

**PITTSBURGH COMMISSION ON HUMAN RELATIONS  
A G E N D A**

November 5, 2001

**I. CALL TO ORDER**

**II. ADOPTION OF MINUTES**

**III. STAFF AND COMMITTEE REPORTS**

- A. Compliance Update - George Monroe
- B. Director's Report - Charles F. Morrison

**IV. NEW BUSINESS**

- A. Pennsylvania Civil Rights Initiative

**V. ANNOUNCEMENTS**

**VI. ADJOURNMENT**

/cmz

**PITTSBURGH COMMISSION ON HUMAN RELATIONS**

**Minutes of Meeting  
November 5, 2001**

**Attendance:** Pamela Golden, *Chair*

Robert McClenahan	Dr. Frances Barnes	Alma Speed Fox	Mark Stein
Stephan Broadus	David Engel	Dr. Susan Hunt	Curtis Smith

**Called/Unable to attend:** Dr. Barbara Burstin Christine Williams  
Father Lou Vallone B.J. Samson  
Elizabeth Pittinger

**Absent:** Sandra Glass

**Staff:** Charles F. Morrison, *Director* George Monroe  
Kevin Trower, Esq.

**Guests:** Dave Greenberg, Controller's Office

**I. CALL TO ORDER**

Chair, Pamela Golden, called the meeting to order at approximately 3:50 p.m.

**II. ADOPTION OF MINUTES**

Commissioner Broadus moved that the Minutes of the October Commission meeting be adopted as mailed. Commissioner Hunt seconded the motion. Commissioner Barnes noted that the first paragraph of page 3 of the Minutes misinterpreted her position in the discussion, and asked that this matter be discussed in greater detail at the end of the meeting and that clarification be included in the Minutes of today's meeting. Noting the above clarification (underlined), Minutes of the October Commission meeting were adopted by majority vote. Commissioner Barnes abstained.

**III. STAFF & COMMITTEE REPORTS**

**A. Compliance Update**

George Monroe, EEOC contract liaison, reported that the final number of cases submitted for the FY 2001 contract year was 205. The original contract amount was for 219 cases. Mr. Monroe stated that he was not aware of any cases that had been rejected, and noted that the Commission has an exceptionally high approval rate.

B. Director's Report

Director Morrison highlighted the written report that was mailed to the Commissioners earlier.

EEOC contract for FY 2002: Receipt of the new contract is not anticipated until early in January 2002, however, the Director stated that the contracting level may be around 190 cases. He also reported that the Commission will continue to receive deferrals (up to 50) from the EEOC for cases that arise within the jurisdictional limits of the City of Pittsburgh. During the last contract period, staff has been able to substantially decrease the time gap between the actual date of filing a complaint and the date on which a case is assigned to an investigator. During this interim time (which is approximately four to six months), work continues to be done on the case including serving the respondent, reviewing the case, tailoring a questionnaire and summarizing a response to the complainant.

CHR Town Meetings: The Director and Housing Committee members met with the consultant who will be responsible for coordinating the town meetings. This consultant is D. M. Candy (Denys Candy, Ron Porter and Maura Farrell) -- one of five firms that submitted proposals. The Director also stated that although they will be coordinating town meetings for this Commission, the consultant will be under contract with the Department of City Planning, not with the Commission.

Additional HUD Funds: The Director reported that the Commission has received an additional \$16,000 from the U.S. Dept. of Housing & Urban Development to be used for education and outreach and testing. The Director met with representatives of the Greater Pittsburgh Fair Housing Partnership (FHP) which currently has a testing program in place. A potential roadblock may be that many real estate providers, landlords, agents, etc. are conducting credit reports on prospective applicants. Serious housing applicants will not have a problem paying the fee for a credit check, while testers will not only lose the fee, but historically, testers give fictitious information in the course of their housing test. A possible way to circumvent this may be to offer a mini training seminar to persons actually interested in seeking housing and ask them to report their findings back to the Commission in return for a small stipend. The Director indicated that this idea will have to be "fine tuned" and will certainly include area housing, community and local advocacy groups.

