

PITTSBURGH COMMISSION ON HUMAN RELATIONS

A G E N D A

April 14, 2008

I. CALL TO ORDER

II. GUEST SPEAKER:

**Dr. Larry Davis, Dean
University of Pittsburgh, School of Social Work**

III. ADOPTION OF MINUTES

IV. STAFF AND COMMITTEE REPORTS

- A. Compliance Update
- B. Director's Report
- C. Housing Committee

V. NEW BUSINESS

- A. Appointment of Nominating Committee
- B. Fair Housing Month Activities
 - 1. April 23, 2008 – Unveiling of Fair Housing Quilt
 - 2. April 30, 2008 - Fair Housing Symposium
- C. Community Forum

ADJOURNMENT

Please be considerate of others; turn off cell phones.

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PITTSBURGH COMMISSION ON HUMAN RELATIONS

Minutes of Meeting

April 14, 2008

Attendance: Adelaide Smith, *Chair*

Leah Williams-Duncan	Dr. Lee Fogarty	Sister Eleanor Loftus
Winford Craig	Elizabeth Pittinger	Mary K. McDonald
Lynette Drawn-Williamson	Elbert Gray, Jr.	Ann McCafferty
Rev. Tim Smith	Neil Parham	Curtis Smith
Jennifer Andrade		

Absent: Melanie Predis

Staff: Charles F. Morrison, *Director*

Kevin Trower, Solicitor	Connie Miskis Zatek
Jillane McKinley	Sheron D. Clark

Guests: Dr. Larry Davis, Dean, School of Social Work, University of Pittsburgh
Jim Riechter, Executive Director, Hazelwood Initiative
Tim Stevens, NAACP
Several residents of the Hazelwood community

I. CALL TO ORDER

The meeting was called to order at 6:45 p.m. by the Chair, Adelaide Smith, who introduced the Commissioners and briefly explained the mission, duties and responsibilities of the Commission. She welcomed the guests and thanked the Reverend Smith and other members of the Hazelwood community for hosting this meeting of the Commission.

Jim Reichter, Executive Director of the Hazelwood Initiative, presented an overview of the work of the community organization which is one of outreach, economic development, advocacy, planning and coordination of special events, as well as assisting persons who have special needs, noting the family who was burned out of its house this past week. He indicated that the agency and the Hazelwood community are "on the cusp of development."

The Reverend Smith thanked the community members for attending today's meeting, apologizing that there were not more present. He also thanked Mr. Reichter and the Hazelwood Initiative for its generosity in providing the facilities for the meeting, as well as refreshments for the Commissioners.

**II. GUEST SPEAKER: Dr. Larry Davis, Dean of the School of Social Work,
University of Pittsburgh**

Chairperson Adelaide Smith introduced Dr. Larry Davis as this month's guest speaker. Dr. Davis has been a faculty member since 1977 at universities in Washington, D.C., Michigan and Pittsburgh. He arrived at the University of Pittsburgh in 2001, and is a 2007 recipient of the Chancellor's Award for Affirmative Action. Dr. Davis is a co-founder and director of the Center for Race and Social Problems, and in June 2007, released the report: Pittsburgh's Racial Demographics: Differences and Disparities. His colleagues include Dr. Ralph Bangs and John Wallace.

The three goals of the Center for Race and Social Problems are research, mentorship of scholars and dissemination of information. Toward this end, Dr. Davis went on to stated that this report is the most comprehensive study ever done on quality-of-life issues for multiple racial and ethnic groups in Pittsburgh — African Americans, Asians, Hispanics, and Whites. The data focus on six areas — youth, family and the elderly, educational disparities, economic conditions, inter-group relations, mental health, and criminal justice -- and compares Pittsburgh, Allegheny County, and the Pittsburgh Metropolitan Statistical Area to the United States. Dr. Davis stated that this was the first project he started in 2002 to develop a baseline of data for Pittsburgh. He explained that wherever possible the most recent data were used, but in some instances, the only data available was that of the 2000 Census comparison. It is anticipated that the information in the report will help communities plot strategies, make policy decisions, and, improve the quality of life for all residents of Pittsburgh.

Dr. Davis presented a wealth of data, much of which was projected on slides showing comparisons by city, county, region and nation. He noted that while America is becoming a non-white population with more than 37% African-Americans, Pittsburgh is still one of the "whitest" cities in the United States with a minority population of only 27%. It is estimated that people of color will comprise more than 50% of the nation's population within the next 50 years. Hispanics have surpassed African-Americans as the largest racial/ethnic minority group in the nation, although they comprise a small percentage of Pittsburgh's minority groups.

Other points made by Dr. Davis include:

- The percentage of African-Americans in Pittsburgh is more than double that in the county, the region and the nation
- Among counties with a population of one million or more, Allegheny County has the highest percentage (83%) of non-Hispanic Whites, according to Census information.
- Nearly 69% of Pittsburghers belong to single-parent families which has a tremendous impact on housing statistics.

- The Pittsburgh School Board is by majority white, but deals with a student body that is 70% black. Even so, the majority of high school diplomas are awarded to white students.
- In the Pittsburgh area, as well as across the nation, African-Americans have the lowest percentage of married couple families. Marital status can impact family economics, health and education of children.
- Whites, African-Americans and Hispanics have lower marriage rates in Pittsburgh when compared with the rest of the nation.
- As for single-parent female head of households, the 2000 census data indicates 26% of white families and 69% of black families were headed by women.
- In the city of Pittsburgh, African-Americans, Asian and Hispanic men are twice as likely as White men to be unemployed.
- The median income of white households exceeds that of people of color by more than \$10,000.
- African-Americans in the Pittsburgh area have the highest poverty rates. In addition, white poverty in Pittsburgh is higher than the white rates for the nation.

Dr. Davis went on to state that according to homeownership statistics for 2000, the net income for African-Americans is one-tenth of that of the white population. Dr. Davis reported that while African-Americans hold the largest percentage of the minority population in Pittsburgh, Mexicans, Puerto Ricans and Asians comprise a large percentage of the population of other urban areas across the country. Overall, recent data indicates that both white and black residents of Pittsburgh are doing less well economically in Pittsburgh than the rest of the country. Sixty percent of white Pittsburghers own their homes, while those numbers are 72% for the county, 75% for the metropolitan region and 73% nationwide. Pittsburgh's median household income in 1999 for the white population was 35% higher than blacks, but 52% for the nation. Further, in 1999, 14% of the white population of Pittsburgh was in poverty, compared with only 8% across the country. Black poverty was at 34% in Pittsburgh but only 25% nationwide.

Statistical information for 2003 indicates that the general perception is that African-Americans are treated less favorably on the job: 30% of whites perceive a racial bias while 73% of the black community perceives bias on the job. In addition, African-American juveniles represent the majority of violent crime arrests in the Pittsburgh area, and African-American juveniles have a higher share of arrests than do African-American adults. All of the juveniles arrested for murder and non-negligent manslaughter in the Pittsburgh area were African-Americans from the city of Pittsburgh.

Dr. Davis also spoke briefly on "tipping points" studies and the effects of the psychological majority, which indicate that in small groups of ten persons or so, whites seem comfortable with two blacks being in the group. If the number of blacks increases to more than 25%, it creates the phenomena of "white flight." He projected that an ideal jury might be comprised of two black persons and ten white persons.

Dr. Davis stated that studies show that when faced with choosing a group of individuals of different ethnic make-up, black people tend to choose a 50/50 percentage, while white people tend to be more comfortable when the ratio is 80% white and 20% black.

