



CITY OF PITTSBURGH
OFFICE OF THE MAYOR
MAYOR WILLIAM PEDUTO

August 12, 2020

Dear Chair Ramey and Members of the Gender Equity Commission of the City of Pittsburgh,

I want to start by thanking you for presenting me with your policy recommendations for Building an Equitable New Normal. The unprecedented disruption caused by the COVID-19 global pandemic has shaken the foundations of American life to its core and laid bare the inequities of our society. Across Pittsburgh and across the nation, people gather to protest and honor the memory of George Floyd, Rayshard Brooks, Breonna Taylor, Antwon Rose II, Aaliya Johnson, Dominique "Rem'mie" Fells, and so many other Black Lives as they demand justice, a fundamental reassessment of public safety in this country, and a dismantling of white supremacist systems that permeate the institutions of American life.

The fact is not lost on me that we stand in a historic moment, not just for Pittsburgh, but for this nation. I share your belief that these times demand bold and innovative leadership, not just from the Mayor's Office but from all sectors of our great city. We must meet this moment clear-eyed and head-on, understanding that building a better society is a multifaceted approach that must be equitable, intersectional, aspirational, tangible, and collaborative. We must work to support and empower our most vulnerable and marginalized communities. We must address the persistent inequities that affect the lives of women, girls, and members of the LGBTQIA+ community, especially those from communities of color, and build a society that affirms and meets their needs. I have taken the time to respond to each of your policy recommendations as a starting point for our ongoing engagement to create an equitable future for our city. I look forward to not only working together to build a "new normal", but to build a "New Pittsburgh" – a Pittsburgh for All.

1. Address police violence immediately

I am committed to creating a more transparent, accountable, and community-driven Police Bureau, rethinking the definition of "first responder," and eradicating bias and hate in our communities. As we mourn too many Black lives stolen by Police-involved violence, it is imperative that we shift away from a warrior mentality and a holistic, public health-focused approach that utilizes officers as guardians of the communities they protect and serve.

While we, as a society, undertake a reassessment of the conventional concept of policing, it is critical that we center the voices of individuals and leaders from communities facing disproportionate rates of discrimination and inequity in Pittsburgh and nationwide. I plan to rely on

the advocacy and valuable input of the Gender Equity Commission and the LGBTQIA+ Commission, which I established as a permanent part of the City Code. My office has remained in constant contact with leaders in the Welcoming Pittsburgh community to ensure that the City and the Department of Public Safety are addressing their concerns. I also support legislation sponsored by Councilmembers Reverend Ricky Burgess and Daniel Lavelle to create a Racial Equity Commission, which will centralize efforts to commit to the All-In Pittsburgh principles and the Black Pittsburgh Matters vision.

Additionally, I convened a Community Task Force on Police Reform, a unique and diverse group of leaders who I've tasked with engaging with individuals on the ground in our neighborhoods and creating people-centric solutions for reforming the Pittsburgh Bureau of Police. As part of their work to study best practices and develop implementation plans for creating a more community-driven Police Bureau, I've charged the Community Task Force with assessing Chief's Order #12-7 entitled "Discharge of Firearms and Less-Lethal Weapons" and our policy on the acquisition and use of certain types of weaponry to ensure that these procedures align with the City's commitment to community safety and free speech. The City has not purchased any military surplus weapons in a number of years and has no plans to participate in this practice in the future.

During the announcement of my first phase of police reform, I fully endorsed the 8 Can't Wait campaign, and my Administration is in the process of evaluating our policies and procedures to certify that the Pittsburgh Bureau of Police:

1. Has a Force Continuum or Matrix included in their use of force policy, defining the types of force/weapons that can be used to respond to specific types of resistance
2. Cannot shoot at moving vehicles
3. Cannot use chokeholds or strangleholds that were responsible for the tragic deaths of Eric Garner, George Floyd, and numerous other Black Lives nationwide
4. Must intervene to stop another Officer from using excessive force
5. Are required to give a verbal warning, when possible, before using deadly force
6. Are required to exhaust all other reasonable alternatives before resorting to using deadly force
7. Are required to report all uses of force including threatening another civilian with a firearm.
8. Are required to de-escalate situations, when possible, before using force

To be clear, the Pittsburgh Bureau of Police does not engage in "No Knock Warrants," which led to the tragic and untimely death of Breonna Taylor, a Black life cut way too short. PBP has no plans to utilize this extremely dangerous practice at any point in the future.

