PITTSBURGH COMMISSION ON HUMAN RELATIONS

AGENDA

January 7, 2008

I. CALL TO ORDER

II. ADOPTION OF MINUTES

III. STAFF AND COMMITTEE REPORTS

A. Compliance Update

B. Director's Report

IV. NEW BUSINESS

V. ADJOURNMENT

Please be considerate of others; turn off cell phones.

/cmz

PITTSBURGH COMMISSION ON HUMAN RELATIONS
Minutes of Meeting
January 7, 2008

Attendance: Leah Williams-Duncan, *Chair Pro Temp*

Rev. Tim Smith
Elizabeth Pittinger
Dr. Lee Fogarty
Sister Eleanor Loftus
Jennifer Andrade
Mary K. McDonald
Winford Craig
Elbert Gray, Jr.

Called/Unable to attend:

Adelaide Smith
Lynette Drawn-Williamson
Ann McCafferty
Melanie Predis
Neil Parham
Curtis Smith

Staff: Charles F. Morrison, *Director*
Kevin Trower, Solicitor
Connie Miskis Zatek

I. CALL TO ORDER

The meeting was called to order at 3:40 p.m. by the Vice Chairperson, Leah Williams-Duncan.

II. ADOPTION OF MINUTES

The Minutes of the December 2007 Commission meeting were unanimously adopted as circulated, upon motion by Commissioner Pittinger and second by Commissioner Fogarty.

III. STAFF & COMMITTEE REPORTS

A. Compliance Update

Quarterly Intake Report: Director Morrison reported that employment intake was up during the fourth quarter of 2007, but the total number of complaints for the year was still lower than for 2006; housing intake was the same as 2006 with 13 cases filed. Director Morrison reported that HUD's technical monitor for the Commission has indicated that they would like to see the Commission double its housing cases in 2008. To date, two housing complaints have been filed. Today, the Compliance Review Section authorized the initiation of a third housing complaint.

Director Morrison reported that nationally the number of housing complaints filed is down by more than 400 from an average of 10,000 per year. It is believed that the number of housing complaints does not accurately reflect what is going on in the housing market, being greatly under-reported. Therefore, HUD has increased budgets for FHAP's to support more outreach efforts.

Seven public accommodations complaints were filed in 2007; down from nine in 2006. Employment cases comprise the largest area of this Commission's work. In 2007, 55 cases were filed, down from 66 the previous year. The Director indicated that generally this Commission's numbers are proportionately similar to those of the State Commission. That agency's intake is down as well.

2008 will mark 44 years since the passage of Title VII. Over the years, the law has been expanded to include additional protected classes. Director Morrison stated that as the "baby boomers" come of age, we may see more ADA cases in the years ahead. He stated that many employers have become very sophisticated and are subtle in the manner in which they discriminate.

B. Director's Report

Director Morrison highlighted information from the written report which was mailed to all Commissioners prior to today's meeting.

The YWCA has a mission similar to the Commission's – that being the elimination of discrimination. Annually the YWCA sponsors the Racial Justice Awards honoring individuals and organizations. Director Morrison suggested the possibility of the Commission being nominated for it in 2008.

Director Morrison participated in a management training program of all managers and directors of Triangle Tech, which has six campuses throughout Pennsylvania. The school has a diverse student body and the faculty works with the students in placement, housing, etc. It was a good opportunity to make them aware of discrimination issues in employment and housing, and the protections under the law.

The Director met with the staff of the Fair Housing Partnership to discuss the City's Fair Housing Plan. The FHP is looking to do reviews of new construction in the City. Since March 1992, all new multi-family construction must be in compliance with the Fair Housing Act. The FHP has conducted several audits and found many buildings are not in compliance. FHP is required to notify HUD of its findings and file any complaints with HUD. The result was that HUD decided to process these complaints internally rather than forward them to this Commission.

Another potential case uncovered by the FHP involved the hearing impaired and the Pennsylvania relay system. While the circumstances of this case arose within the City of Pittsburgh and could have been processed by this Commission, HUD chose to add it to its own caseload. The Director reported that he has discussed this with local HUD representatives, who claim that the decision to defer or keep a case is not made at the local level.

Commissioner Pittinger speculated that the case involving the relay system may have involved a state-wide issue and, that may have been the reason it was retained by HUD for investigation.

Discussion then turned to the 40th anniversary of the Fair Housing Act in 2008 and the need for the Commission to increase its education and outreach efforts. In response to a Commissioner comment regarding advertising on PAT buses, the Director stated that the Port Authority will not accept advertising from non-profit organizations where money does not change hands for services. He stated that he has pursued this several times in the past without success, and mentioned that the ACLU is now in litigation with Port Authority on behalf of the League of Women Voters. The Director agreed to ascertain the status of this litigation and report back to the Commission at the February meeting.

Commissioner Pittinger suggested going back to PAT to purchase advertising space as a publicly subsidized service, and at the same time, approaching Allegheny County Chief Executive, Dan Onorato and County Council, who may not even be aware of PAT's policy. Commissioner McDonald also suggested writing to PAT's board of directors. She indicated that she knows of at least one person on that board and offered to make a personal contact.

Sister Loftus suggested placing ads or PSA's in the bulletins of area churches (of all denominations). Commissioner Craig stated that he can facilitate this through Churches United, a conglomeration of churches of all denominations in the Pittsburgh area.

In response to a question about PSA's on radio and television, the Director stated that the local outside media services are not currently being used. However, the City Cable channel, on a continuing and regular basis, carries a short video featuring the Commission which describes housing discrimination in detail and how to file a complaint.

Director Morrison spoke today with Police Chief Harper regarding the cross-burning that took place in Carrick on Thanksgiving Day. Chief Harper promised to get back to him with regard to the status of the investigation.

C. Housing Committee Report

Commissioner Craig, chair of the Housing Committee, convened its first meeting on December 18, 2007. Notice was provided to members of the Committee, but unfortunately, none were able to attend. Dawn Williams, Director of Housing for the Urban League of Pittsburgh, was also in attendance. Director Morrison explained that the Urban League's Housing Counseling Service is funded by the Community Development Block Grant (CDBG) Program.

Director Morrison distributed copies of a memo summarizing the events of that meeting and went on to offer further comments. He stated that items for discussion included the need for the Urban League to make client referrals to the Commission, when appropriate. He stated that the Urban League has contact with thousands of people throughout the year, many of whom may possibly be experiencing housing issues that may be addressed by the Commission.

Another item discussed was that adjustable rate mortgages and sub-prime mortgages are disproportionately affecting African-Americans and other minorities.

The topic of legal assistance (in terms of document review) for people who are in the process of applying for a mortgage was discussed. Commissioner Andrade confirmed that the Allegheny County Bar Association has a pro bono program in place to offer assistance – usually after the homeowner has been served with a foreclosure notice. Commissioner McDonald suggested that Lori Alberts can be contacted for additional information regarding the ACBA program.

According to Commissioner Craig, the Urban League is looking to head this component and has put together a proposal which Esther Bush is currently reviewing. He stated that Stanley Lowe and Howard Slaughter have expressed a willingness to talk with the Urban League about this, explaining that both Mr. Lowe and Mr. Slaughter are "deeply rooted in finance."

Commissioner Pittinger cautioned that care must be taken not to stretch the mission of the Commission, especially when it is not totally the result of a discriminatory practice, stating that "poverty issues are different than our own mission." She emphasized that the educational side must come first in order to avoid the person coming to the Commission for redress.

Director Morrison stated that some cases involve real estate speculators assuming that prices will rise and then they didn't – in Michigan, Ohio and California. He also cautioned that the Commission must stay within the framework its mission and pointed out that the City's Fair Housing Plan does address this.

IV. NEW BUSINESS

Commissioner Pittinger then raised the One Hill situation and discussions regarding a Community Benefits Agreement (CBA) coming along with the construction of a new arena. One of the concerns is with regard to the CBA is the promise of preferred status for persons living in the Hill for employment, and questioned if such a preference is lawful.

Commissioner Pittinger stated that the community continues to press for the residents to get the jobs. She stated that that is not lawful and no public official could agree to it. She insisted that the Commission should have a formal response. She stated that jobs should be filled by those qualified to do the job.

Director Morrison responded that this issue had been addressed in the past with the Pittsburgh Works program sponsored by former Council representative Sala Udin. It deals with City dollars and preferences and percentages of city residents employed on city-funded construction. He stated that in other parts of the country, constitutional challenges have been raised. The money for the new arena is not only Pittsburgh money; some of it is also federal and state money.

Commissioner Pittinger relayed that she has heard that some people have been "put off" by the reports of One Hill's demands. Commissioner Williams- Duncan inquired if this is something that the Commission needs to further investigate. Commissioner Pittinger replied in the affirmative, stating that tension is building within other communities. "I don't think we can let that kind of thing go when it comes to jobs." Commissioner Pittinger stated that it may be a community relations concern.

Director Morrison reported that Don Barden has agreed to provide resources to the North Side community. He is a private individual and if he agrees to do this . . . to say to the community "here is some money to help with the problems that the casino may present" is fine. However, in the case of the arena, it is the government. The community is claiming it is corporate welfare and asking "what about us?" The community has to addressed in terms of fairness, but the people who oversee this are proposing to give money to the URA which, in turn, will look to building a new YMCA, a grocery store, etc.

Commissioner Pittinger stated that there are different issues from giving a cash donation to the community to use as they want; in this case there is a plan attached to it. The question is the efficacy of community tension because they are not getting a cash donation.

Commissioner Gray asked if this was the same issue as when the original arena was built. He inquired if there were similar tensions then.

Director Morrison explained that they are talking about tearing down the Mellon Arena and giving the Penquins development rights to the land. The people of the Hill District said when the Arena was originally built in the 1950's, it destroyed their neighborhood and promises were made but not kept. The people today are not the same, but many in the community remember the disruption, etc.

Kevin Trower recalled that the Arena Project destroyed the African-American entrepreneurship class; it took away the businesses as well as the homes through eminent domain. There was no minority participation in the building of the Civic Arena. Now is the first opportunity for the community to say that it wants something in return for their prior losses. Mr. Trower went on to say that he did not believe that residency in a certain neighborhood can be construed as a protected category, such as a veteran might be with regard to employment.

The Chairperson Pro Temp thanked the Commissioners for raising awareness to these issues and asked Commissioners to remain alert to the details should this subject be raised for discussion again later.

V. ANNOUNCEMENTS

The Black & White Reunion will be held on Saturday, January 26 from 8 a.m. – 4 p.m. at the East Liberty Presbyterian Church. Interested Commissioners were asked to call the office for further details.

Copies of the 2007 EEOC Race & Color Discrimination Training Manual were distributed to Commissioners for their information. Director Morrison stated that it will be discussed during a future mini-training session for Commissioners.

Commission Representative Jillane McKinley was injured in an auto accident before Christmas and is not expected to return for several weeks.

With no further business to address, Commissioner Andrade moved to adjourn the meeting at 5:10 p.m. The motion was seconded by Commissioner McDonald and carried unanimously.

/cmz

Connie

CITY OF PITTSBURGH
"America's Most Livable City"
Commission on Human Relations
Luke Ravenstahl, Mayor *Charles F. Morrison, Director*

MEMORANDUM

To: All Commissioners

FROM: Connie Miskis Zatek
Secretary to Director

DATE: December 28, 2007

SUBJECT: **MEETING NOTICE**

The Commission is scheduled to meet next on **Monday, January 7, 2008,** 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 December 3, 2007, CHR Meeting
2. Director's Report for December 2007
3. Case Summary Package *(for Compliance Review Section Members Only)*
4. Third Quarter 2007 Intake Report

Please note that this packet is being mailed a few days earlier than usual to avoid possible delivery delays due to the Holidays. Therefore, additional cases may be added to the Compliance Agenda on January 7th.

Your attendance is vital to the work of the Commission. If you are unable to attend, please call me at 412-255-2600 to alert me to your absence. Thank you.

/CMZ
Enclosures

Pittsburgh Commission on Human Relations
Director's Report

December 28, 2007

Nov. 30, 2007	Director Morrison attended the YWCA Greater Pittsburgh Racial Justice Awards program. The award program, now in its 16th year, honors women, men and organizations that have made lasting contributions to the Pittsburgh area by helping to eliminate racial inequity in everyday life.
Dec. 04, 2007	Director Morrison provided an education and outreach program for the supervisors and managers of Triangle Tech. Triangle Tech provides a variety of associate degree programs at six locations throughout the Commonwealth. The program included a review of the Commission's history along with background on the civil rights movement. The participants were briefed on the public policy in the area of civil rights, the societal effects of discrimination, the laws enforced by the Commission, areas of jurisdiction and the powers and duties of the Commission.
Dec. 19, 2007	Director Morrison met with representatives of the Fair Housing Partnership of Greater Pittsburgh. The purpose of this meeting was to discuss the FHP's role in the City of Pittsburgh's Fair Housing Plan. Items discussed included compliance with the accessibility provisions of the Fair Housing Act in new construction in the city. FHP has conducted several compliance audits of new construction and has brought its findings to HUD which is currently investigating these issues. FHP is continuing to recruit and train staff and volunteers to assist them in their testing programs. FHP plans to hold another slam poetry contest for Fair Housing Month in April 2008.

