

PITTSBURGH COMMISSION ON HUMAN RELATIONS

A G E N D A

April 5, 2004

I. CALL TO ORDER

**II. PRESENTATION: Steve Orner, Coordinator of
GLSEN (Gay Lesbian & Straight Education Network)**

III. ADOPTION OF MINUTES

IV. STAFF AND COMMITTEE REPORTS

A. Compliance Update

B. Director's Report

V. NEW BUSINESS / ANNOUNCEMENTS

A. Appointment of Nominating Committee

VI. ADJOURNMENT

/cmz

PITTSBURGH COMMISSION ON HUMAN RELATIONS
Minutes of Meeting
April 5, 2004

Attendance: Father Lou Vallone, *Chair Pro Temp*

Stephan Broadus	Dr. Frances Barnes	Dr. Barbara Burstin
Rev. Tim Smith	Dr. Susan Hunt	Christine Williams
Alma Speed Fox	David Engel	

Called/Unable to attend: Robert McClenahan B. J. Samson
Curtis Smith Elizabeth Pittinger
Deborah Walker

Absent: None

Staff: Charles F. Morrison, *Director*
Connie Miskis Zatek Yancy Miles K. Trower, Solicitor

Guests: Dave Goldberg, *Controller's Office*

I. CALL TO ORDER

In the absence of the Chair, Father Lou Vallone, 1st Vice Chair, called the meeting to order at 3:45 p.m.

II. PRESENTATION BY STEVE ORNER OF GLSEN

Mr. Orner spoke of GLSEN (Gay, Lesbian and Straight Education Network), established in 1995, to focus on ensuring safe schools for all students. Mr. Orner stated that there are currently 90 chapters in 45 states. Over the last two and half years, Pittsburgh's chapter has held more than 80 workshops with school administrators, faculty and community leaders.

According to Mr. Orner, diversity usually ends when it comes to lesbian, gay and bi-sexual and trans-gender (LGBT) issues. He stated that drug and alcohol use is higher among LGBT students and that they are two to three times more likely commit suicide. As a result, GLSEN representatives are working with the dean of Pittsburgh public schools to introduce a new curriculum and are hoping to start a model school project involving peer leadership programs. The Safe and Respectful School Project is for all kids kindergarten through 12th grades.

Mr. Orner stated that GLSEN has found itself presenting more seminars off campus rather than directly to students on campus, although workshops have been held locally at both Peabody and Langley High Schools. GLSEN is currently working primarily with counselors and administrators but looks forward to also working with teachers and students directly. Although he has not heard any negative comments about GLSEN presentations, Mr. Orner stated that he believed administrators and teachers are often afraid to allow GLSEN in the schools for fear that the content of the presentation/discussion will be gay/lesbian and sexuality.

When asked why he had come to the Commission, Mr. Orner responded that he wants to understand more about the work of the Commission, how it works with education and how it and GLSEN may possibly collaborate. He invited Commissioners to attend a workshop scheduled for April 13 or to call him for other future workshop dates.

III. ADOPTION OF MINUTES

Dr. Barnes indicated that the March 1, 2004 Minutes should be corrected as follows below in *italics*:

Page 4, item #5, paragraph 3 –

“... Dr. Barnes spoke with Ruby Carter (of HUD) and said that she had helped develop such materials in the 1980’s while a part of the *EEO Committee of the Realtors Association of Pittsburgh*. Dr. Barnes said that Ms Carter gave her the go ahead. Dr. Barnes *proceeded to rework the material dealing with renting with the content directed to high school seniors*. The manual is *almost complete* and is at the City Print Shop; it is called ‘Its Your Move: Moving Out, Moving On.’ Dr. Barnes suggested that this same information could also be developed into a PowerPoint presentation.”

With the above changes noted, Commissioner Williams moved that the Minutes of the March 1, 2004 full Commission meeting be accepted. Commissioner Engel seconded the motion. The Minutes were unanimously adopted with noted changes.