By doubling down on anti-bias training efforts and establishing a Multi-Cultural Liaison Unit, I am committed to building a more culturally competent and sensitive Police Bureau. Recently, my Administration released a Request for Proposals to seek a vendor to create a cultural competency training curriculum for the Department of Public Safety. The goal of the curriculum is to boost the knowledge and understanding in order to best address the public safety needs of our immigrant and refugee communities.

In order to create a more accountable Police Bureau and reduce violence in our communities, we must continue to operate under a community policing model and rebuild trust between public safety officials and residents in our neighborhoods. Since taking Office, we have created new programs designed to do just that. We tripled the number of Community Resource

Officers who focus on relationships in each zone and created Neighborhood Resource Officers that are embedded in neighborhoods throughout Pittsburgh to create closer ties between the PBP and the residents they serve. We established a new Civilian Affairs Unit fully dedicated to positive engagement with our 90 neighborhoods. Biannually, we host the Student Police Academy, which grants our young residents an inside look at PBP and encourages them to pursue careers in public safety. I am committed to continue this community policing model, and I am open to your feedback on ways we can build on this progress.

In order to build a more accountable and transparent bureau, we have placed all of our police policies online and annually publish a myriad of crime statistics. I am committed to continuing to post use of force incidents on the PBP website, where we release all data allowable data as permitted by law.

Upon introduction last year, I was proud to support the Use of Force Reform legislation sponsored by Pennsylvania State Representatives Summer Lee and Ed Gainey. The bill would prohibit police from using deadly force during arrests except in cases with imminent threats of harm. I have renewed my endorsement of this critical bill, and I will continue to advocate for its passage and implementation. I have also expressed my support for federal legislative efforts to end qualified immunity.

I have also urged our State Legislators to reform The Policeman and Fireman Collective Bargaining Act of 1968 (Act 111), which inhibits the ability of municipalities like Pittsburgh to boost transparency and accountability. Rather than providing an open and transparent process, Act 111 mandates binding arbitration to resolve disputes and settle contracts, thus providing an unelected arbitration panel, rather than democratically elected officials, with final say on compensation, working conditions, and conditions of employment. Act 111 has never been amended since its passage more than fifty years ago. Without meaningful Act 111 reform in Harrisburg, adverse arbitration decisions will continue to hinder the City of Pittsburgh's efforts around building a more transparent and accountable police bureau. I have urged State Legislators to amend Act 111 in order to limit the scope of bargaining over disciplinary procedures or specifically limit a labor arbitrator's authority to modify or overturn disciplinary action taken by the Bureau in the interest of public safety, trust, and accountability. In addition, I have called for Act 111 to be amended to adopt the "public policy exception," which would enable cities to challenge an arbitrator's decision to return an officer to work on the basis that their continued employment is adverse to the public interest. All other public sector unions, save for those under Act 111, are subject to this exception. These changes must take place in Harrisburg, and I will continue to advocate for these critical Act 111 reforms and lend my support to corresponding legislative efforts.

We are moving away from over-reliance on policing and toward a more compassionate response to situations that warrant more long-term and sustainable services and care for our neighbors. Through a number of programs and initiatives, my Administration is working to reduce our residents' involvement with the criminal justice system.

The homelessness, mental health, and opioid epidemics that are impacting Pittsburgh and major cities and small towns alike will not be solved by policing. My office is committed to a health-focused approach in order to connect residents experiencing homelessness, problematic substance abuse and unaddressed mental health issues. Recently, my Administration announced \$1.1 million

partnership with Allegheny Health Network's Center for Inclusion Health to support street outreach teams to connect people with services, housing resources, and health supports. The program aligns with the Housing First Model, which aims to promote access to housing without barriers, and this type of public health-focused program will become more imperative as our region recovers from the COVID-19 pandemic.