Dr. Davis entertained questions from Commissioners and the community throughout his presentation. In response to a question about correlation with poverty and crime, Dr. Davis commented that he believes today it has less to do with economics but more with the self-esteem of juveniles who are more often in possession of weapons.

On another subject, Dr. Davis stated that work is a learned behavior, noting that people copy what they see. Work provides a structure for life and in its absence everything breaks down. He noted that when men lose a job, they often lose their families, particularly in the case of people of color.

When asked about information regarding the declining tax base in Pittsburgh, Dr. Davis stated that Pittsburgh is full of universities and hospitals that don't pay taxes. When asked about the City merging with County government, Dr. Davis commented that such an arrangement "would dilute African-Americans as a force in the county," and he could not see what the County might get in return.

Dr. Davis noted that black women have more "power" in the family because they tend to earn more than black males. He stated that "Black women have always worked. White women entered the workforce in the 1940's and 50's, but Black women were always there."

Other data of interest are:

- Two out of three college degrees earned by African-Americans go to black females
- Two-thirds of the African-American population is single, while two-thirds of the white population are married.
- There are approximately eight black men for every ten black females and the ratio of marriage is 5:10, which largely accounts for the high numbers of unwed mothers.

Dr. Davis also stated that black neighborhoods generally remain as black neighborhoods, and most poor black people have poor black neighbors. However that is not the case with poor white people who may live in more affluent neighborhoods. Dr. Davis stated that this "is all about advantage – getting it and keeping it." He also noted that historically, legislation is passed when reverse discrimination arises, not when the original discriminatory treatment strikes.

Due to time constraints and the need to move on with the full Commission agenda, Dr. Davis concluded his presentation at 7:50 p.m. The Commission Chairperson thanked him for his informative presentation.

III. ADOPTION OF MINUTES

The Minutes of the March 3, 2008, Commission meeting were unanimously adopted as circulated, upon motion by Commissioner Craig and second by Commissioner McCafferty.

IV. STAFF & COMMITTEE REPORTS

In the interest of time, Commission Chair Adelaide Smith asked that all staff and committee reports be held until the May 5 Commission meeting.

Commissioner Smith appointed the following Commissioners to serve as the Nominating Committee in preparation for the annual election of officers in June: Lee Fogarty, Lynette Drawn-Williams and Anne McCafferty. Each of the Commissioners accepted the appointment. The Commission secretary provided each committee member with written information outlining the election process and the Chair instructed them to return to the May 5 Commission with a slate of candidates. They were also advised to contact Director Morrison or Connie Zatek for further assistance if necessary.

IV. ANNOUNCEMENTS

Commissioners were reminded of and encouraged to attend the following activities for Fair Housing Month:

- On April 23, 2008, HUD will unveil the first ever Fair Housing Quilt in the lobby of the City-County Building. A short program will be held between 11 a.m. and 2 p.m. which will include guest speakers, entertainment and refreshments. The Mayor (or his representative) will also read a proclamation. Members of City Council will be invited. Director Morrison noted that this is a HUD initiative which is being coordinated through the Commission.
- At 7 p.m. on April 23, 2008, the Fair Housing Partnership of Greater Pittsburgh will hold its Second Annual Poetry Slam Contest at the *Improv* at the Waterfront in Homestead.

- On April 30, 2008, 1 – 4 p.m. the Commission will sponsor a Fair Housing Symposium at the University of Pittsburgh, William Pitt Student Union, entitled "Agents of Change." A panel of real estate experts will discuss the issues and challenges in the future of fair housing. The keynote speaker will be Kim Kendrick, the Assistant Secretary for Fair Housing & Equal Opportunity.
- Robert Nelkin of the United Way will speak at the May Commission regarding reducing violence in the community.

VI. OPEN DISCUSSION

The floor was open for guests to comment or pose questions. Hearing none, and with no further business to address, Commissioner Fogarty moved that the meeting adjourned. The motion was seconded by Commissioner Craig and carried by unanimous vote at 8:16 p.m.

/cmz

Zatek, Connie

From: Zatek, Connie
Sent: Tuesday, April 15, 2008 1:36 PM
To: 'jennifer.andrade@usdoj.gov'; 'Winford Craig'; 'Wincr@attglobal.net'; 'lwilliamson@county.allegheny.pa.us'; 'ef0225@aol.com'; 'grayflight23@yahoo.com'; 'Eleanor P Loftus'; 'Anne McCafferty'; 'Mary K. McDonald'; 'Parham, Neil'; 'Predis, Melanie'; 'Pittinger, Beth'; 'ndpst5@yahoo.com'; 'Adelaide Smith'; 'smithcol@verizon.net'; 'ladydunc@yahoo.com'; 'Duncan, Leah'; 'wktrower@yahoo.com'; Human Relations Commission
Subject: web link for Dr. Davis' presentation on racial disparities
Importance: High

Commissioners and Staff –

Time constraints prevented Dr. Davis from going into further detail regarding his presentation at the Commission meeting last night. Below is a link that provides the full report, "Pittsburgh's Racial Demographics: Differences and Disparities" which was released in June 2007, and includes many of the slides Dr. Davis used during his presentation. If you would like to read it in depth please see:
<http://www.crsp.pitt.edu/demographics.html>

To print out the entire report, go to the bottom of the page and click on "complete Report." It is 154 pages in length.

Connie Zatek
Secretary to Director

4/28/2008

SECTION 1.

INTRODUCTION

Race and ethnicity affect almost every aspect of American society, and their importance is likely to increase as the share of people of color in our society increases. At present, people of color account for 33% of the U.S. population and by 2059 this share is expected to increase to 50%.

However, accurate and up-to-date socioeconomic data about racial and ethnic groups in the Pittsburgh region and the nation are not always accessible to policymakers, practitioners, researchers, and members of the community. If data were readily available, many people could have a better understanding of the positive conditions and the problems different racial and ethnic groups face and therefore could provide better strategies for improving conditions.

Pittsburgh's Racial Demographics: Differences and Disparities presents the most up-to-date data on the social and economic status of racial and ethnic groups in four geographic regions: city of Pittsburgh, Allegheny County, Pittsburgh Metropolitan Statistical Area (MSA), and the United States. This is the first in a series of chartbooks prepared by the University of Pittsburgh's Center on Race and Social Problems, which is part of the School of Social Work. It is our hope that this book will promote greater racial and ethnic equality in the Pittsburgh region and the U.S.

The report is divided into six sections: Families, Youth, and Elderly; Education; Economic Disparities; Intergroup Relations; Mental Health; and Criminal Justice. We selected these categories to provide a broad picture of the social and economic conditions facing racial and ethnic groups in the Pittsburgh area. Each section provides key indicators of well-being for four racial groups: Whites, African Americans, Asians, and Hispanics.

The most recent data available for the Pittsburgh area and the nation were used in this report. In some instances, however, only data from the 2000 census were available to make comparisons. It is also the case that data were not available on all of our topic areas in the same years. It is our hope to update this report every three years, particularly if the American Community Survey (which is designed to replace the decennial census) produces regular, reliable data by race for cities, counties, and regions.

SECTION 2.

