

MAYOR-ELECT ED GAINEY



TRANSITION PLAN

2021

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WELCOME LETTER

CommUnity. This is our moment to build a better Pittsburgh for ALL of US! And the launch of our transition team will formally begin that process. For too long Pittsburgh has been called a "most liveable city" while leaving out that it is one of the worst places for Black people, specifically Black Women, to live. After a year like no other, this is our opportunity to unite and plan for the future.



As we set out to make Pittsburgh a city in which all of us - no matter our race, gender, or neighborhood - have the opportunity to thrive, we must come together as neighbors to identify actionable solutions to our most pressing problems. We are assembling these transition committees of advocates, activists, and experts to engage with each other and the broader Pittsburgh community and help chart a path forward.

I hope that this transition plan provides an overview of both the priorities of the next administration, and the ways that I intend to fulfill those priorities. I am extremely grateful to the Pittsburghers who stepped up to serve on the transition committees and to be a reflection of the views and perspectives of Pittsburgh.

While each committee is charged with approaching a unique set of issues, there is one common task that applies to this entire process: we must approach every issue, our engagement with our neighbors, and potential recommendations through an equity and empowerment lens. It is my expectation that the recommendations that will be presented at the end of this process will break down silos and build bridges so that ALL OF US have equitable access to what we need to live the lives that we desire. Together, we will grow as a city and as a community. That work begins now.

Sincerely,

Mayor-Elect Ed Gainey

INTRODUCTION

On November 2, 2021, the voters of Pittsburgh made history. We used our voices, our passion, and our votes to decisively elect then-Representative Ed Gainey as our next mayor. We decided that, together, we could build a city for all – the safest, most affordable, and most diverse city in America, a city that values the working people who built it, maintain it, and keep it running. Pittsburgh is destined to be a city where everyone can belong and contribute, where everyone has a seat at the table, and where no one is left behind or pushed out.

Mayor-Elect Gainey ran a campaign that was **positive, inclusive, and focused on the people of Pittsburgh** – the people who make up the pulse of our communities. Similarly, he has designed a transition process that will both empower and educate the diverse voices that make up our city. The transition process seeks to capture the aspirations and opinions of as wide an audience as possible. Throughout the transition, community input and engagement will be sought to help guide the work and policy recommendations of the transition committees.

This plan lays out the transition process—its leaders, their work, and the methods through which we will create a thoughtful plan that will move Pittsburgh towards a more safe, prosperous and equitable city. We have selected a team of leaders that reflect the rich diversity of our city—leaders who have agreed to roll up their sleeves and put in the hard work to develop strategies that will create equitable development for all, pipelines and partnerships for learning and working, advance sustainability, accessibility, and environmental justice, and develop holistic approaches to health and safety. The hours will be long, the work hard, and the challenges great. But, this work—if done right—will lay a strong foundation for the next four years and guide our government on a path to making our city greater than it already is for all of our citizens.





TRANSITION LEADERSHIP

The transition organization of Mayor-Elect Ed Gainey is being led by a dynamic and diverse group of citizens who were selected to review the status of various government agencies, review national best practices and develop local solutions to solve some of the more pressing problems facing our city.

TRANSITION LEADERSHIP TEAM

Angel Gober

Transition Chair

Nineteen years ago, Angel joined the Northside Coalitions for Fair Housing tenants union that fought back against mass eviction in public housing where she lived with her daughter. Since then she has been a fearless community organizer, working on Housing, and Education Justice.

Through her work as a parent organizer, Angel has driven campaigns against School PushOut. She has fought for Community Schools, affordable Early Childhood Education and ending suspensions for our youngest learners. In 2010, as part of a coalition of labor, community, faith-based and environmental organizations, Angel worked to pass the city's Prevailing Wage for Service Workers and Clean Water laws.

She has been a successful Campaign Manager, winning Mayoral and School Board races locally and nationally, as well as co-authoring policy to stop the school-to-prison-pipeline.

Angel envisions, and strategically works towards, a beautiful, well-resourced world for Black children. She is dedicated to state-wide and national coalitions to make change. Her background led her to become a political strategist, developing Black leadership in local systems of power. Currently Angel is the Western Pennsylvania Director with One Pennsylvania, a social justice membership organization of impacted Pennsylvanians working to follow the money, confront the power and create the change.



