



# CENTER FOR SHARED PROSPERITY

FISCAL YEAR 2023  
ANNUAL REPORT

# Preface

Welcome to our second annual report, which will be available to the public at the close of Fiscal Year 2023.

How are the efforts of the Center for Shared Prosperity systemic? How are we enacting long-term change within the culture of community-university relationships, and within the decision and policy structures of Carnegie Mellon University?

While our first report concentrated on the internal organizational structures that founded CSP, this second report concentrates on how our community and university-facing projects are systemic, oriented toward structural change that reformulates how innovation in our region can enable shared prosperity rather than reinforcing inequity. While the majority of this report will focus on answers to these structural prompts, project by project, we are also happy to announce significant organizational improvements that will support project ideation and project deployment. We have a new full-time financial manager who has joined CSP in order to facilitate the very large number of service agreements and budgeting forecasts that we conduct in order to help community members and community organizations prepare for and properly receive payment from CMU for our joint work. We have opened the Center for Shared Prosperity office, in Baker Hall, complete with a community room which we are already using for professional development in project design that we are offering through the Sampson Foundation. Finally, as COVID becomes a manageable part of our reality, we have launched a series of strategies aimed at physically engaging in community conversations in neighborhoods, both through community meetings and through our own live town hall events.

The scale of CSP efforts has grown over the past year from setup to project design and deployment across a range of equity issues, with significant new projects waiting in the wings for launch design as well. The next year will be critical for us to prove out the theory of scaling that we endeavour- that we can find sustainable pathways to funding risk-retired projects borne out of our community-university efforts, continually freeing up CSP resources to design, launch and de-risk new work.

# CENTER FOR SHARED PROSPERITY

## WHO ARE WE?

The Center for Shared Prosperity is born from efforts to reduce barriers to equitable prosperity in the Pittsburgh region while working to build healthier relationships between institutions and the communities of which they are a part. Collectively, we will work to build long-lasting, community-engaged projects that aim to dismantle systemic barriers that prevent equity and true prosperity in the Pittsburgh region. The Center for Shared Prosperity is an embodiment of Carnegie Mellon University's commitment to adding a Fourth Pillar to the University's mission - Research, Education, Economic Development, and now, Shared Prosperity.

**OUR MISSION:** The Center for Shared Prosperity (CSP) aims to dedicate the talents, energies, and innovation of the university and community to dismantle economic, cultural, social, and structural barriers to move towards greater justice and equity through our principles of compassion, collaboration, and curiosity so that our Greater Pittsburgh Region can achieve shared prosperity.

## OUR THREE FOCUS AREAS

### CENTER COMMUNITY COMMITTEE (C3)

An advisory committee of individuals comprised of members from the Pittsburgh community, Carnegie Mellon University, and the Heinz Endowments will be tasked with identifying and implementing issue-focused projects with the agency and resources to design and launch specific pilot interventions.



### CULTURAL TRANSFORMATION

CSP will co-develop programming and partnerships, both internally to CMU and externally, that pursue the Center's belief that Carnegie Mellon should be a humble neighbor to the people of Pittsburgh and use our unique talents and privileged resources in service of our shared humanity. This includes providing learning opportunities for CMU faculty, staff, and students to engage with community partnerships built on trust and embeddedness, surfacing a truthful history of CMU's relationship to the community in service of accountability and growth, and fostering cohorts to collectively advocate for university decision-making that prioritizes community needs and interests.

### REALIGNMENT OF INSTITUTIONAL PRACTICES AND PROCESSES

CSP will build on the university's processes and policies to support faculty, staff, and students as they use their skills, their concerns, and their humanity to engage with the community. This includes expanding the definition of "impact" in faculty and staff review and promotion processes, expanding staff engagement and service, and seeding student research and service.



Visit us at [www.centerforsharedprosperity.org](http://www.centerforsharedprosperity.org)



Center for Shared Prosperity



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@CSPPGH

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# Executive Summary

This executive summary provides a quick overview of each major branch of Center activity, with greater detail in the following sections featuring specific efforts in order to provide context and depth.

These overview statistics can help to provide context on the scale of total effort throughout our previous year.



## Governance

The Center reports quarterly to the Dean's Council, comprised of all Deans at Carnegie Mellon University. The Dean's Council provides direct strategic aid to CSP in developing a methodology around Reappointment and Promotion inclusion of equity and community work; establishing incentives for faculty to engage in the RFP process with Center projects; and creating space and authority for school staff to engage in Center activities and in community engagement more broadly.

