



# Pittsburgh Futures Collaborative

## 2025 ANNUAL REPORT

*Our Vision: A Safe, Welcoming and Thriving Region*

*The Pittsburgh Futures Collaborative is a non-profit working to make Southwestern Pennsylvania the first region in the world where every individual can reach their full potential and thrive.*

*Learn more about our mission at [PghFutures.org](https://PghFutures.org).*

We focus on a principle-based approach:

- **Aim** for perfect outcomes
- **Align** leaders on goals and way
- **Build** systems for rapid progress
- **Measure** results & improve frequently
- **Share** all learning transparently

*The sign that habitual excellence is beginning to take hold is measurable improvements of 30-50% year-over-year across multiple independent measures, with financial benefits that follow.*

## AT A GLANCE | 2025 Results

Here is what we helped our partners achieve in 2025:

- **Worker Safety**: Significant decline in worker incidents at both the City of Pittsburgh & Pittsburgh Water, 20% and 42%, respectively, collectively avoiding close to 100 injuries annually.
- **Violence Reduction**: Achieved a 74% decrease in violent crime in the South Side Hilltop and contributed to a 48% decrease in violent crime in Pittsburgh.
- **Safer Streets**: Nearly 50 fewer serious injury car crashes in 2024 relative to the baseline year of 2021.

## KEY RESULTS

Significant decline in worker incidents at both the City of Pittsburgh & Pittsburgh Water, 20% and 42%, respectively, collectively avoiding close to 100 injuries annually.

### City of Pittsburgh

- Over **\$5 million in savings** in workers' compensation claims per year for the City of Pittsburgh (2025 compared to 2022 baseline).

### Pittsburgh Water

- **54% reduction in worker harm** since June 2025. The eight lowest-harm months in the last 36 months have all occurred since the new system was introduced, including the first month with zero harm in years.

## WHY IT MATTERS

Experience from Alcoa's focus on safety, starting in the 1980s, has shown that worker safety rates are the single best indicator of system excellence.

Safer workplaces require system changes that reduce harm, increase productivity, and produce better financial outcomes.

## FROM PRINCIPLE TO PRACTICE

### City of Pittsburgh

- **The City of Pittsburgh** reduced its worker-harm rates by more than 30% over the last three years, resulting in more than 70 fewer injuries and savings of more than \$15 million.

### Pittsburgh Water

- **Pittsburgh Water** - The "Safe People/Safe Water" system was introduced in June of 2025, producing a 54% reduction in harm events, including the first month with zero harm in years.

## LEARN MORE

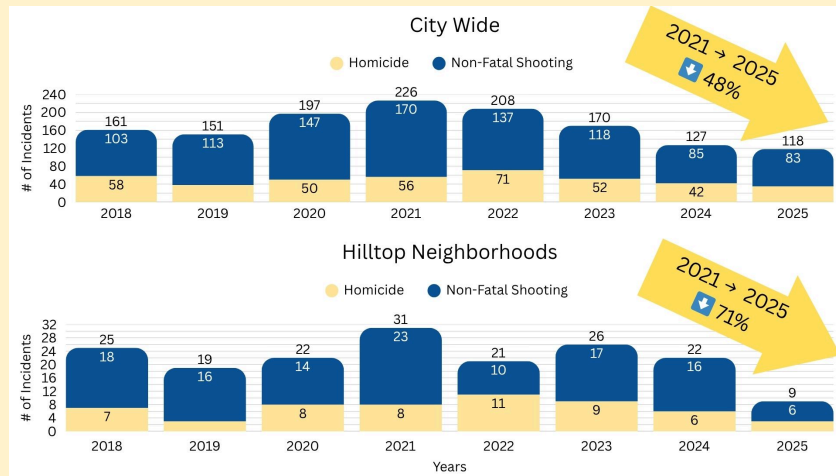
- See our podcasts with [Will Pickering](#) & [Lee Haller from Pittsburgh Water](#).
- Read the [Q&A with Pittsburgh Futures Collaborative Board Member Bill O'Rouke](#)
- [Watch our 2025 webinar](#) to learn more about worker safety as a measure of excellence.

# VIOLENCE REDUCTION

## KEY RESULTS

Rates of violence in Pittsburgh have decreased by 48% since COVID, as compared to 25% nationally. Source: [Pittsburgh Violent Crime Dashboard](#).

**HILLTOP RESULTS:** For the 25,000 residents of the Southside Hilltop’s nine neighborhoods, the decline was 71%



## WHY IT MATTERS

By applying a systems approach to violence elimination, Pittsburgh Futures Collaborative partnered with 2 Improve Collective and Group Violence Initiative to transform one of the city's most dangerous areas into one of its safest. In just 18 months, this work produced the best violence reduction results in the city, with an investment of less than \$25,000.

## FROM PRINCIPLE TO PRACTICE

- The City identified the South Side Hilltop as an area to engage families before a violent incident occurs.
- 2 Improve Collective was formed to assess specific families in the South Side Hilltop and eliminate violence. The Collective focused on identifying people at the “fork in the road,” where they are either going to pursue a violent or non-violent path.
- Each family’s needs are unique. The Collective built a reliable system to connect these families and individuals with trusted, caring people who can continually assess their needs and provide support in meeting them, from mental health and trauma care to educational and employment assistance.