C. Legislative Update

Solicitor Kevin Trower, reported that a housing case before the Commission recently went before the Commonwealth Court where the Commission's decision was affirmed. This case also involved testors from the FHP. Different rental prices were quoted to potential renters based on their race. This case was initially appealed to the Common Pleas Court of Allegheny County, which affirmed the Commission's decision, and then was appealed further to the Commonwealth Court of Pennsylvania.

Mr. Trower also alerted the Commissioners that language in the City Code relating to sexual orientation may be challenged at some point, and he encouraged the Commission to move forward to buttress their position. He explained that it has been held that the Pennsylvania Human Relations Act allows municipalities to create their own human relations commissions and that those commissions have duties and powers similar to the state Human Relations Commission. Sexual orientation is not a protected class under the Pennsylvania Human Relations Act, but was approved by Pittsburgh's City Council. Mr. Trower stated that this Commission's position has always been that the Pittsburgh Commission pre-dates the Pennsylvania Human Relations Act, which created the Pennsylvania Human Relations Commission. The Stanton Land case (1954) argued a similar point and was acknowledged by the Pennsylvania Supreme Court prior to the passage of the Pennsylvania Human Relations Act. Nonetheless, Mr. Trower encouraged the Commissioners to be ready for some future challenge.

Pennsylvania Civil Rights Initiative: The Director reported that the Lesbian and Gay Task Force has asked for the Commission's support in passage of legislation to amend the Pennsylvania Human Relations Act to include the definition of "sex" as it appears in the Pittsburgh City Code (amended 1997), to adopt sexual orientation as a protected class and to address equality in education. This particular definition has served as the model for similar legislation through the United States. The Director noted that this approach is unique in that it is not the Pennsylvania Human Relations Commission that is seeking to expand legislation, but rather, a special interest group.

It was also noted that while the actual legislative summary was mailed to Commissioners in advance of today's meeting, some Commissioners present had not yet received that mailing, and thus, did not have an opportunity to read the information in detail. After a brief discussion, Commissioner Stein put forth a motion that the Commission vote in support of the Pennsylvania Civil Rights Initiative as outlined in the summary provided. Commissioner Fox seconded the motion, and the vote carried unanimously.

## **X. OLD BUSINESS**

Clarification of September Minutes: Commissioner Barnes indicated again that she had taken exception to the statement attributed to her in the September Minutes (as mentioned earlier). However, Commissioner Barnes indicated that she would prefer to discuss the matter further when Father Vallone is also present to support his view of the discussion (as the Minutes record his comments immediately following her own). The discussion was therefore deferred until such time as Father Vallone is present at a Commission meeting.

Follow-up to Terrorist Attacks: Commissioner Stein inquired if there has been any change or additional activity related to cases following the events of September 11, 2001. Director Morrison responded that 24 community tension incidents had been reported to date; some are in Pittsburgh, but none involve employment or housing. He related one case in particular involving the vandalism of a Jewish cemetery (in McKees Rocks) whose congregation/synagogue is located in the Uptown area of Pittsburgh, and is the oldest congregation in the area (120 years). More than 90 gravestones were damaged and American flags on the graves of veterans were burned. Initially, it could not be determined if this expressed anti-Semitic, anti-American, etc. political views or what. Eventually the police arrested a number of young people, including two females, two males and a 12-year old. They claim they did it for "kicks."

Commissioner Smith reported that the University of Pittsburgh police and security personnel have had a number of meetings to accommodate teachers and students of Middle Eastern descent. These teachers and students have been encouraged to call the police for any reason, including to request escort to and from classes, vehicles, etc., if necessary. Director Morrison has also been in contact with the American Civil Liberties Union.

Commissioner Stein asked if the Commission can do anything specific to assist these efforts, such as making a formal statement. The Director stated that he has been in close contact with the Islamic community of Pittsburgh, whose members are working toward improving community harmony after the events of September 11<sup>th</sup>. As individuals and as a group, the Islamic community in this area has been making many positive. The Director assured the Commissioners that he would get back to them if specific action is necessary.

Housing Discrimination Concern: Commissioner Barnes reiterated her concern regarding housing discrimination in Pittsburgh. Specifically, she relayed concern that Commissioners have not inquired about the details surrounding the proposed town meetings or the consultant that has been contracted to coordinate these town meetings. Nor have Commissioners asked about the revised proposal.