While reporting to the Dean's Council in governance terms for whole-university efforts, the Center sits within Dietrich College as its administrative home. The Dietrich Dean's Office provides all logistics,

financial and staff support for payroll, contracting, procurement and space.

Full-time Center staff report to the Executive Director, who in turn has monthly meetings with Dietrich College Dean Richard Scheines.

Lauren Lesko, Senior Business Administrator, joined CSP in October 2022, and is responsible for financial oversight of spending and budgeting for Center operations and community projects.

# Staffing & Community

## Our Team

Meet our team. Small, but powerful, our staff are, each, leaders of significant bodies of work within the Center's purview, providing ongoing leadership and advancement opportunities for all. Internal professional development will be a continual, ritual part of our practice, and sections below describe professional development and leadership development activities for staff during CSP's first year.



**Illah Nourbakhsh**  
Executive Director



**Marlene Williams**  
Operations Director



**Jessica Kaminsky**  
Community Engagement Specialist



**Jordan Mroziak**  
Community Engagement Specialist



**Lauren Lesko**  
Senior Business Administrator



**Jarrion Manning**  
Communications / Documentation

## CSP Participants

**Edith Abeta**, Arts Excursion Unlimited  
**RaQueeba Bey**, Black Urban Gardeners and Farmers of Pittsburgh Co-op  
**Rachel Burcin**, Carnegie Mellon University  
**Laura a Chu Wiens**, Pittsburghers for Public Transit  
**Amil Cook**, BootUp PGH Community Forge  
**Mark Dixon**, Blue Lens  
**Elaine Harris- Fulton**, Wilkinsburg Family Support Center  
**Rochelle Jackson**, Black Women's Policy Agenda  
**Crystal Jennings**, City of Bridges, Community Land Trust  
**Ayana Ledford**, Carnegie Mellon University  
**Mark Lewis**, POISE Foundation  
**Sera Linardi**, University of Pittsburgh  
**Melisa Martinez**, Carnegie Mellon University  
**Andrew McElwaine**, The Heinz Endowments  
**Terri Minor-Spencer**, West End P.O.W.E.R  
**Wasi Mohamed**, The Pittsburgh Foundation  
**Charlene Newkirk**, Community College of Allegheny County, CCAC  
**Monica Ruiz**, Casa San Jose  
**Florence Rouzier**, Program to Aid Citizen Enterprise, PACE  
**Terri Shields**, JADA House International  
**Nico Slate**, Carnegie Mellon University  
**Guillermo Velazquez**, Pittsburgh Hispanic Development Corporation  
**Taris Vrcek**, McKees Rocks Community Development Corporation  
**Stan Waddell**, Carnegie Mellon University  
**NaTisha Washington**, 412 Justice  
**Scott Wolovich**, New Sun Rising  
**Jasiri X**, 1Hood Media  
**Neoshe Jenkins**, Resident of the Southside  
**Pam Little-Poole**, Pittsburgh Resident and Community Member  
**Shirley Malcom**, American Association for the Advancement of Science  
**Pam Eichenbaum**, Carnegie Mellon University  
**Mac Howison**, Heinz Endowments  
**Eric Moreno**, CMU Student  
**Tatym Rasmussen**, CMU Student  
**Sofia Cordoba Valencia**, CMU Student  
**Mickey McGlasson**, CREATE Lab  
**Harry Hawkins**, CREATE Lab  
**Gabriel O'Donnell**, CREATE Lab

# Goals & Measures

1. C3 membership has begun the process of rolling over to new individuals, including welcoming new Heinz representatives as well as Dr. Shirley Malcolm, and additional personnel from CMU's President's Office, new students, and new faculty. Total membership now exceeds forty and is steady-state, with rolling participation planned throughout 2023.

2. CSP is continuing to deploy quarterly town hall meetings but has a new additional community strategy that has launched: we have C3 and CSP members together attend local community organization meetings in the region, providing locally-owned catered food for the event, and, at the same time, taking the stage to update communities on our projects, the CSP process, and ways they can be involved.

3. The first documentary regarding a CSP project has been published, and privileges community voices as well as those with the lived experiences that are most important. Additional documentaries on each project will carry the same ethic forward.

