

≡ BUILDING A VIBRANT, EQUITABLE AND JUST COMMUNITY. ≡



The Pittsburgh Foundation's Strategic Plan 2022-2027



For a greater Pittsburgh.

Destiné Askew and her daughter, Chloë Moye, play in front of the home they purchased with assistance from WAVE. Image by Kitoko Chargois.



Sunrise below the Ft. Pitt Bridge.
Image by Dave DiCello.

A signature plan for a defining moment.

In designing this plan, we at The Pittsburgh Foundation recognize that effective community philanthropy involves more than grantmaking. We have the opportunity and responsibility to be the place where residents can work together on important issues to achieve life-improving social change.

The call to action of our plan is to employ all of our resources to achieve a more vibrant, equitable and just region in which everyone has opportunities to thrive. We answer that call by listening to community residents who are most impacted by community issues so that we can learn how best to direct our efforts.

Over at least the next five years, we will use the plan to guide decisions on how to allocate resources — both human and financial — so that all residents can thrive.

Anchoring our strategy.

Three mutually reinforcing strategic priorities govern the plan: **Promote Philanthropy**, **Support Community** and **Catalyze Partnerships**.

Central to these is our commitment to **Racial Justice**, which calls us to support and advance systemic changes that will eliminate policies, laws, practices, attitudes and cultural messages that reinforce differential outcomes by race — in our internal practices and our external efforts. This is critically important for our region, where there are significant racial disparities in access to resources and opportunities.



≈ OUR VISION ≈

We commit to creating a vibrant, equitable and just Pittsburgh region that supports everyone — regardless of race, identity or circumstance — to thrive and fulfill their potential.



We will Promote Philanthropy to harness the passion and resources of our generous donor community. We will continue to provide guidance and financial stewardship for our fundholders, while reaching out broadly to engage new donors.

We will make the Foundation more accessible to donors by developing new ways for them to give by:

- Continually providing expertise and resources to connect people to the causes they care about and introduce them to new opportunities.
- Presenting, through our five Foundation-directed grant-making areas, unique opportunities to connect donors and their giving in these critical areas to drive impact.
- Increasing involvement of young, mid-career and Black, Indigenous and people of color (BIPOC) philanthropists by making the Foundation more accessible through new giving opportunities.
- Inspiring more people to be philanthropic by sharing donor stories, hosting public events and creating storytelling opportunities that demonstrate the importance of generosity and giving back.

We will Support Community by building trusting relationships with nonprofit organizations that are leading life-improving work in our region. We will assist them through grants and “more-than-money” activities that help strengthen their capacity to fulfill their missions.

We will engage the community we serve by listening to diverse voices and responding to needs by:

- Focusing on BIPOC-led and -serving organizations; increasing the percentage of funding to BIPOC and under-resourced communities; and streamlining our application process to make it easier to receive resources.
- Integrating community members’ experience and expertise to identify areas of need, working with them to address those needs and implementing community-led funding processes.
- Sharing information on the impact of our investments: reporting on where we have been successful, where we have not and where we need more information.

We will Catalyze Partnerships across the region, involving individual donors, community activists, corporate and government leaders, staff at private foundations and many others, to build more vibrant, equitable and just communities.

We will build relationships and catalyze assets by:

- Bringing people with diverse ideas, talents and vantage points together to mobilize resources, leverage investments and promote the Foundation's mission through policy change.
- Convening stakeholders and attracting funding for key initiatives, ensuring participants include those directly affected by the issues we are addressing, and directing dollars to where they are most needed.
- Determining where we can advance the Foundation's mission by acting as a leader, supporter or partner, and adopting a mission-aligned policy framework to guide our decision making.
- Including diversity, equity and inclusion as a priority in the management of our investments, increasing opportunities to generate investments aligned with the Foundation's values and objectives, and providing impact-investment options for donors.



For a greater Pittsburgh.

From Surviving to Thriving

While we will continue to help donors give their charitable dollars to causes they care most about, we will focus our Foundation-directed grantmaking on these community issue areas. We will intentionally engage with and learn from the community as we establish priorities.

ARTS AND CULTURE

Strengthening small to mid-sized arts organizations and supporting the careers and lives of individual artists by fostering a diverse, healthy and just arts ecosystem.

BASIC NEEDS

Ensuring that everyone has access to the most essential resources for well-being: food, shelter, physical and mental health care, child care, education and employment.

ECONOMIC MOBILITY

Reducing the racial wealth gap and supporting access to higher education, homeownership, career advancement and entrepreneurship.

ENVIRONMENTAL ACTION

Focusing on helping communities at risk of environmental harm by preventing exposure. We will also support organizations that promote equitable access to healthy air, water and land.

EQUITY AND SOCIAL JUSTICE

Supporting civic participation, community organizing and citizen engagement to achieve policy changes and community-driven solutions that address the root causes of economic and racial inequities.

The plan includes a reserve of funds for responsive or emergency grantmaking.

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