MEMORANDUM

TO: Charles F. Morrison, Director

FROM: Janice Burris
Clerk-Stenographer II

DATE: December 10, 2007

SUBJ: INTAKE REPORT - Third Quarter, 2007

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Issues . . . . Page 3

Respondent Type of Business . . . . Page 4

CASES FILED, THIRD QUARTER 2007

	JULY	AUG	SEPT	TOTALS
COMMISSION INITIATED	0	0	0	0
EMPLOYMENT	8	6	2	16
HOUSING	3	0	0	3
PUBLIC ACCOMMODATIONS	1	2	0	3
COMMUNITY RELATIONS	0	0	0	0
CIVIL RIGHTS	0	0	0	0
TOTALS	12	8	2	22

BASES OF DISCRIMINATION: THIRD QUARTER

I. EMPLOYMENT CASES

Basis	Number	Percentage
Race	3	18.75
Race, Sex	2	12.50
Race, Sex, Retaliation	1	6.25
Race & Age	1	6.25
Race, Handicap/Disability	1	6.25
Race, Sex, Age	1	6.25
Sex	3	18.75
Age & Sex	1	6.25
Age & Retaliation	2	12.50
Age & Handicap/Disability	1	6.25
TOTAL	16	100.00

II. HOUSING CASES

Basis	Number	Percentage
Race	1	33.33
Race &Retaliation	1	33.33
National Origin & Ancestry	1	33.34
TOTAL	3	100.00

III. PUBLIC ACCOMMODATIONS CASES

Basis	Number	Percentage
Race & Retaliation	1	33.3
Sexual Orientation	1	33.3
Handicap/Disability	1	33.4
TOTAL	3	100.0

ISSUES OF COMPLAINTS

I. EMPLOYMENT CASES

Issue	Number	Percent
Discharge	10	62.50
Constructive Discharge	2	12.50
Discipline	2	12.50
Terms & Conditions	1	6.25
Sexual Harassment	1	6.25
TOTAL	16	100.00

II. HOUSING CASES

Issue	Number	Percent
Eviction	1	33.3
Terms & Conditions	1	33.3
Failure to honor Settlement	1	33.4
TOTAL	3	100.0

III. PUBLIC ACCOMMODATIONS CASES

Issue	Number	Percent
Expulsion	1	33.3
Expulsion	1	33.3
Failure to Hire	1	33.4
TOTAL	3	100.0

RESPONDENTS-TYPE OF BUSINESS: EMPLOYMENT CASES

Hospitals	1	31.25
Medical Services	1	6.25
Nursing Facilities	2	12.50
College	1	6.25
Educational Service	1	6.25
Hospitality	1	6.25
Bakery	1	6.25
Restaurant	1	6.25
Foundry	1	6.25
Manufacturer	1	6.25
City of Pittsburgh	1	6.25
TOTAL	16	100.0

MEMORANDUM

TO: Charles F. Morrison, Director

FROM: Janice Burris
Clerk-Stenographer II

DATE: January 28, 2007

SUBJ: INTAKE REPORT - Fourth Quarter, 2007

Statistics for Fourth Quarter . . . . Page 1

Bases of Discrimination . . . . Page 2

Issues . . . . Page 3

Respondent Type of Business . . . . Page 4

CASES FILED, FOURTH QUARTER 2007

	OCT	NOV	DEC	TOTALS
COMMISSION INITIATED	0	0	0	0
EMPLOYMENT	4	3	8	15
HOUSING	1	2	0	3
PUBLIC ACCOMMODATIONS	0	1	1	2
COMMUNITY RELATIONS	3	2	0	5
CIVIL RIGHTS	1	0	0	1
TOTALS	9	8	9	26

BASES OF DISCRIMINATION: FOURTH QUARTER

I. EMPLOYMENT CASES

Basis	Number	Percentage
Race	3	20.02
Race, Sex	1	6.66
Race & Retaliation	2	13.33
Retaliation	1	6.66
Sex	3	20.02
Sex, Race & Age	1	6.66
Sex, Race & Handicap/Disability	1	6.66
Sexual Orientation	2	13.33
Handicap/Disability	1	6.66
TOTAL	15	100.00

II. HOUSING CASES

Basis	Number	Percentage
Handicap/Disability	2	66.67
Familial Status	1	33.33
TOTAL	3	100.00

III. PUBLIC ACCOMMODATION CASES

Basis	Number	Percentage
Race	1	50.00
Race, Sex, Age & Handicap/Disability	1	50.00
TOTAL	2	100.00

IV. CIVIL RIGHTS CASES

Basis	Number	Percentage
Race	1	100.0
TOTAL	1	100.0

ISSUES OF COMPLAINTS

I. EMPLOYMENT CASES

Issue	Number	Percent
Discharge	6	40.00
Discipline	3	20.00
Failure to Hire	1	6.67
Demotion	1	6.67
Retaliation	1	6.67
Harassment	1	6.67
Wages	2	13.32
TOTAL	15	100.00

II. HOUSING CASES

Issue	Number	Percent
Failure to Rent	1	50.0
Failure to Accommodate	1	50.0
TOTAL	2	100.0

III. PUBLIC ACCOMMODATION CASES

Issue	Number	Percent
Terms & Conditions	2	100.0
TOTAL	2	100.0

IV. CIVIL RIGHTS CASES

Issue	Number	Percent
Verbal abuse	1	100.0
TOTAL	1	100.0

RESPONDENTS-TYPE OF BUSINESS: EMPLOYMENT CASES

Business	Number	Percent
Hotels	2	13.33
Education	3	20.02
Retail	2	13.33
Nursing Homes	2	13.33
Utility Company	1	6.66
Manufacturing	1	6.66
Housing Authority	1	6.66
City of Pittsburgh	3	20.02
TOTAL	15	100.00

CITY OF PITTSBURGH
"America's Most Livable City"
Commission on Human Relations
Luke Ravenstahl, Mayor *Charles F. Morrison, Director*

MEMORANDUM

TO: All Commissioners

FROM: Charles F. Morrison
Director

DATE: February 1, 2008

SUBJECT: **SEE ENCLOSED INFORMATION**

Enclosed are two additional items for your information and review:

- Proposed amendments regarding source of income as a protected class; and
- Letter from the University of Pittsburgh IRB looking for persons to serve on their IRB committees.

Both of these items may be discussed further at the Commission meeting on Monday, February 4.

/cmz

Rec'd
JAN 24 2008

University of Pittsburgh
Institutional Review Board

3500 Fifth Avenue
Ground Level
Pittsburgh, PA 15213
(412) 383-1480 (Phone)
(412) 383-1508 (Fax)

January 18, 2008

Charles F. Morrison
Director
City of Pittsburgh Human Relations Commission
908 City-County Building
414 Grant Street
Pittsburgh, PA 15219

Dear Mr. Morrison:

The University of Pittsburgh Institutional Review Board is charged with the protection of human subjects who involve themselves in biomedical and psychosocial research. It has been our pleasure to work with you on a number of occasions as we have sought your input for various research projects being conducted by the University of Pittsburgh faculty.

Since the members of the Human Relations Commission represent a broad cross-section of the City of Pittsburgh community, I would like to ask for their assistance in identifying individuals who might be able to help us by serving as community members on IRB committees. The University of Pittsburgh IRB considers community members a vital part of our review process. These individuals are not required to have medical training and are specifically charged with representing the community at large in the review process for human subject research.

Enclosed you will find a copy of a basic description of the requirements, time commitment and function of a community board member for our IRB.

Thank you very much for your assistance in this matter. I would be happy to answer any questions you may have regarding this request.

Sincerely,

R Guido

Richard Guido, MD
Chair

RG:ams

CITY OF PITTSBURGH
"America's Most Livable City"
Commission on Human Relations
Luke Ravenstahl, Mayor *Charles F. Morrison, Director*

MEMORANDUM

TO: All Commissioners

FROM: Charles F. Morrison
Director

DATE: January 30, 2008

SUBJECT: **PROPOSED AMENDMENTS -- SOURCE OF INCOME AS A PROTECTED CLASS**

Attached is a study on discrimination against persons based on their lawful source of income. It is anticipated that a proposed amendment to the City Code, Chapter 659.03 (The Fair Housing Provisions) will come before City Council in the near future.

The origin of this study stems from a recommendation in the 2000 Analysis of Impediments to Fair Housing Choice (AI). Recipients of CDBG funding must conduct an AI every five years. The AI recommended that a study be performed to determine the extent to which people have been denied housing based on their source of income. The Fair Housing Partnership of Greater Pittsburgh conducted the study with the financial support of the Falk Foundation.

Please note that this study is not in its final form and, as such, is not for public release at this time.

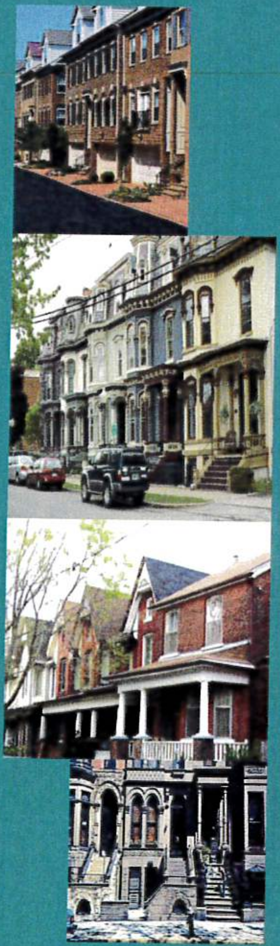
CFM/cmz
Attachment

908 CITY-COUNTY BUILDING | 414 GRANT STREET | PITTSBURGH, PA 15219-2464
412-255-2600 Fax: 412-255-2288 | www.city.pittsburgh.pa.us.chr

DRAFT = NOT FOR PUBLIC DISTRIBUTION

A Fair Housing Challenge

SOURCE OF INCOME DISCRIMINATION



The Fair Housing Partnership of Greater Pittsburgh, Inc.

DRAFT = NOT FOR PUBLIC DISTRIBUTION!!

Source of income Discrimination
Briefing Paper

The purpose of this briefing paper is to present an investigation of source of income discrimination. When a landlord denies housing to someone based on their legal *source of income* -- for example social security income or a housing choice voucher -- that is source of income discrimination. This paper will discuss source of income discrimination in the context of fair housing laws; look at jurisdictions which offer protections against source of income discrimination, and examine the housing choice voucher program in the city of Pittsburgh which could be significantly affected by city-wide source of income protection.

The Fair Housing Partnership of Greater Pittsburgh, Inc. is a non-profit organization whose mission is to create, promote and support equal housing choice and opportunity in our community.

This briefing paper and our investigation of source of income discrimination have been made possible through generous funding from the **Maurice Falk Fund**. The Falk Fund is dedicated to encouraging a tolerant, just and inclusive society. It opposes discrimination based on race, religion, gender, sexual orientation, and physical or mental disability. The Fund primarily awards grants for research, education, civic engagement and innovative interventions to prevent discriminatory practices due to personal prejudices, biased private and public policies, unfair resource allocation, deprivation of access, and other exclusionary practices. We greatly appreciate their support and their commitment to equity in our region.

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Introduction

Our neighbors who have the toughest time finding safe, decent housing are often those with limited resources. Many of these individuals and families participate in programs that supplement their income or provide rental assistance. Without programs like Supplemental Security Income (SSI), veterans' benefits, unemployment insurance, Housing Opportunities for People with AIDS (HOPWA) or the Housing Choice Voucher Program (Section 8), many people would be unable to obtain housing. Nonetheless, many low-income families with the ability to pay for housing can face discrimination by landlords who refuse to rent to them based on their source of income.

While federal law prohibits rental discrimination on the basis of race, gender, religion, national origin, disability and familial status, landlords in Pennsylvania are allowed to discriminate against a person solely because of the source of their income. Not only can this kind of discrimination restrict housing choice for many low and moderate individuals and families it also can be used as a cloak for other forms of discrimination such as, race, familial status or disability.

A number of cities, counties and states have passed legislation outlawing source of income discrimination. Making source of income discrimination illegal does not mean a landlord has to accept anyone. A landlord is still able to use any legitimate criteria routinely used in screening every tenant, such as rent payment history, criminal record and references. Nor would prohibiting source of income discrimination limit the amount a landlord could charge – as long as rents are applied in non-discriminatory fashion.

Source of income protection can provide greater housing choice for many of our neighbors. It can act to de-concentrate areas of poverty, open up neighborhoods to a wider array of residents, build and stabilize communities and break down the walls of segregation that continue to define much of our community.