FAMILIES, YOUTH, AND ELDERLY

In this section we summarize recent data on demographic characteristics of the population in the Pittsburgh area and the United States. Specifically, we examine:

- Geographic distribution of African Americans
- Racial and ethnic distribution of the population
- Racial and ethnic distribution of the population, trends 1980-2000
- Age distribution
- Family types
- Marital status
- Multiracial children

America has become increasingly diverse in recent decades. In fact, over the past 30 years, the non-Hispanic **White population** has declined from more than 80 percent of the population to 67 percent, **Hispanics have surpassed African Americans as the nation's largest racial/ethnic minority group**, and **Asians have become the nation's fastest growing racial/ethnic group**. The racial and ethnic distribution of the 300 million people in America in 2006 is:

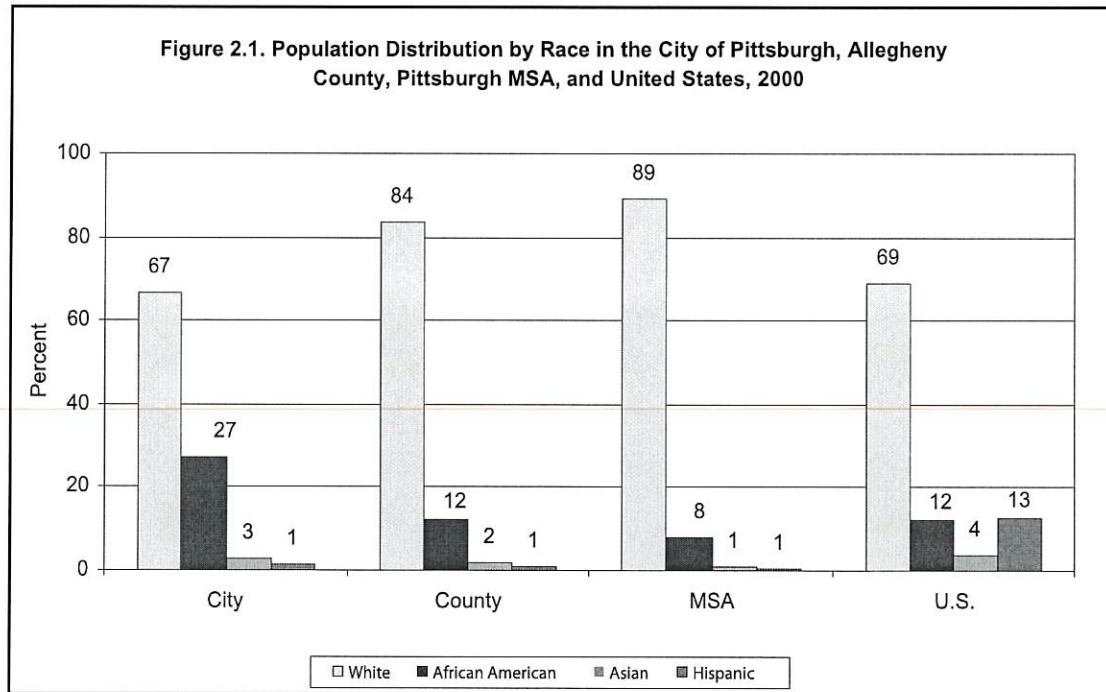
- 67% non-Hispanic White
- 15% Hispanic
- 12% African American, non-Hispanic
- 4% Asian American and Pacific Islander, non-Hispanic
- 2% Other

Further, it is projected that by 2059 people of color will outnumber non-Hispanic Whites in the nation (U.S. Census Bureau, 2000).

Section 2. Families, Youth & Elderly

RACIAL AND ETHNIC DISTRIBUTION OF THE POPULATION

The Pittsburgh region is far less diverse than the nation, primarily because the region lacks a large Hispanic population. As shown in Figure 2.1, the region is comprised primarily of Whites and African Americans, with relatively small Hispanic and Asian populations.

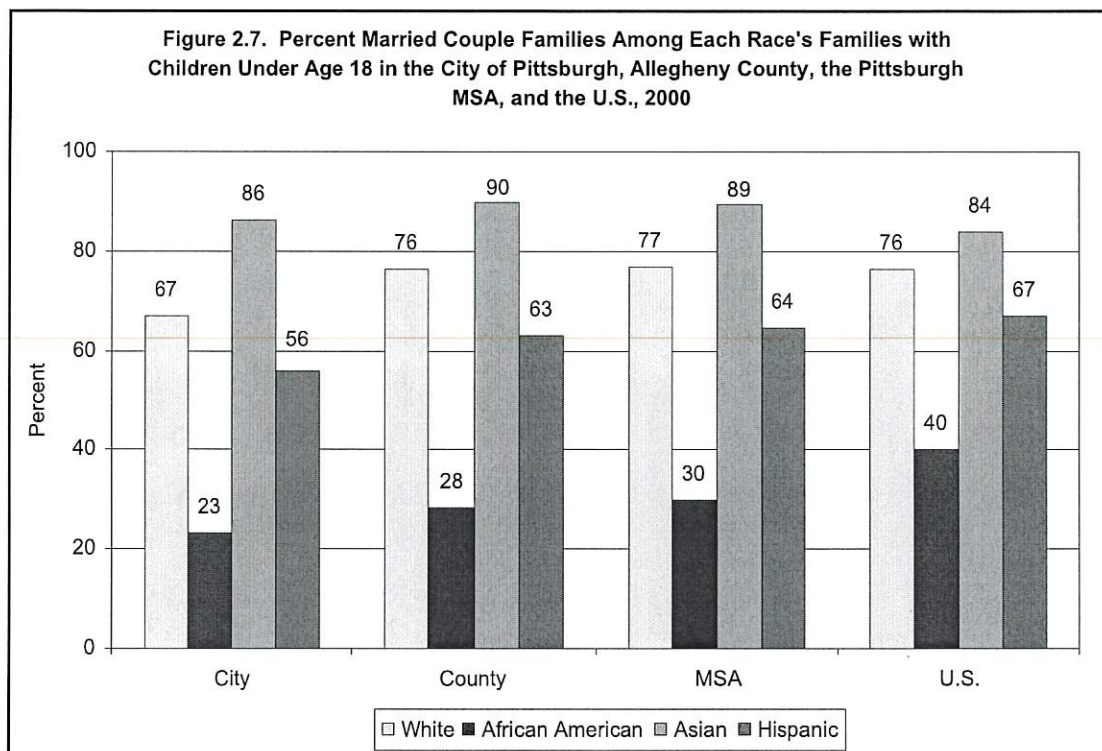


Source: Appendix 2.1

- Whites make up the majority of the population in the Pittsburgh area, followed by African Americans, Asians, and Hispanics. However, Hispanics outnumber both African Americans and Asians in the nation.
- The percentage of African Americans in the city is more than double the percentage in the county, the Pittsburgh MSA, and the nation.
- Because the Pittsburgh area has such small minority populations, it has an unusually large White population. In fact, among all United States' counties with populations of one million or more, Allegheny County has the highest percentage (82.9%) of non-Hispanic Whites.(U.S, Census Bureau, 2005). Further, among all metropolitan areas with populations of one million or more, the Pittsburgh MSA has the highest percentage (89.5%) of non-Hispanic Whites (American Demographics, 2002).

FAMILIES WITH CHILDREN

Family type can have a large effect on children. Specifically, two-parent families tend to have more economic and non-economic resources to care for children than single-parent families. The distribution of family types among families with children under age 18 varies greatly among racial and ethnic groups in the U.S.