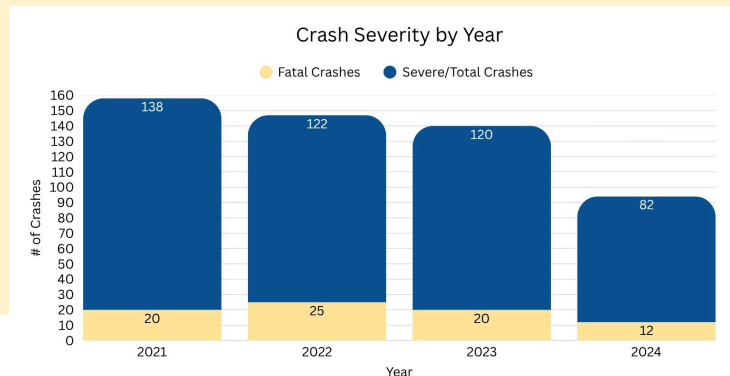
### LEARN MORE

- READ: [A new approach to how we think about violence in Pittsburgh](#)

# SAFER STREETS

## KEY RESULTS

- **5 miles of sidewalk repair in the last three years around schools and public transit** have led to measurable improvements in safety and student absenteeism.
- More than **50 fewer serious injury crashes in 2024** relative to the baseline year of 2021.



## WHY IT MATTERS

If we can achieve zero traffic incidents, we can save lives, eliminate the waste of harm and lost productivity from injuries, and free up resources to support other initiatives in the community.

## FROM PRINCIPLE TO PRACTICE

### Vision Zero for Traffic Safety

- DOMI and community partners redesigned traffic systems.
- The City implemented near-real-time crash investigations (modeled on our real-time worker safety investigations) to understand the causes of traffic incidents and use the learning to prevent future events.

### Safe Sidewalks

- Before 2022, the City of Pittsburgh had no mechanism to ensure that important sections of sidewalk were walkable because individual property owners own their sidewalks.
- In three months, Pittsburgh Futures helped the City of Pittsburgh create a pilot program across five City departments to work with property owners to repair whole sections of sidewalk.

### LEARN MORE

- Read the [Post-Gazette editorial on sidewalk maintenance](#).
- [Case Study: Creating a Safer Region Starts with Safer Sidewalks](#)

# LOOKING AHEAD TO 2026

## A REGION OF HABITUAL EXCELLENCE

Our vision does not stop with the City of Pittsburgh and Pittsburgh Water. It requires partnerships with:

- Allegheny County and other regional counties
- Pittsburgh Public Schools and other districts
- Municipal governments in partnership with kindred organizations like Connect
- Local universities, non-profits, foundations, and mission-driven for-profits in the corporate community

For 2026, we resolve to create forums where leaders can set common goals, learn, and apply principles to work across our silos, making this the first Region of Habitual Excellence.

Our plans for 2026 include:

- Further eliminating violence by spreading the 2 Improve model used in the Hilltop neighborhoods to other areas
- Coordinating a “One-dig” strategy between municipalities and utilities to make travel and business easier, make investments more efficient, and free up resources to make Vision Zero a reality

## PITTSBURGH FUTURES

### PITTSBURGH FUTURES COLLABORATIVE PARTNERS

Pittsburgh Futures Collaborative can succeed only through the success of these partners.

#### Partners

- City of Pittsburgh - Advisory Partner
- [Pittsburgh Water](#) - Advisory Partner
- 2 Improve Collective - Violence elimination collective with Hilltop partners
- [A+ Schools](#) - Partner in education work
- [All Children Thrive](#) - Cincinnati improvement network with similar goals.
- Empowering Teens to Thrive - Partner in Hilltop violence elimination work.
- [One Northside](#)/Buhl Foundation - Partner in North Side-based Thrive work.
- [Pittsburgh ACTES](#) - Partner in Hilltop violence elimination work.

#### Partners in Research Grants

- The Pittsburgh Study
- University of Pittsburgh

## THE PITTSBURGH FUTURES COLLABORATIVE TEAM

The Pittsburgh Futures Collaborative operates with a working board that provides volunteer and paid advisory services, as well as other advisors with decades of experience driving Habitual Excellence in organizations.

In 2025, the following people were paid by Pittsburgh Futures Collaborative:

- Advisory
  - Lisa Beckwith
  - Christina Dixon
  - Gerald Harris
  - Anthony Pepe
  - Geoff Webster
- Communication Support
  - Emma Diehl
  - Lindsay Patross

## 2025 FINANCIAL SUMMARY

The Pittsburgh Futures Collaborative operates on a fee-for-advisory service basis, charging our partners \$1,600 per professional day of work and paying our advisors \$1,110 per professional day of service. This daily fee enables us to net \$500 per professional day for operating expenses and growth, a 31% gross margin.

With PFC's mission to enable public sector and non-profit organizations in the Pittsburgh region, **we have committed to never seeking philanthropic funding from local sources, so we are not in competition with local organizations for resources.** Our partners are welcome to seek funding from any sources they choose. Part of our strategy is to develop service models with our partners that mitigate partner competition, which currently inhibits effective system development for people in our region.

In 2025, PFC started the year with \$83,767.

We served the City of Pittsburgh with 51 days of advisory services for a gross income of \$80,800. We also served Pittsburgh Water with 25 days of service for an additional \$40,000 in gross income.

Our total gross income for 2025 was \$120,800, with a net income of \$38,000.

We finished 2025 with approximately \$81,900 in reserves, despite a \$33,000 investment in communications capabilities. This amount is adequate to continue growing in 2025, serving more key organizations and developing the regional tables and infrastructure to further advance our mission and vision.

## Contact Info

Have questions about this report? Interested in learning more about Pittsburgh Futures Collaborative or how we can work together? Visit our website at [pghfutures.org](https://pghfutures.org) or contact Geoff Webster @ [gwebster@pghfutures.org](mailto:gwebster@pghfutures.org).