The investigation of source of income discrimination by the Fair Housing Partnership of Greater Pittsburgh springs directly from our mission. At FHP we are committed to creating, promoting and supporting equal housing choice and opportunity in our community. This briefing paper examines other jurisdictions with source of income protection, describes the Housing Choice Voucher and analyzes the residential patterns of voucher holders. Our analysis focuses on the City of Pittsburgh as FHP explores proposing an amendment to the City's fair housing laws which would prohibit source of income discrimination. FHP has conducted testing regarding Section 8 rentals as well as surveying Section 8 participants. The results of these investigations will be published during the summer of 2007.

Background

Any discussion of source of income discrimination must take place within the context of fair housing laws. In 1968, in the wake of the assassination of Martin Luther King, Congress passed the landmark Fair Housing Act. The Act maked it unlawful for housing providers - landlords, sellers and agents or managers – to discriminate on the basis of:

- Race or Color
- Religion
- National origin
- Sex

In 1988 the FHA was amended to prohibit discrimination based on

- Disability
- Familial Status (having children under the age of 18)

In addition, in Pennsylvania it is illegal to deny housing to someone because of their age (40 and over) and use of guide or support animals. In Pittsburgh, a successful advocacy effort led to the amendment of the city's Human Relations Act in 1990 making it illegal to discriminate against someone based on their sexual orientation.

The kinds of discriminatory activities covered by fair housing laws are quite broad and include:

- Refusing to rent or sell housing
- Refusing to negotiate for housing
- Setting different terms, conditions or privileges for sale or rental of a dwelling
- Providing different housing services or facilities
- Falsely denying that housing is available
- Otherwise making housing unavailable
- For profit, persuading owners to sell or rent (blockbusting)
- "Steering"; that is, showing some units but not others

Despite almost 40 years of fair housing protection, housing discrimination remains pervasive. The U.S. Department of Housing and Urban Development estimates that 3.7 million violations of the law occur annually. This is an extremely conservative estimate as it includes only race discrimination. Moreover, the goal of the FHA, to create "truly balanced and integrated living patterns" is still far from being realized. Segregation continues to define this nation's communities. In the Pittsburgh region the Mumford Center for Comparative Urban & Regional Research reported in 2000 that the black/white dissimilarity index was 68.9, indicating that almost 69% of blacks or whites would have to move to achieve an even racial balance in all census tracts.[1]

Jurisdictions with source of income protection

It will be noted from the preceding discussion that federal law does not prohibit housing providers denying someone housing based on their legal sources of income. That is, a landlord could legally refuse to rent to someone because of their source of income; for example, if their income included social security benefits or a Housing Choice Voucher. Further, there is no Pennsylvania or Pittsburgh statute prohibiting source of income discrimination. However, a number of cities, counties and states across the country do have legislation which protects home seekers from source of income discrimination. These protections vary in scope both in terms of statutory language and subsequent judicial interpretation. Some statutes leave the term *source of income* undefined while others specify exactly what kinds of income are covered.[2]

New Jersey law prohibits discrimination due to "the source of any lawful income received by the persons or the source of any lawful rent payment to be paid for the house or apartment." A Chicago statute prohibiting source of income discrimination similarly has been applied to Section 8 holders. Massachusetts law prohibits discrimination against anyone "who is a recipient of federal, state, or local public assistance, or who is a tenant receiving federal, state, or local housing subsidies, including rental assistance or rental supplements." A Connecticut law defines the protected category "source of income" as including "housing assistance". Housing law in Washington DC explicitly states that an owner cannot refuse to rent to a person because that person uses a Section 8 voucher. While not having a general source of income protection, Seattle's law specifies protection for Section 8 participants.

In Chicago where source of income legislation defines income as any legal manner of support, the Human Relations Commission determined that income included Housing Choice Vouchers. On the other hand, Iowa City prohibits discrimination based on "public assistance source of income" but specifically excludes rent subsidies. Similarly, Oregon defines source of income as including "federal and state payments" but excludes federal rent subsidies. In California source of income is defined as "lawful, verifiable income paid directly to a tenant or paid to a representative of a tenant. For the purposes of this section, a landlord is not considered a representative of a tenant." (The Section 8 subsidy is paid by the government directly to the landlord.) The statute's applicability to Section 8 is currently in dispute. A broad Connecticut statute's applicability to Section 8 has been upheld in court while in Minnesota a court found that a law extending protection to "a tenant receiving federal, state or local subsidies, including rental assistance or rent supplements" does not cover Section 8. Though the federal Section 8 program is a voluntary program, the New Jersey Supreme Court ruled that there is nothing in the federal statute that explicitly preempts state legislation requiring landlords to honor section 8. (For a summary of jurisdictions with source of income protections see Appendix A.)

Source of income legislation in Washington DC, Seattle, Chicago, Buffalo and Portland protects section-8 voucher holders. Some California cities do as well but their situation is unclear due to the state's position that the statewide source of income provision does not cover housing vouchers. Washington DC is the only city whose ordinance explicitly protects Section-8. Of the various counties across the country enacting source of income protection Frederick, Howard, King and Montgomery counties in Maryland and Multnomah County in Oregon offer specific protection for Section 8. There are ongoing efforts in various jurisdictions to expand fair housing protections to source of income including Washington, Illinois and Maryland.

Court Rulings on Source of income

There have been a number of court rulings on source of income protection particularly as it applies to Housing Choice Vouchers. A case involving Chicago's Fair Housing Ordinance reached the Illinois Appellate Court in 2004, where the court held that Section 8 vouchers were a "source of income" within the meaning of the statute. The Chicago Commission on Human Relations had ruled earlier that landlords refusing to rent to Section 8 holders had violated the city's fair housing ordinance which prohibited discrimination against a tenant based on the tenant's source of income. Reversing the commission, the trial court held that Section 8 benefits were not a source of income within the meaning of the ordinance. The tenant and commission appealed. The term "source of income" under the fair housing ordinance refers, the appellate court found, only to the lawful manner in which one supports oneself and does not elaborate on what means are within the lawful manner. Considering Section 8 vouchers part of the lawful manner for one's support is logical and reasonable, the appellate court concluded.

In Minnesota, a state appeals court found that a landlord's refusal to rent to a Section 8 voucher holder did not violate the state's source of income statute. The court noted the landlord's intent. "In its plain terms, the statute requires a showing of both a refusal to rent and a failure to do so "because of [the prospective tenant's] status with regard to public assistance .... A landlord might choose not to participate in the Section 8 program for non-discriminatory reasons, such as an unwillingness to bear the cost of satisfying the administrative requirements of the program." The court also noted that the Minnesota legislature recognized the administrative burdens of the Section 8 program by providing tax incentives to landlords who make a minimum percentage of units available to Section 8 voucher holders.

In *Knapp v. Eagle Property Management Corp* (1994) a federal circuit court decided that a Wisconsin statute prohibiting source of income discrimination did not require landlords to participate in the Section 8 program. The court reasoned that since federal law makes participation voluntary, any attempt to require participation by state law is pre-empted. Several state courts, however, have ruled otherwise, often citing the particular language of the statute of their state.

The New Jersey Supreme Court addressed the issue of federal pre-emption in a 1999 ruling. The court found nothing in the statutory framework of the Section 8 program that explicitly preempts state legislation requiring landlords to honor Section 8 vouchers. Nor did it find the federal statute so comprehensive as to create an inference that Congress intended that there be no state regulation. To the contrary, the court found that the Section 8 program contemplates substantial state participation. Moreover, the court found no language in the Section 8 program that implied that a landlord's right to screen tenants includes the right to reject tenants solely on the basis that they are qualified for governmental rental assistance. And the court found nothing in the statute stipulating that landlord participation in the Section 8 program be a voluntary one, nor prohibiting states from mandating participation.

Finally, the court rejected the landlord's claims that participation in the program was overly burdensome. It noted that New Jersey landlords are already regulated in a variety of ways and that the additional burdens imposed by the Section 8 program did not add substantially to those burdens. Indeed, the court found that to permit a landlord to decline participation in the Section 8 program in order to avoid the "bureaucracy" of the program would create the risk that "[i]f all landlords . . . did not want to 'fill out the forms' then there would be no Section 8 housing available."[3]

The Connecticut Supreme Court in a 1999 case found nothing in federal law to pre-empt (either explicitly or implicitly) a state from mandating participation in Section 8. The court also considered the nature of Connecticut's source of income statute. The statute prohibits discrimination against a rental applicant on the basis of his or her "lawful source of income;" however, the statute also provides that source of income "shall not prohibit the denial of full and equal accommodations solely on the basis of insufficient income." The Court concluded from statements made by the bill's sponsor and supporters that the statute was intended to "require landlords to accept otherwise qualified tenants whose lawful source of income may include Section 8 housing assistance." Nothing in the state law or legislative history permitted an apartment operator to refuse to use Section 8 leases. Because entering into Section 8 lease agreements is a precondition to receiving Section 8 subsidies under federal law, refusing to enter into Section 8 lease agreements, wrote the court, "would eviscerate the basic protection envisioned by the [lawful source of income] statute."[4]

The Housing Choice Voucher Program

Unlike the public housing program which subsidizes the construction and operation of housing developments, the Housing Choice Voucher Program supplements what low income families and individuals pay for housing in the private market. Assistance enables recipients to choose moderately priced housing of the type and in the neighborhood that best meets their needs. The Section 8 program is administered by local and state housing agencies under contract to the federal government. Participants generally contribute 30 percent of their monthly income toward housing costs, with the Section 8 program making up the difference—up to a locally defined "payment standard." Currently in Allegheny County payment standards range from $459 to $478 for a one bedroom apartment. In Pittsburgh the payment standard is $462 for a one bedroom.

Nationally, research shows that Housing Voucher recipients live in better-quality housing and pay more affordable rents than similar, unassisted households. Voucher holders are far less likely than public housing residents to be concentrated in high-poverty neighborhoods. Less than 15 percent of voucher recipients live in high-poverty neighborhoods (more than 30 percent poor), compared with 53.6 percent of public housing residents. [5] These statistics buttress one of the important purposes of the Section 8 program. Because it is a tenant-based program, the housing subsidy in the program is tied to the voucher family. When a family moves, the voucher subsidy moves as well. Because of this feature, families can use their vouchers to find housing in desirable neighborhoods of their choice.

Increasingly, local housing authorities and advocacy organizations report that Section 8 recipients are having problems finding housing. The National Low Income Housing Coalition (1999) reviewed evidence on current trends in Section 8 success rates and concluded that "the generally high success rates researchers found in the early part of the decade stand in contrast to conspicuous amounts of housing scarcity and frustration with the voucher system."[6] Upon receiving a voucher, a recipient may have a maximum of 120 days, depending on local administrative regulations, to enter into a lease before losing the voucher. In 2000 the U.S. Department of Housing and Urban Development (HUD) reported on success rates among voucher holders.[7] Reporting from the mid-1980's estimated the national success rate to be 68 percent. A 1993 study found an increase in success rates to 81 percent nationally. The 2000 study estimated the success rate falling to 69 percent. Thus, close to one in three voucher holders lost their voucher as a result of not finding housing within the time limits of the program. According to the same HUD report, in Allegheny County the success rate was even lower at 55 percent. Housing availability may affect success rates. HUD found that in very tight markets, the success rate was estimated to be 61 percent, while in loose markets 80 percent of families who were issued vouchers were able to use them.

Distribution of Housing Choice Vouchers

There are about 11,200 households in the Pittsburgh MSA that participate in the Section 8 program; 3,600 are found in the City of Pittsburgh. Within the city two percent of the city's occupied housing units are used by housing choice voucher holders. They represent nine percent of affordable units in the city. Outside the city voucher holders occupied one percent of available units and six percent of affordable ones.[8]

Number of HCV Units Relative to Occupied Units and Affordable Units*

	Total Occupied Units	Total Affordable Units	Total Housing Voucher Units	Percent of Voucher Units to Occupied Units	Percent of Voucher Units to Affordable Units
City of Pittsburgh	153,500	39,300	3,600	2	9
Pittsburgh Suburbs	793, 800	122,500	7,600	1	6

* Units are considered affordable when their rents are set at or below the metropolitan area Fair Market Rent based on units costing up to the 40th percentile of rents for a metropolitan area.

