



PghCHR

Serving Fairness Together

2022

Annual Report





Special thanks to Kevin Carroll and Courtney L Smith of the Pittsburgh Commission on Human Relations (PghCHR) for their tireless work designing this report and compiling numerous pieces of data.

Kevin Carroll was born and raised in Pittsburgh and has a BA in Journalism from Loyola University Chicago. He has a background in nonprofit work that has focused on education and human rights. He joined PghCHR in August 2019.

Courtney L Smith is also a native Pittsburgher and has a BA in English Literature and Film Studies from the University of Pittsburgh. She joined PghCHR in February 2023 after working for the City for ten years in HR and PLI.



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Commission on Human Relations

Mission

PghCHR is a civil rights organization focused on investigating instances of discrimination, providing outreach and education to communities about their rights, and recommending necessary protections in our City Code to provide all people in Pittsburgh with equal opportunities. Our goal is to decrease unfair treatment and discrimination by promoting justice and understanding among communities in the City of Pittsburgh.



Vision

PghCHR envisions a Pittsburgh where all of its residents, workers, and visitors thrive free from discrimination.

Scope

Chapters §651 – 659 of the Pittsburgh City Code provide civil rights protections for individuals who live in, work in, or visit the City of Pittsburgh based on: Age (over 40) (employment), Ancestry, Color, Familial Status, Gender Identity/Expression, Handicap/Disability, National Origin, Place of Birth, Preferred Language (housing), Race, Religion, Sex, Sexual Orientation, Citizenship/Immigration Status, Hairstyles and Cultural Hair Textures, Status as a Survivor of Domestic Violence (employment and housing), Pregnancy (employment), the Use of Support Animals because of the Handicap/Disability of the User, in addition to protecting individuals in these protected classes from retaliation for reporting and/or being involved in a case alleging discrimination

PghCHR Values

In 2022, PghCHR Staff and Commissioner worked together to define the organizational values that guide our agency.



Advancement of the laws we investigate through accurate external and internal enforcement.



Active involvement and welcoming of others into groups or structures.



Conformity in the application of our rules, practices, and procedures for the sake of accuracy and fairness.



The pursuit of recognizing and removing of bias.



Awareness of others' emotions and experiences and their interaction with our work.



Action to assist others.



Openness to scrutiny and honesty within our processes.



Ability and willingness to explain or ensure the actions, for which one is responsible.



Freedom from outside influence or corruption; maintenance of our independence as an agency.



Due regard for the feelings, values, and beliefs of others.

2022 at a Glance



**Pittsburgh Commission
On Human Relations**

Serving Fairness Together

During 2022,

**Disability
Filings 50%**

Disability was the most frequently identified protected class basis for complaints & accounted for 50% of total cases filed in 2022.



**Public
Accommodations
Complaints**



10 Filings

This year, we saw a consistent number of PA complaints filed as compared to years past.

\$79,500

Many claimants received monetary relief through the PghCHR's work in mediating settlements.



**Total
Monetary
Relief**

**Language
Access**



**\$15,000 IN TRANSLATION &
INTERPRETATION SERVICES**

In 2022, we translated vital documents into a number of languages, including Spanish, Chinese, Swahili, Arabic, Russian, Nepali, and Vietnamese.

Introduction

2022 was a productive and regenerative year for the Pittsburgh Commission on Human Relations. Our staff started off the year with several important trainings to ensure that they have the necessary tools to serve the public. Examples of important trainings include Understanding Microaggressions presented by Dr. Nena Hisle and Mindful Connections for Public Safety provided by Awaken Pittsburgh. PghCHR also pursued training for its Commissioners in several areas from ethical conduct to case theories and analysis. These trainings allow our commission to better support the elimination of discrimination in our City.

PghCHR Staff are working harder than ever to serve members of the public in our discrimination investigation processes. In 2022 staff fielded nearly 300 inquiries and assisted several complainants outside of our jurisdiction to file employment discrimination complaints with the appropriate agency. In addition to this, PghCHR secured a grant from our partners at the Department of Housing and Urban Development (HUD) to develop a new electronic intake system that will allow members of the public to access our agency and remove some barriers to complaint filing.

Finally, in 2022 we began to find ways to return to meeting our diverse communities where they are. In April & May of 2022, the PghCHR held several in-person and virtual trainings and events that allowed the public and organizations to learn about their rights to be free from discrimination. For the first time in two years, we participated in-person at Juneteenth, Black Pride, and local employment fairs. Finally, we capped the year off with an important event in partnership with the Human Right City Alliance discussing human rights for people of African Descent in Pittsburgh.

In a year that can easily be described as turbulent, the PghCHR team has worked hard to ensure that we continue to serve the public, protect Pittsburgh from discrimination, and continue the journey toward our vision of equality.



Jam Hammond, Executive Director



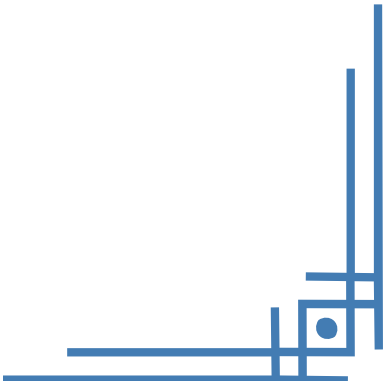
The Commission

Commissioners

Tracy C. Baton, LSW
The Rev. Liddy Barlow
Wasiullah Mohamed
Brittany Beasley
Will Tolliver, Jr.
Chaz Kellum
Alberto Benzaquen
Rabbi James Gibson

**Thank you to the following
commissioners whose terms
ended in 2022:**

Sonya Meadows
Jennifer Presutti
J. Matthew Landis
Michael Gerard Bartley
David C. Bush





The Commission Committees

Executive Committee

This Committee is comprised of the five (5) elected officers; Chair, First Vice Chair, Second Vice Chair, Secretary, and Treasurer, as well as any past Chairs who are still active members of the Commission. Working with the Executive Director, the Executive Committee helps with general oversight of PghCHR operations.

Community Relations Committee

This Committee helps oversee community outreach and engagement and reviews complaints based on community tension that has an adverse affect on intergroup relations.

Finance Committee

This Committee reviews and makes recommendations on PghCHR's annual budget. PghCHR Commissioners then vote on the budget and the Executive Director then presents the budget to the Mayor and City Council.

Justice & Equity Committee

This Committee oversees new initiatives and legislative or advocacy efforts related to issues of human rights in the City. The Committee also oversees internal efforts related to just and equitable policies and practices.