Silas Russell

Transition Co-Chair

As a labor leader, activist, organizer, ally and political professional, Silas has devoted his career to advancing the cause of justice for all people through organized political power. Growing up in a working class family and community in rural western Pennsylvania opened Silas' eyes at an early age to economic and social disparities that hold entire communities and groups of people back from reaching their full potential. A combination of education, leadership, and activist opportunities while earning his bachelor's degree in political science and writing at Allegheny College coalesced Silas' understanding of political and economic power and how it can be leveraged to even the playing field for marginalized people.



Silas adopted Pittsburgh as his home in 2009 while organizing to pass the Affordable Care Act. Since 2010, Silas has been a leader in SEIU Healthcare Pennsylvania – the largest union of healthcare workers in PA – where he currently serves as Vice President and Political Director. Alongside the 45,000 healthcare workers that come together through his union, Silas works daily with elected officials at every level to advance progressive administrative and legislative action that impacts workers and public health. Throughout the COVID-19 pandemic, SEIU Healthcare PA's advocacy has led to numerous wins for frontline healthcare workers, including historic investments in PA's direct care workforce and the expected increase in Pennsylvania's nursing home staffing regulations to a 4.1 care hour standard, which will take PA nursing homes from among the lowest to the best staffed in the country.

Silas was recently listed as one of the 100 most influential labor leaders in Pennsylvania by City and State PA. He lives in Mt. Washington with his wife and most trusted advisor, Emily Farah, dog Zelda, and cat Frances Purrkins. In his spare time, Silas enjoys rock climbing, biking and hiking the trails of Emerald View Park.

Jake Pawlak

Transition Director

A political and policy professional with extensive experience in Pittsburgh and Pennsylvania government and civic life, Jake Pawlak has worked in all levels of government, as well as numerous political and advocacy campaigns. During Mayor-Elect Gainey's 2021 Mayoral Campaign, he served as Senior Advisor.

Jake brings extensive local government experience to the Gainey Transition, having previously held posts at the Urban Redevelopment Authority and the Pittsburgh Water and Sewer Authority, where he was responsible for each Authority's engagement with the Mayor's Office, City Council, City Departments, and other government agencies and outside partners.

Jake was born and raised in Mt. Oliver and is a life-long Pittsburgher. He lives in Highland Park with his wife Amber Quick, their daughter Winifred, and cat Petunia.



Lisa Frank

Transition Advisor

As Executive Vice President for Strategic Campaigns at SEIU Healthcare Pennsylvania, Pennsylvania's largest and fastest growing union of nurses and healthcare workers, Lisa Frank engages frontline caregivers and healthcare advocates in initiatives to ensure that our communities' investments in healthcare result in their good health. Over two decades of organizing and advocacy, Lisa has helped tens of thousands of home care workers and hospital workers to form their unions and improve their jobs and the quality of the care that they deliver. She has taken on providers who steal workers' wages and violate their rights; challenged healthcare conglomerates that put profits ahead of patients and caregivers; built successful campaigns to connect Pennsylvania's uninsured to the fight for Medicaid expansion; led the Fight for \$15 in Pittsburgh, contributing to building a powerful national movement that put poverty on the nation's health agenda; and played a leading role in mobilizing Pennsylvanians to first pass and then preserve the Affordable Care Act. With a deep understanding of the political determinants of health, Lisa also led the field team that helped to scuttle Pennsylvania's discriminatory voter ID law and is currently engaged in grassroots electoral and policy efforts to reform our criminal justice system.



In recognition of her vision and accomplishments, Lisa was appointed by Governor Tom Wolf to the Pennsylvania Health Care Cost Containment Council and the Health Policy Board of the Department of Health. She also serves on the boards of the Pennsylvania Health Access Network and Pennsylvania United and is a member of the Action Council of Planned Parenthood of Western Pennsylvania. Lisa is a thirty-year resident of Pittsburgh's North Side, where she lives with her partner Neal and son Sam, a 2020 graduate of Pittsburgh Obama Academy.

TRANSITION COMMITTEE CO-CHAIRS

Jamil Bey

Jamil Bey, PhD is the founder and president of UrbanKind Institute, a think-and-do tank committed to advancing policies, practices, and programs that are kind to urban people and environments. Jamil is a human geographer with 10 years of experience research and analysis of policy and practices that improve efficiency and outcomes in human experiences. As a researcher, analyst, and consultant he specializes in challenging common assumptions about ordinary concerns while bringing alternative perspectives for consideration. Trained as both a professional geographer and as an educator, Dr. Bey excels in spatial analysis and synthesis, pedagogy, and instruction. His integrated systems view of the world provides highly contextualized conclusions, and recommendations that consider the interconnectivity of economics, politics, history, culture, health, social movements, and the environment in his analyses.