Though the relative number of families using vouchers in the city of Pittsburgh is small, their distribution across the city is skewed in a number of ways resulting in concentrations of vouchers in certain neighborhoods. In fact, more than half the neighborhoods in the city of Pittsburgh bear a disproportionate share of Section 8 families. As noted above, voucher holders reside in two percent of the city's occupied units, but 52 percent of city neighborhoods house more than two percent of voucher holders.[9]

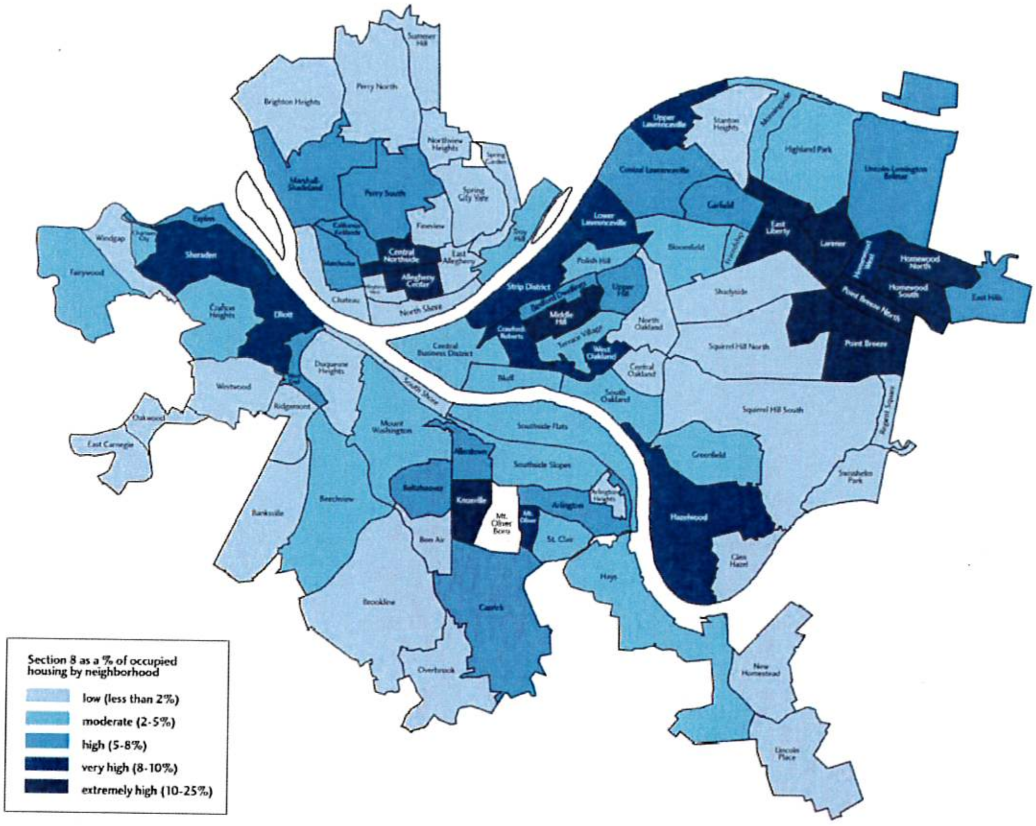
Percent of Neighborhoods with Different HCV Thresholds*

	Low (< than 2% HCV families)	Moderate (2-5% HCV families)	High (5-8% HCV families)	Very high (8-10% HCV families)	Extremely high (10-25% HCV families)
City of Pittsburgh	48.7	34.2	11.4	3.2	2.5

*Threshold level refers to the ration of Housing Choice Voucher units to all occupied units with each tract.

Some neighborhoods house more than ten times their proportional share. Neighborhoods in the city's east end have proportions of Section 8 units ranging from five to over twenty percent of occupied units.

Section 8 as % of Occupied Housing by Neighborhood



Historically, many affluent suburbs have used zoning and land-use regulations to limit the development of rental housing, especially more affordable rental housing, in order to maintain their property tax base and social homogeneity. Thus, Section 8 recipients may be effectively excluded from some desirable areas by the absence of moderate-cost rental housing in these communities.

However, even when one looks at neighborhoods with affordable housing, there are great inconsistencies in the distribution of Section 8 vouchers. HUD data has been used to calculate a neighborhood's expected share of vouchers based on their respective affordable housing stock. So if voucher distribution was equitable we should see that all Pittsburgh neighborhoods had one hundred percent of their share of vouchers based on their number of affordable units. This is far from the case. Data shows that more than half of the neighborhoods with affordable housing in the city bear less than their proportional share of housing voucher units. One fifth of the neighborhoods in Pittsburgh with affordable housing bear less than twenty-five percent of their proportional share of voucher units. [10]

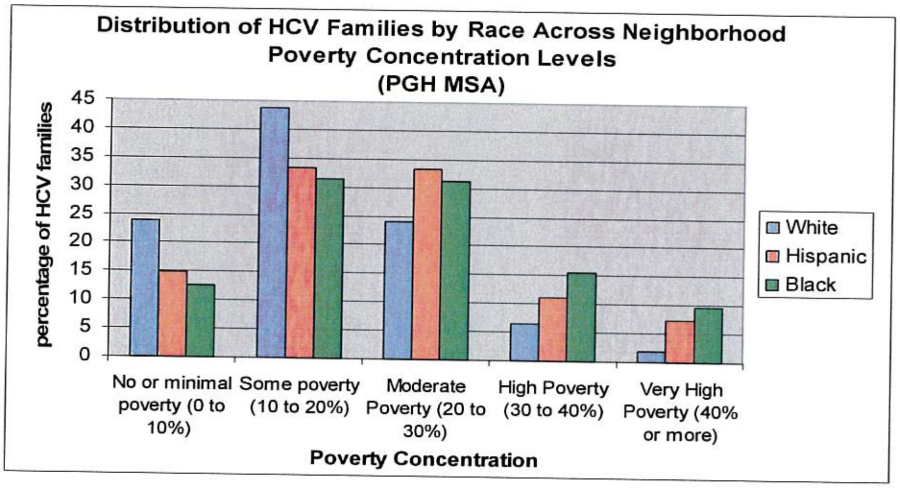
Neighborhood Expected Share of HCV Based on its Affordable Housing Stock*

Percent Of City Neighborhoods In Which HCV Is:

	Zero % of Proportional Share	1-25% of Proportional Share	25-50% of Proportional Share	50-100% of Proportional Share	100% or more of Proportional Share
City of Pittsburgh	7.6	12.9	11.8	21.2	46.5

*Included here are tracts that have no vouchers even though they contain affordable housing.

Race affects the likelihood that a voucher holder will be living in a high or low poverty area. Black families with vouchers are significantly more likely to live in high poverty areas than white voucher holders. While eight percent of white Section 8 families live in neighborhoods with high to very high poverty, a full twenty-five percent of black families live in such neighborhoods. Similarly twice the percentage of white Section 8 families resides in low poverty areas compared with their black counterparts. [11]



Distribution of HCV Families by Race Across Neighborhood Poverty Concentration Levels (PGH MSA)

The skewed distribution of voucher holders in the Pittsburgh region is reflected in national data as well. HUD defines "clusters" as neighborhoods where Section 8 participants are represented at two or more times their expected rate, given a neighborhood's share of the affordable rental housing stock. In the 50 biggest metropolitan areas nationwide, such clusters may exist in about 20 percent of neighborhoods where any affordable housing is found and account for a substantial share of all Section 8 recipients (perhaps as high as 45 percent).[12]

Nationally black participants predominate in neighborhoods where the voucher share of affordable housing is equal to or more than what might be expected, while white participants predominate in neighborhoods in which the voucher share is less than what might be expected. Despite the fact that black households are the majority of all program participants, in neighborhoods where HCV is less than one-quarter of its relative share, black voucher households are only 28 percent of the HCV population and white households comprise 52 percent. But, the reverse is the case in neighborhoods where HCV units are equal to or greater than their proportionate share. In these neighborhoods, black households are 51 percent of the HCV population and white households are only 31 percent.

Conclusion

Certainly one's level of income affects where one lives. However, one's *source* of income also affects where one lives; particularly if one's source of income is a Section 8 subsidy. Data shows that nationally and in the city of Pittsburgh certain neighborhoods house a disproportionate number of voucher holders. In addition there are racial disparities found in the location of voucher families. The elimination of source of income discrimination can level the playing field and present a wider array of housing options for low and moderate income individuals and families. `A number of local and state jurisdictions have passed laws which prohibit source of income discrimination. Some of those jurisdictions specifically include housing choice vouchers as "income".

The mission of the Fair Housing Partnership of Greater Pittsburgh (FHP) is to create, promote, and support equal housing choice and opportunity in our community. We carry out our mission through enforcement of fair housing laws, assistance to victims of housing discrimination and housing counseling services. Insofar as source of income discrimination limits housing choice and opportunity we are compelled to seek ways to eliminate it. We look forward to working with our community partners, policy makers and affected persons to redress the imbalances created by source of income discrimination.

Appendix A

Jurisdiction	Law	Cases
STATES		
California	Includes protections against discrimination in housing rentals and sales based on source of income	Whether Section 8 vouchers are a source of income is unresolved
Connecticut	Includes protections against discrimination in housing rentals and sales based on source of income	State Supreme Court ruled that Section 8 is a protected source of income. *Commission on Human Rights & Opportunities v. Sullivan Associates*, 250 Conn. 763. A.2d 238 (1999)
Maine	Source of income protection applies recipients of federal, state or local public assistance, including housing subsidies	
Massachusetts	Source of income protection applies recipients of federal, state or local public assistance, including rental assistance/supplements	State Supreme Judicial Court ruled that federal law (Section 8) does not preempt state law. *Attorney General v. Brown*, 5111 n.e.2d 1103 (Mass. 1987)
Minnesota	Forbids discrimination in housing an real property based on being a recipient of federal, state or local assistance, including rental assistance or rent supplements."	A Minnesota appeals court found that the law does not extend to Section 8 voucher-holders. *Babcock v. BBY Chestnut Limited Partnership*, 2003 WL 21743771 (Minn. App. July 29, 2003).
New Jersey	Prohibits discrimination in housing rentals based on lawful sources of income "or the source of lawful income used for rental or mortgage payments"	New Jersey's highest court upheld an earlier version of the statute, since repealed, stating that Section 8 vouchers were covered and found no federal preemption because there nothing in the federal statute that explicitly preempts state legislation requiring landlords to honor vouchers. *Franklin Tower One v. N.M.*, 157 N.J. 602 (1999).
North Dakota	Prohibits discrimination in the rental or sale of housing based on "public assistance"	
Oklahoma	Public assistance is a valid source of income and any failure to consider it as such if based on race, disability, gender or other protected categories, unlawful.	

Oregon	Provides source of income protection but specifically excludes federal rent subsidies.	
Utah	Prohibits discrimination in housing rentals or sales based on source of income which is defined to include "federal, state, or local subsidies, including rental assistance or rent supplements".	
Vermont	Prohibits discrimination on housing rentals or sales based upon receipt of "public assistance" which includes assistance "provided by federal, state or local government, including housing assistance"	
Wisconsin	Forbids discrimination in housing sales and rentals based on lawful source of income	Federal circuit court found that Section 8 vouchers are not clearly encompassed by statute's "source of income", and that participation in the Section 8 program is voluntary. *Knapp v. Eagle Property Management*, 54 F3d 1272 (7th Cir. 1995)
CITIES		
Buffalo, NY	Fair housing ordinance prohibits source of income discrimination with source of income defined to include "public assistance, supplemental security income, pensions, annuities, unemployment benefits, government subsidies such as Section 8 or other housing subsidies."	
Seattle, WA	Specifically prohibits discrimination rental and sales based on use of a Section 8 voucher	
San Francisco, CA	Prohibits discrimination based on source income, including rental and other related subsidies	
Washington, DC	Source of income protection includes prohibiting owners of housing accommodations from refusing to rent to someone on the basis of having a Section 8 voucher.	