4. Staff are now involved in CSP C3 committee membership, project launch committee planning, equitable procurement system redesign at CMU, and student internship design and execution. In addition, a new university-wide staff community engagement award process was co-written by CSP and is now distributed to all deans for implementation. This award system not only recognizes equity and community work by staff, but provides face-time for staff, yearly, with their deans, who will learn about their work and congratulate them.

5. Student participation in CSP continues to grow. The Get Out the Vote campaign project piloted a new fast-trigger methodology for integrating students directly into community needs; at the same time, students now serve on C3, on launch plan committees, and on project advisory committees. In addition, the PSIP Dietrich student internship program and the URO student community engagement research-to-practice program is funded by CSP and fully functional for this summer.

6. CMU faculty continue to be the hardest group to engage with CSP's efforts fully. Initial success with Dr. Trotter and Dr. Jarbo continues, as does full participation in C3 by three additional faculty. However, thus far, students have borne the brunt of the effort in engaging and doing the work of the projects of CSP. Our conversations regarding tenure evaluation and faculty awards for community engagement are continuing at pace and will yield results in the next 2-3 years.

7. Working group scaling has morphed into six major project launches during AY2022, followed by at least four more to follow in AY2023. The process of vendor approval, service agreement creation, co-budgeting, and launch deployment have become honed into highly efficient and highly inclusive processes, enabling CSP to act like a participatory granting accelerator. The model is removing friction points, with tactics as important but grounded as videos that walk all honoraria recipients and vendor applicants through paperwork to a seconded budgeting person who helps outside organizations plan their efforts, to a class we teach on metrics, milestones, and proposal preparation.

8. We expect a working total of ten interventions to be fully underway during AY2023, meeting and exceeding our initial goals.

9. The Get Out the Vote campaign and the Persons from Colorful Backgrounds project have both resulted in syndicated documentary evidence telling the narrative story of these successes. We will be using the latter in order, during 2023, to attract corporate and foundation sponsorship to continue the POWER program so that those resources, at CSP, can be rededicated to high-risk, new endeavors, now that risk has been retired from the present work.

10. Chamber of Commerce collaboration stalled during the significant economic downturn because our contacts in local corporations lost their jobs. We continue to restart connections for the sake of specific project-based funding (see #9 above).

11. Visual programmers continue to produce content that is both investigative and summative for each working group. I hope to show specific examples to the trustees in regards to the Get Out the Vote project, in February 2023.

# Colorful Backgrounds

## Structural Opportunity

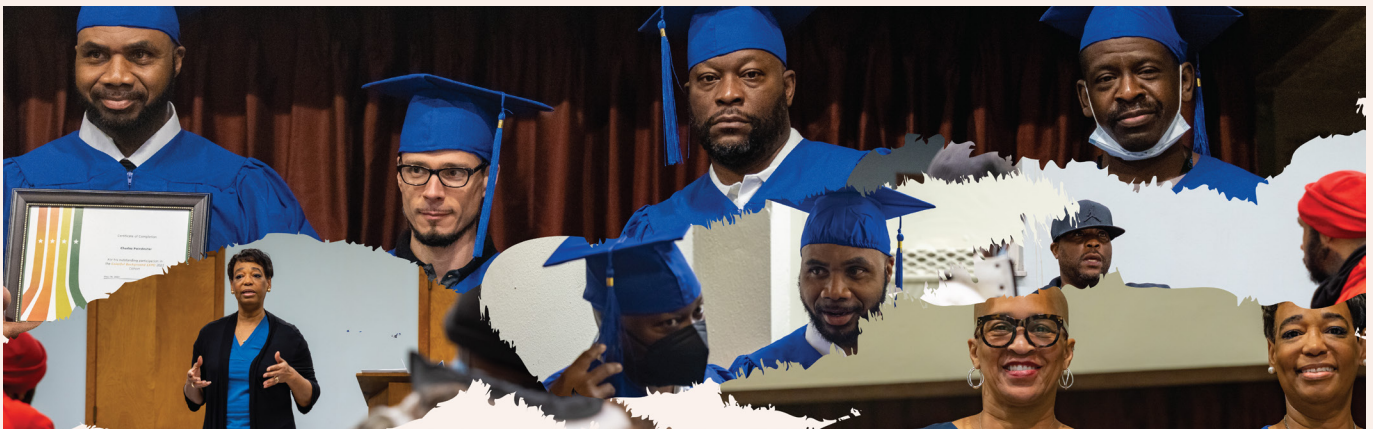
Individuals post-incarceration have deep personal knowledge of the carceral system and are uniquely qualified to be powerful community leaders and activists for social improvement when given the tools and opportunities they deserve. Prior, now canceled post-carceral introduction programs have already demonstrated outstanding personal results with our C3 members.