The UrbanKind Institute is fast becoming one of the most in-demand social science and community-engagement consulting firms in the region. We commit to apply a triple focus of equity, justice, and antiracism to cover a broad spectrum of issues including environmental and climate justice, housing access, equitable transportation, education, and public health. Our clients recognize the effectiveness of our community interaction and engagement strategies, which inform our practice and help us make equitable and just policy recommendations related to human services, neighborhood revitalization plans, and educational polices.

Bob Damewood

Bob Damewood serves as Staff Attorney with Regional Housing Legal Services and works on a variety of housing and community development matters. His areas of concentration include HUD Section 3 (resident training, employment and contracting) and displacement-free development.

Damewood has written various articles on Consumer Law and Landlord-Tenant Law, and has received multiple awards, including: Advocacy Award from the Housing Alliance of Pennsylvania for his work to pilot a financing model that gives Section 8 tenants a stake in the future of their homes; Beacon of Hope Award from the Hill House Association, for his work on a Community Benefits Agreement and Neighborhood Partnership Program in Pittsburgh's Hill District; and HUD Best Practices award, for helping a Section 8 tenant organization build the capacity to engage in housing preservation and development activities.

Prior to joining RHLS in 1997, Damewood was a staff attorney with Northwestern Legal Services in Mercer County, Pennsylvania. While there, he played a key role in helping tenants of mobile home parks take over ownership and management of their parks. Since joining RHLS, his work has included providing legal support for the award-winning Clairton Southside neighborhood revitalization effort, a comprehensive equitable revitalization of what had been one of the most severely distressed neighborhoods in Allegheny County, Pennsylvania. He is a 1990 graduate of the University of Akron School of Law.



Kathi Elliott

Kathi Elliott, DNP, MSW, PMHNP-BC, RN serves as CEO at Gwen's Girls, which provides a comprehensive approach to address the issues that impact the well-being of girls, women and families. She earned a Doctor of Nursing Practice degree from Chatham University in August 2014. Dr. Elliott also completed dual Master's degrees in Nursing and Social Work from the University of Pittsburgh in 2008. Dr. Elliott has over 25 years of experience in social service, community and individual mental health treatment. Her career began as a victim advocate at the Center for Victims, mostly within the juvenile justice system. As a Psychiatric Nurse Practitioner, she currently provides psychiatric evaluations, medication management, and clinical consultation service and treatment at the VA Pittsburgh outpatient mental health clinic.



A visionary leader, Dr. Elliott has positioned Gwen's Girls in becoming a well-recognized forerunner in the integration of evidence-based clinical prevention and intervention policies and practices that enhance the child and social welfare system. In 2016, Gwen's Girls contributed in the production of a report "Inequities Affecting Black Girls in Pittsburgh and Allegheny County", which led to the convening of an annual Equity Summit for Black Girls to address the racial and gender biases that exist within the juvenile justice, health and wellness, child welfare, and education systems. As a result of the summit, Dr. Elliott spearheaded the formation of the Black Girls Equity Alliance (BGEA), a collaboration of over 75 practitioners, researchers, system administrators, and other stakeholders committed to addressing systemic inequities in the juvenile justice, child welfare, education and health care systems. Over the past four years, BGEA has been leading efforts to address

Dr. Elliott has served on numerous boards and professional committees throughout her career. In December 2017, she was appointed by Mayor William Peduto to serve as a commissioner on the newly formed Gender Equity Commission for the City of Pittsburgh. She served a three-year term. She was recently re-elected to serve on the Board of Trustees at Chatham University. And most recently in January 2021, Dr. Elliott was elected to serve on the ACLU of Pennsylvania. She is most proud to be the mother of two adult children and a grandmother of a brilliant granddaughter and three grand-puppies.

Regina Holley

Regina Holley, Ph.D. was the Board Director of the School District of Pittsburgh from 2011 to 2019, providing oversight of a school district of almost 25,000 students from PreK through graduation. She served as President of the Board for three years. Dr. Holley is a long-time educator and school leader who retired in 2010 after 35 years with the Pittsburgh Public Schools.

Prior to serving on the Board of Directors, Dr. Holley served for 16 years as principal of Pittsburgh Lincoln K-8, a neighborhood school with an emphasis on technology and pre-engineering. During her tenure as principal, Dr. Holley raised the performance of her students to achieve No Child Left Behind-Adequate Yearly Progress (AYP), increased student achievement higher-than-district average, earned the Title I School of the Year Award from the PA Department of Education, transformed the school into a technology & pre-engineering academy, initiated a PSSA-prep Saturday academy, and more. Lincoln was the first school in Pittsburgh to be associated with the Freedom School movement with the Children's Defense Fund. Believing that learning extended beyond the classroom, her legacy at Pittsburgh Lincoln lives on as current leadership honors her traditions.