St. Louis, MO	Forbids rental and sales discrimination based on a legal source of income.	
Florida	Prohibits discrimination in the sale, lease, rental or financing of housing on the basis of lawful source of income	
West Seneca & Hamburg, NY	A landlord cannot discriminate due to a person's lawful source of income as long as that person has enough income to afford to rent the apartment. "Source of income" is not defined.	
State College, PA	Prohibits discrimination in renting or selling of housing based on source of income which is defined to mean income received through any legal means	
Iowa City, Iowa	Prohibits discrimination in housing sales and rentals housing on the basis of "public assistance source of income". However, the ordinance specifically excludes rent subsidies	
Chicago, IL	Discrimination in rentals, sales or leases of residential property is illegal when based on source of income which is defined as any lawful manner of support	The department that enforces the fair housing ordinance has found that "source of income" includes Section 8 vouchers *Godinez v. Sullivan-Lackey and City of Chicago Commission on Human Relations*, No. 1-02-2101 (Fifth Division, Aug. 20, 2004)
COUNTIES		
Howard County, MD	Fair housing ordinance prohibits discrimination based on source of income in sales and rental of housing. However, Section 8 voucher holders are not protected unless the landlord or property owner has rented to Section 8 tenants in the past. In addition, it's illegal to make or advertise a blanket denial of Section 8 tenants.	
Montgomery County, MD	Fair housing ordinance prohibits discrimination based on source of income in sales and rental of	Human relations commission ruled that statute applied to section 8; however on appeal court reversed

	housing, and specifically defines source of income to include government housing subsidies	ruling. *Walker v. Privacy World at Glenmont Metrocentre, 2005.*
Prince George County, MD	Prohibits discrimination in residential sales or rentals based on source of income defined to include any lawful source of funds "paid directly or indirectly to a renter or buyer of housing" including any government assistance.	
Benton County, OR	Forbids discrimination in housing rental and sales based on source of income which is defined to include funds from "federal and state payments", but then proceeds to specifically allow "refusal to contract with a governmental agency "	
Cook County, IL	The Board of Commissioners adopted the County Human Rights Ordinance banning discrimination on source of income. However, the ordinance states that it is not to be construed as requiring any person to participate in the Section 8 program or to accept the voucher.	
King County, WA	Fair housing ordinance specifically prohibits discrimination in housing rentals or sales based on participation in the Section 8 program	
Multnomah County, OR	Prohibits discrimination in housing based on source of income which is defined to include any legal source of funds that a person uses to support "himself or herself and his or her dependents" including "federal or state payments"	
Dane Country, WI	Fair housing ordinance includes source of income protection with an explicit inclusion of section 8. This was a response to court ruling that state's source of income protection did not include Section 8.	
Nassau County, NY	County code includes fair housing protection for "Source of income" meaning any lawful source of	

	income, including federal, state, local, non-profit assistance or subsidy program	

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[1] *A Data Profile of Older Core Cities*, Policy Link, http://www.policylink.org/Research/OlderCoreCities/DataProfile.pdf

[2] *State, local and federal statutes against source of income discrimination*, Poverty & Race Research Action Council, www.prrac.org/pdf/Source_of_Income_Summary.pdf

[3] *New Jersey Landlord May Not Refuse to Enter into Section 8 Contract on Behalf of Current Tenant*, Housing Law Bulletin, National Housing Law Project, www.nhlp.org/html/hlb/499/499jersey.htm#10#10

[4] *Commission of Human Rights and Opportunities v. Sullivan Associates*, National Multi Housing Council, http://www.nmhc.org/Content/ServeContent.cfm?IssueID=155&ContentItemID=1285&siteArea=Topics

[5] Margery Austin Turner, *Moving Out of Poverty: Expanding Mobility and Choice through Tenant-Based Housing Assistance*, Housing Policy Debate • Volume 9, Issue 2 373

[6] Margery Austin Turner, Susan J. Popkin, Mary K. Cunningham, *Section 8 Mobility and Neighborhood Health*, Urban Institute, www.urban.org/url.cfm?ID=309465

[7] *Study on Section 8 Voucher Success Rates, Vol. I*, U.S. Department of Housing and Urban Development, 2001

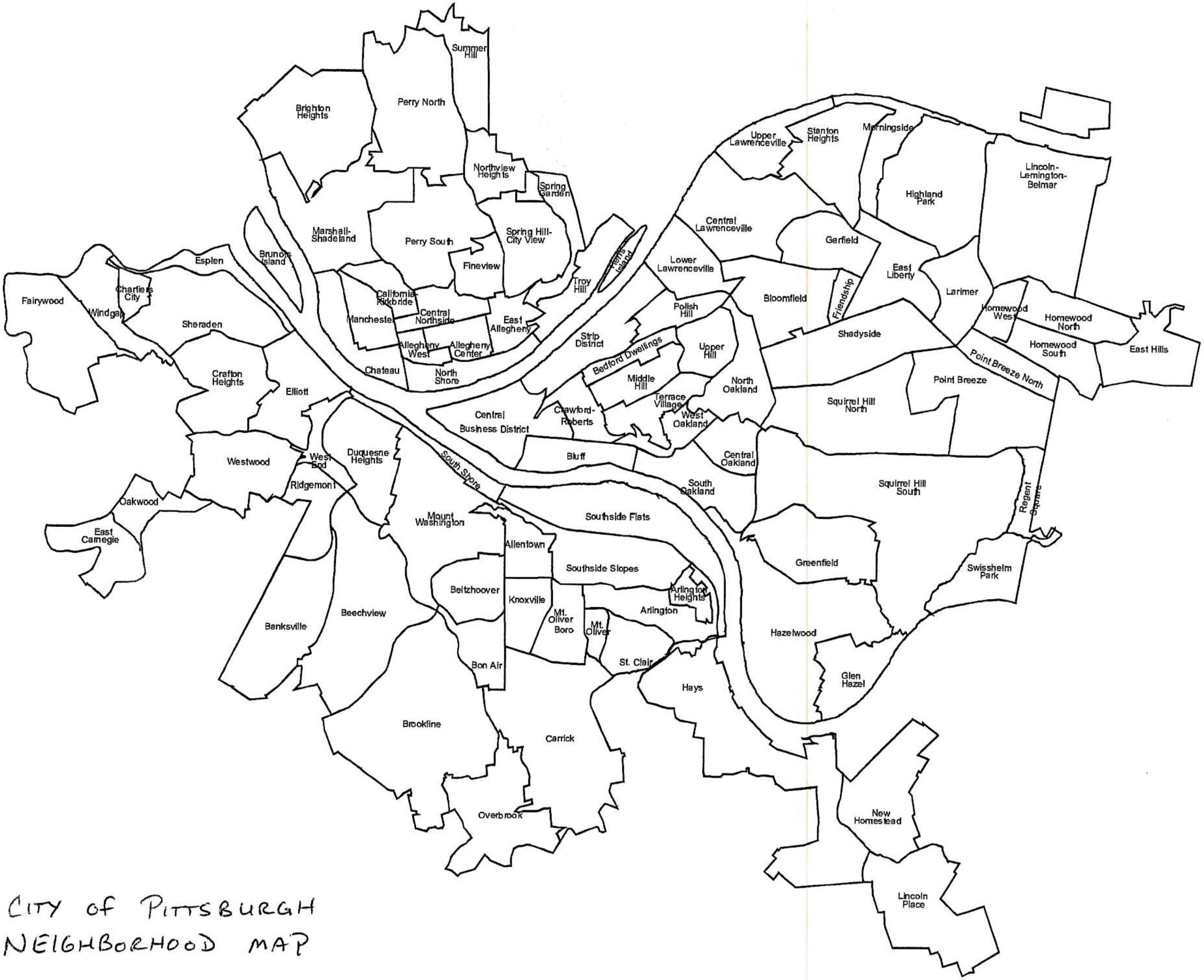
[8] *Housing Choice Voucher Location Patterns*, U.S. Department of Housing and Urban Development, 2003

[9] *Housing Choice Voucher Location Patterns*

[10] *Housing Choice Voucher Location Patterns*

[11] *Housing Choice Voucher Location Patterns*

[12] *Housing Choice Voucher Location Patterns*



City of Pittsburgh
Neighborhood Map

City of Pittsburgh

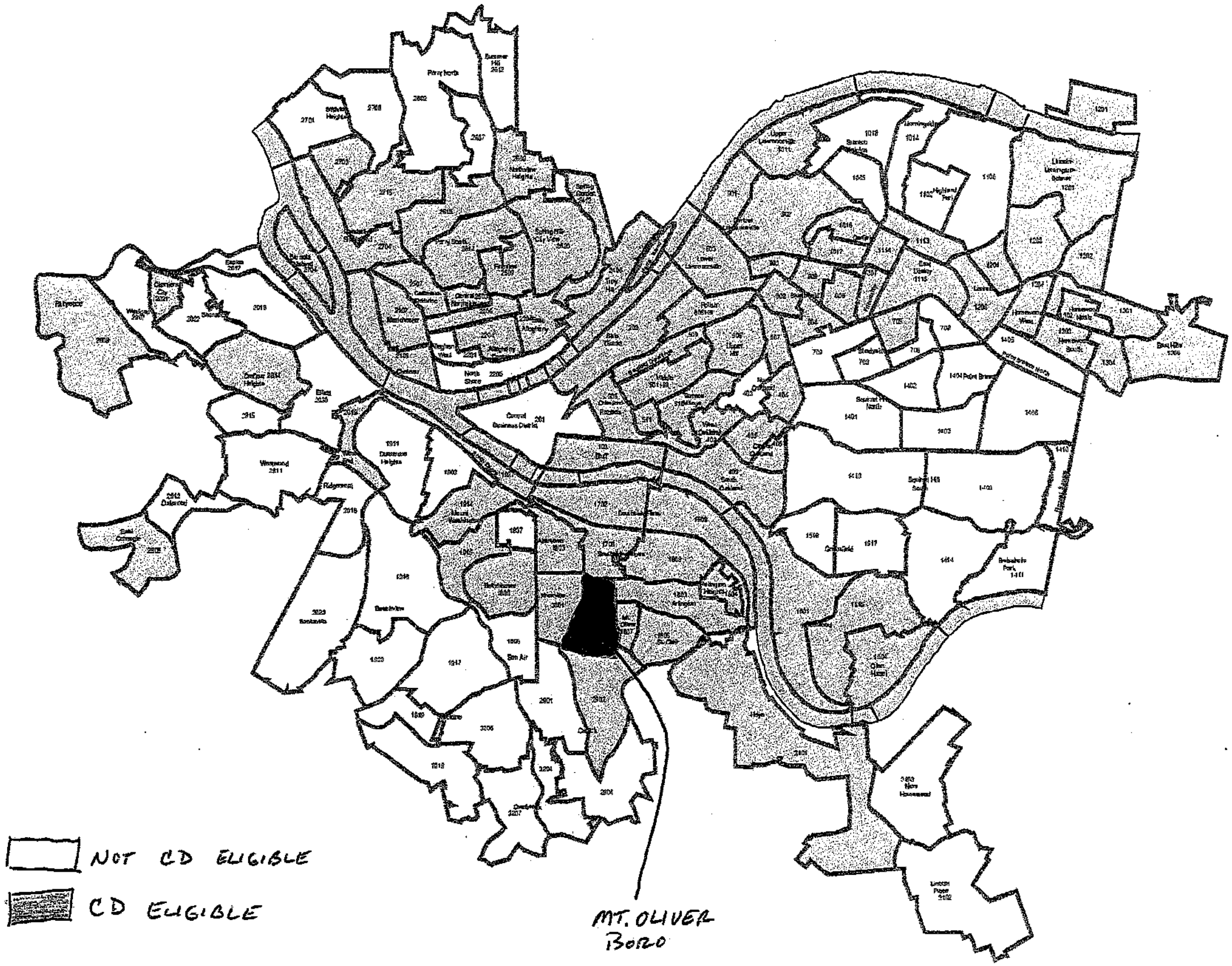
Community Development Block Grant
2000 Census Tracts

Legend

▭ Neighborhoods
▭ Not CD Eligible
▨ CD Eligible

N

City of Pittsburgh
July 2003



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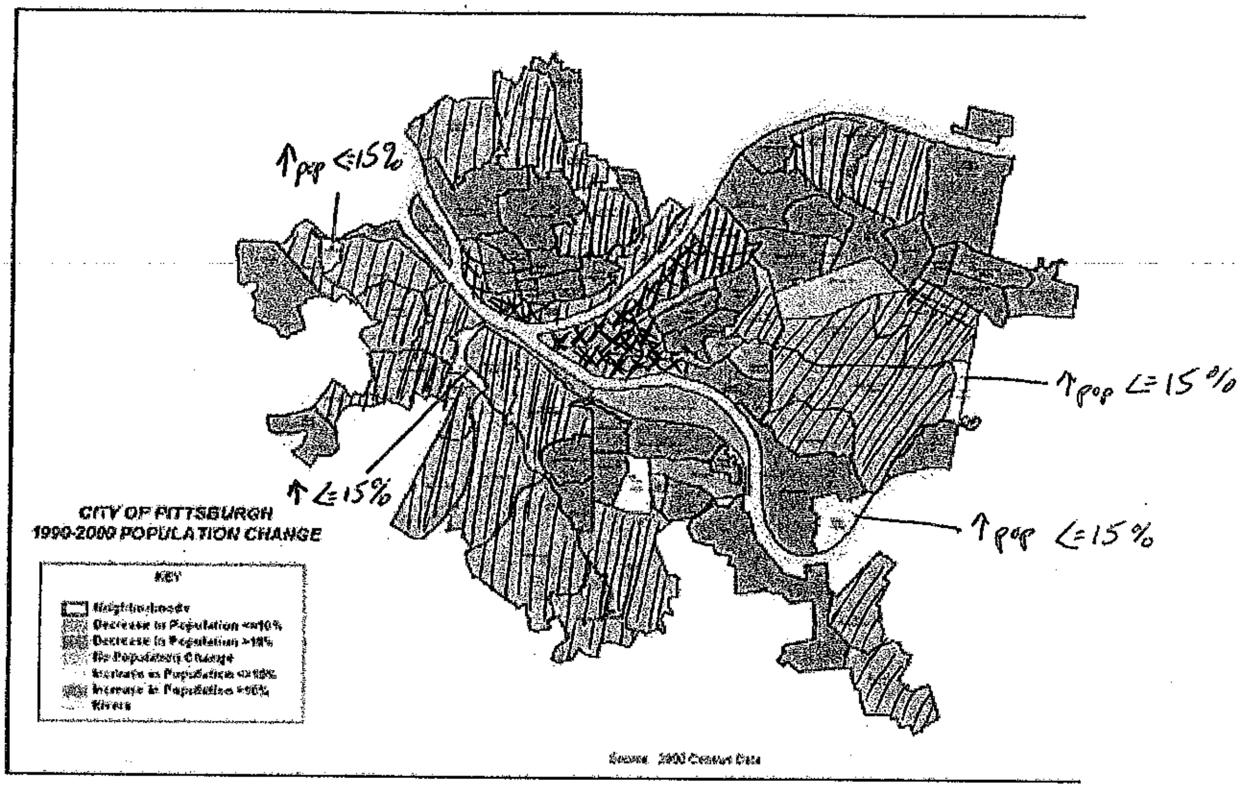
☒ 1990-2000 Population Change