Personnel Committee

This Committee reviews applications and interviews prospective candidates for Director and makes its recommendation to the Commission for such hiring. In addition, this Committee also evaluates the Director and reports its evaluation to the Commission. This Committee also approves all staff hiring made by the Director.

Ad Hoc Committees

This type of committee may be established as needed by the Chairperson to further the mission, goals, and objectives of the PghCHR.

A Brief History of PghCHR



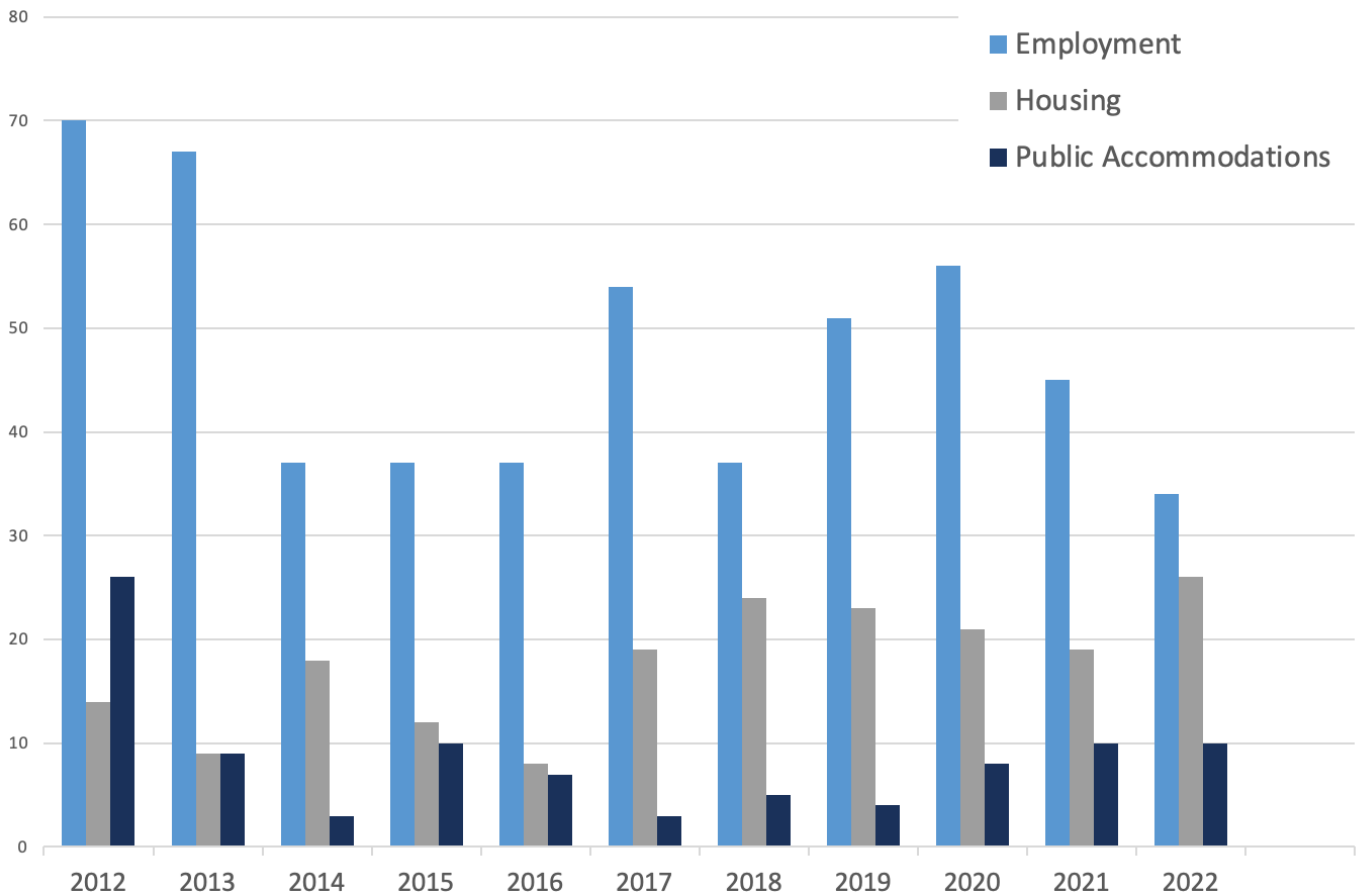
- 1946**
Creation of the **Civil Unity Council (CUC)**
- 1952**
Creation of the **Fair Employment Practices Commission (FEPC)**
- 1955**
Merger of the **FEPC** and **CUC** to form the **Commission on Human Relations**
- 1959**
Passage of the **Fair Housing Ordinance**
- 1969**
The City of Pittsburgh adds **Sex** to the list of classes protected against discrimination
- 1976**
Passage of the **Home Rule Charter**
- 1977**
The Commission is designated as a **706 Agency** by the EEOC which allows for the **Dual Filing** of complaints under federal and local law
- 1978**
Solicitation, Blockbusting, and Redlining tactics are made **illegal**
- 1980**
The City of Pittsburgh adds **Age (over 40)** and **Handicap Disability** to the list of classes protected against discrimination; the **Human Relations Ordinance** is also added to City Code
- 1990**
Passage of the **Americans with Disabilities Act**. The City of Pittsburgh also adds **Sexual Orientation** to the list of classes protected against discrimination
- 1992**
The City of Pittsburgh adds **Familial Status** to the list of classes protected against discrimination
- 1997**
The Commission is granted **Substantial Equivalency Status** by HUD
- 2014**
The City of Pittsburgh adds **Gender Identity and Expression** to the list of classes protected against discrimination
- 2016**
The City of Pittsburgh adds **Status as a Survivor of Domestic Violence** to the list of classes protected against discrimination in housing
- 2019**
The City of Pittsburgh adds **Pregnancy (and partners of pregnant people)** to the list of classes protected against discrimination, becoming the first city to protect partners of pregnant individuals
- 2020**
The City of Pittsburgh adds **Preferred Language, Citizenship Status, and Natural Hairstyle (CROWN Act)** to the list of classes protected against discrimination
- 2021**
Protections for **Survivors of Domestic Violence** are expanded to cover discrimination in employment

The **Pittsburgh Commission on Human Relations (PghCHR)** has gone through many developments in the past 75+ years. Here's a brief history.