Dr. Holley earned her bachelor's degree from Slippery Rock University, a master's degree in Special Education from the University of Pittsburgh, and a doctorate degree in Curriculum and Supervision, and Principal certification also from the University of Pittsburgh.



Darrin Kelly

Darrin Kelly serves as president of the Allegheny Fayette Labor Council. Prior to this role he served as a Vice-President for nine years under the leadership of Jack Shea, former president. Kelly also has served as the political and legislative director for the Pittsburgh Fire Fighters 1 as well as the Pennsylvania Professional Firefighters Association overseeing the political side of the spectrum in Harrisburg and Washington DC.

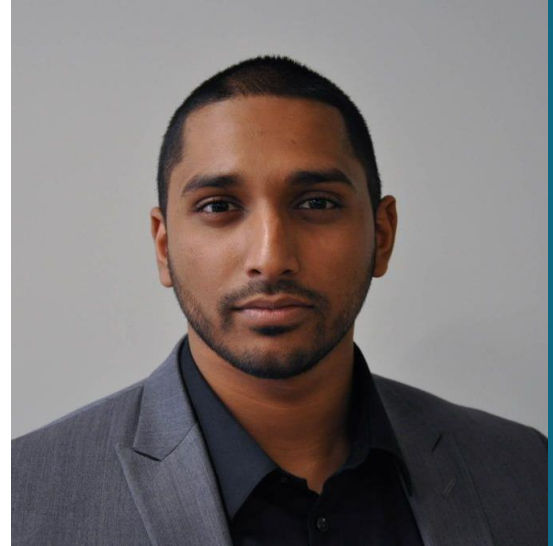
Kelly is a lifelong resident and a proud Fire Fighter for the City of Pittsburgh for over twenty years and is a US Navy veteran. He has been highly successful in instituting the Union Veteran's Council in Allegheny county, which is a first for the labor movement in the State of Pennsylvania.

He continues to serve on many committees such as: Three Rivers Area Labor Management Committee Co-Chair, Partners4Work Board of Directors (secretary), the United Way of Western Pennsylvania Board of Directors, AGH Cancer Center Institute advisory board, PA AFL-CIO executive council, National AFL-CIO labor council steering committee, Pittsburgh Firefighters Pension and Relief Fund Board (vice president), Union veteran council, among others.



Wasi Mohamed

Wasi Mohamed is the Senior Policy Officer at The Pittsburgh Foundation. He develops short- and long-term policy agendas that parallel the Foundation's grantmaking efforts. Mohamed is the former Executive Director and Food Pantry Director of The Islamic Center of Pittsburgh. He also serves on several boards and commissions, including the ACLU PA, 1Hood, the Pittsburgh Commission on Human Relations, and the Governor's Commission on Asian Pacific American Affairs.



Mohamed is a community advocate committed to changing systems and structures that perpetuate poverty and inequity. Mohamed has focused his career on building bridges across diverse communities and developing campaigns of collective action.

Monica Ruiz

Moncia Ruiz is the Executive Director at Casa San José. She was born in Cleveland Ohio and has Latino roots from Guatemala and Puerto Rico, where her mom and her dad are originally from.

Ruiz holds a master's degree in Social Work with a focus on Community Organizing and Social Action. She earned her bachelor's degree in Social Work from the University of Pittsburgh with a concentration in Psychology.

Ruiz is a powerful advocate for Latinos on legal, housing, development, and educational issues. She fights for those facing deportation proceedings and launches projects to assist women, children and youth. In addition, she partners with political, labor, religious, and law enforcement leadership to make Pittsburgh stronger and more welcoming to all.



TRANSITION COMMITTEES

Equitable Development

Bob Damewood, *Committee Co-Chair*
Monica Ruiz, *Committee Co-Chair*
Samantha Black, *Committee Member*
Jenny Rafanan Kennedy, *Committee Member*
James Kunz, *Committee Member*
Maria Montano, *Committee Member*

George Moses, *Committee Member*
James Fife Myers, *Committee Member*
Carl Redwood, *Committee Member*
Jasiri X, *Committee Member*
Tammy Thompson, *Committee Member*