IV. STAFF & COMMITTEE REPORTS

- A. Compliance Update
Compliance Supervisor, Yancy Miles reported that as of today’s meeting of the Compliance Review Section, 48 cases will be submitted to EEOC for credit.

- B. Director’s Report

Director Morrison reported that under the 2004 EEOC contract the Commission will be required to process 148 dual-filed charges. EEOC will review the Commission’s progress at the end of May and may make adjustments at that time. The Director stated that he is hoping to get closer to the contracted amount, but reminded the Commissioners that we are “down three positions from one year ago.”

Following a recent meeting with Deputy Mayor Tom Cox and Ellen McLean, Finance Director, the Director received authorization to fill one vacancy for a full time investigator. This position is a union position; the successful applicant will begin as a Commission Representative I and progress to a Commission Representative II in 28 months.

Commissioners are invited to attend the annual HUD conference in Washington, June 13 – 18, 2004 and should contact the Director as soon as possible if interested in attending. The Director explained that authorization for attendance must be received from both HUD and the City prior to making final plans to attend.

Director Morrison attended the Pennsylvania Human Relations Commission meeting which was recently held in Pittsburgh. He reported that this Commission has enjoyed a good working relationship with the PaHRC, noting that the City Commission has been included in staff development training offered by the PaHRC, including sexual harassment training and a special recognition program during Black History Month. The Director reported that the PaHRC is also experiencing a decrease in the number of complaints filed in 2003 and believes this may be due to the current state of the economy.

A draft of a Memorandum of Understanding with the Fair Housing Partnership of Greater Pittsburgh was distributed to the Commissioners for their review. Director Morrison explained that the FHP would not commit to referring potential clients to the Commission within a specified timeframe, but as a compromise, the FHP did agree to advise individuals of their right to file a complaint with the Commission and to provide them with written information regarding their rights.

In response to a question, Director Morrison briefly highlighted the last performance evaluation of the Commission which was conducted by HUD. Although the Commission was rated "unsatisfactory," no punitive measures were taken. He noted that HUD provides training for staff and Commissioners and as Director, he is looking toward improved performance for the next review.

In response to Commissioners questions at the March meeting, a draft of "It's Your Move: Moving Out and Moving On" was mailed to Commissioners for review and comment. To date only a few Commissioners have responded with comments. He asked the Commissioners to get their comments to the Commission as soon as possible so that this brochure may be finalized.

The City recently sold the Public Safety Building (which housed the Curfew & Truancy Program) to PNC for \$8 million. Police operations have been moved to the North Side and the Curfew & Truancy Center has been moved to the West End Safety Services Center.

Director Morrison reported that he, Kevin Trower and Yancy Miles are reviewing the Commission's Rules and Regulations in an effort to update them. A copy of any proposed changes will be forwarded to the Commissioners for comment when the preliminary review is completed.

Open Floor/ Commission Comments:

Dr. Barnes stated that she was surprised to receive a copy of the memo to Commissioners asking for comments/corrections on the brochure "Its Your Move." She stated that she had worked on this brochure and that any comments should come directly to her not to the Commission offices.

Dr. Barnes said that "It's Your Move" deals with renting and is directed to high school students. She is now working on the presenter's guide as a companion to "Its Your Move."

Solicitor, Kevin Trower, stated that he had read "Its Your Move" and said that "it is excellent" noting that it may also be helpful to college students, who tend to experience more immediate housing needs than high school seniors. Mr. Trower suggested that the brochure also be made available to student housing offices of local colleges and universities. Several Commissioners voiced agreement. Dr. Barnes disagreed stating that she has not forgotten about college students, but it will not be this particular brochure.

V. NOMINATING COMMITTEE

Father Vallone reported that Robert McClenahan, Commission Chair, had communicated his appointment of the following Commissioners to serve on the 2004 Nominating Committee: Elizabeth Pittinger, Dr. Susan Hunt and Reverend Timothy Smith, Jr. He reminded the Committee members that they were charged with the responsibility of recommending a slate of candidates as officers for 2004, and that their report was to be ready for the May 3rd Commission meeting. Election of officers will take place at the June meeting. Father Vallone also reminded the Commissioners that if they would like to be nominated or would like to nominate other Commissioners for a particular position, they should contact a member of the Nominating Committee prior to the May Commission meeting.