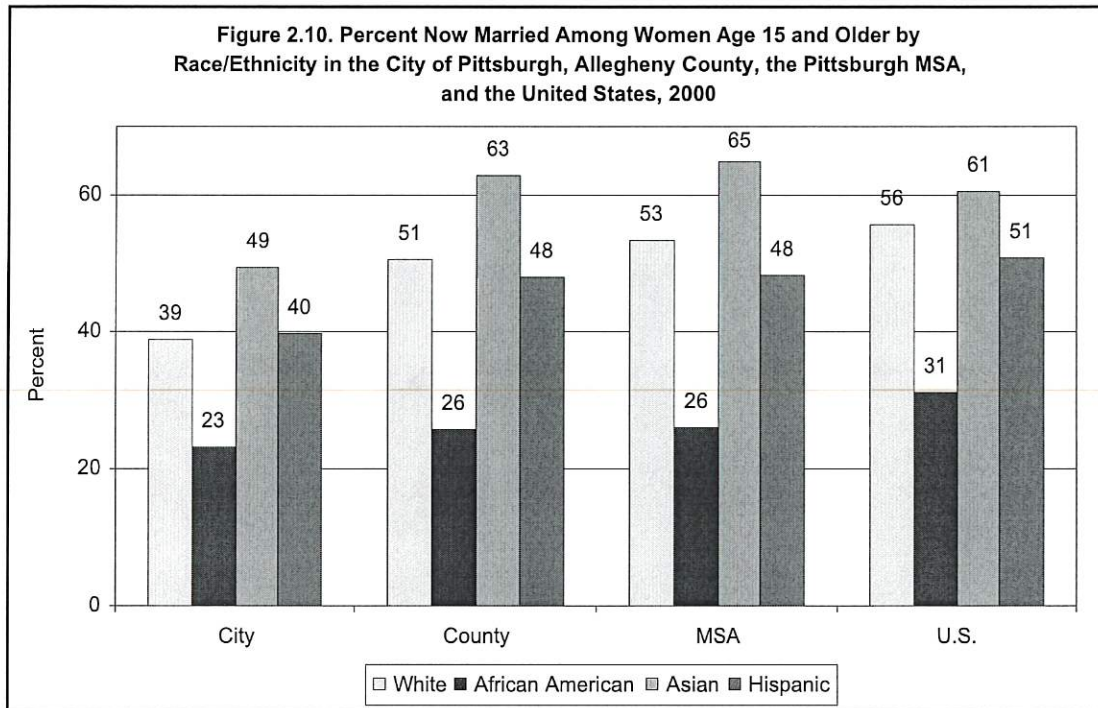


Source: Appendix 2.3

- In the city, county, and region, less than a third of African American families with children are married couple families compared to more than half of Hispanic families, two-thirds of White families, and more than four out of five Asian families with children.
- In the Pittsburgh area as well as in the nation, Asians consistently have the highest percentage of married couple families among families with children under age 18, and African Americans have the lowest percentage.
- The percentage of White two-parent families is about the same in the county (76%), MSA (77%), and the U.S. (76%). However, the percentage of White two-parent families in the city (67%) is noticeably lower.
- The percentage of African American two-parent families in the Pittsburgh area is much lower than in the nation.

MARITAL STATUS

Marital status can affect an individual's emotional and economic well-being. It can also have an impact on the health of and educational outcomes for children and can be used to determine eligibility for some social services. In the nation as well as the Pittsburgh area, the percentage of married people varies among different racial and ethnic groups.



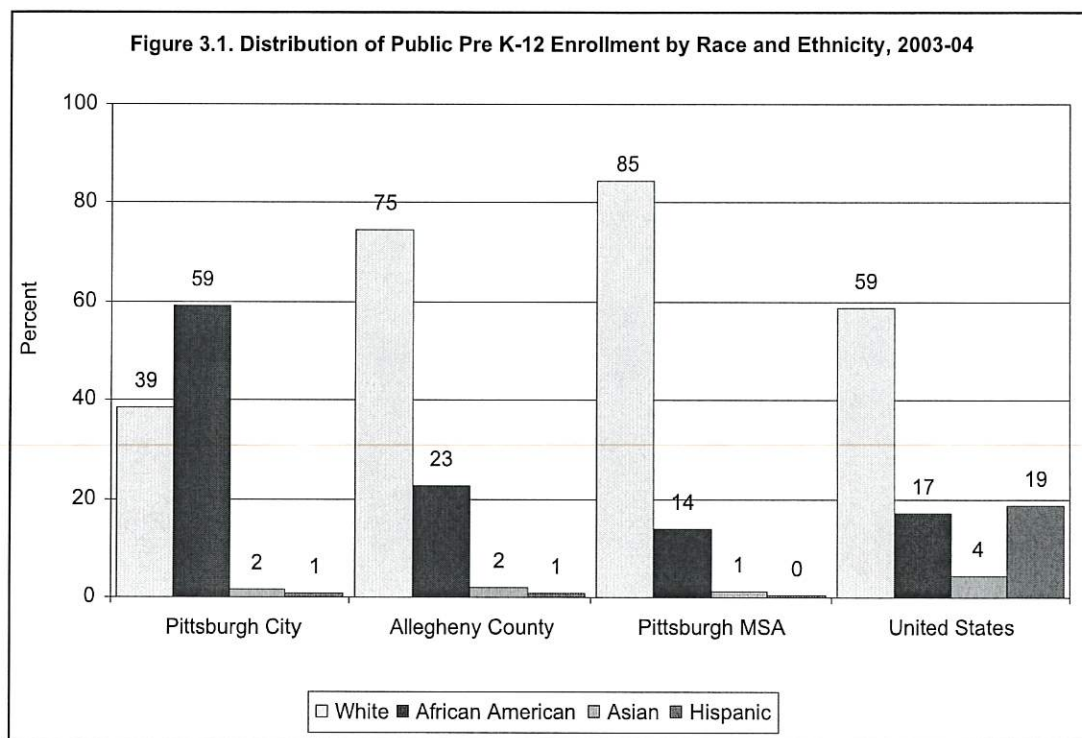
Source: Appendix 2.4-2.7

- Asian females in each geographic area are married at higher rates than women in other racial and ethnic groups. About two-thirds of Asian women age 15 and over in the Pittsburgh MSA are married.
- African American women have the lowest marriage rate in the Pittsburgh area and the nation. Less than one-quarter of African American women age 15 and over in the city of Pittsburgh are married.
- Whites, African Americans, and Hispanics have lower marriage rates in the Pittsburgh area than in the nation.

Section 3. Education

PUBLIC ELEMENTARY AND SECONDARY SCHOOL ENROLLMENT

Public school enrollment reflects racial and ethnic diversity among the youth population and racial and ethnic differences in access to schools.



Source: Appendix 3.1

- The majority of students enrolled in public schools in the city of Pittsburgh are African American, whereas the majority of students in Allegheny County, the Pittsburgh MSA, and the U.S. are White.
- The highest percentage of White enrollment in public pre-kindergarten to grade 12 is in the Pittsburgh MSA (85%) while the lowest percentage is in the city (39%).
- Asians and Hispanics each comprise 2% or less of students enrolled in the Pittsburgh area but have substantially higher shares of enrollment in the nation.