Chairperson Golden assured Commissioner Barnes that the Commission has entertained discussion on this subject at past Commission meetings and explained that the full Commission meeting is not the proper forum for detailed inquiry and discussion. Commissioners who wish to share information or concerns are encouraged to contact members of the Housing Committee, and that the actual work is done at the committee level. Commissioner Golden explained that the full Commission provides oversight and general direction, and receives reports from committees.

## **XI. ANNOUNCEMENTS**

Commissioner Fox encouraged Commissioners to support the Annual Food Drive, which is sponsored each year by Freedom Unlimited. She explained that this appeal was launched in 1982 by the NAACP and Freedom Unlimited as way to help the unemployed steelworkers of the area. In the early 1990's, the effort became the exclusive responsibility of Freedom Unlimited. Today, the Food Drive assists the children and grandchildren of some of the folks who received the first food baskets in 1982. Each year 500 food packages are distributed to the needy. Emphasis is placed on families with children, and this year, it will be extended to grandparents who are raising grandchildren. Each basket feeds ten people. The Annual Food Drive is organized by individuals as a community service. It has no corporate or governmental sponsors. Commissioner Fox asked that Commissioners to not only financially support this worthy effort, but to ask individuals in need to register for a food package. Deliveries will be made on December 22.

Director Morrison noted that for several years Mifflin School in Lincoln Place has been the site of a cross burning on October 30<sup>th</sup>. This was a tradition that the Commission hoped to break and a few years ago began the effort to do just that. Director Morrison stated that last week October 30<sup>th</sup> passed with no incident whatsoever at Mifflin School.

The Kingsley Association in East Liberty is hosting a 650-piece exhibit of black memorabilia that runs through November 30.

A photo exhibit entitled "Without Sanctuary" is at the Andy Warhol Museum on the North Side until December 30.

## **XII. ADJOURNMENT**

The meeting was properly adjourned at 4:43 p.m.

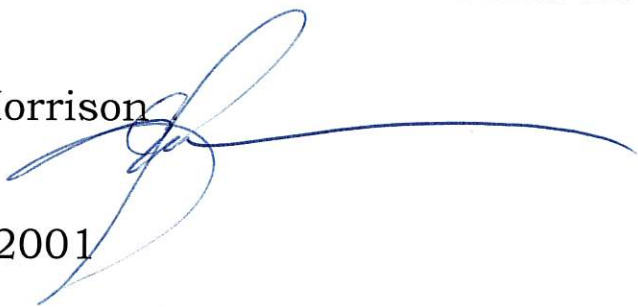
## Pittsburgh Commission on Human Relations

### Directors Report October 30, 2001

- September 27, 2001 Met with representatives of the Mayor's office and the City Finance Department concerning the Commission's budget for 2002.
- October 1, 2001 Met with Commissioner Stephan Broadus to review the Commission's 2002 budget.
- October 3, 2001 Met with D. M. Candy and Associates concerning the Commission's Town Meetings initiative. D. M. Candy and Associates have been selected as the consultants for this project.
- October 10, 2001 Attended the Pittsburgh Board of Public Education Inter-Agency Task Force meeting.
- October 10, 2001 Met with a number of community and agency representatives concerning community tension situations in the aftermath of the September 11, 2001 attack on the World Trade Center.
- October 16, 2001 Attended the College of Humanities and Social Sciences networking event at Carnegie Mellon University.
- October 16, 2001 Provided an interview on KDKA-TV concerning tension situations in the Muslim community.
- October 19, 2001 Met with the conservator handling the estate of Byrd R. Brown concerning the return of Commission files from the office of our former solicitor.
- October 22, 2001 Met with representatives of the Department of City Planning regarding the revised scope of services proposed by the consultant on the Town Meeting initiative.
- October 26, 2001 Met with representatives of the Fair Housing Partnership to discuss testing programs/audits of housing practices.