With no further business to address, the Commission meeting was properly adjourned upon motion of Commissioner Williams and seconded by Commissioner Broadus.

MEMORANDUM

Connie

To: All Commissioners

FROM: Connie Miskis Zatek
Secretary to Director

DATE: March 29, 2004 *cmz*

SUBJECT: **MEETING NOTICE**

The Commission is scheduled to meet on **Monday, April 5, 2004** as follows:

2:30 p.m. Compliance Review Section

3:30 p.m. Full Commission meeting

The following items are enclosed for your review:

1. Minutes of the March 1st Commission Meeting
2. Director's Report for March activities
3. Case Summary Package (*for Compliance Review Section Members Only*)

If you are not able to attend your assigned meeting, please let me know me immediately at 412-255-2600.

/cmz
Enclosures

Pittsburgh Commission on Human Relations

Directors Report

March 24, 2004

Feb. 24, 2004	Met with Marian Kent, Executive Director of the Fair Housing Partnership of Greater Pittsburgh, to discuss proposed terms of a Memorandum of Understanding between our agencies.
Feb. 26, 2004	Conducted a program in recognition of Black history month in partnership with the EEOC, PAHRC and the OFCCP. Commissioners Barnes, Samson and (Rev.) Smith participated.
March 10, 2004	Attended the Pittsburgh Board of Public Education Inter-Agency Task Force meeting. Topics included the move of the curfew/truancy center, school safety and problems in the community surrounding Carrick High.
March 12, 2004	Met with EEOC Philadelphia District Director Marie Tomasso regarding plans for a Technical Assistance Program for area employers to be held in Pittsburgh on June 3, 2004. The plan includes having the EEOC Chair, Cari M. Dominguez, present. Planning is also underway to do a briefing for the members of the House of Representatives and Senate and/or their staffs regarding the work of the Commission.
March 18, 2004	Provided an educational program regarding the work of the Commission to a class at Duquesne University's Paralegal Institute.
March 18, 2004	Commission staff participated in a training exercise on sexual harassment with the Pennsylvania Human Relations Commission.
March 22, 2004	Attended the meeting of the Pennsylvania Human Relations Commission held in Pittsburgh. Spoke with the Commission regarding issues of local concern.

MEMORANDUM

TO: Charles F. Morrison, Director

FROM: Janice Burris
Clerk-Stenographer II

DATE: April 15, 2004

SUBJ: INTAKE REPORT - First Quarter, 2004

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Bases of Discrimination Page 2

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Respondent Type of Business Page 4

CASES FILED, FIRST QUARTER 2004

	<u>JAN</u>	<u>FEB</u>	<u>MAR</u>	<u>TOTALS</u>
<u>COMMISSION INITIATED</u>	0	0	0	0
<u>EMPLOYMENT</u>	9	10	10	29
<u>HOUSING</u>	1	0	1	2
<u>PUBLIC ACCOMMODATIONS</u>	1	1	0	2
<u>COMMUNITY RELATIONS</u>	0	0	0	0
<u>CIVIL RIGHTS</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
TOTALS	11	11	11	33

BASES OF DISCRIMINATION: FIRST QUARTER**I. EMPLOYMENT CASES**

<u>Basis</u>	<u>Number</u>	<u>Percentage</u>
Race	6	20.7
Race, Sex & Age	1	3.5
Race & Retaliation	3	10.3
Age	2	6.8
Age & Handicap/Disability	1	3.5
Sex & Sexual Orientation	1	3.5
Sex & Age	1	3.5
Handicap/Disability	4	13.8
Race & Age	2	6.8
National Origin	1	3.5
National Origin & Age	1	3.5
Race & Handicap/Disability	2	6.8
Sex	<u>4</u>	<u>13.8</u>
TOTAL	29	100.0