Section 3. Education

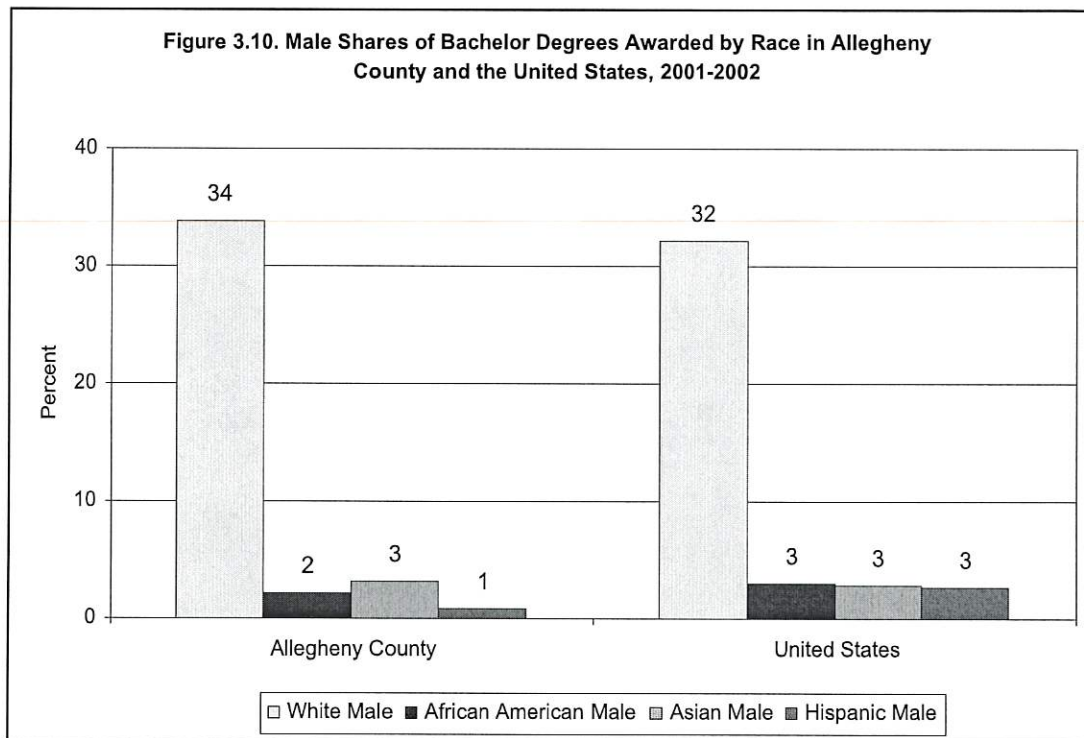
- Figure 3.6 shows trends in the number of students by race and gender in the Pittsburgh Public Schools who received high school diplomas. Consistent with the loss of residents in the city of Pittsburgh, the data indicate that the number of White and African American high school diploma recipients was lower in 2003-04 than five years earlier. The biggest drop was among White females. In 1998-99, 602 White females graduated from high school compared to 485 in 2003-04.
- Despite the fact that the majority of students enrolled in Pittsburgh Public Schools are African American, the majority of high school diplomas are awarded to Whites.
- The number of African American girls graduating from high school increased substantially from 482 in 2002-03 to 546 in 2003-04.
- Over the past five years, the number of African American men in Allegheny County who received high school diplomas has been much lower than the number of African American women, White men, or White women.

Section 3. Education

BACHELOR'S DEGREES CONFERRED

College graduates have much better economic outcomes, on average, than people without a college degree. For example, college graduates generally have higher incomes, greater amounts of wealth, and lower rates of poverty and unemployment.

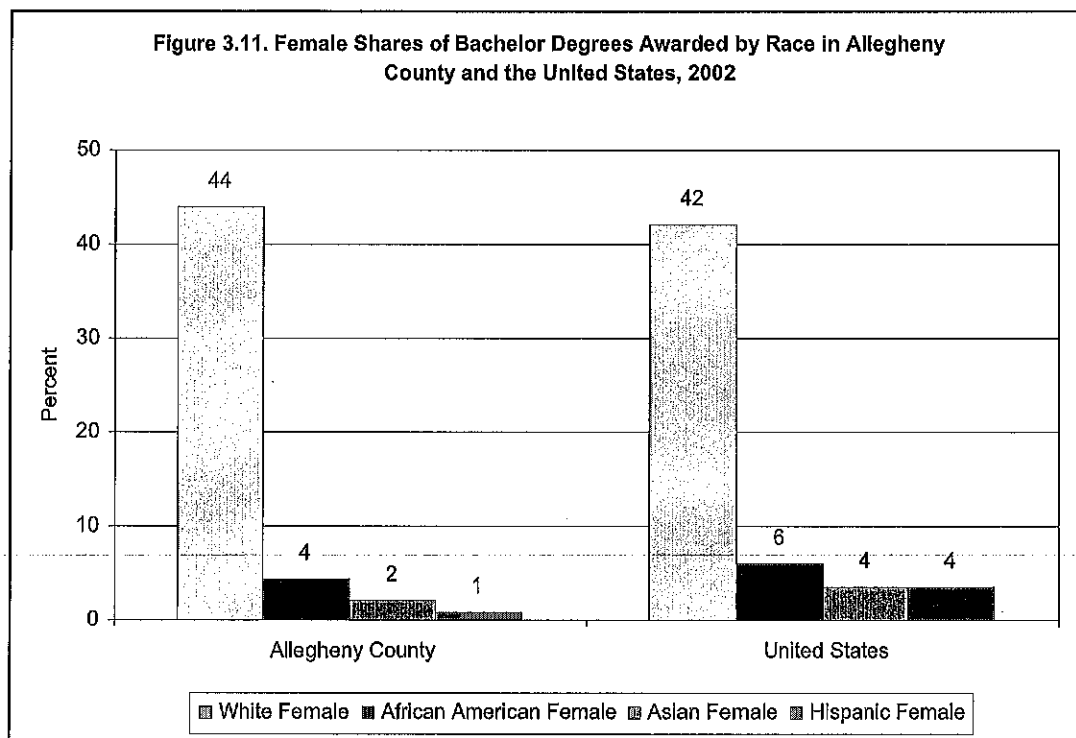
In the United States, about 1.3 million bachelor degrees are awarded each year (Appendix 3.5). Because of the large number of colleges and universities in the Pittsburgh area, a relatively large number of four-year college degrees are awarded in the region (about 15,000 annually in Allegheny County).



Source: Appendix 3.5

- White men receive a high percentage of the bachelor's degrees awarded in both the county and the U.S. In the county each year, White men receive 34% of the degrees awarded, while African American men receive 2%, Asian men 3%, and Hispanic men 1%. The nation's percentages are similar.

BACHELOR'S DEGREES CONFERRED continued



Source: Appendix 3.5

- White women receive many more bachelor's degrees than African American, Asian, and Hispanic women in the county and the U.S.
- African American women receive a higher percentage of bachelor's degrees than Asian and Hispanic women in the county and the U.S.

Section 4. Economic Disparities

UNEMPLOYMENT

Employment typically provides income, health and retirement benefits, and a sense of stability, satisfaction, and purpose. A lack of employment can result in serious financial, physical, and mental strain on individuals, families, and communities. Unemployment rates show the extent to which adults who are seeking work are not able to find it. In the Pittsburgh region and in the nation as a whole there are striking racial disparities in rates of unemployment.



