



PA United Due Diligence Document

1.5°Climate Strategy Group: Due Diligence Document

Executive Summary:

In this campaign, we will connect 20,000 voters in environmental justice communities in Allegheny County that will benefit most from Inflation Reduction Act investments, particularly in the Mon Valley suburbs outside Pittsburgh that have a history of industrial pollution and a concentration of voters most likely to not participate in the election this fall. Through a concerted door to door effort, we will talk to them directly about climate and job issues in their communities, and then connect them directly to WorkMoney to receive direct financial support.

Fundraising:

Our fundraising efforts for this campaign are entirely 501c3. If we got the funding needed, PA United's efforts would focus on canvassing 20,000 more doors with scripts; educating voters about the benefits the IRA is delivering to their communities, while directing individuals interested in accessing federal financial benefits to the WorkMoney resource center. These doors will be in environmental justice communities in Allegheny County that will benefit most from Inflation Reduction Act investments. This will be a foundation for our team to then return to these doors later in the year to have follow up conversations with people who we successfully canvassed and connected to the WorkMoney resource center.

Theory of Change:

We believe that voters who currently feel left out of the political system need to see concrete change in their lives and in their neighborhoods to restore faith in participation in the political process. That is why PA United will focus our door conversations on both policy change that we are organizing around to bring massive IRA investments to Allegheny County as well as direct support to individuals through WorkMoney. Further, through these door to door interactions, we will identify, develop and empower new leaders that can run issue, election, and member campaigns that make concrete improvements in people's lives and build long-term political and organizing infrastructure.

Primary Influence Tactic:

At the center of PA United's campaign is strategic communications and field organizing. We focus our efforts on deep canvassing and issue campaigns that drive concrete change in people's lives, which in this case will be increased through our partnership with WorkMoney.

Unique Strategy/Special Sauce:

A decade plus of coalition campaign victories on the biggest issues facing Pittsburgh - clean water, good jobs, and affordable housing - with over \$1.5 billion in community benefits won, helps set us apart from other organizations. Our theory of change and the ability to use it to strategize to win in different areas of struggle and geographical locations may be the thing that makes us unique to this area.

Diversity, Equity, Inclusion (DEI) Statement:

Please see below for DEI policy from our staff union contract, which applies to all staff in the organization.

Section 1. Non-discrimination

A. Pittsburgh United is an equal opportunity employer. Pittsburgh United is firmly committed to maintaining a work atmosphere in which people of diverse backgrounds may grow personally and professionally.

B. Pittsburgh United will not discriminate against any applicant or employee on the basis of an individual's race, ethnicity, religion, color, sex, gender identity and/or gender expression, sexual orientation, age, national origin (including language use), citizenship, disability, veteran status, political affiliation, union activity, marital status, parental status (including pregnancy, childbirth, breastfeeding, and medical conditions related to pregnancy, childbirth or breastfeeding), or any other basis prohibited by law or based on the employee's protected activity under the anti-discrimination statutes.

C. In compliance with applicable laws ensuring equal employment opportunities to qualified individuals with a disability, Pittsburgh United will make reasonable accommodations for the known physical or mental disabilities of an otherwise qualified individual who is an applicant or employee, unless undue hardship would result or the accommodation would pose a direct threat to the health and safety of the individual or others.

Section 2. Discrimination, Harassment, Retaliation, Toxic Behavior, and Bullying

A. Pittsburgh United is committed to providing all of its employees with a workplace free from discrimination, harassment, retaliation, toxic behavior, and bullying. Pittsburgh United intends to provide the same protections to all interns, independent contractors, consultants, vendors, candidates, and visitors. Discrimination or

harassment may include, but is not limited to, actions such as the use of epithets, slurs, cyberbullying or cyberharassment, negative stereotyping, jokes, or threatening, intimidating or hostile acts that relate to any of the above protected categories. It also includes unwelcome sexual advances, requests for sexual favors, and other verbal, visual or physical conduct of a sexual nature that occur at the place of work and/or in the course of employment. Harassment may also include written or graphic materials that show hostility toward an individual or group based on protected characteristics, whether that material is shared digitally, physically or otherwise circulated in the workplace. Conduct constitutes harassment if:

- a. It has the purpose or effect of unreasonably interfering with an individual's work performance, or
- b. Creates an intimidating, hostile, or offensive working environment, or
- c. Submission to the conduct is made either explicitly or implicitly a term or condition of an individual's employment.