## MEMORANDUM

**TO:** Commission on Human Relations Members

**FROM:** Charles F. Morrison  
*Director* 

**DATE:** October 23, 2001

**SUBJECT:** **Pennsylvania Civil Rights Initiative**

Attached is information recently received from the Pennsylvania Lesbian and Gay Task Force concerning the above-referenced matter. The Task Force is asking that this Commission affirm its support for the initiative.

Please review this material in anticipation of a discussion regarding same at the November 5<sup>th</sup> Commission meeting.

CFM/cmz  
Enclosure



# PENNSYLVANIA LESBIAN AND GAY TASK FORCE

## Executive Director

Rita Addressa

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John R. Taylor, Esq.  
Reverend Paul M. Washington  
Deborah R. Willig, Esq.

## Legal Counsel

Kristine W. Holt, Esq.  
William A. Torchia, Esq.

*Memo: by 1<sup>st</sup> class mail (certificate of mailing) 2 pages with 2 attachments*

Karl Baker, Esq. (PPD)  
H. Reginald Belden, Jr., Esq. (PBA)  
Michael Boles (CHR)  
Cliff Boardman, Esq.  
Kevin Cathcart, Esq. (Lambda)  
Robert Cogan (Erie ACLU)  
Karen Detamor, Esq. (Farmworkers)  
Ben Dunlap, Esq.  
Lorri L. Jean (NGLTF)  
Ira Glasser, Esq. (ACLU)  
Ruth Harlow, Esq. (Lambda LDEF)  
Lazer Kleit (CHR)  
Bill McCarthy (Erie CHR)  
Jerry Mondesire (NAACP)  
Tim Potts (PA-SRN)  
David Rosenblum, Esq.

Chistine Biancheria, Esq.  
Steve Black, Esq. (PA-GALA)  
Lavera Brown (NAACP)  
Mary Bonauto, Esq. (GLAD)  
Charles Chives (NAACP)  
Rev. Willie Dampier (Erie CHR)  
Ron Daniels, Esq. (CCR)  
Homer Floyd (PA-CHR)  
Larry Frankel, Esq. (PA-ACLU)  
Alan Gordon, Esq. (PBA)  
Kate Kendell, Esq. (NCLR)  
Cletus Lyman, Esq. (GALLOP)  
✓Barry Morrison (ADL)  
Charles Morrison (CHR)  
Carl Primavera, Esq. (PBA)  
Stacey Sobel, Esq. (CGLCR)

cc: Board of Directors

**From:** Rita Addressa 215-772-2001 and 482-5230 overnight  
([plgtf@plgtf.org](mailto:plgtf@plgtf.org) and [www.plgtf.org](http://www.plgtf.org))

**RE:** Adviso - Pennsylvania Civil Rights Initiative

**Action:** Please [ ] *reaffirm* or [✓] *affirm* your organization's support for the Initiative and return the one-page Statement of Support

**Date:** October 13, 2001

The Philadelphia Bar Association and Philadelphia NAACP's support for the Pennsylvania Civil Rights Initiative has been extremely important to our slow-but-sure movement towards the **expansion and strengthening** of the Pennsylvania Human Relations Act inclusive of sexual orientation and gender identity or expression – perhaps even class!

The support of the NAACP/Philadelphia, the PSEA, the PAFT together with 75 organizations (gay and non-gay) and 5,250 petition signatories *extends*, as well, to proposed amendments to the Fair Education Opportunities Act. This Act relates to the prohibition of discrimination in *post-secondary* education only, ergo the fundamental importance of amending the Pennsylvania Human Relations Act to include the category “**education**.”

As U.S. government policymakers undermine civil and human rights under the guise of “national security,” I think it particularly important that civil and human rights organizations, relevant legal and education institutions, and professional associations stand **in solidarity** with vision and moral courage to do whatever we must do to preserve and expand, rather than contract, our already limited rights. The Initiative is one *small*, but important piece.  
(continues briefly)

1616 Walnut Street, Suite 1005, Philadelphia, PA 19103-5310  
(215) 772-2000 (Hotline) • (215) 772-2004 Fax • 1-877-PRIDE-2000  
E-mail: [plgtf@plgtf.org](mailto:plgtf@plgtf.org) • [www.plgtf.org](http://www.plgtf.org)

