



S U S T A I N A B L E  
P I T T S B U R G H  
W O R K P L A C E

## Earning a Sustainable Pittsburgh Workplace designation

Organizations may earn a Bronze, Silver, Gold, or Platinum designation through the Sustainable Pittsburgh Workplace program. To achieve a given level of designation, organizations must both a) earn a percentage of the points available in the program and b) complete a set of required actions specific to each level.

### Required point percentages

To find the point percentage your organization must achieve to earn each designation level, please read down the column that corresponds to the number of full-time employees that work at your organization. The differences in required point percentages by organization size reflect the number and type of actions included in the program.

Designation level	Number of employees				
	15 employees or fewer	16-49 employees	50-199 employees	200-999 employees	1000+ employees
<b>Committed</b>	Less than 15%	Less than 20%	Less than 25%	Less than 30%	Less than 35%
<b>Bronze</b>	15%	20%	25%	30%	35%
<b>Silver</b>	25%	30%	35%	40%	45%
<b>Gold</b>	35%	40%	45%	50%	55%
<b>Platinum</b>	45%+	50%+	55%+	60%+	65%+

# Required actions

The Sustainable Pittsburgh Workplace program recognizes organizations that have demonstrated a commitment to social and environmental sustainability. Because sustainability includes both environmental and social equity dimensions, organizations must have completed the following actions related to environment and social equity to earn each level of designation. Please note that some requirements differ by sector, organization size, etc. as indicated below. The required actions are cumulative—for example, to earn a platinum designation, you must fulfill all of the requirements for Bronze, Silver, Gold, and Platinum.

	Bronze	Silver	Gold	Platinum
<b>Environment</b>	Sustainability commitment	<b>For-profit businesses only</b>  Materiality assessment	<b>Organizations with energy data access</b>  Public target to reduce GHG emissions  Share data about GHG emissions with Sustainable Pittsburgh	<b>Organizations with energy data access</b>  Show a quantified reduction in GHG emissions
		<b>All other organizations</b>  Sustainability strategy/plan	<b>Organizations without energy data access</b>  Public commitment to GHG reduction	<b>Organizations without energy data access</b>  Implement at least one action based on an energy audit
<b>Social Equity</b>	DE&I commitment	DE&I strategy/plan	<b>Organizations with 200+ employees</b>  Public target to match the racial diversity of leadership with racial diversity of region  Share data about diversity of leadership with Sustainable Pittsburgh	<b>Organizations with 200+ employees</b>  Show quantified progress towards the leadership racial diversity target
			<b>Organizations with 199 employees or fewer</b>  Public target to increase racial diversity of organization  Share data about diversity of leadership with Sustainable Pittsburgh	<b>Organizations with 199 employees or fewer</b>  Implement at least one action based on a bias assessment of HR practices



Sustainable PGH is a nonprofit committed to building the knowledge, perspective, and ability needed to create a better tomorrow for our region.