B. Pittsburgh United promotes a healthy workplace culture where all employees are able to work in an environment free from toxic behavior and bullying. Pittsburgh United defines bullying as persistent, malicious, unwelcome, severe or pervasive mistreatment that harms, intimidates, offends, degrades or humiliates an employee, whether verbal, physical or otherwise, at the place of work and/or in the course of employment. Bullying can occur at all levels - between directors, between supervisors and employees, and between employees.

C. Toxic behavior can be distinguished from productive conflict and the discomfort of growth. Toxic behavior, whether verbal or non-verbal, is the subtle abuse of power to reinforce and enact structural inequity on an interpersonal level. Whether or not it is conscious, toxic behavior most often serves to silence, invalidate, and marginalize people already facing societal barriers (particularly, but not limited to, people of color, women, LGBTQ individuals, religious minorities, and dis/differently abled people). It is important to evaluate toxic behavior in context, and to trust and not invalidate the experience of those with marginalized identities (e.g. trusting a woman who identifies a comment as sexist, trusting a person of color who identifies a policy as tokenizing). This will include recognition of the complexities presented by intersectional identities and other power dynamics.

D. Critical comments relating to performance deficiencies, and constructive feedback or coaching on work performance, increased supervision, verbal warnings and written warnings are appropriate and reasonable whether between employees or between employees and Management, and do not constitute bullying or toxic behavior under this policy.

E. Pittsburgh United and the Union recognize their commitment to an equitable, mutually respectful, and inclusive work environment in which toxic and exclusive

behaviors are promptly addressed. Discrimination, harassment, retaliation, toxic behavior, and bullying as described in this section are unacceptable and will not be tolerated. Pittsburgh United encourages employees to report to their managers any work-related circumstances or incidents which the employee believes may violate these workplace standards or otherwise adversely affect their work environment.

Leadership Team Roles + Board Members:

Leadership and Board demographics are [linked here](#).

Organizations Structure & Overhead:

Our organization spans multiple types: Pittsburgh United is our 501(c)3 and Pennsylvania United is our 501(c)4. PA United is affiliated with a set of legal entities that include both state and federal IE and Coordinated political committees. The current operating budgets are as follow:

Pittsburgh United core operations: \$2,451,888

Pittsburgh United civic engagement expansion: \$1,400,000

Pennsylvania United core operations: \$1,285,882

Pennsylvania United field expansion: \$3,000,000

Our organizations are structured with a set of cost sharing agreements that ensure legal compliance. Each entity has a separate board of directors.

Geography:

We operate in the state of Pennsylvania, namely in Allegheny (Pittsburgh), Beaver, Center, Crawford, Erie, and Westmoreland Counties.

PA United will run this program in environmental justice communities in Allegheny County that will benefit most from Inflation Reduction Act investments, particularly in the Mon Valley suburbs outside Pittsburgh that have a history of industrial pollution and a concentration of voters most likely to not participate in the election this fall.

Impact Reporting:

PA United is committed to sharing learnings about the impact of our conversations with voters, with a particular focus on the role WorkMoney plays in both the success of initial and follow up voter contact efforts. We also look forward to sharing the results of our work at the end of this year.

Barriers/Risks:

The main challenge is the barriers people will face accessing individual benefits when they are already low income - some of the IRA benefits are challenging to attain without an initial investment. PA United will work closely with WorkMoney to identify the IRA programs that are best suited to low income and working class families.