Summary of Cases

2012-2022



	'12	'13	'14	'15	'16	'17	'18	'19	'20	'21	'22
Employment	70	67	37	37	37	54	37	51	56	45	34
Housing	14	9	18	12	8	19	24	23	21	19	26
Public Accommodations	26	9	3	10	7	3	5	4	8	10	10

Summary of Inquiries

In 2022, the PghCHR received a total of 299 inquiries regarding its services. Despite the number of inquiries, not all contacts with the PghCHR office lead to an investigation. In some cases the PghCHR lacks jurisdiction (outside the City limits) to take the complaint, or too much time has passed (more than 365 days) since the incident. Nonetheless, staff make every effort to provide a proper referral so individuals can get the help and support they seek.

In order to better understand the PghCHR's reach, during inquiries from the public staff ask where or how the person found out about us and our services. This feedback helps the PghCHR think about where to prioritize its limited resources, and in which areas to increase its outreach efforts. The Commission's best referral sources in 2022 was web search, with eighty-five (85) referrals. Another large source of referrals was word of mouth with fifty (50). The below bar chart has a breakdown of all referral sources.

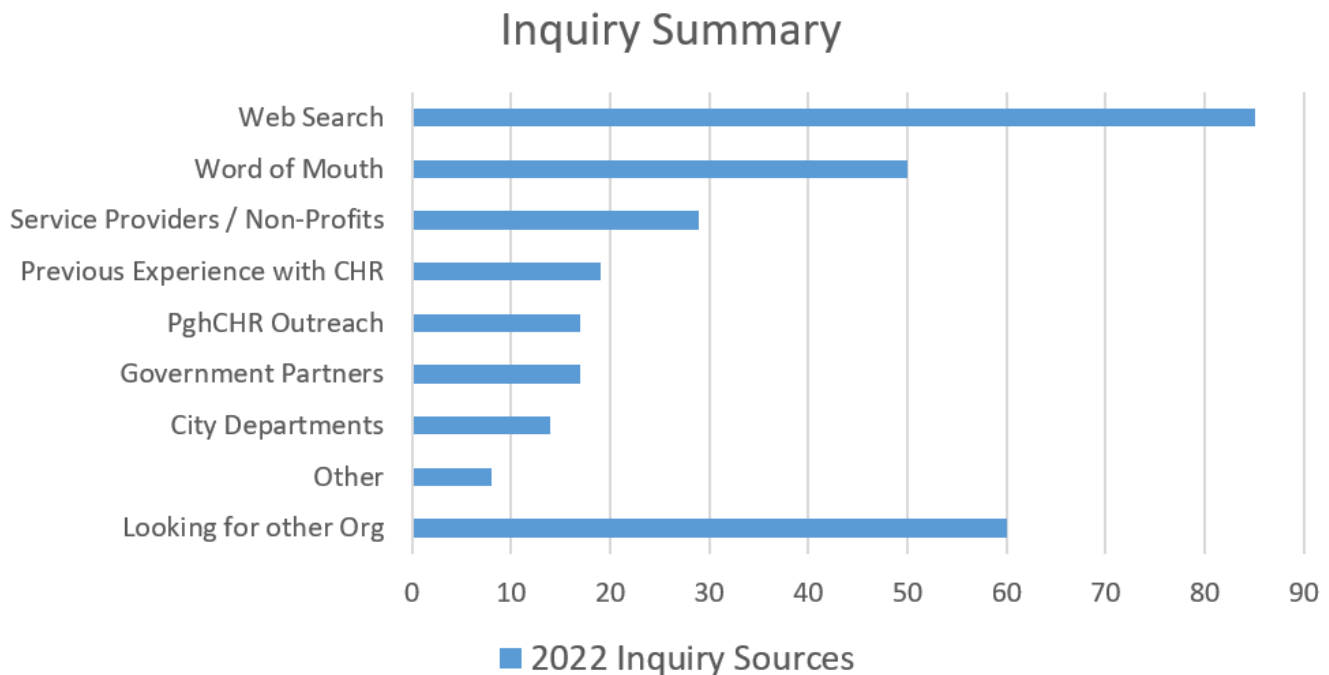
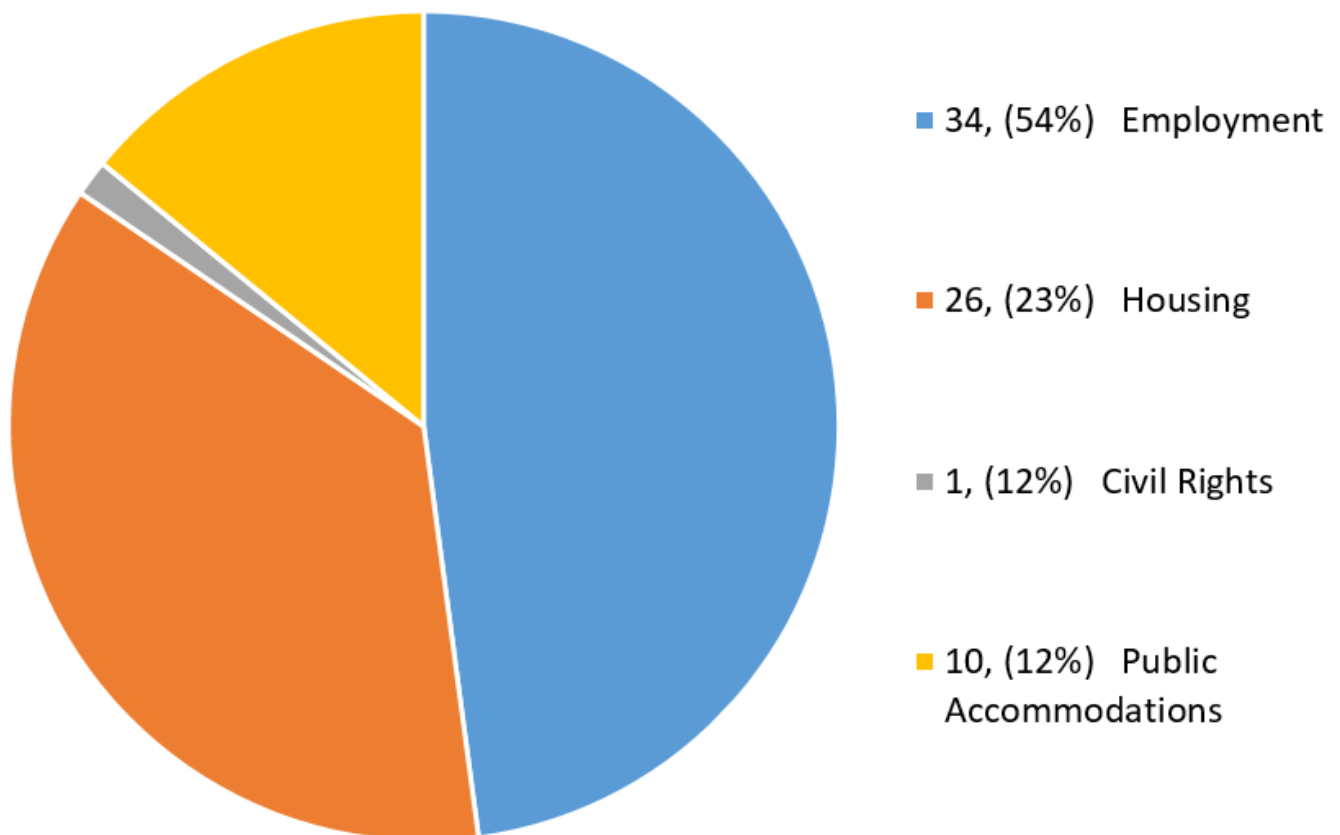