I recently launched an Office of Community Health and Safety, which will redirect social and public health services, including harm reduction, suicide prevention, mental health services, youth engagement, homelessness services, trans-health and well-being, and more, from Police Officers to the social workers and public health experts who are trained to carry out these critical services. I will work to adequately fund and empower this new agency. Vital to the success of this new agency will be the Gender Equity Commission's voice and input. We will continue to engage with neighborhood leaders to ensure that the new office provides the most important services in our communities. We will continue to evaluate the types of situations that may require an alternative type of first responder, and we will work to decrease overutilization of public safety resources and offer assistance to all of our neighbors.

In partnership with Foundation of HOPE, the Buhl Foundation, Dollar Bank, the Pittsburgh Foundation, juvenile probation, magisterial district judges, and the Housing Authority City of Pittsburgh, Zone 1 police implemented the county's first youth diversion program and is focused on expanding youth diversion citywide. The City is working in partnership with Allegheny County and surrounding municipalities to develop and implement harm reduction-based, pre-arrest diversion programs focused on providing robust support to individuals who have had previous engagement with the criminal justice system. The disproportionate arrest rate of Black residents in our city, state, and country harms Black bodies, and we will do our part to implement diversion policies that reduce engagement with law enforcement and provide long-term support to our residents.

Through the creation of the aforementioned Office of Community Health and Safety and by strengthening partnerships with outreach organizations, I am committed to decreasing law enforcement involvement and reducing arrests related to homelessness/housing instability, sex work, substance use, mental health, and offenses associated with poverty. I have invested millions in Group Violence Intervention initiatives to improve coordination with outreach organizations, prevent retaliation, and provide economic opportunities to youth. Additionally, a few years ago, I supported the decriminalization of marijuana locally, and I am in favor of marijuana legalization nationally.

2. Mandate the collection of disaggregated data, including about gender, for all City department functions, programs, and initiatives.

Since taking office, I have been committed to applying an equity lens to our investments and actions in City Hall. I have long been a vehement believer in the power of data to create a more responsive and equitable municipal government. I am supportive of collection and analyzing data of the people we serve, and disaggregated data would be a very effective tool to ensure that our investments and programs are meeting the needs of residents in all of our communities.

I believe the first step before a mandate would be to train staff in our Departments, Boards, Authorities, and Commissions in the collection and analysis of disaggregated data. I would be supportive of a pilot program to begin the collection and analysis of data in select Departments that does not alienate or unduly create a barrier to our vulnerable community members. Our strong partnerships with the Government Alliance for Racial Equity (GARE) and Living Cities would assist in the collection of this data, and we will consult these organizations as we develop a pilot program. I would welcome and value the input and participation of the Gender Equity Commission in the establishment of this training and pilot program.

3. Build gender expertise and embed gender analysis in budgeting decisions, response plans, and expertise of teams.

The Gender Equity Report conducted by the University of Pittsburgh last year revealed the staggering inequity facing women and especially women of color in our region. In order to reduce barriers for women of color and take meaningful action as a City government, we must center the voices of those most impacted by inequity and injustice. I plan to build on the progress of appointing women and women of color to key positions within City leadership and to critical seats on Boards, Authorities, and Commissions. I also plan to continue strengthening our partnerships with the universities, foundations, and nonprofit organizations, all of which provide gender expertise that would be valuable to our mission of improving the quality of life and creating opportunities for women and girls of color and gender identity-diverse residents who call Pittsburgh home. I will fund and support training, professional development, and conference opportunities for staff to hone skills in gender analysis to embed that critical work in their roles for the City.