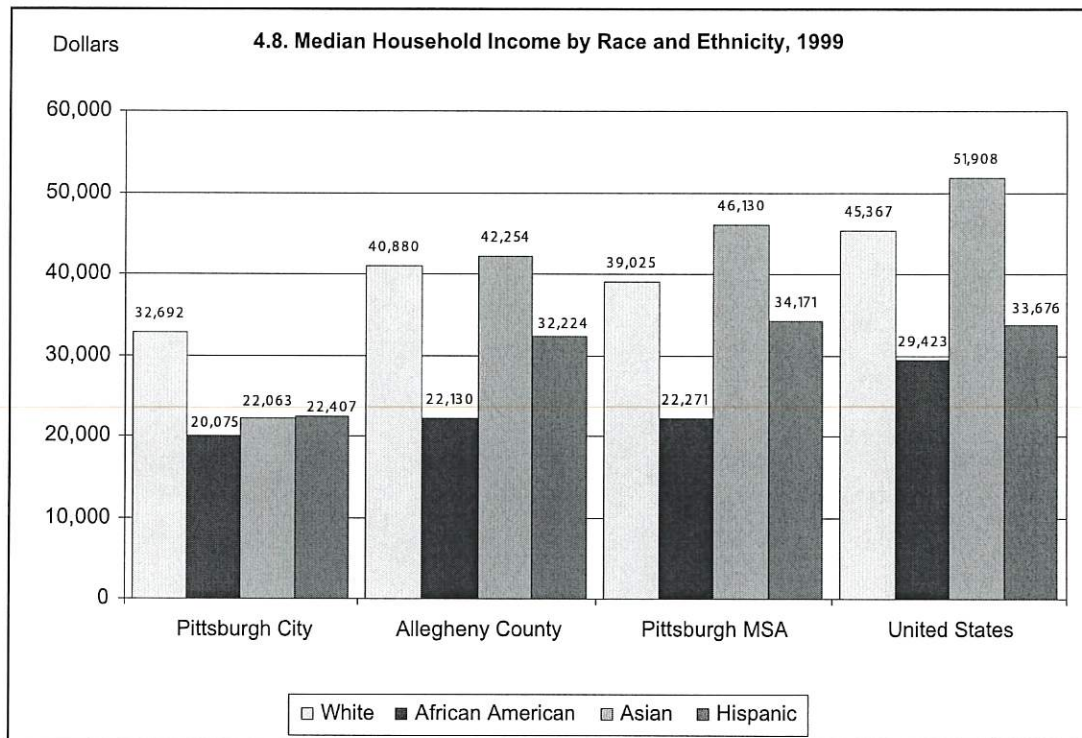
Source: Appendix 4.2

- Within each of the racial/ethnic groups, male unemployment rates are higher in the city of Pittsburgh than in the county, the MSA, and the nation.
- In the city of Pittsburgh, African American, Asian, and Hispanic men are twice as likely as White men to be unemployed.
- African American men have higher unemployment rates than men in the other major racial and ethnic groups. In fact, in the Pittsburgh area and the nation the African American male unemployment rate is two to three times the White male unemployment rate.

Section 4. Economic Disparities

INCOME

Income largely determines the standard of living in the Pittsburgh area where the cost of living is similar to that of most urban areas in the U.S. In the region and nation, there are striking racial disparities in income.



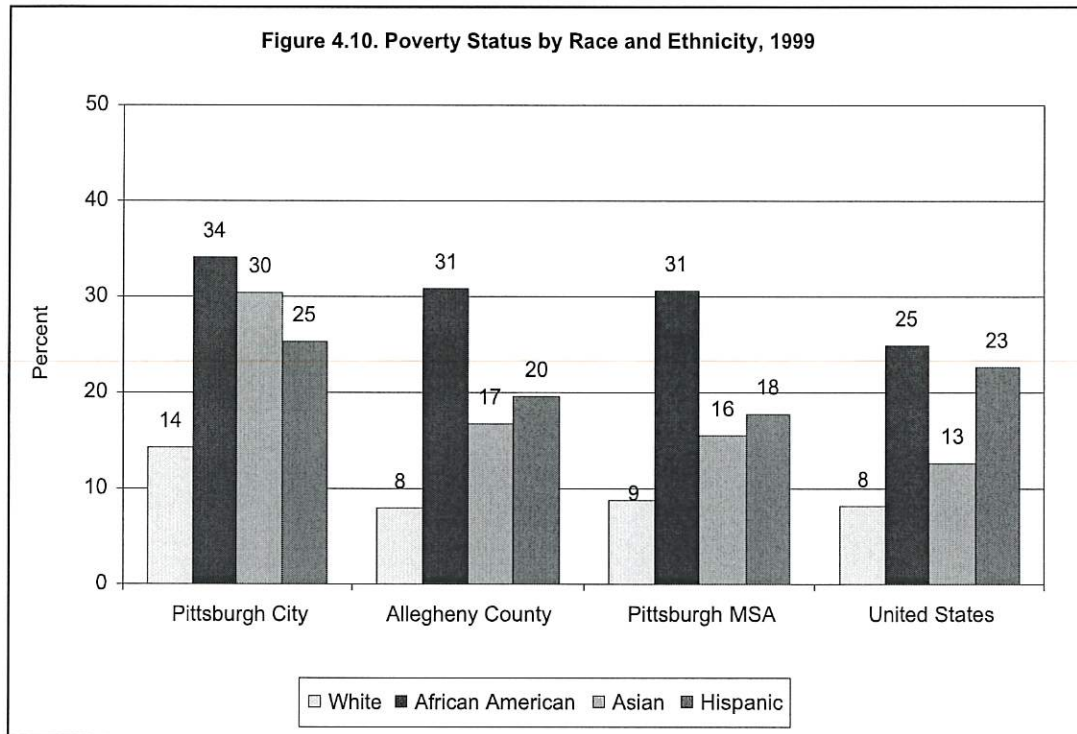
Source: Appendix 4.5

- In the city of Pittsburgh the median income of White households exceeds that of African Americans, Asians, and Hispanics by more than \$10,000.
- Asians have the highest median household income in the county, Pittsburgh MSA, and U.S.
- Asians have about twice the median household income of African Americans in the county, MSA and nation.
- African Americans have the lowest household income in each geographic area, and African Americans in the city of Pittsburgh have lower median household incomes than African Americans in the other geographic areas.
- Whites in Allegheny County have a higher median household income than Whites in the city or region.
- Whites, African Americans, and Asians in the Pittsburgh area have lower median household incomes than the same racial/ethnic groups in the nation.

Section 4. Economic Disparities

POVERTY

People in poverty often lack income for basic needs, such as a nutritious diet, health care, decent housing, safe neighborhoods, high performing schools, quality child care, and reliable transportation. In spite of America's prosperity, there are still many people -- particularly people of color -- in poverty.