▨ = ↓pop <= 10%

■ = ↓pop > 10%

▒ = NO CHANGE

XXXX = ↑pop > 10%

Population

Over Seven Decades

Neighborhood Population

Neighborhood	1940	1950	1960	1970	1980	1990	2000
Allegheny Center	4,521	3,862	2,512	632	1,586	1,262	886
Allegheny West	3,210	3,313	2,170	1,124	820	654	508
Allentown	8,227	7,487	6,416	5,361	4,292	3,600	3,220
Arlington	2,702	3,203	4,430	3,949	2,294	2,210	1,999
Arlington Heights	2,413	2,860	2,272	2,037	1,466	1,497	238
Banksville	1,214	1,328	2,641	4,927	3,831	4,769	4,540
Beechview	10,853	11,994	14,032	14,360	11,911	9,311	8,772
Beltzhoover	8,407	8,153	7,064	5,908	4,206	3,338	2,783
Bloomfield	20,708	20,074	16,715	14,411	11,761	10,405	9,089
Bon Air	814	1,330	1,500	1,428	1,144	1,006	889
Brighton Heights	11,515	11,847	11,483	10,604	9,122	8,580	8,050
Brookline	14,721	16,559	20,381	20,336	17,231	15,488	14,318
California-Kirkbride	5,893	5,428	4,235	3,007	1,800	1,156	973
Carrick	16,534	16,530	16,480	15,855	12,930	11,625	10,685
Central Business Distr.	7,864	7,517	2,211	3,679	3,220	3,785	2,721
Central Northside	12,486	11,538	9,897	6,492	4,665	3,723	3,200
Chartiers	935	1,049	1,014	1,156	772	569	595
Chateau	8,267	7,326	5,251	681	322	12	39
Crafton Heights	3,930	4,014	4,560	4,895	4,904	4,563	4,199
Duquesne Heights	5,077	5,064	4,696	4,326	3,605	2,786	2,696
East Allegheny	12,971	11,763	8,763	5,953	4,420	3,088	2,635
East Carnegie	1,827	1,579	1,291	992	795	605	485
East Hills	4,113	3,929	3,761	5,303	5,636	4,505	3,951
East Liberty	13,754	14,954	12,005	8,647	8,741	7,973	6,871
Elliot	6,814	6,340	5,622	4,841	3,832	3,104	2,954
Esplen	1,708	1,624	1,325	1,073	782	599	495
Fairywood	1,324	4,491	3,819	3,240	3,008	2,951	1,099
Fineview	4,192	4,997	4,305	3,463	2,398	1,907	1,751
Friendship	2,357	2,852	2,362	2,136	2,148	1,976	1,791
Garfield	11,133	11,283	9,455	10,246	7,536	6,327	5,450
Glen Hazel	3,915	5,575	4,135	1,523	607	793	805
Greenfield	14,111	13,952	12,984	12,234	9,873	8,485	7,832
Hays	2,238	1,897	1,556	955	679	537	457
Hazelwood	11,571	12,371	12,757	9,937	7,968	6,456	5,334
Highland Park	8,960	10,239	9,805	9,223	8,032	7,029	6,749
Hill District—Bedford	2,663	3,870	4,915	3,800	2,878	2,317	2,109
Hill District—Crawford	17,045	17,334	10,277	5,938	3,558	2,459	2,724
Hill District—Middle	17,029	14,929	11,849	7,681	4,262	2,829	2,143
Hill District—Terrace	4,054	11,631	10,520	7,766	6,550	5,073	2,631
Hill District—Upper	6,071	5,884	5,216	4,187	3,190	2,590	2,246
Homewood North	13,599	13,316	11,775	8,645	7,057	5,331	4,522
Homewood South	13,022	12,610	22,463	8,876	6,228	4,811	3,647
Homewood West	4,369	4,309	3,733	2,745	1,873	1,369	1,114
Knoxville	8,024	7,867	7,353	6,527	5,524	4,971	4,432
Larimer	13,338	12,102	9,457	7,397	5,044	3,992	2,602

Neighborhood Population Continued

Neighborhood	1940	1950	1960	1970	1980	1990	2000
Lawrenceville, Central	14,148	12,594	10,251	8,043	6,563	5,867	5,106
Lawrenceville, Lower	9,036	7,899	5,338	4,536	3,602	2,650	2,585
Lawrenceville, Upper	6,848	6,164	5,221	4,482	3,710	3,328	2,899
Lincoln Place	3,249	4,187	5,434	5,300	4,619	3,841	3,671
Lincoln-Lemington-Bel	9,591	9,367	10,475	9,468	8,061	6,644	5,550
Manchester	11,797	10,958	8,528	4,778	2,812	3,077	2,506
Marshall-Shadeland	15,944	14,183	12,038	9,013	7,550	7,903	6,951
Morningside	5,997	6,063	5,705	5,294	4,730	3,973	3,549
Mount Oliver	1,448	1,716	2,586	2,185	716	620	584
Mount Washington	20,013	19,060	17,415	14,787	11,795	10,700	9,878
New Homestead	689	974	1,105	1,289	979	1,008	937
North Shore	5,152	3,952	2,076	725	402	273	270
Northview Heights	662	727	527	4,561	3,217	2,746	2,526
Oakland, Central	7,852	8,452	6,701	6,135	5,872	5,406	5,281
Oakland, North	6,127	8,063	7,453	8,666	8,708	10,836	9,857
Oakland, South	8,912	7,842	5,994	4,761	3,622	3,368	3,007
Oakland, West	2,952	4,073	3,658	3,140	2,955	1,938	2,272
Oakwood	737	775	1,469	1,882	1,195	1,108	1,028
Overbrook	4,591	5,278	6,704	6,104	5,143	4,456	4,041
Perry North	8,355	8,354	7,918	7,601	5,878	4,927	4,669
Perry South	14,666	14,462	12,382	10,385	7,355	6,303	5,276
Point Breeze	7,681	7,766	8,057	7,792	6,464	5,909	5,665
Point Breeze, North	3,518	4,120	3,552	3,135	2,705	2,513	2,304
Polish Hill	5,880	4,896	3,619	2,709	1,845	1,610	1,488
Regent Square	1,494	1,440	1,339	1,212	1,167	1,090	1,131
Ridgemont	884	989	1,059	1,281	712	590	530
Saint Clair	2,601	3,089	3,448	2,914	3,328	1,960	1,453
Shadyside	17,680	19,279	18,177	15,848	13,945	13,385	13,754
Sheraden	8,825	8,831	8,283	8,304	7,450	6,654	6,049
South Shore	184	138	113	87	70	44	56
South Side Flats	22,476	17,942	12,586	9,260	7,894	6,177	5,726
South Side Slopes	15,083	12,998	10,842	9,739	7,020	5,672	5,007
Spring Garden	4,357	3,962	3,426	3,151	2,134	1,753	1,254
Spring Hill	7,833	7,178	6,389	5,275	3,803	3,288	3,040
Squirrel Hill North	10,435	13,009	13,778	13,576	12,353	11,471	10,408
Squirrel Hill South	20,203	20,737	18,517	16,669	15,165	14,968	14,507
Stanton Heights	4,610	6,024	8,249	7,679	6,223	5,085	4,842
Strip District	4,363	3,207	1,756	965	514	275	266
Summer Hill	1,593	1,728	2,100	5,508	15,718	1,219	1,028
Swissheim Park	1,338	1,486	2,128	2,041	1,697	1,540	1,378
Troy Hill	7,319	6,530	5,141	4,205	3,251	2,742	2,540
Uptown	9,391	8,949	5,955	4,379	4,723	3,220	6,423
West End	1,984	1,820	1,702	920	604	441	466
Westwood	2,448	2,630	3,956	4,603	3,611	3,282	3,093
Windgap	218	740	629	534	1,757	1,603	1,447

CENSUS PITTSBURGH/PLANNING

Median Income

Total Percent Employed

Median Income

1	North Shore	$50K-75K
	Point Breeze	$50K-75K
	Regent Square	$50K-75K
	Squirrel Hill North	$50K-75K
	Swisshelm Park	$50K-75K
2	Banksville	$35K-50K
	Bon Air	$35K-50K
	Brookline	$35K-50K
	Duquesne Heights	$35K-50K
	Greenfield	$35K-50K
	Highland Park	$35K-50K
	Lincoln Place	$35K-50K
	Morningside	$35K-50K
	New Homestead	$35K-50K
	Overbrook	$35K-50K
	Perry North	$35K-50K
	Point Breeze, North	$35K-50K
	Squirrel Hill South	$35K-50K
	Stanton Heights	$35K-50K
	Strip District	$35K-50K
	Summer Hill	$35K-50K
	Westwood	$35K-50K
	Allegheny West	$25K-35K
3	Arlington	$25K-35K
	Beechview	$25K-35K
	Beltzhoover	$25K-35K
	Brighton Heights	$25K-35K
	Carrick	$25K-35K
	Chartiers	$25K-35K
	Crafton Heights	$25K-35K
	East Carnegie	$25K-35K
	Elliot	$25K-35K
	Esplen	$25K-35K
	Hill District—Upper	$25K-35K
	Knoxville	$25K-35K
	Marshall-Shadeland	$25K-35K
	Mount Oliver	$25K-35K
	Mount Washington	$25K-35K
	Oakwood	$25K-35K
	Perry South	$25K-35K
	Ridgemont	$25K-35K
	Shadyside	$25K-35K
	Sheraden	$25K-35K
	South Side Flats	$25K-35K
	South Side Slopes	$25K-35K
	Spring Garden	$25K-35K
	Troy Hill	$25K-35K
	Windgap	$25K-35K
4	Allegheny Center	$15K-25K
	Allentown	$15K-25K
	Arlington Heights	$15K-25K
	Bloomfield	$15K-25K
	California-Kirkbride	$15K-25K
	Central Business Distr.	$15K-25K
	Central Northside	$15K-25K
	East Allegheny	$15K-25K
	East Hills	$15K-25K
	East Liberty	$15K-25K
	Fineview	$15K-25K
	Friendship	$15K-25K
	Garfield	$15K-25K
	Hays	$15K-25K
	Hazelwood	$15K-25K
	Hill District—Middle	$15K-25K
	Homewood North	$15K-25K
	Homewood South	$15K-25K
	Homewood West	$15K-25K
	Larimer	$15K-25K
	Lawrenceville, Central	$15K-25K
	Lawrenceville, Lower	$15K-25K
	Lawrenceville, Upper	$15K-25K
	Lincoln-Lemington-Bel	$15K-25K
	Manchester	$15K-25K
	Oakland, North	$15K-25K
	Oakland, South	$15K-25K
	Oakland, West	$15K-25K
	Polish Hill	$15K-25K
	Saint Clair	$15K-25K
	Spring Hill	$15K-25K
	West End	$15K-25K
5	Fairywood	$10K-15K
	Hill District—Crawford	$10K-15K
	Oakland, Central	$10K-15K
	South Shore	$10K-15K
	Uptown	$10K-15K
6	Chateau	< $10K
	Glen Hazel	< $10K
	Hill District—Bedford	< $10K
	Hill District—Terrace	< $10K
	Northview Heights	< $10K