I established the LGBTQIA+ Commission, which among other responsibilities, is tasked with “developing outreach and advocacy programming in an effort to create a more inclusive and equitable city for LGBTQIA+ residents and visitors, especially people of color and transgender individuals.” I plan to empower this newly permanent part of City Code with improving the lives of Pittsburgh’s LGBTQIA+ residents and especially, trans women of color, who face disproportionate rates of discrimination and who are murdered at an alarming and staggering rate across the nation.

Our budget reflects the moral priorities of our communities, and as we recover from the COVID-19 pandemic, investing in important programs and projects that improve the lives for all in Pittsburgh has become even more imperative. I will build on the progress we have made on ensuring a robust community engagement process surrounding the formation of the City’s Capital and Operating Budget. I plan to continue to seek the input of the Gender Equity Commission and frontline organizations serving women, girls, and gender diverse individuals on funding priorities based on their gender impact. I welcome and value your continued partnership and ideas for living up to the important clause in the Gender Equity Commission’s founding legislation stating that “gender equity must permeate every level of City operations as leaders, employers, and service providers.”

4. Prioritize resources for women, girls, trans, and gender diverse people, such as federal relief grants, for essential health services, including sexual and reproductive health services and gender based violence prevention programs.

As Pittsburgh rebuilds after the COVID-19 pandemic, it is imperative that we prioritize essential service services for our most critical communities, including women of color, trans women of color, and gender diverse individuals. Since the beginning of the pandemic, my Administration has allocated millions and strengthened partnership to support vital services most impacted by this unprecedented time in our history.

I am proud of our work to offer \$500,000 in cash assistance to immigrant and refugee households who did not qualify for the federal stimulus program and to fund gender-based violence prevention programs, crisis intervention, and reproductive and sexual health services offered by Pittsburgh Action Against Rape, the Women's Center and Shelter, and Center for Victims. In anticipation of a massive eviction crisis in the aftermath of the pandemic, we are partnering with the Family Mediation Center of Western Pennsylvania to offer landlord-tenant mediation services. My Administration has allocated funding through the Emergency Solutions Grant (ESG) program to organizations providing housing relocation and stabilization programs, emergency shelter, and other homelessness services to women, girls, and gender diverse residents in our communities, including Women's Center and Shelter of Greater Pittsburgh, Women's Space East, the Salvation Army's Family Caring Center, and more. Through the Community Development Block Grant (CDBG) program, we have provided much-needed funding to a diverse array of organizations working to end hunger in our households, including the Greater Pittsburgh Community Food Bank, Pittsburgh Community Services, and Jewish Family and Children Services. Dress for Success and Strong Women, Strong Girls, both of which work to support and uplift women, girls, and gender-diverse residents, have also benefited from ESG and CDBG provided by my Administration.

We are continuing to bolster and measure the success of mortgage, rental, legal, utility, and small business assistance programs offered by our Urban Redevelopment Authority. I am also allocating additional resources to the Financial Empowerment Center, which provided hundreds of residents with free financial education and credit counseling to help them achieve their financial goals. We are partnering with leaders on the ground in our communities to spread the word about the local, state, and federal programs that are available as we recover from the pandemic. This year with increased programming and strategic community engagement, the URA has assisted 268 businesses with COVID recovery lending, 66% of businesses identifying as women and/or minority owned businesses. Additionally, we are pleased to announce that the URA was awarded \$10 Million in funding to go specifically to minority and women owned business loans, funding for Catapult – our MWBE business incubator and funding for childcare centers that have been hit especially hard.

I plan to continue to strengthen our partnerships with these and other critical organizations serving our most critical communities and to advocate for additional funding from our Federal and State elected officials in order to support these programs.

5. Fully implement and update the City's "Rooney Rule with Results" to further equity goals in hiring and promotions.

I am extremely proud to have signed an Executive Order in 2017 committing the City of Pittsburgh to the Rooney Rule, and I agree that it is time to update and strengthen this initiative as the National Football League did this year. In addition to improving our participation internally, I am also committed to encouraging leaders in the private sector and our municipal authorities to

increase racial equity and to level the employment playing field for residents of color and women, especially Black and Latinx women.