Figure 1 – 2022 Overall Inquiry Sources (N=299)

New Cases in 2022

In 2022, the PghCHR opened a total of 71 new complaints alleging discrimination. The breakdown of the complaints is as follows: 34 complaints alleging employment discrimination, 26 complaints alleging housing discrimination, 10 complaints alleging discrimination in public accommodations, and 1 complaint alleging civil rights discrimination.

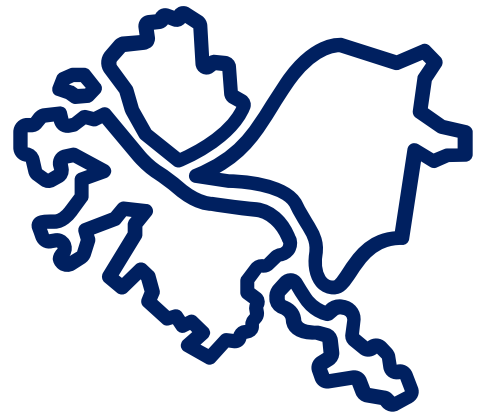
New Case Breakdown



Employment Investigations

Investigative Authority

Per the City of Pittsburgh's Home Rule Charter and code of ordinances (aka the Pittsburgh City Code, City Code, or PCC for short), PghCHR has the authority to investigate claims of employment discrimination that, if true, would violate the City Code. Additionally, because the City Code's employment protections are so similar to federal employment protections, PghCHR can and does contract with the federal Equal Employment Opportunity Commission (EEOC) to also investigate claims of employment discrimination that, if true, would violate federal law. Regardless of where the person lives, the protections are available to a person who works within the city limits of the City of Pittsburgh.



Pittsburgh City Code

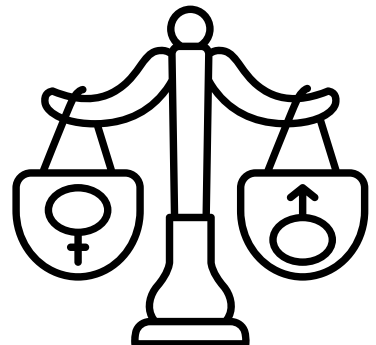
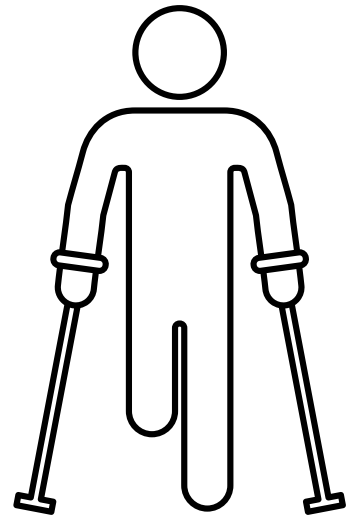
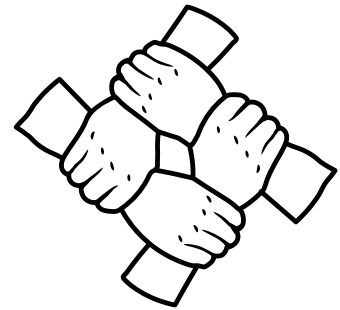
Section 659.02 of the City Code includes the same protections and protected classes as federal laws (see opposite page), including the prohibition against retaliation. In addition to those protected classes, the City Code includes the following protected classes: Ancestry, Place of Birth, Partners of Employees who are Pregnant, Status as a Survivor of Domestic Violence, and Protective and Cultural Hairstyles and Textures.



Federal Law on Equal Employment Opportunity

There are multiple federal equal employment opportunity (EEO) laws that cover the entire United States. Those laws prohibit employment discrimination and prohibit retaliating against someone for exercising their EEO rights or participating in an EEO investigation or lawsuit. PghCHR contracts with the EEOC to enforce the following federal EEO laws:

1. Title VII of the Civil Rights Act of 1964, which prohibits discrimination in advertising, hiring, promotion, discharge, pay, fringe benefits, job training, classification, and referral because of a person's Race, Color, Religion, Sex (including Sexual Orientation, Gender Identity, and Gender Expression), Pregnancy (including Childbirth and a Medical Condition Related to Pregnancy or Childbirth), and National Origin.
2. The Age Discrimination in Employment Act of 1967 (ADEA), which prohibits discrimination against people who are age 40 or older.
3. Title I of the Americans with Disabilities Act of 1990 (ADA), which prohibits employment discrimination based on a person's disability.
4. The Equal Pay Act of 1963 (EPA), which prohibits discrimination in wage payments between men and women.
5. The Genetic Information Nondiscrimination Act of 2008 (GINA), which prohibits discrimination because of genetic information, such as genetic tests of an individual or their family members and family medical history.



Employment Cases

Of the 34 Employment Cases that were filed in 2022:

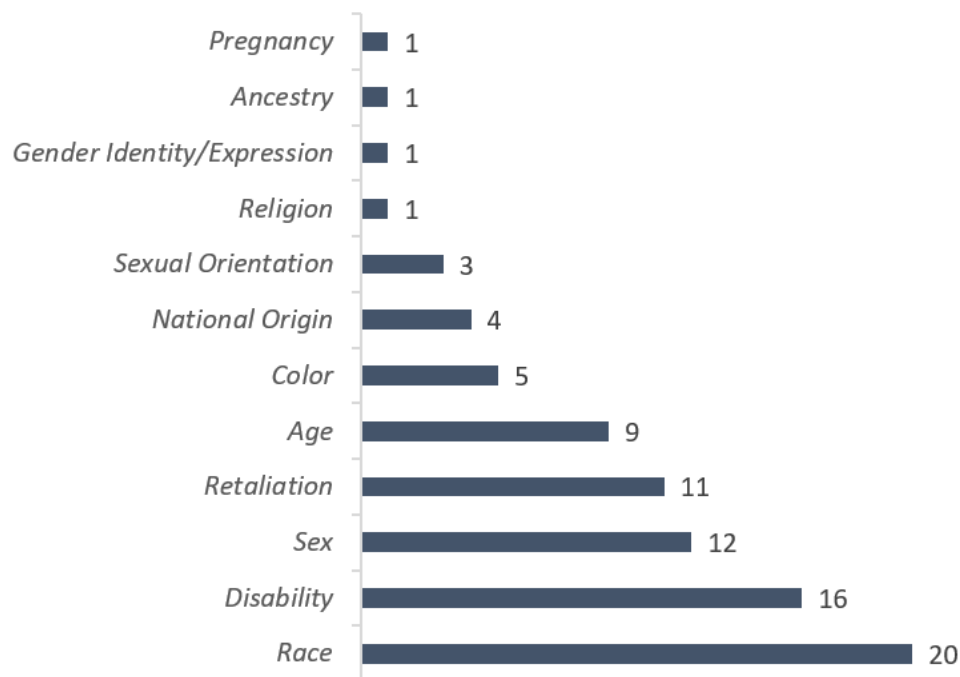
Cases Filed on One
Basis:

17

Cases Filed on
Multiple Bases:

17

Employment Intake by Bases*

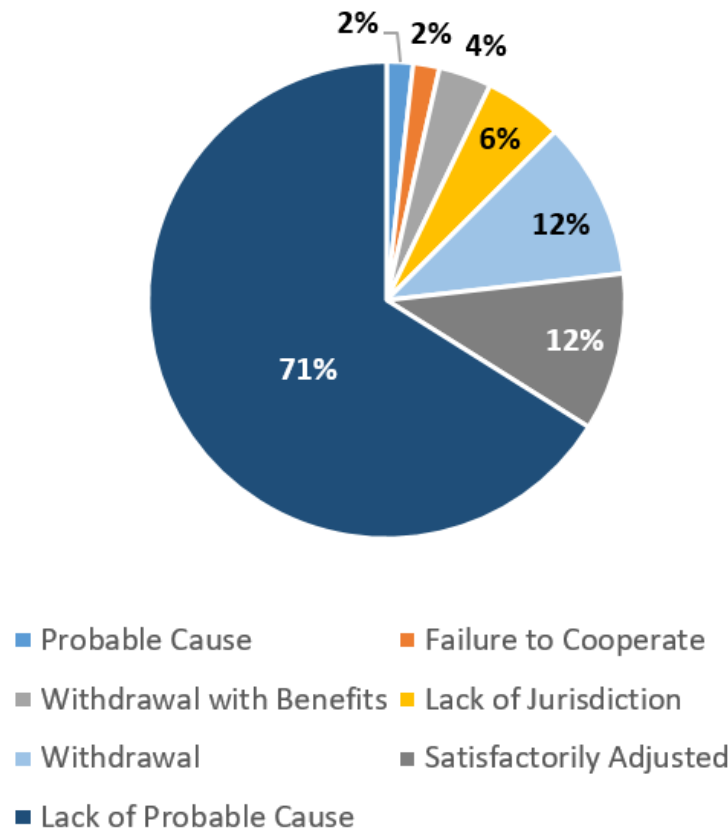


*Some complaints are filed on multiple bases due to membership in multiple protected classes

Employment Closures

In the 2021-2022 case year, the PghCHR closed 45 cases, filed under City Code 659.02: Unlawful Employment Practices, enforced by the commission. The PghCHR's case year follows the federal case year of October 1st – September 30th for employment cases.

Employment Case Breakdown of Closure Types



NOTES ON CLOSURES

Some monetary settlements also included non-monetary provisions in the agreements. The PghCHR has successfully resolved employment cases resulting in payments to complainants ranging from \$4,000 to \$28,000. Out of the six (6) monetary settlements during the October 1 – September 30 case year, a total of \$77,500 was awarded to complainants in settlement agreements.

Housing Investigations

Investigative Authority

Per the City of Pittsburgh's Home Rule Charter and code of ordinances, PghCHR has the authority to investigate claims of housing discrimination that, if true, would violate the City Code. Additionally, because the City Code's housing protections are so similar to federal housing protections, PghCHR can and does contract with the U.S. Department of Housing and Urban Development (HUD) to also investigate claims of housing discrimination that, if true, would violate federal law. The requirements and prohibitions apply to nearly all housing within the city limits of the City of Pittsburgh.



Pittsburgh City Code

Section 659.03 of the City Code includes the same protections and protected classes as those identified above under the FHA, including the prohibition against blockbusting, redlining, and retaliation. In addition to those protected classes, the City Code includes the following protected classes: Ancestry, Place of Birth, Status as a Survivor of Domestic Violence, Citizenship or Immigration Status, Preferred Language, and Protective and Cultural Hairstyles and Textures.



Federal Law

The Fair Housing Act of 1968, as amended (FHA), covers the entire United States. The FHA prohibits discrimination in nearly all housing related actions, such as advertising, rental, buying, selling, listing, insurance, financing/lending, and appraisal, because of Race, Color, National Origin, Religion, Sex (including Sexual Orientation, Gender Identity, and Gender Expression), Disability, and Familial Status. The FHA also prohibits blockbusting, redlining, and retaliating against someone for exercising their fair housing rights or participating in a fair housing investigation or lawsuit.

Housing Cases

Of the 26 Housing Cases that were filed in 2022:

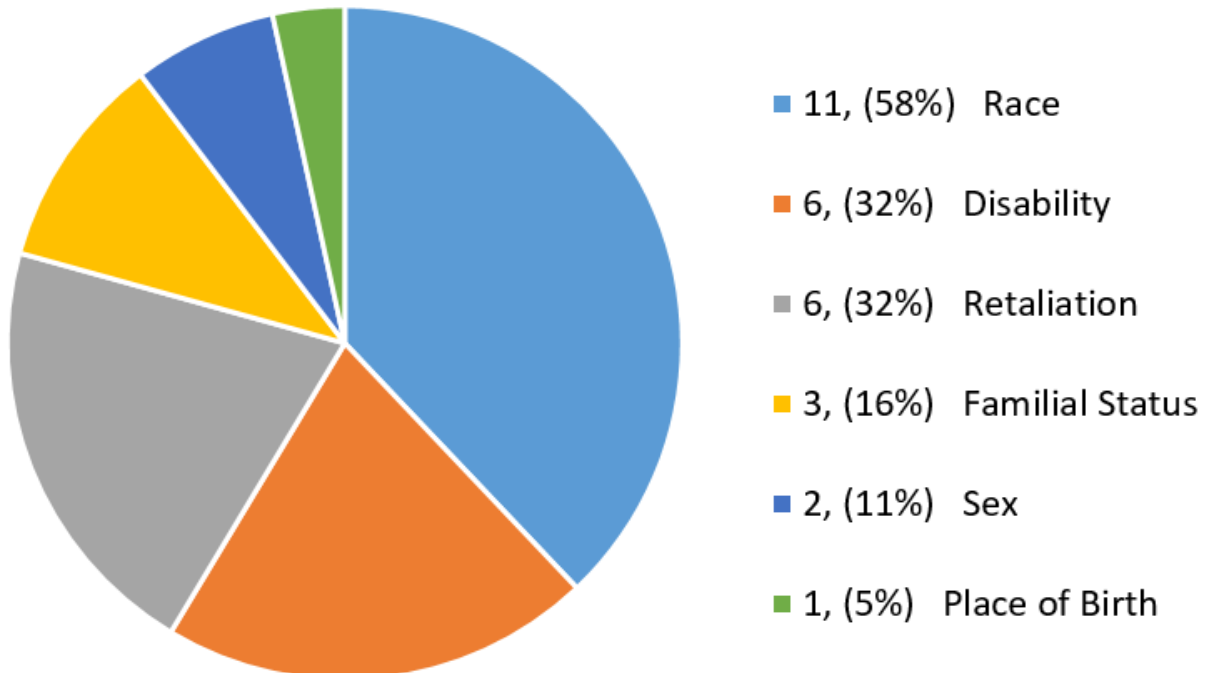
Cases Filed on
One Basis:

16

Cases filed on
Multiple Bases:

10

Housing Intake by Bases*

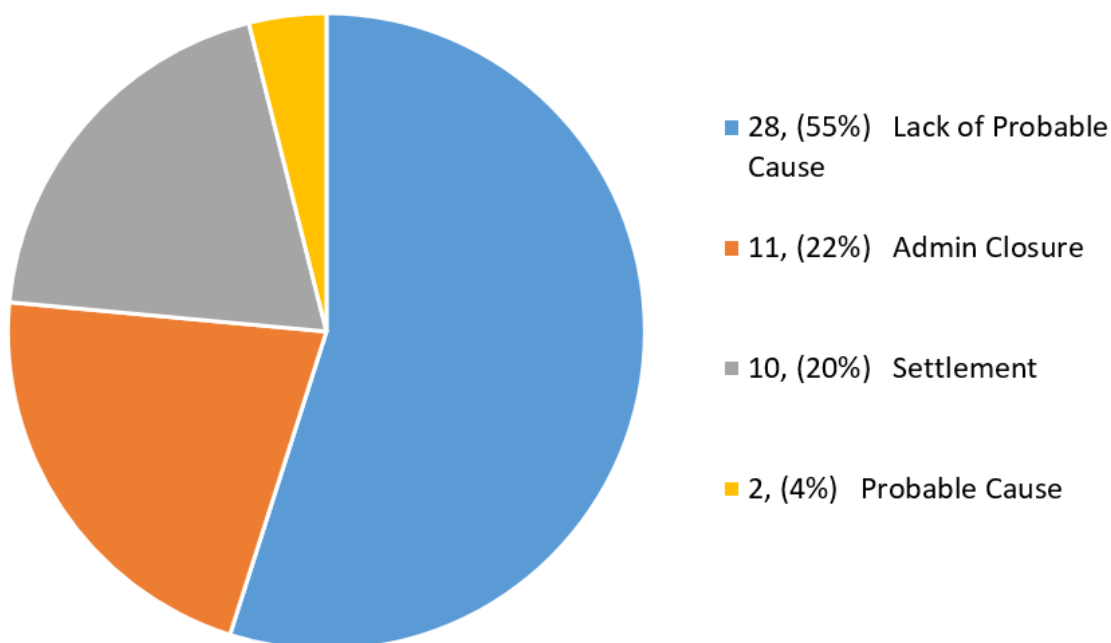


*Some complaints are filed on multiple bases due to membership in multiple protected classes

Housing Closures

In the 2021-2022 case year, the PghCHR closed 23 cases. In many cases, both monetary and non-monetary settlements were awarded. In the 2021-2022 case year, five (5) non-monetary settlements were reached as well as one (1) monetary settlements. Non-monetary settlements included fair housing training, monitoring, and mandatory community meetings.

Housing Case Breakdown of Closure Types



Notes on Closures

- The Commission's HUD guidance recommends that PghCHR reaches a determination in dual-filed cases within 100 days.
- For those housing cases that receive a determination of probable cause by the Compliance Review Section, either party may elect to have the complaint heard by the Court of Common Pleas of Allegheny County, under Commission Rule 11. At that time, the Commission's housing solicitor maintains the civil action on behalf of the complainant or the Commission, at no cost to the complainant.



Civil Rights Cases

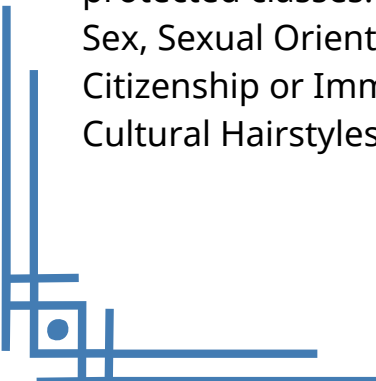
In the 2021-2022 case year, the PghCHR filed one (1) complaint alleging discrimination in civil rights. This complaint was filed on the basis of disability. The PghCHR was able to close six (6) open civil rights complaints during this case year.

Five (5) were closed due to lack of probable cause and one (1) case was closed due to failure to cooperate.