“The structural problem is one of mass incarceration and of returning citizens not having an opportunity to move forward after they paid their debt to society and still being hindered from securing gainful employment, housing, and access to resources to help build skills to aid them.” - Ella Scales

## Systemic Change

West End Power and PINN have designed and deployed a twelve week workshop that covers topics as diverse as computer skills, resume building and even financial literacy. Graduates have already reported enrolling in the Trade Institute of Pittsburgh and registering to vote for the first time. CSP is working with WEP and PINN to document the impact of this program, then to organize local corporate and foundation pledges to make this effort permanent and integrated into the post-carceral experience (in partnership with ACJ and related programs).

“We do three 12-week cohorts a year, and currently have 18 graduates. To have the tools and opportunities someone needs to build themselves and everyone in their lives is the game-changer.” - Terri Minor Spencer



# Get Out the Vote

## Structural Opportunity

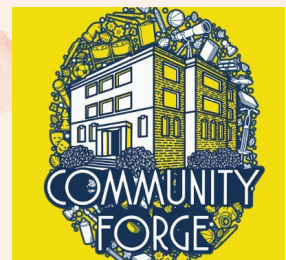
Voter registration campaigns preceding elections are important to furthering our democratic ideals; yet we have an even more immediate opportunity: throughout our neighborhoods, we have regions of relatively high voter registration and relatively low voter turnout. Awareness-raising can empower and enact voting across such neighborhoods, raising the strength of their voices in our most critical democratic processes.

“Here in Pennsylvania you have some who want to raise the voting age to 21. But the good news is the coming together across party lines to work against extremist. Our get out the vote campaign is not about targeting candidates but targeting the urgency of voting so the voice of “we the people” will continue to be heard.” - Elaine Harris-Fulton

## Systemic Change

Elaine Harris-Fulton of the Family Support Centers working together with design and visualization students at Carnegie Mellon, created an on-the-ground action plan for walking high-opportunity neighborhoods using volunteer street teams, combined with video and brochure documentation aimed at motivating registered voters to make their voice heard. This combination of data analytics, design, street action, and video production enhanced local voter turnout with high spatial focus. This can enable voter turnout impact that can be measurable yearly through data analytics, and furthers the structural need for fair representation.

“Our goal is, to make voting front and center. We do this by having street teams who talk to people and attend community events, we have college students talking to other students, we have seniors talking to other seniors. We made video’s and songs. We even have a wake up the vote dance.” - Elaine Harris-Fulton





# Pathways to Equity: Home Ownership

## Structural Opportunity

Individuals from marginalized neighborhoods are ready and willing to be homeowners; to benefit from the power of increasing home equity ownership that can lead to multigenerational capital wealth for them, as it has already demonstrated doing so for wealthier families. Existing housing coop models, such as Bel Mar Gardens, demonstrate excellent levels of ownership, continuity and quality of life, demonstrating that housing cooperative built with community land trust parameters can be wonderful solutions in our region.

“Owning a membership in coop housing permits residents to own an interest in their housing, thereby building home equity that can be used as an investment for retirement or continue to build an equity interest for the shareholder or member in the property.”

- Charlene Newkirk

## Systemic Change

City of Bridges is evaluating community land trust design details using a consultative process to create a model that is highly likely to succeed in Pittsburgh, together with curricular co-design with Carnegie Mellon students to create educational material to explain the model to residents and neighborhood organizations and leadership throughout Pittsburgh. The results of feasibility design and educational material are to enact widespread opinion shifts in society that can pave the way for funding and execution of large-scale housing coop projects in our region, resolving structural headwinds that have slowed the progress of a model that has so much potential for our residents.