In order to achieve equity and maximize its success, we must improve the tracking of data associated with this policy. I will direct our Department of Human Resources and Civil Service to work closely with the Gender Equity Commission and regional employment experts to review the City's Rooney Rule policies and take your recommendations and research into account when strengthening and updating this important hiring policy.

6. Promote pay equity in hiring by requiring pay transparency and banning prior salary history questions.

Addressing the wage gap is not only critical to gender equity, but to the financial well being of our families and communities in Pittsburgh. It is essential that the City of Pittsburgh does everything within our power to ensure that communities that have been historically marginalized, especially black women, receive the wages and opportunities that they deserve. The City of Pittsburgh has already instituted a ban on asking about prior salary history when hiring city employees. We will reassess our policies for collecting and releasing data to ensure that pay transparency within the City is accessible as possible. We will encourage all municipal authorities to join us in this process and institute the salary history ban that we have already implemented, as I'm sure you're aware. We will look to explore mandating banning prior salary history questions and requiring pay transparency for all City contractors. We will continue encourage private businesses to adopt these practices and explore potential partnerships to increase that practice. While considering issues such as the legal constraints on our municipal authority, we will explore the legislative possibility of extending the ban on prior salary history questions to all employers in the City of Pittsburgh and requiring pay transparency. To that end, I will also lend my voice to advocacy efforts around pay equity at the state and federal levels.

7. Strengthen existing paid sick leave legislation and implementation

Under the leadership of my Deputy Chief of Staff and Chief Equity Officer Majestic Lane, the Mayor's Office of Equity has had three staffers working consistently to administer the Paid Sick Leave ordinance. These staffers have addressed over 200 inquiries regarding Paid Sick Leave. We are currently in the process of hiring an additional staff person, an Office of Business Diversity Compliance Specialist, who will be tasked with administering Paid Sick Leave. Due to the nature of the ordinance, enforcement through fines and fees does not come under the City's purview until March 15, 2021. As a result, we have focused on a robust education campaign that will continue and expand through next year. We have used the City's platform on social media and with the press to release information reminding employers, employees, and the public of the Paid Sick Leave ordinance. We have held meetings with stakeholders and in community spaces regarding Paid Sick Leave. Through efforts by the Mayor's Communication Team, a robust e-Mail campaign targeted at businesses throughout the region reached over 17,000 individual contacts. Information and guidance about the Paid Sick Leave Act is available on the city's website and includes the ordinance, printable notices, FAQs and complaint forms. Printable copies of the required Paid Sick Leave notice are available in 33 languages. Employers must post the notice in English and any other language(s)

primarily spoken by employees. The Office of Equity briefed community stakeholders representing Pittsburgh's immigrant and refugee communities to help disseminate this information.

We are exploring additional avenues for outreach efforts that include the voices of our community groups and small businesses. We are continuing to explore methods of expanding our outreach, including paid advertising and potential partnerships with the Port Authority. We hope to encourage citizen participation in shaping policy and implementation around Paid Sick Leave through methods such as Deliberative Democracy forums, while continuing to meet with community members and stakeholders in a variety of spaces. While complaints can currently be filed by e-Mail or by phone through calling 311, we will continue to explore opportunities to make online complaint submission more accessible. Businesses are permitted to frontload paid sick leave and we will continue to speak to that fact within our outreach. We appreciate the amendment recommendations you have provided and will take them into consideration.

The legislative landscape around paid sick leave and paid family leave at the state and federal level is currently fluid and my Office is tracking developments, determining how it affects our existing policies and our approaches moving forward, and finding opportunities to weigh-in accordingly. We also participate in national State & Local stakeholder calls on Paid Leave & COVID-19 hosted by Paid Leave for All, A Better Balance, Center for American Progress, Family Values Work, CLASP, and National Partnership for Women & Families. Through efforts like these and outreach to other cities with policies around paid sick leave, we are identifying best practices and considering future improvements to our paid sick leave ordinance and policies. These adjustments to our paid sick leave policies and ordinance will be an ongoing effort, informed by reasonable considerations of broader efforts and effective implementation of the existing ordinance.