Percent Employed

1	Regent Square	674	*69.7%*
2	Allegheny West	332	*69.6%*
3	Point Breeze	3,127	*69.2%*
4	North Shore	157	*66.2%*
5	Highland Park	3,607	*66.1%*
6	Duquesne Heights	1,561	*66.0%*
7	Point Breeze, North	1,201	*64.4%*
8	Morningside	1,859	*64.0%*
9	Perry North	2,313	*63.4%*
10	Stanton Heights	2,490	*62.4%*
11	Greenfield	4,153	*62.1%*
12	Summer Hill	561	*61.5%*
13	Friendship	1,024	*61.3%*
14	Shadyside	7,810	*61.2%*
15	Beechview	4,384	*61.2%*
16	Ridgemont	260	*60.7%*
17	Oakland, Central	3,085	*60.3%*
18	Brookline	6,945	*60.1%*
19	Crafton Heights	1,865	*59.9%*
20	Westwood	1,560	*59.7%*
21	Elliot	1,397	*59.7%*
22	South Side Slopes	2,567	*59.3%*
23	Mount Washington	4,989	*59.0%*
24	Sheraden	2,710	*58.9%*
25	Swisshelm Park	663	*58.5%*
26	Overbrook	1,955	*58.3%*
27	Squirrel Hill South	7,170	*57.7%*
28	Brighton Heights	3,765	*57.6%*
29	Bloomfield	4,638	*57.4%*
30	Bon Air	404	*56.5%*
31	Hays	218	*56.5%*
32	Banksville	2,257	*56.2%*
33	South Side Flats	2,948	*56.0%*
34	Perry South	2,168	*55.7%*
35	Lincoln Place	1,655	*55.7%*
36	Carrick	4,830	*55.3%*
37	Strip District	127	*55.2%*
38	Arlington	851	*55.1%*
39	Spring Garden	513	*55.0%*
40	New Homestead	402	*53.5%*
41	Mount Oliver	248	*53.0%*
42	Lawrenceville, Lower	1,109	*52.7%*
43	East Carnegie	218	*52.4%*
44	Saint Clair	395	*52.4%*
45	Troy Hill	1,137	*52.3%*
46	Squirrel Hill North	5,271	*52.0%*
47	Knoxville	1,697	*51.4%*
48	Spring Hill	1,192	*51.3%*
49	Hill District—Upper	933	*51.3%*
50	Oakwood	401	*51.2%*
51	Oakland, South	1,363	*51.1%*
52	Allentown	1,263	*51.0%*
53	Central Northside	1,284	*50.6%*
54	East Liberty	2,745	*49.9%*
55	Lawrenceville, Upper	1,099	*49.8%*
56	Garfield	1,710	*48.5%*
57	Fineview	637	*48.2%*
58	Esplen	159	*47.9%*
59	Manchester	897	*47.7%*
60	Beltzhoover	985	*47.2%*
61	Polish Hill	579	*46.6%*
62	Windgap	560	*44.7%*
63	Hazelwood	1,849	*44.2%*
64	Homewood West	344	*43.2%*
65	Oakland, West	833	*42.9%*
66	Lawrenceville, Central	1,832	*42.9%*
67	Homewood North	1,400	*42.4%*
68	West End	169	*42.4%*
69	Hill District—Middle	728	*42.4%*
70	Lincoln-Lemington-Bel	1,768	*40.9%*
71	California-Kirkbride	281	*40.8%*
72	Chartiers	187	*40.3%*
73	South Shore	29	*39.7%*
74	East Hills	1,052	*39.7%*
75	East Allegheny	857	*38.7%*
76	Larimer	801	*38.3%*
77	Homewood South	947	*37.0%*
78	Uptown	1,531	*36.9%*
79	Marshall-Shadeland	2,121	*36.8%*
80	Northview Heights	431	*36.8%*
81	Fairywood	240	*35.5%*
82	Hill District—Crawford	765	*35.2%*
83	Arlington Heights	51	*34.7%*
84	Allegheny Center	280	*34.3%*
85	Oakland, North	3,189	*33.1%*
86	Hill District—Bedford	455	*33.0%*
87	Glen Hazel	185	*26.3%*
88	Hill District—Terrace	437	*24.5%*
89	Chateau	9	*22.0%*
90	Central Business Distr.	920	*19.2%*

Note: in the figures on this page, K represents thousands and M represents millions.

CENSUS PITTSBURGH/CITY PLANNING.

COMPARISONS

Median Rent

College Grads/ High School Grads

Median Rent

1	North Shore	$800-$899
2	Central Business Distr.	$650-$699
3	Squirrel Hill North	$600-$649
4	Shadyside	$550-$599
5	Allegheny West	$500-$549
	Banksville	$500-$549
	Chartiers	$500-$549
	Oakland, North	$500-$549
	Point Breeze	$500-$549
	Regent Square	$500-$549
	Squirrel Hill South	$500-$549
6	Allegheny Center	$450-$499
	Duquesne Heights	$450-$499
	Highland Park	$450-$499
	Homewood North	$450-$499
7	Beechview	$400-$449
	Brookline	$400-$449
	Crafton Heights	$400-$449
	Friendship	$400-$449
	Greenfield	$400-$449
	Hays	$400-$449
	Hill District—Upper	$400-$449
	Morningside	$400-$449
	Mount Washington	$400-$449
	Oakland, Central	$400-$449
	Oakland, South	$400-$449
	Oakwood	$400-$449
	Overbrook	$400-$449
	Perry North	$400-$449
	Point Breeze, North	$400-$449
	South Shore	$400-$449
	Stanton Heights	$400-$449
	Summer Hill	$400-$449
	Westwood	$400-$449
	Windgap	$400-$449
8	Beltzhoover	$350-$399
	Bloomfield	$350-$399
	Bon Air	$350-$399
	Brighton Heights	$350-$399
	Carrick	$350-$399
	Central Northside	$350-$399
	East Carnegie	$350-$399
	East Liberty	$350-$399
	Esplen	$350-$399
	Knoxville	$350-$399
	Lawrenceville, Lower	$350-$399
	Lawrenceville, Upper	$350-$399
	Lincoln Place	$350-$399
	Manchester	$350-$399
	Marshall-Shadeland	$350-$399
	Mount Oliver	$350-$399
	Oakland, West	$350-$399
	Ridgemont	$350-$399
	Sheraden	$350-$399
	South Side Flats	$350-$399
	South Side Slopes	$350-$399
	Strip District	$350-$399
	Uptown	$350-$399
9	Allentown	$300-$349
	Arlington	$300-$349
	California-Kirkbride	$300-$349
	Elliot	$300-$349
	Garfield	$300-$349
	Hazelwood	$300-$349
	Hill District—Middle	$300-$349
	Homewood West	$300-$349
	Larimer	$300-$349
	Lawrenceville, Central	$300-$349
	New Homestead	$300-$349
	Perry South	$300-$349
	Spring Garden	$300-$349
	Swisshelm Park	$300-$349
	Troy Hill	$300-$349
10	Chateau	$250-$299
	East Allegheny	$250-$299
	Hill District—Crawford	$250-$299
	Polish Hill	$250-$299
	West End	$250-$299
11	East Hills	$200-$249
	Glen Hazel	$200-$249
	Homewood South	$200-$249
	Lincoln-Lemington-Bel	$200-$249
	Spring Hill	$200-$249
12	Arlington Heights	$150-$199
	Hill District—Bedford	$150-$199
	Hill District—Terrace	$150-$199
	Northview Heights	$150-$199
	Saint Clair	$150-$199
13	Fineview	$100-$149
14	Fairywood	<$100

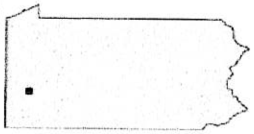
Percentage of College Grads/High School Grads

1	Squirrel Hill North	76.5% / 96.8%
2	Shadyside	69.6% / 93.6%
3	Point Breeze	69.1% / 96.0%
4	Regent Square	67.4% / 98.6%
5	Oakland, North	66.8% / 93.3%
6	Squirrel Hill South	63.0% / 93.0%
7	Allegheny West	55.3% / 88.8%
8	North Shore	55.1% / 90.8%
9	Highland Park	53.1% / 90.1%
10	Oakland, Central	45.1% / 88.2%
11	Friendship	42.5% / 87.2%
12	Point Breeze, North	35.0% / 87.8%
13	Strip District	34.2% / 91.1%
14	Allegheny Center	34.2% / 76.8%
15	Swisshelm Park	33.6% / 89.7%
16	Banksville	32.9% / 89.8%
17	Stanton Heights	31.9% / 88.1%
18	Greenfield	29.9% / 86.4%
19	Duquesne Heights	28.5% / 85.0%
20	South Shore	27.9% / 27.9%
21	Bloomfield	27.6% / 79.2%
22	Oakland, South	27.3% / 81.9%
23	Morningside	27.0% / 83.6%
24	South Side Flats	25.2% / 76.6%
25	Mount Washington	24.3% / 82.7%
26	Central Northside	24.1% / 83.4%
27	Oakland, West	23.1% / 76.3%
28	Central Business Distr.	22.9% / 60.9%
29	Oakwood	22.1% / 79.5%
30	Westwood	21.9% / 85.6%
31	Brighton Heights	21.3% / 82.0%
32	Perry North	21.0% / 86.9%
33	Hill District—Upper	20.0% / 82.6%
34	Summer Hill	19.4% / 84.6%
35	Manchester	18.5% / 80.0%
36	East Liberty	18.5% / 79.2%
37	Brookline	18.2% / 86.4%
38	Lawrenceville, Lower	15.9% / 73.3%
39	South Side Slopes	15.8% / 74.4%
40	East Allegheny	15.3% / 66.9%
41	Beechview	15.0% / 82.6%
42	Uptown	14.7% / 67.1%
43	Ridgemont	14.6% / 87.4%
44	East Carnegie	14.4% / 75.6%
45	Windgap	14.3% / 81.9%
46	Crafton Heights	14.1% / 83.0%
47	Polish Hill	14.1% / 68.4%
48	New Homestead	13.5% / 82.4%
49	Lawrenceville, Central	12.9% / 73.6%
50	Sheraden	12.1% / 81.6%
51	Perry South	11.8% / 75.7%
52	Hazelwood	11.7% / 71.5%
53	Beltzhoover	11.3% / 78.7%
54	Hill District—Crawford	11.0% / 72.4%
55	Allentown	10.5% / 69.1%
56	Bon Air	10.5% / 69.1%
57	Lincoln-Lemington-Bel	10.4% / 78.6%
58	East Hills	10.3% / 75.2%
59	California-Kirkbride	10.3% / 80.2%
60	Overbrook	10.3% / 85.8%
61	Carrick	10.3% / 79.8%
62	Hill District—Middle	9.8% / 71.4%
63	Garfield	9.7% / 72.3%
64	Troy Hill	9.7% / 71.9%
65	Spring Hill	9.5% / 76.9%
66	Lawrenceville, Upper	9.2% / 69.6%
67	Homewood West	9.0% / 75.7%
68	Lincoln Place	8.8% / 87.3%
69	Larimer	8.5% / 69.9%
70	Homewood North	8.3% / 77.6%
71	Knoxville	8.3% / 79.5%
72	Fairywood	8.2% / 67.7%
73	Chartiers	7.9% / 83.2%
74	Arlington	7.9% / 74.3%
75	Hays	7.8% / 70.2%
76	Glen Hazel	7.5% / 51.2%
77	Elliot	7.4% / 77.3%
78	Homewood South	7.3% / 68.4%
79	Marshall-Shadeland	6.4% / 61.6%
80	Fineview	6.1% / 72.0%
81	Hill District—Terrace	5.8% / 59.1%
82	Saint Clair	4.6% / 66.0%
83	Northview Heights	4.2% / 65.5%
84	Hill District—Bedford	4.1% / 49.8%
85	Esplen	3.9% / 69.8%
86	West End	3.9% / 70.8%
87	Spring Garden	3.8% / 74.8%
88	Mount Oliver	2.2% / 64.9%
89	Chateau	0.0% /100.0%
90	Arlington Heights	0.0% / 76.3%

CENSUS PITTSBURGH/CITY PLANNING

Pittsburgh

Location



Area City Limits
Square Miles: 55.48
Acres: 35,632.716

Population
➊ DECREASING

	Male	*Female*	*Total*
1990	172K	198K	**370K**
2000	159K	175K	**335K**

Note: in the figures on this page, K represents thousands and M represents millions.