October 13, 2001. Page 2 of 2

### Action Requested

I am asking your reaffirmation (affirmation) of the **Initiative's goals** – civil and education rights for lesbian and gay people as well as bisexual and transgendered people together with **all** women and minorities, inclusively, through the expansion and strengthening of the Human Relations Act and the Fair Education Opportunities Act. For those organizations that one may encounter that suggest that we ask "too much," I would remind them of Dr. King's sage insight: "...the Negro's great stumbling block on the stride toward freedom is not the White Citizen's Counciler or the KKK, but the **white moderate** who is more devoted to 'order' than to justice...who constantly advises the Negro to wait until a 'more convenient season....'" (emphasis added).

### The Initiative

The civil rights initiative is a simple matter of basic justice. Nevertheless, the Pennsylvania Legislature, over these many years, has refused to act. As we engage in an ever-renewed struggle to obtain the introduction of, public hearings, and adoption of these proposed bills, we need your **solidarity**, your **(re) affirmation**, and your **support**.

The **Abstract** (2 pages) of the proposed amendments to the Human Relations Act and to the Fair Education Opportunities Act and the **Statement of Support** are appended. The aforementioned Year 2000 Study and the full text of the bills are available in pdf format on our web site at [www.plgff.org](http://www.plgff.org)

I will look forward to your soon response, and am available to speak to your Board of Directors and constituents about the Study and about the Initiative. If I may be helpful to you, please advise. Many thanks and my best wishes to all of us for peace and justice, worldwide.

  
Rita Addessa

encl A **Statement of Support** for your resolution, signature, and return in the enclosed pre-paid envelope.

The **Abstract** of the Pennsylvania Civil Rights Initiative proposed legislation. #####

# Pennsylvania Lesbian and Gay Task Force

## ABSTRACT

### Pennsylvania Human Relations Act and the Fair Educational Opportunities Act

[Original issue: Fall 1996; Summer 1997; Winter and Summer 2001(3/3)]

Discrimination is **legal** in 66 of 67 counties (excepting Philadelphia, PA) and in every city, town, and borough (excepting Harrisburg, Pittsburgh, Lancaster and York).<sup>1</sup> A comparison of four PLGTF statewide studies over the 1988-2000 shows that discrimination and violence remain at high levels.<sup>2</sup> Subsequent to the publication of the 1996 study, PLGTF convened a series of community wide meetings across the Commonwealth [8 meetings, 150 people, September 1996 through May 1997] to advance civil and education rights statewide. The following proposed amendments to the Pennsylvania Human Relations Act and the Fair Education Opportunities Act await introduction and adoption without weakening amendments or insulting caveats. Core principles guide the organizing process.

#### I. The Core Principles:

The Core Principles, intended to assure public officials and organizers' **accountability to the community**, are summarized herein: We commit to organize, to educate, and to negotiate with integrity for a Pennsylvania wide civil rights bill, inclusive of sexual orientation and gender identity or expression. We will be grounded in and guided by the principles that we deserve our full rights. We will support the achievement of civil rights protections, minimally, in employment, housing, public accommodations, and in education. We will not suffer any restriction of our rights (e.g. parental rights, domestic partnership rights, the recognition of marriage) nor homophobic insults (e.g. the presumption of criminality or immorality) in a Pennsylvania civil rights law. We will assure the strengthening and *enforcement* of civil rights laws on behalf of all women and all minorities.<sup>3</sup>

#### II. The Pennsylvania Human Relations Act. A summary of relevant sections to be amended follow to expand the Act to include the categories "sexual orientation" and "gender identity or expression" within the areas of employment, housing, and public accommodations, and in education. **Education is added as a category at Section 3. At Section 8 re: Education, the language is strengthened to support multiracial, multicultural and gender fair pedagogy.** These are minimalist goals.

