



Pittsburgh

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NEWSLETTER

BLACK HISTORY MONTH



Monday marks the beginning of the 28-day-long celebration of Black History Month in the Americas.

Established in 1926 by historian Carter G. Woodson as Negro History Week, the week of recognition was expanded and renamed Black History Month during the 1970s. Today, Black History Month is officially celebrated during February in the United States and Canada and during October in Ireland, the Netherlands, and the United Kingdom.

The 2021 theme for Black History Month is “The Black Family: Representation, Identity, and Diversity.” This theme is meant to highlight the Black family experience. *The Association for the Study of African American Life and History states, “The black family knows no single location, since family reunions and genetic-ancestry searches testify to the spread of family members across states, nations, and continents. Not only are individual black families diasporic, but Africa and the diaspora itself have been long portrayed as the black family at large. While the role of the black family has been described by some as a microcosm of the entire race, its complexity as the ‘foundation’ of African American life and history can be seen in numerous debates over how to represent its meaning and typicality from a historical perspective—as slave or free, as patriarchal or*

matriarchal/matrifocal, as single-headed or dual-headed household, as extended or nuclear, as fictive kin or blood lineage, as legal or common law, and as black or interracial, etc. Variation appears, as well, in discussions on the nature and impact of parenting, childhood, marriage, gender norms, sexuality, and incarceration. The family offers a rich tapestry of images for exploring the African American past and present.”

As we consider Black History Month and its 2021 theme, let us also remember our work and how equitable development shapes the communities in which Black families live. The Institute and its members acknowledge that historic past decisions have contributed to community divisiveness and racial inequality. However, we also believe that current and future industry actions can—and must—remedy mistakes, thereby creating access and fostering unity. The best way to effect changes within the industry is for ULI to lead by example.

Ed Walter
Global CEO

Gwyneth Cote
President, Americas

Sonia Huntley
Senior Vice President,
Diversity, Equity & Inclusion

ULI Pittsburgh is currently working to provide programming that facilitates dialogues about race and equity issues and leads to tangible change.

ULI PITTSBURGH HOSTS FIRST VIRTUAL DINNER



On Wednesday, February 10th at 4:30 PM EST, ULI Pittsburgh will be hosting our first Virtual Dinner entitled **Restaurant Recovery and Reinvention**. This program will be part one of a series looking at the restaurant industry and how it has changed since the pandemic.

Terri and Sidney Sokoloff, and Edie Hartman of the Specialty Group with Melissa Bova of the Pennsylvania Restaurant & Lodging Association, will be engaging in an educational conversation about lease structures, new lending requirements, who are the new operators, and hear from a local restaurateur about how they had to shift their model during the pandemic.

Registrants will receive a DoorDash Gift Card to support a restaurant of their choosing. Additional proceeds from registrations will go to support 412 Food Rescue and their Community Takeout Program. (Please read below for more information)

Following the presentation, participants are encouraged to grab their after-dinner beverage of choice and join our Young Leaders Group as they host a Happy Half

Hour with networking opportunities.

[REGISTER NOW!](#)

COMMUNITY TAKEOUT PROGRAM



In response to COVID-19 and the impact that it has had on small businesses and hunger, 412 Food Rescue launched [Community Takeout](#) – a program to provide healthy meals to those in need throughout our community while simultaneously supporting local restaurants.

The program's goal is to support restaurants through this crisis by providing

compensation for restaurant workers to create single-serve meals that will then be distributed to families in need.

To date, the program has supported 32 restaurants and produced over 40,000 meals for our community.

WOMEN IN THE WORKPLACE: CORPORATE AMERICA IS AT A CROSS ROADS



Join ULI Pittsburgh's Women's Leadership Initiative for a thought-provoking program based on the highly regarded McKinsey and Company Report, "Women In The Workplace 2020: Corporate America is at a Critical Crossroads," on **February 26th at 12:00 PM EST.**

Women in the Workplace is the largest comprehensive study of the state of women in corporate America. In 2015, McKinsey & Company and LeanIn.Org launched a study to help companies advance diversity in the workplace. Between 2015 and 2019, close to 600 companies took part in the study, and more than a quarter of a million people were surveyed on their workplace experiences. Now, women in corporate America are facing a new challenge: the COVID-19 pandemic.

Our guest speakers; Sara Bondi and David Baboollal, Associate Partners at McKinsey & Company, will share findings from the 2020 report - discussing how the pandemic has affected women at work, including the unique impact on women of different races and ethnicities, working mothers, women in senior leadership, and women with disabilities. We will also discuss the changes seen in women's representation over the past six years, how COVID-19 could disrupt those trends going forward, and what companies can do to prevent backsliding on diversity.

anupama jain, Executive Director of Pittsburgh's Gender Equity Commission in the Mayor's Office will join the conversation by addressing the current crises that are exacerbating existing social inequities, including gender-based barriers to work, financial stability, and representation of diverse genders in all sectors. Recognizing that it is crucial to acknowledge these barriers and develop systematic, sustainable interventions to forge an equitable new normal, Pittsburgh's Gender Equity Commission focuses on pay equity as a long-standing societal problem that every business and organization should commit to overcoming.

[**REGISTER NOW!**](#)

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Thank you Meyer, Unkovic & Scott for supporting ULI Pittsburgh!

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