II. HOUSING CASES

<u>Basis</u>	<u>Number</u>	<u>Percentage</u>
Handicap/Disability	1	50.0
Race	<u>1</u>	<u>50.0</u>
TOTAL	2	100.0

III. PUBLIC ACCOMMODATION CASES

<u>Basis</u>	<u>Number</u>	<u>Percentage</u>
Sex	<u>2</u>	<u>100.0</u>
TOTAL	2	100.0

ISSUES OF COMPLAINTS**I. EMPLOYMENT CASES**

<u>Issue</u>	<u>Number</u>	<u>Percent</u>
Discharge	12	41.4
Terms & Conditions	3	10.3
Suspension	1	3.5
Retaliation	3	10.3
Failure to Hire	2	6.9
Sexual Harassment	2	6.9
Hostile Environment	2	6.9
Failure to Promote	1	3.5
Discipline	<u>3</u>	<u>10.3</u>
TOTAL	29	100.0

II. HOUSING CASES

<u>Issue</u>	<u>Number</u>	<u>Percent</u>
Refusal to Rent	<u>2</u>	<u>100.0</u>
TOTAL	2	100.0

III. PUBLIC ACCOMMODATION CASES

<u>Issue</u>	<u>Number</u>	<u>Percent</u>
Sexual Harassment	1	50.0
Failure to Accommodate	<u>1</u>	<u>50.0</u>
TOTAL	2	100.0

RESPONDENTS-TYPE OF BUSINESS: EMPLOYMENT CASES

	<u>Number</u>	<u>Percent</u>
Hospitals	7	24.1
University	1	3.5
Maintenance Firm	1	3.5
Insurance Firm	1	3.5
Design Firm	1	3.5
Home Remodeling/Building Supplies	1	3.5
Restaurants/Clubs	4	13.7
Employment Agency	2	6.8
Transportation	1	3.5
Education	2	6.8
Credit Union	1	3.5
Non-Profit Organization	3	10.3
Child Care	1	3.5
Utilities	2	6.8
Union	<u>1</u>	<u>3.5</u>
TOTAL	29	100.0

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Editorial: The glass half full / Race relations are better but work needs to be done

Monday, April 12, 2004

Pittsburgh Post-Gazette

There's good news and bad news on U.S. race relations, according to a recent national poll. According to the Gallup Organization for the AARP and the Leadership Conference on Civil Rights, approval of interracial marriage (a key barometer of tolerance in the past) is up dramatically, along with acceptance of affirmative action and racially mixed neighborhoods.

Nationally, African Americans, whites and Hispanics are beginning to see the world through a similar prism of experience and expectation. Aspiration across lines of race, education and income levels aren't as different as they used to be.

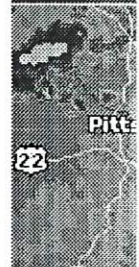
The survey of 2,002 middle-class Americans of various racial backgrounds, as expected, continues to show differences in perception of how the law deals with them. There is no consensus on how widespread discrimination is; blacks and Hispanics are much more convinced of its existence than whites are.

While we're still light-years from being a race neutral Utopia, at least we're finally in the same galaxy. Though 63 percent of Americans surveyed believe race relations will always be the society's Achilles' heel, there's growing evidence that attitudes are also shifting for the better.

The bad news is that closer to home -- especially in Allegheny County, where pockets of segregation and hopelessness hold sway -- pessimism continues to expand from a breeding ground of accumulated injustices.

The lagging rate of investment in African-American neighborhoods coupled with the academic achievement gap and the high infant-mortality statistics here are an indicator of just how far the region has to come just to be in step with the tentative optimism of the national mood.

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Old suspicions flare up with very little kindling here because positive interaction between the races is rarer than it should be. African Americans as a group continue to feel marginalized in Pittsburgh despite the influence that a few black individuals may have in the region.

While race relations may be improving nationally, we don't need pollsters to tell us that such optimism hasn't trickled down to Pittsburgh, yet. We should consider this one of our community's highest mandates.

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