Amending the act of October 27, 1955 (P.L. 744. No. 222), entitled as amended, an act prohibiting certain practices of discrimination because of race, **class**, color, familial status, religious creed, ancestry, age, sex, **[sexual orientation or gender identity or expression]**, national origin, handicap or disability, use of guide or support animal because of the blindness, deafness, or physical handicap of the user or because the user is a handler or trainer of support or guide animals as well as by employers, employment agencies, labor organizations, and others as herein defined...The General Assembly enacts as follows:

- Section 2: Findings and Declaration of Policy [a, b]
- Section 3: Right to Freedom from Discrimination (*adding Education to the Title and within the text*)
- Section 4: Definitions [adding "bb", please see below]
- Section 5: Unlawful Discriminatory Practices [a, b1, b2, b3, b4, c, f, g, h1, h2, h3, h4, h5, h6, h8(i) (ii), and 1(1)(2); Section 5.3 [a, b, c, d]

<sup>1</sup> Please also see PLGTF Comparison of U.S.A. Statewide Civil Rights Statutes that Include Sexual Orientation and Gender Identity or Expression, 1982-2001 as an accompanying document.

<sup>2</sup> See for instance, PLGTF Year 2000 Pennsylvania Study of Discrimination and Violence. (Authors: Larry Gross, Ph.D. with Steven Aurand) For a copy of the study and the proposed legislation, go to [www.plgtf.org](http://www.plgtf.org) See also, Transgender Equality: Handbook. NGLTF Policy Institute and National Center for Lesbian Rights ([www.nclrights.org](http://www.nclrights.org) and [www.nclrights.org](http://www.nclrights.org))

<sup>3</sup> For a full copy of the Core Principles' Objectives, see the PLGTF Civil Rights Briefing Packet, September 1996

**PLGTF Abstract PA Human Relations Act and Fair Education Opportunities Act - Summer 2001 (3)**

Section 7: Powers and Duties [f 2, g, i, j, and k]  
Section 8: Educational Program - See V below for a background/summary  
Section 12: Remedies [c]; [c (1)]; and adding g.

**III. The Pennsylvania Fair Educational Opportunities Act [post-secondary only] to be amended inclusive of sexual orientation and gender identity or expression. Summary of Relevant Sections follows:**

Amending the Act of July 1961 PL 776, declaring the policy of the Commonwealth with regard to discriminatory practices in educational institutions based upon race, [class], religion, color, ancestry, national origin, sex, handicap, or disability [sexual orientation or gender identity or expression]...

Preface: Amending the Title to include: sexual orientation and gender identity or expression  
Section 2: Findings and Declaration of Policy [a, b, c]  
Section 3: Definitions: Add a new definition as Paragraph (9). (See definitions below)  
Section 4: Unfair Educational Practices [a(1, 2, 3); a.1.(1, 2, 3)]  
Section 6: Powers and Duties [4]  
Section 9: Construction [a, c]

**IV. Definitions.**

"Sexual orientation" shall refer to a person's actual or perceived homosexuality, bisexuality, or heterosexuality. "Gender identity or expression" shall refer to a person's self-identification as male or female, distinguished from the person's biological sex. Sex shall be defined as the gender of a person, as perceived, presumed, or assumed by others, including those who are changing or who have changed their gender identification [Pittsburgh, PA Human Relations Act definition of "sex" as enacted in 1997].

**V. Education: Amendment to Section 8 of the Pennsylvania Human Relations Act**

(note: the word "education" is also amended to Section 3)

Background: With the support of an extraordinary coalition among gay and non-gay communities, minority and non-minority, the Task Force's Education Equity Project resulted in Pennsylvania's adoption of a statewide education regulation which prohibits discrimination in educational programs on the basis of sexual orientation together with a statement of equity principles to encourage multiracial, multicultural, and gender fair curricula [1993]. It is time to assure that education is regarded as a civil and human right as well as a vaguely defined constitutional right *i.e.* every child is entitled to a "thorough and efficient education." The Human Relations Act and Title 22, Chapter 5 must be conformed inclusive of sexual orientation and gender identity or expression.