“Coops give people the opportunity to own a single family home in an affordable way and forming them in Pittsburgh make the American Dream of owning a home one that is reachable for those who invest in Coop living. I am excited to be a part of this initiative by the Center for Shared Prosperity to permit people to invest in their housing, themselves and the future of their families.” - Charlene Newkirk

## Organizers

Crystal Jennings	Charlene Newkirk
Florence Rouzier	Harry Hawkins
Anne Wright	Carol Hardeman
Jala Rucker	Randall Taylor
Rick Swartz	Brettney Duck
Ted Melnyk	

# Power Advocacy and Leadership

## Structural Opportunity

Launching community-engaged projects designed to address systemic problems perpetuating barriers is essential and needs a social justice lens to guide action. Providing each project with a template and working side-by-side with communities for diversity in thought, a show of transparency, and nurturing leadership collective to work toward transformative change.



## Systemic Change

Each project team will co-create with UrbanKind Institute, using an intersectional framework to analyze and develop strategies for addressing disparities, amplifying community voices and stories, building sharing power, connecting people, and coordinating action in marginalized communities. Power and advocacy leadership works to move from “power over” to “power with,” thus creating more just and equitable relationships by building and exercising collective power through a constituency. It is a powerful and sustainable means of collective action.



## Organizers

RaQueeb Ajamu-Osagboro	Taris Vrcek
Florence Rouzier	Rachel Burcin
Laura Chu Weins	Gabriel O'Donnell
Dr. Floyd Jones	Carl Redwood
Pam Little-Poole	Dr. Floyd Jones
Anna Jensen	Denise Zellous

# Place-Based Healing Circles

## Structural Opportunity

Individuals in poverty experience financial, physical, and mental health issues. Poverty, overall, causes severe detriment to individuals' wellness. The Affinity Circles Program creates a supportive environment to learn and empower each other to pursue individual wellness goals.

"Wellness, healing and resources are not a privilege they are a fundamental right and together within these groups we share, listen and learn from each other and provide a space that provides safety to be vulnerable to each other." - April Jackson

## Systemic Change

By matching the needs of the community "affinity," ACP meets once a week to provide education from experts with groups for discussions, including shared experiences, personal goals, and healing connections.

Through supported training, workshops, and healing sessions, ACP alleviates the impact of trauma and, in turn, instills hope propelling individuals toward their vision and personal goals.

"Healing Circles is beginning to create that long-term shift in partnership with the Grow Sto-Rox collaborative. Together, they are authentically meeting people where they are at and helping them to gain the holistic knowledge and agency necessary for self-directed growth." - Scott Wolovich

## Organizers

Gabriel O'Donell	Scott Wolovich	Marlene Joanne Williams
Rachel Burcin	Taris Vrcek	Alana Griffin
Allison Haley	April Jackson	Chris Gassman
Dareen Basma	Denise Zellous	Dina "Free" Blackwell
Esther Reut	Jacqueline Payne	Jeremy Pesner
John Balash	Lovie J J Foster	Sharnay Hearn-Davis
Judy Grumet	Brittany Bogozinski	Briana Pontius

# Nourishing Community Safety

## Structural Opportunity

Policing is not working as a safety mechanism. To clearly identify that there are other ways: examining the City of Pgh allocations of budgets, funding vs. investments to rebuild thriving communities.



## Systemic Change

To identify alternatives to the ongoing investment in policing and add strength to the community with strategies for increasing safety and community. Through three phases, providing 1) research, 2) visualization and narrative, and 3) financial support for continued community work on the ground.



## Collaborators

Jasiri X	Sera Linardi
RaQueeb Ajamu-Osagboro	Terri Minor-Spencer
Jay Aronson	Harry Hawkins
Nikhil Shirali	Lara Scherer
Brandi Fisher	Carol Speaks
Saundra Cole	Rona Davis
Terrell Thomas	Walter Harris

# Cradle to Livelihood

## Structural Opportunity

Throughout the Pittsburgh Region, economic disparities pose challenges to young people, their families, and their communities. These disparities are self-perpetuating, for children who grow up in under-resourced communities face a more difficult and uncertain path towards life-sustaining careers. This project aims to consistently disrupt that cycle by helping young people identify and nurture interests, skills, and opportunities that are likely to lead to sustainable careers.

“CSP has the ability to not just convene these conversations, but to provide the seed capital necessary to implement the solutions the community representatives develop. Given the issues coming out of the pandemic, the attention and resources CMU can provide to this effort are critical and meaningful.” - **Mark Lewis, POISE Foundation**

## Systemic Change

In 2023, this project will initiate with planning and development for an intensive pilot program in the Sto-Rox school district. Communities in Schools of Pittsburgh and Allegheny County, both regional leaders in child development with an established presence in Sto-Rox, will work with local, community-embedded organizations to design programming. The goal is to develop a successful model that not only helps young people in the Sto-Rox community to position themselves for economic success as they grow up, but also to create a program that can be implemented in other communities with similar results.

