Northampton Community College
Northwest Institute of Research
One Northside
One Northside Youth Excel (ONYX)
Operation Safety Net
PA Keys
Penn State Extension
Pennsylvania Office of Child Development and Early Learning
Pennsylvania Quality Assessment Team
Pennsylvania Women Work
City of Pittsburgh Bureau of EMS
Pittsburgh Bureau of Fire
Pittsburgh Cultural Trust
Pittsburgh Federal Executive Board
The Pittsburgh Project
Pittsburgh Public Schools
Pittsburgh Public Schools Police
Point Park University
Port Authority of Allegheny County
Port Authority of Allegheny County Police
Prime Stage Theater
Primary Care Health Service Inc
Project Destiny
Project Launch
Project Silk
Propel Schools
Providence Family Support Center
Reading is Fundamental
Remake Learning
Repair the World
Schenley Heights Community Development
School 2 Career/Oakland Planning and Development
Shady Lane
Sheep, Inc.
Slippery Rock University
Southwest PA Says No More
South Hills Interfaith Movement
Standing Firm
St. Francis University
St. Vincent College
Sto Rox Community Resource Center
Susan G. Komen Greater Oennsylvania
Systems 1-2-3
Tickets for Kids
Travelers' Aid
Trying Together
United Way of Southwestern Pennsylvania
University of Pittsburgh
University of Pittsburgh Swanson School of Engineering
UPMC Community Health Centers
Urban League
Veterans' Leadership Program
Weirton Elementary School
Westmoreland County Community College
West Virginia University
Winchester Thurston School
Woodland Hills School District
Women's Center and Shelter
Y Creator Space
YMCA

FINANCIAL REPORT

YOUNG WOMEN'S CHRISTIAN ASSOCIATION GREATER PITTSBURGH
CONSOLIDATED STATEMENT OF ACTIVITIES FOR THE YEAR ENDED JUNE 30, 2018

REVENUES AND PUBLIC SUPPORT	2018	2017
Government and other contracts	\$68,921,828	\$69,237,563
Contributions	1,148,196	1,322,116
Program fees	289,769	251,637
Rent and miscellaneous income	249,150	284,246
Total Revenue and Public Support	\$70,608,943	\$71,095,562

INVESTMENT EARNINGS

Income from trusts held by others	\$464,363	\$586,238
Net endowment and investment gain/(loss)	2,593,849	4,141,395
Total Investment Earnings	\$3,058,212	\$4,727,633

TOTAL REVENUES, PUBLIC SUPPORTS, AND INVESTMENT EARNINGS	\$73,667,155	\$75,823,195
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STATEMENT OF REVENUE, PUBLIC SUPPORT, AND EXPENSES

EXPENSES	2018	2017
Programs	\$71,169,873	\$71,406,958
General and administrative	448,820	435,365
Development and fundraising	466,233	301,144
TOTAL EXPENSES	\$72,084,926	\$72,143,467
Change in Net Assets	\$1,582,229	\$3,679,728

NET ASSETS - BEGINNING OF YEAR	\$46,325,485	\$42,645,757
NET ASSETS - END OF YEAR	\$47,907,714	\$46,325,485

CONTRIBUTORS

LEADERSHIP

Dollar Bank
Eden Hall Foundation
The Heinz Endowments
Huntington Bank
The Pittsburgh Foundation
PNC Financial Services Group
PNC Foundation
United Way of Southwestern Pennsylvania

EMPOWERMENT

The Benter Foundation
Best Buy Co., Inc.
Brick Street Mutual Insurance
Jack Buncher Foundation
Carlow University
Caroselli Beachler & Coleman LLC
CentiMark Foundation
Covestro LLC
Duquesne Light Company
FISA Foundation
Melanie S. Gefert-Azur
The Grable Foundation
Highmark Blue Cross Blue Shield
Hilton Garden Inn (In-Kind)
Jackson Kelly PLLC
Maher Duessel, CPAs
MSA Safety Inc.
Opportunity Fund
Orange Barrel Media (In-Kind)
Peoples Natural Gas
Simpson & McCrady LLC
Strassburger McKenna Gutnick & Gefsky
Susan G. Komen Pittsburgh
Three Rivers Workforce Investment Board
University of Pittsburgh
UPMC Charitable Giving

ACHIEVEMENT

Allegheny Health Network
Ansys Inc.
Nancy Banker
Latasha Wilson Batch
Buchanan Ingersoll & Rooney PC
Amanda Buddemeyer