Public Accommodations Investigations

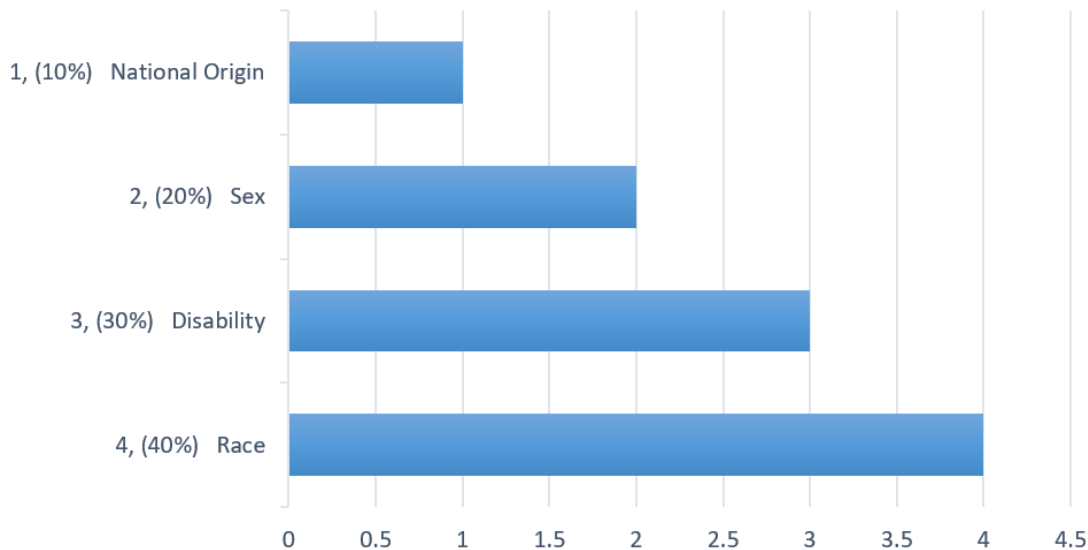
Investigative Authority: Per the City of Pittsburgh's Home Rule Charter and code of ordinances, PghCHR has the authority to investigate claims of public accommodation discrimination that, if true, would violate the City Code. The requirements and prohibitions apply to nearly all public accommodations within the City of Pittsburgh.

Pittsburgh City Code: Section 659.03 of the City Code prohibits discriminatory advertising and refusing, withholding, or denying accommodations, advantages, facilities, services or privileges, products or goods in a place of public accommodation, resort, recreation, or amusement because of the following protected classes: Race, Color, Religion, Ancestry, National Origin, Place of Birth, Sex, Sexual Orientation, Gender Identity and Gender Expression, Disability, Citizenship or Immigration Status, Preferred Language, and Protective and Cultural Hairstyles and Textures..



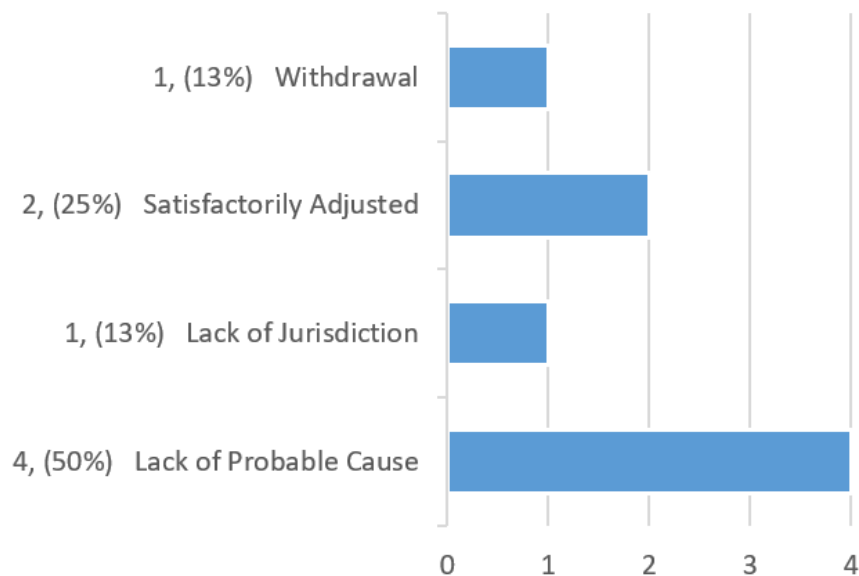
Public Accommodations Cases & Closures

Public Accommodations Intake By Bases



In the 2021-2022 case year, the PghCHR closed 12 cases. Of these closures, there was one (1) that settled in a monetary agreement and one (1) probable cause finding that is pending a public hearing.

Public Accommodations Breakdown of Closure Types



Grant-Funded Projects

2022 was a productive year for project planning! In 2022, the PghCHR sent two proposals to the U.S. Department of Housing and Urban Development (HUD) for grants to support projects in 2023:

Housing Summit

As the civil rights agency for the City of Pittsburgh, PghCHR is thinking about fair housing every day, but April is Fair Housing Month which calls for a more concerted effort. The PghCHR was awarded \$20,000 to host a fair housing summit in April 2023. This event would bring housing professionals and housing consumers together to share resources, ideas, and plans for the future.

Customer Service Portal

The COVID-19 pandemic brought in-person meetings to an abrupt halt, highlighting the need for improved digital communication. The PghCHR's federal partners have online forms to submit complaints and the Special Enforcement Effort funding we received is an opportunity to follow suit. The proposal in 2022 secured PghCHR \$24,000 to pursue a vendor contract for a customer service portal. Stay tuned to the PghCHR website for details and release date in summer 2023!





Fair Housing Month 2022

In honor of Fair Housing Month, City leaders welcomed Leilani Farha, former UN Rapporteur on the Right to Adequate Housing and Global Director of the international housing advocacy organization The Shift, to share human rights approaches that can help address local housing issues

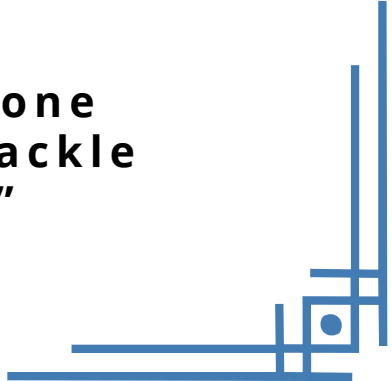
The PghCHR coordinated **screenings of the documentary "*Push*,"** which follows Leilani Farha to show how people are no longer able to afford to live in their own cities, in the North Side and Garfield, as well as a screening in Spanish in Beechview.

On April 4th, the PghCHR participated in a **Fair Housing Press Conference** with City Councilperson Deborah Gross, Rebecca Ranalo from the Office of the Mayor, Megan Confer-Hammond from the Fair Housing Partnership, Jackie Smith from the Human Rights City Alliance, and Leilani Farha.

On April 5th, the PghCHR held an additional screening of PUSH as well as a **"*Housing as a Human Right*" panel** at the University of Pittsburgh with Leilani Farha. This panel was live-streamed at Homewood CEC.

The 2022 **FAIR HOUSING MONTH PROCLAMATION** was presented by City Council on April 12th.

**"We're going to need everyone
working together to really tackle
fair housing as an issue."
-Director Jam Hammond**



Civil Rights are Human Rights!