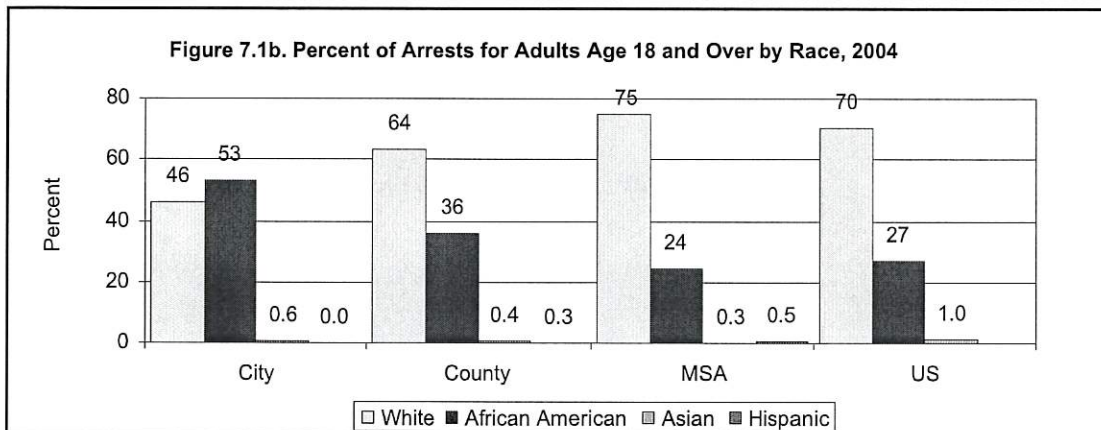
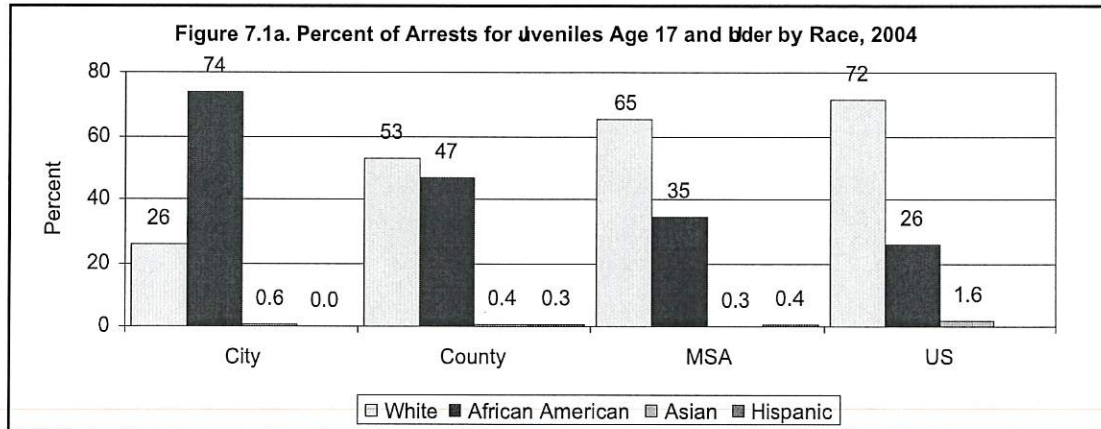
Source: Appendix 4.6

- African Americans, Asians, and Hispanics are much more likely than Whites to be poor.
- African Americans in the Pittsburgh area and the U.S. have the highest poverty rates. In fact, African American poverty rates in the county, region, and nation are more than three times White rates, and the African American rate in the city is more than two times the White rate.
- White poverty rates in the city are noticeably higher than White rates in the nation. White rates in the county and Pittsburgh MSA are comparable to White rates in the nation.
- Asian poverty rates in the Pittsburgh area are higher than national rates.
- Hispanic poverty rates in the city are higher than in the nation while Hispanic rates in the county and Pittsburgh MSA are lower than national rates.

Section 7. Criminal Justice

ARRESTS

Data on arrest rates can help to show if the criminal justice system is biased towards any particular racial or ethnic group. Here we present data on arrest rates for violent crime, murder, property crime, and drug violations for four geographic regions.

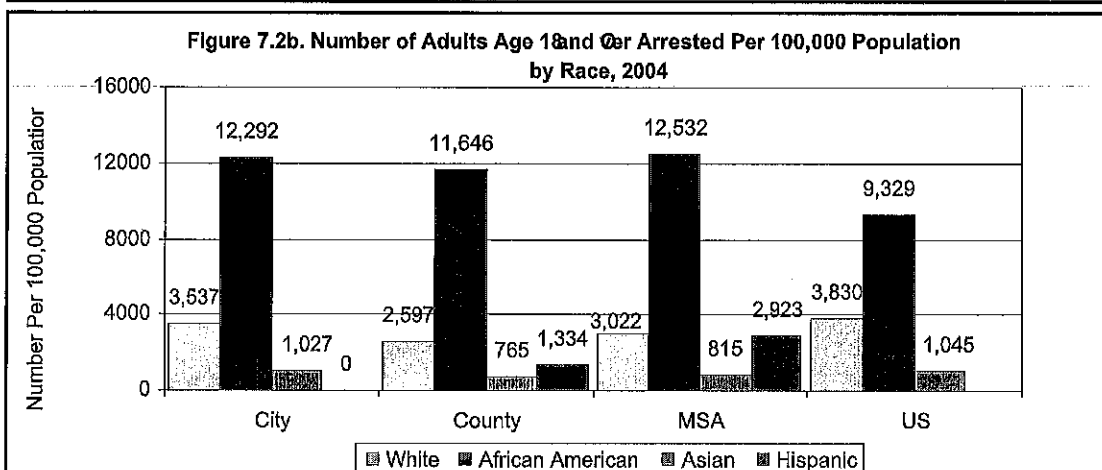
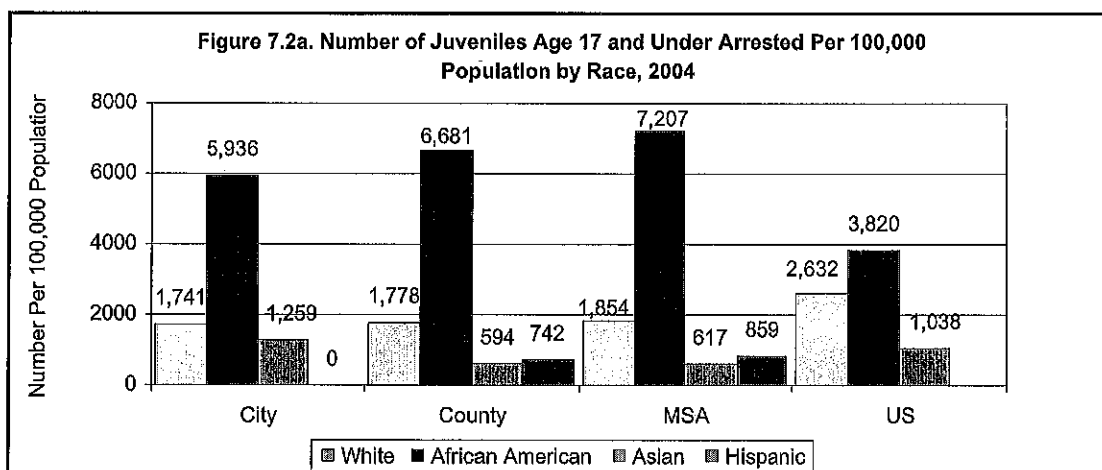


Notes: White and African American data may include Hispanic. U.S. data are from 2002. U.S. data for Hispanics are not available.

Source: Appendices 7.1-7.8

- White juveniles and adults have a higher share of total arrests than African American juveniles and adults in each of the geographic areas except the city.
- White juveniles in the U.S. have a higher share of arrests than White juveniles in the region.
- African American juveniles and adults have a higher share of arrests in the city than in any of the other three geographic areas. In addition, African Americans comprise a higher share of juvenile arrests than they do adult arrests in the Pittsburgh area. In the nation African American shares of juvenile and adult arrests are similar.
- Asian and Hispanic juveniles and adults represent very small shares of arrests in the Pittsburgh area and the nation.