“The Cradle to Livelihood project will have a long-term positive impact on the Sto-Rox community because it gives us the ability to identify and support the unique needs of the students and their families. Providing a supportive thread that will follow students throughout the start of their education through to a productive career will ensure that there will be transformation through out the Sto-Rox community.” - **Bridget Clement, CISPAC**

## Launch Committee

Mark Lewis	Taris Vrcek	Nico Slate
Natisha Washington	Ayana Ledford	Gabriel O'Donnell
Stan Waddell	Linda Ortenzo	LaTisha Jones
Norton Gusky	Kristina Terrell	Jan Williams
Bridget Clement	In'dea Carter	Elaine Harris-Fulton
Rebekah Jenkins	Nathaniel Broadus	Tammy Thompson
Kashif Henderson	Jackie Foor	Cara Ciminillo
Lisa Palmieri	Megan Nestor	Mickey Mcglasson
Amargie Davis	Cleleta Hickman	Majestic Lane
Adrienne Lynn		

# Other Pending C3 Projects

## Air Quality

Working directly with VCAN (Valley Clean Air Now), we are designing the first phases of an air quality intervention project dedicated to education, the fabrication and distribution of low-cost air cleaners for home use, and leadership and agency capacity building in the hands of local residents who wish to guide one-another toward cleaner air and higher quality of life.

## Community Centers

In its early planning stages, our Community Centers project focuses on building equity in services provided by community centers throughout our region. Existing community centers vary dramatically in capacity and funding access. We propose to bridge the service variations by providing the capacity-building capital to enable each organization to offer services that are needed, and offered by other organizations in other regions. These centers serve as an important resource in communities, and we aim to amplify social cohesion and support through this project.

## Internet Equity

Building off the successes and failures of equitable internet access projects in Oakland and throughout West Virginia, we will launch a social and technologic design program aimed to create a new model for equitable Internet distribution specifically in neighborhoods of SouthWestern PA suffering from disproportionately low accessibility, both in terms of digital bandwidth and in terms of family cost of use.

## Kinship Program

Because of demographics and social headwinds, many parents cannot provide daily care for their children, forcing them to be raised by their grandparents. Providing funding to support issues such as mental health support, wayfinding, and many other things would support scaling up for grandparents to tend to grandchildren's day-to-day needs. Wraparound services for these issues would show transparency with the desired result of grandparents navigating the day-to-day and the new responsibilities of taking care of children in their expanding households.

## Disparities/Inequities for Black Women in Pittsburgh

Black Women have not been recognized for the work that they do, and the people making the impact are in need of funding. Providing support through funding and resources works to resolve issues for Black Women to increase their reach in the communities that they serve. To eliminate poverty in Black Women and cycles that perpetuate poverty, through Entrepreneurship and collaborating on programs that already exist such as the LevelUp program with Black Women's Policy Center. The group will recruit and build true partnerships to work towards healthier communities.

# Equitable Procurement

## Structural Opportunity

As one of the larger non-profit entities and higher education institutions in the Pittsburgh area, Carnegie Mellon University carries with it an incredible ability to participate in and influence spending in the local economy. Cutting across all campus constituencies including faculty, staff, and student populations, a substantial annual spend exists that impacts not just communities close to the Oakland campus, but well into the surrounding neighborhoods and stretching into suburban enclaves. However, much spend is driven by the high visibility of chain establishments and the convenience of fast transactions.

“It was what was learned through working with you and Jess and the knowledge and input that you shared that made me consider, for perhaps the first time since being at CMU, how the university does, can, or should impact the community. Through this initiative it became clear how the investment of university resources (dollars in this case) in the community, even within one sector, has the potential to create lasting change over time.” - **Alison Campbell, Business Innovation Office**

## Systemic Change

Systemic education and accompanying changes about the value of spending dollars locally with specific emphasis on supporting minoritized businesses has begun and aims to shift cultural practices across our campus. We have created new partnerships with groups across CMU including the Business Innovation Office and the Procurement Office as well as working with students in academic departments such as Information Systems. We have solidified a strong partnership with BEAM Collaborative as an external group carrying incredible expertise in this area. Through this partnership, we were able to host a food fair here at CMU that invited ten black-owned businesses to provide catering for around 150 purchasers and decision-makers inside the university. CSP paid for all food from these businesses, brought a local DJ, and also acquired linens and supplies from local minoritized businesses. We have received immensely positive feedback from this event and are monitoring spend to these businesses to measure impact. We intend to host comparable events for student purchasers throughout the academic year, as well.

