

## Leaders Celebrated

*This award recognizes leaders who demonstrate integrity, ingenuity, and creativity.*



**Logan Carmichael**

*PHR, SHRM-CP  
Chief People &  
Culture Officer  
Pittsburgh Water &  
Sewer Authority*

**Logan Carmichael**, Chief People & Culture Officer at the Pittsburgh Water and Sewer Authority (PWSA), embodies integrity, ingenuity, and creativity in his daily leadership endeavors. Throughout 2023, Logan committed to enacting innovative policies, cultivating a supportive team environment, and exemplifying a creative and proactive leadership style. His holistic approach encompasses a range of key initiatives, including addressing pay inequities, implementing competitive wages, developing performance management practices, providing comprehensive training opportunities, fostering inclusivity and diversity awareness, improving health and wellness benefits, and creating a cohesive HR team to better serve our employees. In addition, Logan creates direct connections with team members at all levels, serving as a coach and guide, demonstrating his focus on people and quality relationships grounded in mutual respect. By setting a standard of excellence through his innovative approaches and steadfast leadership, Logan fosters a workplace that values and respects every individual at PWSA.



**Donna Greiner**

*President  
BASIS, Babb Absence  
& Safety Integrated  
Services*

During **Donna Greiner's** 23-year tenure as the President of BASIS, she has built a team of claims and safety experts who care about the welfare and safety of their clients' most important assets, their employees. Through close observation of data, years of industry education, and tweaks to BASIS' practices and procedures, Donna leads an elite team providing workplace safety, consulting, and training customized by each client's individual needs. Donna's success as the leader of BASIS comes from the culture that she cultivates. She is fair, a clear communicator, focused on what's best for the client and her team, won't ask you to do something she wouldn't do herself, and is there to listen or laugh with you. Donna places emphasis on growing the team from within, along with cross training her team to cover anyone's absence. The claims world never stops, and neither does the dedication that Donna has for her team and clients.



**Wayne Jones, EdD**  
CEO

*Penn Hills Charter School  
of Entrepreneurship*

**Dr. Wayne Jones** is a passionate advocate for educational innovation and equity. As the driving force behind Penn Hills Charter School of Entrepreneurship, he cultivates a culture of academic excellence and collaboration. Dr. Jones's innovative initiatives have not only transformed his own school but have also been adopted by educators nationwide. Through strategic community partnerships, he provides unique learning experiences for his students, from witnessing a live open-heart surgery to a week-long collegiate experience. Dr. Jones empowers his staff by providing opportunities to present at state and national conferences, further amplifying his impact on education. With a legacy of student success and educator excellence, Dr. Wayne Jones serves as a beacon of inspiration for the future of education.

## Leaders Celebrated Continued

*This award recognizes leaders who demonstrate integrity, ingenuity, and creativity.*



**Sebastian Lacy**

*Pronouns: they/them*

*VP of Equity & Culture  
YWCA Greater Pittsburgh*

**Sebastian Lacy** exemplifies the essence of integrity, ingenuity, and creativity. This core value empowers his striving for excellence, equity, and social justice. Thinking outside the box was not enough for him. His intellectual curiosity propelled him to think of unique perspectives and approaches to complex situations not commonly pursued. Leveraging his academic, nonprofit, public, and private career experiences and his eagerness to be inclusive and partner with diverse, open-minded individuals yielded the best opportunity for creativity and innovative concepts to be curated, designed, developed, and implemented. His lifelong efforts to ensure equity are part of conversations, designs, and service delivery required for ingenuity and creativity. These efforts would challenge the status quo and push the envelope, causing partners and colleagues to reevaluate processes, objectives, policies, protocols, and practice approaches. As a system change agent, advocating for equity, inclusion, and social justice in nontraditional and unconventional ways often requires tenacity, influence, and insightful strategies typically not deployed. Sebastian exhibits all of them!



**Jill S. Porter Scott**

*MBA, PHR, SHRM-CP*

*Aires*

*Director, PeopleX:  
Benefits, Culture & Inclusion  
Aires*

**Jill S. Porter Scott** began her time at Aires by conducting a comprehensive review of the HR function to determine what was working and what needed some help and then created a plan forward. She spearheaded HR initiatives at Aires partnering with key partners and players on her team to initiate a detailed compensation review, evolve and grow the training space, create best practices around strategic competency based recruiting, develop a comprehensive employee handbook, expand the DEI space throughout the organization and support the growth of the DEI Employee Resource Groups (ERGs), create company-wide wellness and safety committees, as well as implement an employee recognition program. She championed a hybrid work model, fostering work-life balance and unity between in-office and remote staff, while communicating the need for balance between the business and the employee needs. Jill cultivates an inclusive environment where employees feel valued and empowered to voice opinions, fostering growth professionally and personally. She prioritizes individual support, nurturing long-term goals, and viewing challenges as learning opportunities. Leading by example, Jill embodies equal opportunity and care, setting a high standard for leadership in HR.



**Patty Silbert**

*Executive Vice President  
Aspirant Consulting, LLC*

As a business development leader at Aspirant Consulting, LLC, **Patty Silbert** is dedicated to supporting a team environment through clear communication, recognition, and enablement. She contributes to and leads discussion on weekly leadership meetings, connects with practice leaders to shape the messaging for service delivery, and encourages open dialogue and feedback among team members. She dedicates time to identifying successes by learning about the challenges that were faced, how the teams overcame them, and what the lasting effect was for both the client and our company. She then promotes these successes on a company-wide call, ensuring that individual team members are recognized for their dedication to living company values. Patty offers support and guidance to team members participating in business development efforts, including responding to RFPs, creating engaging sales collateral, and negotiating contracts with vendors, which allows the company to evolve and expand our footprint.