Education And Workforce Development

Regina Holley, *Committee Co-Chair*
Darrin Kelly, *Committee Co-Chair*
Rick Adams, *Committee Member*
Vernard Alexander, *Committee Member*
Donta Green, *Committee Member*
Tammy Hughes, *Committee Member*
Kelauni Jasmyn, *Committee Member*

Moira Kaleida, *Committee Member*
Ghadah Makoshi, *Committee Member*
Kenya Matthews, *Committee Member*
Steve Mazza, *Committee Member*
Angela Mike, *Committee Member*
Jeff Shook, *Committee Member*

Infrastructure And Environment

Jamil Bey, *Committee Co-Chair*
Christine Mondor, *Committee Co-Chair*
Dan Bain, *Committee Member*
Scott Bricker, *Committee Member*
Lisa Werder Brown, *Committee Member*
James Martin, *Committee Member*
Khari Mosely, *Committee Member*

Kelsey Ripper, *Committee Member*
Mark Schneider, *Committee Member*
Tiffany Taulton, *Committee Member*
Mickey Trepolsi Underwood, *Committee Member*
Laura Chu Wiens, *Committee Member*

Community Health And Safety

Kathi Elliott, *Committee Co-Chair*
Wasi Mohamed, *Committee Co-Chair*
Father Paul Abernathy, *Committee Member*
Steve Albert, *Committee Member*
Lisa Freeland, *Committee Member*
Tiffany Gary-Webb, *Committee Member*
David Harris, *Committee Member*

Miracle Jones, *Committee Member*
Joshua M. Kivuva, *Committee Member*
Dan Palka, *Committee Member*
Adrianna Simon, *Committee Member*
Terri Minor Spencer, *Committee Member*
Lauren Stoner, *Committee Member*
Kevin C. Wilkes, *Committee Member*

EQUITABLE DEVELOPMENT

Development for All

The charge of the Equitable Development Committee is to develop actionable strategies to ensure that Pittsburgh's development responds to our communities' priorities. The Committee will focus on ways to accelerate affordable housing development and provide the necessary supports, especially for families whose household incomes fall between 30% and 80% of the area median income. This committee will also develop strategies to promote entrepreneurship, including using local government procurement strategies to provide equitable access to opportunities. Further, this committee will explore inclusionary zoning, neighborhood plans, the roles of RCOs and CDCs and investments in support of the cultural economy.



EDUCATION AND WORKFORCE DEVELOPMENT

Creating Pipelines and Partnerships for Learning and Work

The Education and Workforce Development committee is charged with identifying actionable steps to invest in the education, skills enhancement, and economic livelihood of Pittsburghers of all ages, genders, and backgrounds to match the needs of a growth economy with a thriving workforce in order to achieve shared prosperity. The committee should make recommendations to support early childhood and out-of-school investments, Community school partnerships, post-secondary education, building and construction trades, 21st century career development, achieving living wage standards, expanded unionization in growth industries, and enhancing collaboration between the City and Pittsburgh Public Schools.



INFRASTRUCTURE AND ENVIRONMENT

Advancing Sustainability, Accessibility, and Environmental Justice

The charge of the Infrastructure and Environment Committee is to consider the opportunities to develop actionable strategies to address environmental health services and sanitation, and the improvement and maintenance of Pittsburgh's physical infrastructure with a special focus on environmental justice and to consider how to take best advantage of the 2021 Federal infrastructure funding. Further, this committee will make recommendations to advance sustainability and better position the city to live with water, as well as strategies for accessible mobility and transportation infrastructure.



COMMUNITY HEALTH AND SAFETY

Holistic Approaches to Health and Safety

The Community Health and Safety Committee is charged with developing actionable and holistic recommendations to improve the overall health and safety of our neighborhoods and community with consideration to mental health, substance abuse, public safety, gun violence prevention, and public health issues such as chronic illness, premature mortality, and adequate responses to the COVID-19 pandemic. This committee will consider social determinants of health and approaches to eradicating health disparities.



TRANSITION SCHEDULE

- Transition Committees will each meet 5 times beginning mid-January, with the Steering Committee meeting via Zoom the week between the committee meetings.
- Employee engagement will be in early January
- Subject Matter Expert roundtables will take place in late-January
- Community Convening will take place in early-February
- Committees will meet through late March
- Transition Report with recommendations will be delivered to the Mayor in mid-April

To ensure the health and safety of all who participate in our transition activities, we will provide a hybrid delivery that will allow for both in-person and virtual options for each committee and community meeting. We ask that all who choose to meet in-person be prepared to present proof of vaccination or a negative COVID-19 test result within 72 hours.

*“ This is our moment to build
a better Pittsburgh for ALL
of US! “*



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