The Buhl Foundation
Bulldog Office Products
Carlow University
Mary D. Delany
Maribeth Donnelly
The Ellis School
The Fine Foundation
First Commonwealth Bank
First National Bank
LaJuana Fuller
Grant Thornton LLP
Anne Herman
Magdeline E. Jensen
Cheryl L. Kubelick
Max Laun
James Lowden
Angela Maher
Carole O. Markus
S. Patricia McKinney
Mildred E. Morrison
Mildred S. Myers
Rivers
Seton Hill University
Nancy Skeans
Snow Capital Management
Elizabeth A. Teti
Judith E. Thompson
Shakita Trigg, CSSGB, SA
University of Pittsburgh
Alice L. Weicher

TRAILBLAZER

Adagio Health, Inc.
ALCOSAN
Cynthia A. Baldwin
Louann Bailly
Bidwell Training Center, Inc.
Linda B. Burke
Debra L. Caplan
Community College of Allegheny County
Renee DeMichiei-Farrow
Arthur J. Gallagher & Co.
Mariann K. Geyer
Greater Pittsburgh Community Food Bank
Florence L. Johnson
Marsha Jones
Leadership Pittsburgh Inc.
Carole S. MacPhail

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Pittsburgh Parks Conservancy
Mary Smith Peters
Angela Reynolds
Victoria Snyder
Soo Song
Patricia M. Ulbrich, Ph.D.
Valentina Vavasis
Zauyah Waite
Nicole Webster
Doris C. Williams
Tishekia Williams, Esq.
Winchester Thurston School
Eveline Young

PIONEER

Francine D. Abraham
African American Chamber of Commerce of Western Pennsylvania
Bibhuti Aryal
Janice Bahary
Diane Balcom
Banana Republic
Nina Barbuto
Eva Barinas
Betsy Benson
Anthony Bernal
Georgia Berner
Jeff Besong
BNY Mellon Community Partnership
Michelle Bradbury
Linda K. Broman
Rebecca Tyers Brown
Alice R. Buchanan
Esther Bush
Linda A. Campbell
Kim Cantalamessa
Carnegie Museum of Art, Tee-
nie Harris Archive
Children's Museum of Pittsburgh
Valerie Ciarimboli
Catie Cohn
Tamara Collier
Crawford Advisors
Larry E. Davis, Ph.D.
Margot Dermody

Bonnie V. DiCarlo
Jackie Dixon
James K. Donnell
Joan Dorgan
Brian D'Souza
Kathi R. Elliot
Anthony Feehery
GAP Foundation
Tamra Geanangel
Shirley H. Golden
Jordan Golin
Go Realty
Brenda J. Gregg
Gwen's Girls Inc.
Amelia Hackimer
Ann S. Harris, Ph.D.
Peggy B. Harris
Beth and Gregory Heeb
Inclusant
Donna J. Kell
Alicia Klein
Felice Krupp
Joseph F. Lagana, Ed.D.
Eileen L. Lane
John E. Lauffer
Elsa Limbach
Leanne Lisien
Carol O. Marsiglio
Julia Marsili
Kathy McCauley
Neal McDowell
Jessie McLeod
MCN Salon
Jeffrey McSteen
Laura Meixell
Joseph M. Mele
Esther Mignanelli
Michael Mingrone
Veronica Morgan-Lee, Ph.D.
Scotty Mulert
Linda Nakama
Sylvia W. Nichols
Rachelle Ogun
Linda Olejko
Omni William Penn
JoAnn F. Patross
Pennsylvania Center for Woman and Politics at Chatham University

Richard E. Pipak III
Pittsburgh Pirates
Plumbers Local Union No. 27
PPG Industries, Inc.
Alison W. Prine
Linda W. Prine
Program to Aid Citizen Enterprise
Catherine Rapheal
Valerie McDonald Roberts
Donald & Sylvia Robinson
Family Foundation
Arlene Sablowsky
Chauncey W. Smith
Jacqueline Smith
Cecile & Eric Springer
Square I. Square, Inc.
Anthony J. Suleski
Fred & Chris Thieman
Judith E. Thompson
Three Rivers Youth
UBS Financial Services
Lois Wholey
Maria Wisser
Michelle Woods
YMCA of Greater Pittsburgh
Rob Zahorchak
Paula Zawadzki
Z Brand Group

INVESTMENT

90.5 WES A
Cassandra Adams
Emmai Alaquiva
Bob Albright
Joseph Arnstein
Maria Baker
Paulette J. Balogh
Jonette Baptiste
Karen M. Barrett
Tom Barrett
William & Nancy Berkowitz
Sharon C. Bernstein
BNY Mellon
Cheryl L. Boeckmann
Stephanie Boddie
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