8. Legislate paid safe leave to protect all Pittsburghers experiencing gender based violence

I share your deep concern regarding the devastating impact of gender based violence, particularly on our marginalized and vulnerable residents. This concern is reflected in my commitment to action, through measures such as the paid safe leave policy for non-union City employees announced in June 2018. We have also included this protection in all of our new union contracts to ensure all employees can use this protection if they need. With the understanding that we must consider constraints on our municipal authority and corresponding efforts around paid safe leave at the state and federal level, I am committed to encouraging City authorities and businesses to adopt paid safe leave policies similar to those of the City of Pittsburgh and to exploring avenues for expanding our paid safe leave policy to all workers throughout Pittsburgh.

9. Expand access to quality, affordable childcare.

I appreciate the importance of making quality, affordable childcare accessible for all Pittsburgh families and firmly committed to making that a reality. While my Administration is aware of the necessity of state and county level interventions necessary to address the quality and capacity of early learning and out-of-school programs, we have taken strategic steps to expand the quality and capacity of existing centers and programs.

The City of Pittsburgh Childcare Quality Fund, which is in the process of implementation, will provide grants to upgrade and improve child care facilities and help them obtain high quality designations from the state. The program and facilities upgrades that are required for a high quality designation are costly and can prove to be especially challenging for programs serving low and moderate income families. The initial \$2 million in this grant fund will provide child care facilities with the means to improve their programs and will build the number of quality seats that we have in the City. As part of applying an equity lens as to how the City approaches public engagement, free child care is also provided at up to twenty citywide community events annually, such as Capital Budget hearings, as designated by my office. This was done in addition to expanding free child care provided to City of Pittsburgh employees.

I agree with the Gender Equity Commission in the fact that the City's role in these efforts to bolster child care must be innovative and creative in order to be effective. I remain committed to efforts in making universal pre-kindergarten a reality in Pittsburgh and understand it will take bold action and fundamental change to do so. I am proud that the Youth and Education Manager in my Office of Equity, Tiffini Simoneaux, was chosen to be an inaugural member of the National League of Cities' Youth, Education, and Families Institute Early Childhood Municipal Fellows program. Through this program, Tiffini will be leading my administration's efforts to identify best practices and leverage municipal policies to best support our City's young children and families. Throughout this process, we will continue to consider the recommendations you provided around support and workforce development opportunities for child care staff as we shape the City of Pittsburgh's role and actions in this important space moving forward. As I mentioned above, PNC donation of \$10 Million will include funding for childcare centers which are largely run by women and minorities in our region. Ensuring that families have access to high quality and affordable care is critical to making sure our youngest residents are ready for the future.

10. Support local, women-owned businesses.

I am strongly committed to investing in our local, women-owned businesses. These investments are critical to the long-term financial health and well-being of Pittsburgh's communities. How a City spends its money is a key indicator of its priorities. That's why I am proud of the strides that have been demonstrated in the most recent annual report from the City of Pittsburgh's Equal Opportunity Review Commission (EORC).

After receiving feedback from smaller local minority-owned business enterprises (MBE) and women-owned business enterprises (WBE) that there are barriers for them to prepare competitive bids for city contracts due to short notice and not having dedicated or robust procurement staff that larger companies have, the City launched the Buying Plan in February through the Living Cities Accelerator Grant. The Buying Plan provides a four-quarter forecast of contracting bid opportunities for the City, Housing Authority for the City of Pittsburgh, Pittsburgh Parking Authority, Pittsburgh Water and Sewer Authority, Sports and Exhibition Authority and Urban Redevelopment Authority. It is intended to give M/WBEs and other smaller businesses an opportunity to see what bids they may be eligible for over the next year so there is time to prepare their bid or collaborate with other businesses to develop a competitive bid that meets the scope of service. The plan is updated every quarter and is available on Beacon, the City's procurement portal.