**"Section 8:** Each student is entitled to an educational experience that is free from bias and discrimination and that reflects and supports the gender, race, and cultural diversity present in the Commonwealth of Pennsylvania. The twin goals of the state's educational system are to provide equal opportunity for all students in all state supported elementary, secondary, vocational, post-secondary, and higher educational institutions and to maximize the potential of all students regardless of race, class, or color, religion or creed, national origin or cultural heritage, gender or gender identity, sexual orientation, national origin, ancestry, handicap or disability. The Commission, in cooperation with the Department of Education, is authorized to support a multiracial-multicultural-gender fair educational program in order to promote knowledge about and respect for diversity and pluralism to further good will among all persons, inclusive of race, color, familial status, religious creed, ancestry, age, sex, sexual orientation or gender identity or expression, national origin, handicap or disability." [Cite Title 22 and Pennsylvania Department of Education Statement of Equity Principles, 1993]

November 7, 2001

Rita Addessa  
Pennsylvania Lesbian and Gay Task Force  
1616 Walnut Street, Suite 1005  
Philadelphia, Pennsylvania 19103-5310

**RE: PLGTF Pennsylvania Civil Rights Initiative**

Dear Ms Addessa:

During their regularly scheduled meeting on Monday, November 5, 2001, the Pittsburgh Commission on Human Relations reviewed and discussed the Pennsylvania Civil Rights Initiative as outlined in your correspondence/abstract dated October 13, 2001. The result of their discussion was unanimous support for the initiative to expand the definition of "sex" (as adopted by the Pittsburgh Commission on Human Relations in 1997) in both the Pennsylvania Human Relations Act and the Fair Education Opportunities Act.

Also, enclosed is the Statement of Support, as requested.

Very truly yours,

**Charles F. Morrison**  
*Director*

/cmz  
Enclosure

**In Support of**  
**PLGTF Pennsylvania Civil Rights Initiative: (1996 - Until It Is Over)**  
*[For All Organizations and Individuals: Pennsylvania and Non-Pennsylvania]*

*Whereas* hate-based discrimination in employment, housing and public accommodations is epidemic against lesbian women and gay men of all races,

*Whereas* hate-based criminal violence, inclusive of physical assault, assault with a weapon, sexual assault, arson, vandalism, and other crimes are epidemic against gay men and lesbian women of all races,

*Whereas* hate-based discrimination and criminal violence against transgendered people and against bisexual people is a serious and substantive concern, *and* whereas such discrimination and violence is grounded in *gender-based bigotry and prejudice*,

*Whereas* public education is central to the development of knowledge and critical thinking skills as well as the formation of social attitudes and beliefs, *and* whereas each of our children and society suffer significantly and tangibly from the promotion of narrow and rigid cultural norms and the diminution of multiracial-multicultural-gender fair education,

*We hereby call upon our community and upon Pennsylvania Legislators to support the Pennsylvania Civil Rights Initiative, the core principles, and twin civil rights bills as proposed to amend and strengthen, with no weakening amendments or insulting caveats, the*

(1) **Pennsylvania Human Relations Act** which prohibits discrimination in **employment, housing, and public accommodations** to (a) expand the Act to include the categories "sexual orientation," "gender identity or expression," and "class" (b) expand the Act to include the category "education" and to encourage multiracial-cultural-gender fair education in all schools for all children, (c) create a definition of the term "sex" as adopted 1997 by the Pittsburgh Human Relations Commission, and (d) strengthen the Act's enforcement mechanisms on behalf of all women and minorities, inclusively.

(2) **Fair Education Opportunities Act**, which focuses on *postsecondary* education, to expand the Act to include the categories "sexual orientation" and "gender identity or expression."

*Please Print*

Name:

CHARLES F. MORRISON

Title:

DIRECTOR

Mo/Da/Yr Signed:

11/07/01

Organization:

PITTSBURGH COMMISSION ON HUMAN RELATIONS

Address:

414 GRANT ST Rm 908

City/State/Zip:

PITTSBURGH, PA 15219-2464

Phone (e) ( )

412 255 2600

(d) ( )

fax:

412 255 2284

Email:

Other

*Please mail/fax a copy of your statement of support today to your local organizing committee or to the Initiative, c/o Rita Addessa, plgtf, 1616 Walnut Street, Suite 1005, Philadelphia, PA 19103-5310. 215-772-2000 and fax 215-772-2004. Additional copies of the Statement of Support and Petitions to Legislators are available on request. plgtf @ plgtf.org and www.plgtf.org*