“It may be too soon to tell if the project has made a difference yet. However, the recommendations and identified opportunities through this work are tangible and can create the first ‘wave’ of change. The more awareness that can be generated around this initiative, including the expected benefits to both the community and the university, as well as the support of university leadership in recognizing the importance of establishing an owner to focus on this, may create the momentum necessary to ensure long-term cultural change.” - **Alison Campbell, Business Innovation Office**

# Student Engagement

## Structural Opportunity

Students, by far, comprise the largest population at CMU and CSP stands to impact both their existing behaviors and future dispositions through our work. However, as an institution regarded for its academic rigor and excellence, many students do not readily associate community engagement with the identity of the institution. Though no centralized office of community engagement exists at the institution, CSP has been able to foster a continual expansion of partnerships with various campus groups to better create a cohesive message and set of values, practices, and expectations on what quality community engagement is.

“I see the work I am doing in documenting and preserving the history of activism at Carnegie Mellon as helping to bridge this divide. My project not only serves to support activists with the knowledge that they are not the first person to take on these challenges, but also provide them with a primer on what has—and has not—worked for those who have come before them.”

- **Nick Mlaker, Sophomore Research-to-Practice Grant Recipient**

## Systemic Change

CSP has worked with a diversity of schools, departments, and initiatives across campus. One initiative, the Pittsburgh Summer Internship Program (PSIP), regularly partners with CSP to provide internships for CMU students at organizations represented on C3. CSP continues to lead a summer Research-to-Practice grant for undergraduate students. Five students were sponsored in Summer 2023. The students' research projects focused on a variety of topics, ranging from data collection about issues facing the trans community in Pittsburgh to developing immersive technology for English Language Learners.

“Thanks to the Center’s on-going support of my work, I have not only been able to shed light on the stories which have been captured in the documentary record, but have been able to proactively capture the stories of activists past and present.” - **Nick Mlaker, Sophomore Research-to-Practice Grant Recipient**



# Intracampus Collaborations

## Structural Opportunity

CMU is decentralized in its structure. At the launch of CSP, the Community Engagement Specialists completed a “listening tour” to identify individuals, departments, and programs that aligned with CSP’s “shared prosperity” mission. Simultaneously, there were several university-backed initiatives to support network and alignment building across community engagement efforts. These connections continue to build momentum and collaboration.

“SLICE was grateful for the opportunity to partner with the Center for Shared Prosperity on the creation of a 3 module, self-guided course for students centered on best practices for civic and community engagement work. The impetus for this project arose out of a desire to provide continuing opportunities for training for students as they embark on or continue building relationships with community-based organizations.” - **Meggan Lloyd, Assistant Director, SLICE**

## Systemic Change

CSP is a co-founding member of two campus networks (with different scopes and intentional overlap) and on the advisory committee of the newly formed Community Engagement Fellowship in Dietrich College. Jess Kaminsky will be co-teaching a course in the coming academic year addressing practices, skills, and dispositions necessary for impactful and authentic community engaged work. Similarly, Jordan Mroziak and Jess co-designed an online module intended for cross-campus utilization in orienting those new to community engagement to core ideas and reflective practices. CSP has also made efforts to connect with the University of Pittsburgh’s community engagement efforts, in the hopes we can have a greater and more strategic impact in our region. After presenting at the Place-Based Justice Network (PBJN) Summer Leadership Institute upon request from the University of Pittsburgh, CSP became an official member of PBJN, which believes in “de-constructing systems of oppression through place-based community engagement.” CSP continues to prioritize networking and ecosystem building within CMU, locally, and nationally.

“Creating this resource in this way allows for longevity and sustainability of this training and education for students. SLICE is deeply indebted to the staff members of CSP who spent many hours helping to craft the content for the modules, and for their ongoing support of the resource moving forward.” - **Meggan Lloyd, Assistant Director of SLICE**

# Staff Engagement

## Structural Opportunity

While attention is typically focused on the academic efforts of CMU, including research and formal teaching responsibilities, much of our institution is staff. Frequently, these staff have no direct responsibilities in their job descriptions that provide an outlet for engaging substantively with communities nor are these relationships rewarded and efforts when they do occur. Faced with this reality, CSP began to engage with the possibility of creating formal structures that would recognize, encourage, mentor, and reward staff who demonstrated interest in community engaged efforts that aligned with the values of our work.