Population, by Age

Less than 5 years	**17607**	5.3%
5 to 9 years	**19004**	5.7%
10 to 14 years	**18907**	5.7%
15 to 19 years	**25881**	7.7%
20 to 24 years	**34570**	10.3%
25 to 34 years	**48860**	14.6%
35 to 44 years	**46870**	14.0%
45 to 54 years	**41082**	12.3%
55 to 59 years	**14142**	4.2%
60 to 64 years	**12606**	3.8%
65 to 74 years	**26483**	7.9%
75 to 84 years	**21362**	6.4%
85+ years	**7189**	2.1%

Population, by Race

One race	**329K**	98.4%
Two or more races	**5403**	1.6%

Those of one race:

White	**226K**	67.6%
Black/African American	**90750**	27.1%
Amer. Indian/Alaska Nat.	**628**	0.2%
Asian	**9195**	2.7%
Hawaiian/Pacific Isl.	**111**	0.0%
Other	**2218**	0.7%

Hispanic or Latino (of any race):

Mexican	**1235**	0.4%
Puerto Rican	**808**	0.2%
Cuban	**294**	0.1%
Other	**2088**	0.6%
Non-Hispanic	**330K**	98.7%

Households, by Type

Total households	**144K**	100.0%
Family	**74104**	51.6%
Non-family	**69635**	48.4%

All households:

With persons <18	**35629**	24.8%
With persons 65+	**40494**	28.2%

Family households:

W/own children, <18	**31458**	21.9%
Married couple	**44776**	31.2%
W/own children, <18	**16396**	11.4%
Female, no husband	**23683**	16.5%

Non-family households:

Householder is alone	**56562**	39.4%
Householder is 65+	**19716**	13.7%

Housing, by Occupancy

Total housing units	**163K**	100.0%
Occupied	**144K**	88.0%
Vacant	**19627**	12.0%

Housing Tenure, by Type

Owner-occupied	**74927**	52.1%
Renter-occupied	**68812**	47.9%

Housing Tenure, by Size

Owner-occupied housing units:

1-person household	**22768**	30.4%
2-person household	**25723**	34.3%
3-person household	**11907**	15.9%
4-person household	**8631**	11.5%
5-person household	**3889**	5.2%
6-person household	**1401**	1.9%
7+ person household	**611**	0.8%

Renter-occupied housing units:

1-person household	**33802**	45.1%
2-person household	**18248**	24.4%
3-person household	**8519**	11.4%
4-person household	**4853**	6.5%
5-person household	**2292**	3.1%
6-person household	**668**	0.9%
7+ person household	**427**	0.6%

Housing Tenure, by Age of Householder

Owner-occupied housing units:

15 to 24 years	**803**	1.1%
25 to 34 years	**7181**	9.6%
35 to 44 years	**13622**	18.2%
45 to 54 years	**15859**	21.2%
55 to 64 years	**11236**	15.0%
65 to 74 years	**12755**	17.0%
75 to 84 years	**13474**	18.0%
85+ years	**2637**	3.5%
65+ years	**26229**	35.0%

Renter-occupied housing units:

15 to 24 years	**11692**	17.0%
25 to 34 years	**19055**	27.7%
35 to 44 years	**11787**	17.1%
45 to 54 years	**8520**	12.4%
55 to 64 years	**5342**	7.8%
65 to 74 years	**5421**	7.9%
75 to 84 years	**6992**	10.2%
85+ years	**1851**	2.7%
65+ years	**12413**	18.0%

Population, by Employment Status

Working age (16+)	**275K**	100.0%
Male	**129K**	46.8%
Female	**147K**	53.2%
In labor force	**161K**	58.5%
Not in labor force	**114K**	41.5%
Male, in labor force	**81276**	29.5%
Male, not in force	**47483**	17.2%
Female, in labor force	**79906**	54.5%
Female, not in force	**66731**	24.2%
Civilian labor force	**161K**	58.5%
Armed services	**186**	0.1%
Employed	**145K**	52.6%
Unemployed	**16228**	5.9%

Occupation

Mgmt./Professional	**53398**	36.9%
Service	**28871**	19.9%
Sales and office	**39835**	27.5%
Farm/Fishing/Forestry	**145**	0.1%
Construction/Extraction	**8994**	6.2%
Production, Transport.	**13525**	9.3%

Household Income (1999 figures)

Less than $10,000	**25927**	18.0%
$10,000-$14,999	**13668**	9.5%
$15,000-$24,999	**24606**	17.1%
$25,000-$34,999	**19228**	13.4%
$35,000-$49,999	**21441**	14.9%
$50,000-$74,999	**20482**	14.2%
$75,000-$99,999	**8366**	5.8%
$100,000-$149,999	**5843**	4.1%
$150,000-$199,999	**1797**	1.3%
$200,000 or more	**2394**	1.7%

Educational Attainment (25 years or older)

Population, 25+ years	**219K**	100.0%
Less than 9th grade	**10046**	4.6%
9th to 12th, no diploma	**30936**	14.1%
High school graduate	**71657**	32.7%
Some college, no degree	**35497**	16.2%
Associate degree	**13410**	6.1%
Bachelor degree	**29936**	13.7%
Graduate or prof. degree	**27331**	12.5%
High school or more	**178K**	81.3%
Bachelor degree or more	**57267**	26.2%

CENSUS PITTSBURGH/CITY PLANNING.

pittsburghhumanresourceplanningsociety

At the PHRPS Wednesday,
February 20, 2008
Meeting at The Rivers Club

7:30-8:00 a.m:
Registration
Networking
Buffet Breakfast

8:15-10:00 a.m.:
Speakers

To register, contact Roberta
at bertr2@aol.com or
412/848-9011.
Also, register on line at
http://www.phrps.org

Cost:
Member fee: $25
Non member fee: $50

Please RSVP by
February 13, 2008

Make checks payable to:
"PHRPS and mail to:"
PHRPS
c/o 241 Patterson Road
Bethel Park, PA 15102

Visit our website at
www.phrps.org

"Creating A Culture Of Inclusion: Embracing Talent From Different Generations, Cultures And Abilities"

by

David Coleman, United States Steel Corporation
Tammie McNaughton, Highmark

Panelist David Coleman will describe US Steel's experiences in changing their culture to one that is more inclusive of the multi-generational and multi-cultural talent they need to attract and retain in order to remain competitive as a global company.

Panelist Tammie McNaughton will share Highmark's successes in attracting and retaining persons with disabilities as an integral part of Highmark's corporate Diversity and Inclusion strategies.

Moderator will be Jay Liebowitz, Associate Professor of Human Resources at Duquesne University to enable more interaction with the audience.

You will learn from the experiences of two major Pittsburgh companies, one in manufacturing and one in services, what steps their company has taken to create a more diverse, inclusive organizational culture. You will gain insights about what has worked and what has not worked for these particular organizations.

PHRPS is a network of senior professionals who are responsible for human resources in their respective organizations. Individually and collectively these individuals serve their organization by providing information on emerging trends and their strategic implications, by identifying innovative practical solutions linked to business outcomes, and by providing pertinent data and resources to assist senior decision makers in creating innovative practical solutions linked to business outcomes. PHRPS is a not-for-profit organization chartered to meet the needs of executive human resource professionals.

The mission of PHRPS is to improve the performance of organizations. PHRPS members function as business partners with our main thrust focusing on the application of strategic human resource management practices. Our best of breed practitioners represent all industries and organizations (public, private, profit and nonprofit) regardless of size.

E. David Coleman
General Manager-Corporate Diversity
United States Steel Corporation

David graduated from the United States Military Academy in 1973 with a bachelor's degree in engineering. In 1982, he earned a master's degree in operations research from Case Western Reserve University. He joined U. S. Steel in 2004 as manager insurance benefits for the United States Steel and Carnegie Pension Fund, the company's pension administration group. He assumed his current position in March 2006. As general manager-corporate diversity, he is responsible for advancing company-wide diversity and inclusion strategies.

Prior to his employment at U. S. Steel, Mr. Coleman served as vice president of human resources at Ranpak Corp., a manufacturer of systems and materials for inside-the-box packaging applications, from 1995 to 2004.

In 1995, he retired from the United States Army as a Lieutenant Colonel. During his career in the Army, he served in several overseas assignments, including Korea and Germany; on the Pentagon staff; as a recruiter; and as director of the Personnel Management Office for the 101st Airborne Division (Air Assault) at Fort Campbell, Kentucky.

Tammie L. McNaughton
Director-Corporate Diversity and Work Life
Highmark

As Director, Tammie focuses her efforts on building Highmark's Diversity and Inclusion strategies, Affirmative Action Compliance, Employee Work Life programs, and pursuit of the "Best Place to Work" designation for the corporation. Her responsibility spans Highmark locations in Pittsburgh, Camp Hill, Johnstown, Erie and others with a complement of over 18,500 employees. She actively partners with a variety of professional organizations to support diversity, inclusion and work life with special emphasis on upward mobility for women and minorities and the employment of individuals with disabilities. Tammie serves as Chairman of Board for the Pittsburgh Disability Employment Project for Freedom, Chair of the PA Business Leadership Network (BLN) for which Highmark is the lead company in the state of Pennsylvania and Chair of the program committee for the Business Advisory Council of Life'sWork of Western Pennsylvania. Tammie was also appointed to the Three River's Workforce Investment Board. She actively participates in community outreach and represents Highmark at local, state and national events speaking on diversity, workforce development and disability employment.

Tammie is a member of The Pittsburgh Human Resources Association and The Society for Human Resources Management. She is a summa cum laude graduate of the University of Pittsburgh with a BS Degree in Psychology and minors in Management and Communications. Her 13-year career with Highmark includes management positions in Corporate Learning and Highmark University in the Business Systems, Software and Leadership Development Training areas, Corporate Workforce Initiatives and Corporate Staffing. She has done extensive work in instructional design and delivery, training technology, and management development. Prior to her career at Highmark, she spent over 16 years with a Fortune 500 international firm and held positions in Advertising, Training & Development and Sales. Tammie's background is put to good use in furthering Highmark's diversity strategies, finding solutions to employment for individuals of all abilities and promoting community workforce development.

February 6 – March 12, 2008

Maurice Falk Hall in Mellon Hall Free admission Screenings at 7 p.m.

Expert speakers introduce the topics and issues highlighted in the films.

Presented by Department of Modern Languages and Literatures

Films that capture today's struggle for human rights.

February 6

Black Gold
An eye-opening investigation of the economic oppression of coffee farmers and the consequences of our daily coffee fix.

February 13

Maquilapolis
The struggle of two women to overcome corporate and government indifference to labor rights and toxic waste in a Mexican shantytown.
-and-
Death on a Friendly Border
True story of a young Mexican woman who dies of dehydration in the desert while following her husband to California.

February 20

10

A woman's place in Islamic society is explored through the relationship between a young mother and her son in modern Teheran.

-and-

Boundaries

A captivating short film about gender conflict, mental illness and the borders that define our roles in life.

February 27

Faces of Change

Discrimination and oppression around the globe is chronicled by five activists with cameras.

March 5

*God Grew Tired of Us**

The true story of three "Lost Boys" from the Sudan who leave for America but remain committed to helping those left behind.

March 12

*Sophie Scholl**

A drama about Germany's most famous anti-Nazi activist and leader of an underground student resistance group.

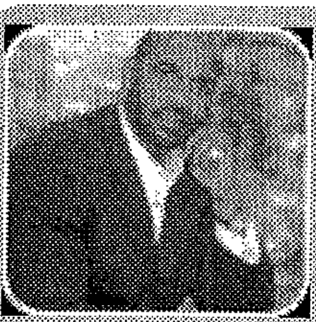
*There will be an additional screening of God Grew Tired of Us on Friday, March 7, at 8 p.m. in Laura Falk Hall in Mellon Hall and two additional screenings of Sophie Scholl on Saturday, March 8, one at 7 p.m. in Laura Falk Hall in Mellon Hall and the second at 10 p.m. in the Night Spot in the Duquesne Union.

☒ Duquesne University: Home, Mission, Programs, and Contact

☒

SAVE THE DATE!
February 20th, 2008

S.O.A.R.
Development Corp.



Khalil Osiris is an author, college professor and pastor who spent 15 years of his life in prison. Building on his professional training and personal experiences as a formerly incarcerated person, his work focuses on helping people overcome negative self-talk and self-imposed limitations, which he says are "common forms of incarceration".

He will be joined by national gang expert, Rasheed Jihad.

THE PSYCHOLOGY OF INCARCERATION©
A COMMUNITY REENTRY AND RECOVERY TRAINING

Sponsored by
S.O.A.R. Development Corporation

The Psychology of Incarceration© is a community reentry and recovery program. It is based on the principles of restorative justice. This program focuses on the impact of incarceration on individuals, families and communities. It is designed to empower incarcerated and formerly incarcerated men and women to identify and overcome self-imposed limitations and other barriers to their successful reentry and recovery. **The Psychology of Incarceration**© curriculum is recognized by the Ohio Department of Rehabilitation and Correction as an "approved reentry program" and is taught at Wright State University.

WHO SHOULD ATTEND?

☐ Adult & Juvenile Correctional personnel
☐ Parole & Probation Officers
☐ Criminal Justice educators and students
☐ Formerly incarcerated individuals
☐ Social Workers
☐ Chemical Dependency professionals
☐ Prison Ministries
☐ Family members impacted by incarceration
☐ Judges, Attorneys & Law Enforcement
☐ Community Volunteers
☐ Employment & Workforce Development specialist

WHAT WILL YOU LEARN?

☐ Ways to empower and equip formerly incarcerated adults to take ownership for their reentry and recovery;
☐ How to prepare incarcerated and formerly incarcerated men and women to acquire and retain employment;
☐ Ways to provide effective support for families and faith communities impacted by incarceration

Cost: $50.00 - Continental Breakfast Included

Time: 9:00 a.m. – 4:00 p.m.

Host Site: Homewood YMCA
7140 Bennett St
Pittsburgh, PA 15208

Contact: Olivia Jones, Executive Director, YMCA
412412.243.2900 Ext. 14
Email: cwynn@ymcaofpittsburgh.org

Heidi Worth is an advocate for women and children of incarcerated parents. She is a tireless activist and certified facilitator of The Psychology of Incarceration.