In the most recent annual report The EORC reviewed \$37,550,814 worth of city and city authority contracts in 2019, awarding 29% (\$10,965,246) to minority-owned businesses and 33% (\$12,516,061) to women-owned businesses. City contracts saw a 37% increase in contracts awarded to M/WBEs between 2018 and 2019. In 2018, M/WBEs were awarded just under 29% (around \$4.6 million) of the total \$16 million in contract opportunities. Those totals increased to 50% (\$7.4 million) of the total \$14,779,942 in city contracts in 2019 as a result of awarding more M/WBEs as prime contractors rather than subcontractors. Moving forward, we hope to sustain and build on this tangible progress in making how we spend City money more equitable and inclusive.

I have also been strongly committed to finding innovative ways to invest in local women-owned businesses. The Micro-Enterprise Loan Program started in 2018 by the Urban Redevelopment Authority of Pittsburgh (URA) offers loans of up to \$20,000 to businesses citywide to promote opportunities for those groups who historically have not had ready access to early stage business startup and expansion capital, with a focus on M/WBE entrepreneurs. In response to the COVID-19 pandemic, in addition to taking steps adjusting existing loans and policies to help businesses withstand the economic impact of mitigation efforts, the URA created the COVID-19 Small Business Fund. The fund will assist in mitigating the COVID-19 economic impact, and help small businesses stabilize in the face of these uncertain economic times. The URA will continue to keep an emphasis of gender and racial equity in the distribution of these funds with a focus on supporting M/WBEs, who often are at a disadvantage in receiving COVID-related-relief through the traditional banking system. The URA also provided a sponsorship to M/WBE Cocoapreneur's Pittsburgh Black Business Relief Fund for \$15,000. We will continue to explore through the City of Pittsburgh and municipal authorities various avenues to help invest in, reassess our policies in relation to, and support M/WBEs. As our Department of Mobility and Infrastructure assess and leverages streets and mobility services to support business and community health during the COVID-19 pandemic, we will ensure that our M/WBEs have access to those opportunities.

11. Pilot a Universal Basic Income program.

Earlier this month, I joined Mayors for Guaranteed Income (MGI), a forward-thinking network of a dozen mayors from around the country advocating for a guaranteed income to ensure that all Americans reeling from the COVID-19 pandemic have an income floor. Founded last month by Mayor Michael Tubbs of Stockton, California, MGI advocates for direct and recurring cash payments to residents in order to build resilient and just communities. Especially in the wake of COVID-19, the inequities at the heart of our economy, particularly their impact on communities of color, are clear and devastating.

Our launch of a guaranteed income pilot represents just one aspect of my administration's commitment to fundamentally rethinking our economic structures to support and uplift the most vulnerable residents of Pittsburgh. I'm also working with Mayor Tubbs and Mayor Michelle De La Isla of Topeka to Co-Chair the U.S. Conference of Mayors American Breakthrough Working Group focused on Eliminating Poverty. We aim to develop policy recommendations on the reforms, resources, and private and intergovernmental partnerships needed to implement equitable economic models across the country and here in Pittsburgh.

In addition to technical assistance and funding from Mayors for a Guaranteed Income, I intend to leverage resources from the City of Pittsburgh and the broader Pittsburgh community to advocate for a guaranteed income at the local, state, and federal levels, invest in narrative change efforts to highlight the lived experiences of economic insecurity, and launch a guaranteed income pilot in Pittsburgh in 2021. These efforts will be done through policy changes that will be crafted with robust community engagement and an equity lens to meet the unique needs of our city. We look forward to your continued engagement throughout this groundbreaking process.

I would like to end by again thanking Gender Equity Commission for these policy recommendations. These recommendations reflect your hard work, your vision, and your commitment to an equitable Pittsburgh and the well-being of women, girls, and gender diverse residents of our city. I appreciate your consideration of my responses and look forward to working with you in building an equitable new normal and a Pittsburgh for All.

Sincerely,

A handwritten signature in blue ink, appearing to read 'W Peduto', with a stylized flourish at the end.

William Peduto
Mayor of Pittsburgh