PghCHR continued and expanded its partnerships toward Human Rights in 2022 with several important events.



In August of 2022, Executive Director Jam Hammond and Chair Tracy Baton attended the International Association of Official Human Rights Agencies conference for the first time since 2019.

The Human Rights City Alliance and PghCHR collaborated again to host the annual Human Rights Cookout.



Taking Back Our Human Rights

shaping black pittsburgh's appeal to the world

SATURDAY 19 NOV 11:00AM - 2:00PM

In November of 2022, PghCHR collaborated with several organizations to host an event discussing Human Rights for people of African Descent in Pittsburgh with visiting UN official, Justin Hansford.

How are Human Rights related to Civil Rights? Civil Rights are those rights proclaimed and protected by a government. Pittsburgh City Code proclaims that residents, workers, and visitors have the right to be free from discrimination and PghCHR enforces those rights. Human Rights are those rights inherent to us all as human beings. The United Nations declared a universal set of human rights in 1948 including the right to be free from discrimination.

Other Outreach Efforts

86 DISCRIMINATION

SPECIAL TOPIC: SEXUAL HARASSMENT

05.16.2022



In May of 2022, PghCHR worked with the EEOC to create a specialized presentation for those working in service industries to learn about their rights to be free from discrimination. The event had a special focus on sexual harassment.

Community Partners

Thank you to the following local organizations that worked with us in 2022 to educate and serve the public!

- Pittsburgh Human Rights City Alliance
- 1Hood Media
- Alliance for Police Accountability
- Black Women's Policy Center
- Center for Family Excellence
- Fair Housing Partnership of Greater Pittsburgh
- The Global Switchboard and All for All
- Gwen's Girls
- Black Girls Equity Alliance
- Hill District Consensus Group
- New Voices for Reproductive Justice
- Urban League of Greater Pittsburgh
- Penn Plaza Support and Action
- Pittsburgh Black Equity Coalition
- Pittsburgh Public Schools Equity
- Pittsburgh Hispanic Development Corporation
- Pitt Schools of the Health Sciences Office of Diversity, Equity, and Inclusion
- University Human Rights Working Group
- UrbanKind Institute
- West End P.O.W.E.R

Language Access



PghCHR is part of the Language Access Collaborative, part of the Office of Immigrant and Refugee Affairs in the Mayor's Office. This is how we stay on top of changes to language access city-wide, provide resources to each other, and receive training in language access best practices.

Our top 5 languages for interpretation and translation in 2022 were Spanish, Chinese, Arabic, Russian and Nepali.

We spent nearly \$15,000 on interpretation and translation services in 2022!

Much of this was on vital documents. What are vital documents? These are documents that are essential for your organization to provide services. For PghCHR, this means documents like our intake forms, rules and regulations, and pieces of the Pittsburgh City Code and Home Rule Charter. In 2022 PghCHR expanded its vital document library to include mediation overviews, initial letters to parties, and pieces of the website.

We also added a Spanish-dubbed version of our "Immigrant and Refugee Rights in Fair Housing" video to our collection. Check out our YouTube channel at:

<https://www.youtube.com/@pghchr4842>





2022 Interns

Landon Allison

Legal Clerk funded by the Allegheny County Bar Association

Landon did legal research on Fair Chance Ordinance, legislation prepared to address the use of criminal history in housing, or rather how use of criminal history creates a disparate impact on minorities, which was passed onto City Council for review.

Jorge Garcia

Legal Clerk funded by the Allegheny County Bar Association

Jorge created a comprehensive guide to employment for use in investigation of discrimination cases. This covers general code information, the interplay between federal laws and City Code, and specific factual questions and questions of law.

Ifeoluwa Orebiyi

Social Work Intern

Ife started working with the Commission in August of 2022 and has already assisted on several important project including working to continue the Know Your Rights Project piloted in 2021. Ife was also instrumental in planning, analysis, and follow-up for "Taking Back Our Human Rights," the event intended to jump-start an effort toward supporting Human Rights for people of African Descent locally.

Cailynne Angelo

Language Access AmeriCorps VISTA funded by Global Switchboard and HUD

Caitlynne organized and translated core PghCHR documents, had additional vital documents translated and put our language access material in order. She moved on to work at Literacy Pittsburgh.

Hannah Graber

Housing Policy Fellow funded by Community Development Block Grants dedicated to furthering fair housing

Hannah worked on Affirmatively Furthering Fair Housing topics such as protecting justice involved persons in Pittsburgh, specifically how denying justice involved people homes based on stereotypes is dehumanizing.

Tyler Viljaste

Intern and Fellow

Tyler worked with us for six years! During his time with us, he worked on the Affirmatively Furthering Fair Housing Task Force, ran our social media and organized Know Your Rights programs with many organizations, including the Women's Center and Shelter.

Staff Trainings

Each year PghCHR staff participate in various conferences and trainings to stay abreast of current civil rights law and enforcement best practices. We find that this is essential in an ever-changing social climate where new challenges arise every day and case law is constantly evolving. In order to provide thorough, unbiased investigations, our staff regularly have group discussions to share institutional information, varied perspectives, and investigation techniques. In addition, bi-weekly professional development meetings serve as a platform to discuss various topics and encourage team building. Below you will find a brief overview of the types of trainings our staff attended in 2022:

- Solutions to Address Evictions: An Analysis of Two Court-Based Eviction Prevention Programs
- Bridging the Racial Homeownership Gap: Special Credit Purpose Program
- Housing Forum on Support Animals
- Criminal History in Housing Forum
- Collateral Damage: The Consequences of Racial Bias in Racial Justice Summit
- ADA Advocacy in the Post-ADA World
- The Future of Civil Rights
- EEOC Damages Training
- Mediation Training
- Understanding Microaggressions
- Racial Equity: The Whole of Government Responsibility
- Basics of the Sunshine Act
- Generational Differences in the Workplace
- Nonverbal Communication
- Language Access Collaborative with Global Wordsmiths
- Mindfulness Connections Training
- COVID and Mandatory Vaccination Policy in Healthcare and Employment



2022 Staff

Jam Hammond, Executive Director

Rachel Shepherd, Deputy Director

Shaneise Murray, Investigator

Rita Turpin Porterfield, Investigator

Kevin Carroll, Administrative Assistant

Interns and Fellows

Cailynne Angelo, Americorps Vista

Landon Allison, Law Clerk

Jorge Garcia, Law Clerk

Hannah Graber, Housing Policy Fellow

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Tyler Viljaste, Intern And Fellow

Thank you to staff who moved on from
PghCHR in 2022!

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