“I saw/see an opportunity to engage CMU students in the process of listening to voices of community members, especially in the neighborhoods which are being impacted greatly by the emerging tech economy that the university is helping to create. I think that it is important for students who may settle in such neighborhoods to understand that people already live there and have cultures which are not necessarily looking to be overwritten.” - **Michelle Stoner**

## Systemic Change

CSP has begun offering staff the opportunity to generate proposals to work with external communities with dedicated time from their formal duties at CMU. Based on their passion and expertise, CSP staff will provide coaching and mentorship to awarded staff on best practices for community engagement while working with their internal departments to create structures and tactics to provide time and space for these efforts. CSP also commits to working with the staff to create a budget that will be funded in support of any additional costs in the execution of the established plan.

“My hope is that the work of this project will inspire CMU students who participate in the community explorations to better understand their neighbors, and the fact that people aren’t always looking to the academy to save them.” - **Michelle Stoner**

# Reading & Action

## Structural Opportunity

Building from the five-week reading/discussion group from Fall 2021, a small group of participants took up an inquiry on the tax-exempt nature of CMU and how this impacts our region. The volunteer group has met bi-weekly for over a year and researched, conducted informational interviews, and collectively grappled with knowledge learned.

“Consulting on the Reading & Action Group is a great opportunity to explore a complex community issue and engage and inform stakeholders in the university, city government, and the public. I look forward to our spring panel event and the impact this conversation has throughout the region.” - **Linda Ortenzo, MPM**

## Systemic Change

The group planned and ran a public panel in March 2023 with the goal, “CMU has a responsibility to be a ‘good neighbor’ to the Greater Pittsburgh Region. How do we exemplify this in our actions as a university?” The panel demonstrated balanced and respectful community discussion of a challenging topic.



Carnegie  
Mellon  
University

# Operations & Finance

In the first half of fiscal year 2023, the Center for Shared Prosperity has worked to streamline and improve our financial and operational processes, not just in our office, but throughout CMU. Through these improvements, we hope to better support and advocate for our community partners, enact change university-wide, and develop processes to be used at anchor institutions in their endeavors for shared prosperity.

In Fall 2022, the Center officially opened its own office space on CMU's campus in Baker Hall. The opening of this space allows Center staff a place to connect and work collaboratively, as well as offer a meeting place for campus and community partners.

The Center has developed instructional videos to help community partners and vendors navigate the university's payment and contracting processes. Our hope for these videos is to ensure that our payment and contracting processes are equitable and accessible to all partners, internal and external.

During 2022, the Center worked with Procurement and the Controller's office to extend the time in which external vendors are active in CMU's payment system, from 14 months to two years. By allowing vendors to be active for longer, we eliminate the need for vendors to complete cumbersome, time-consuming paperwork on a frequent basis.

The Center continues to build on our relationships with the University Contracts Office, Accounts Payable, various academic units, and others to better support our partners and further the mission of our office.

# Financial Breakdown

At the end of fiscal year 2023, the endowment size is \$6M. The Center's spending focused solely on community projects is \$1,084,456 at the end of FY 2023, with more project proposals underway.

## Financials

Community Project Commitments	1,084,456.82	49%
CSP Staff and Visualization Team	852,205.50	38%
Community Honoraria	108,250.00	5%
CMU Student Internships	93,570.09	4%
CSP Operating & Event Costs	74,175.01	3%
CMU Staff Professional Development	19,870.82	1%
<b>Total FY23 Spending Through December 2022</b>	<b>2,232,528.24</b>	

At the close of FY2023, the Center endowment had grown from \$1.5MM to \$6MM. The endowment will grow annually for six years based on meeting proposal milestones, with incremental funding by The Heinz Endowments, in addition to long-term growth based on market performance. The Center's endowment is not managed as an individual account, but is identified virtually in relationship to the total CMU endowment funds that are all managed, as a single unit, by the funds management firm that CMU hires. We will nonetheless continue to interrogate ways in which the principal of the CSP endowment could, eventually, be providing community good in terms of investment practices just as we are dedicated to using the payout for community prosperity.