ARRESTS continued



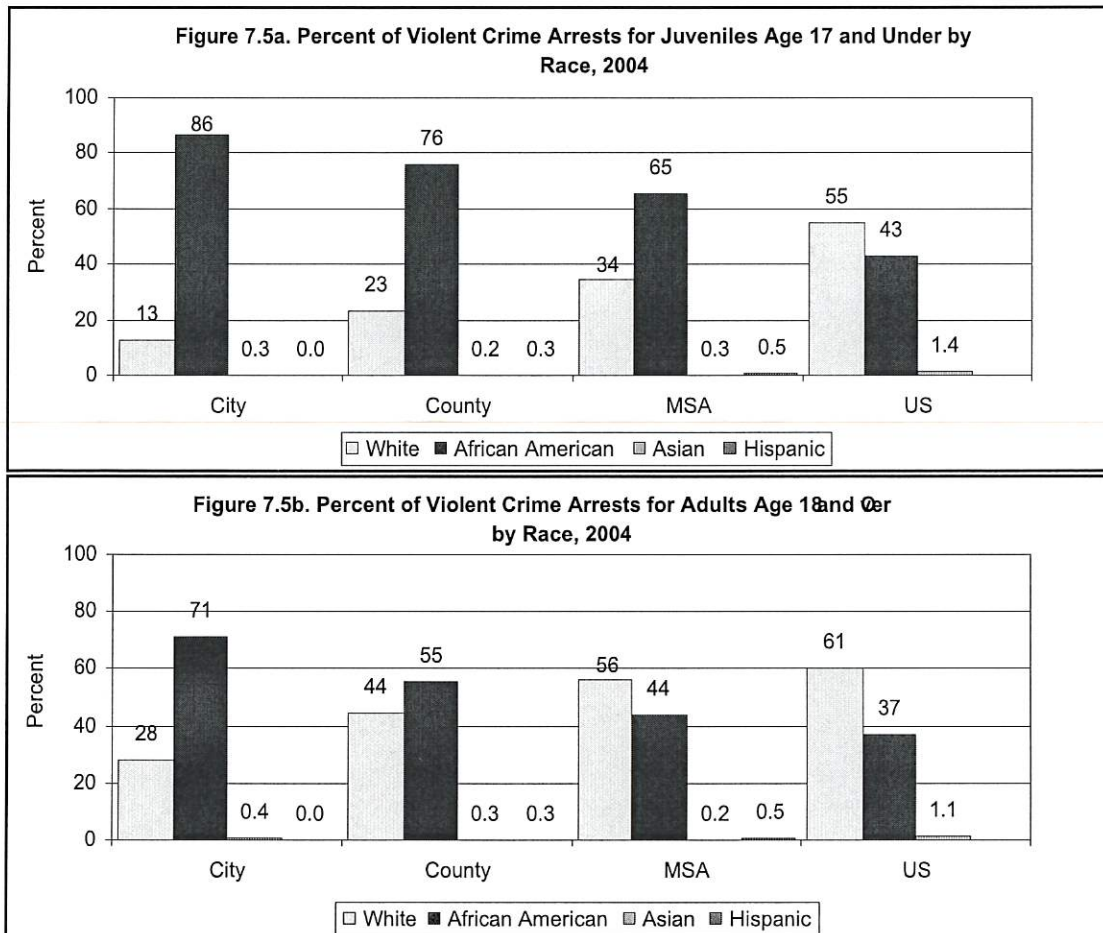
Notes: White and African American data may include Hispanics. U.S. data are from 2002. U.S. data are not available for Hispanics.

Source: Appendix 7.1-7.8

- African American juveniles and adults in the region and nation have higher arrest rates than White, Asian, and Hispanic juveniles and adults.
- White juveniles have lower arrest rates than White adults in the region and the U.S.
- African American juveniles have lower arrest rates than African American adults in the region and the U.S.
- Asian and Hispanic juveniles and adults have low arrest rates in the region, and Asian juveniles and adults have low arrest rates in the nation.
- The region has higher arrest rates for African American juveniles and adults than the nation.

ARRESTS continued

Violent crime refers to murder, non-negligent manslaughter, forcible rape, robbery, and aggravated assault.



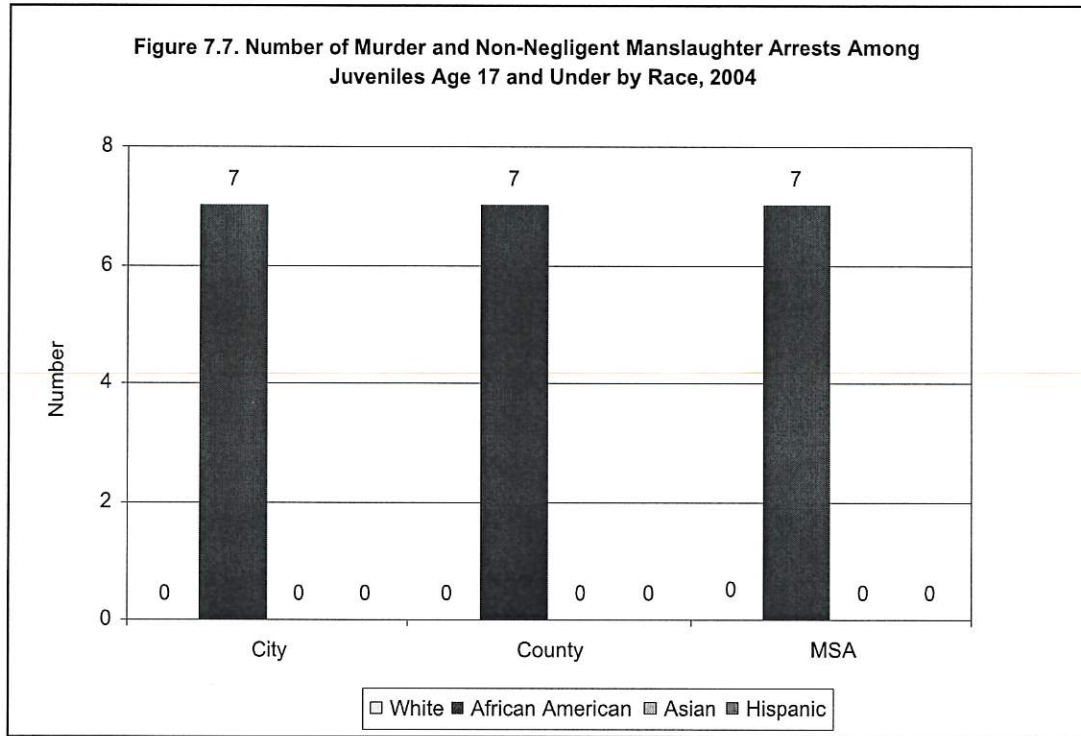
Notes: White and African American data may include Hispanics. U.S. data are from 2002. U.S. data are not available for Hispanics.

Source: Appendices 7.1-7.8

- African American juveniles represent the majority of violent crime arrests in the Pittsburgh area, while Whites are the majority of these arrests in the nation.
- African American adults represent the majority of violent crime arrests in the city of Pittsburgh and Allegheny County, while Whites are the majority of these arrests in the Pittsburgh MSA and the nation.
- White juveniles have smaller shares of arrests for violent crimes than White adults do.
- African American juveniles have higher shares of arrests for violent crimes than African American adults do.

ARRESTS continued

Murder and non-negligent manslaughter refer to the unlawful killing of a person by another. Murder and non-negligent manslaughter are identified based on police investigation as opposed to any decision of a court, coroner, jury, or other judicial body. Data are reported for murder and non-negligent manslaughter together.



Note: White and African American may include Hispanic.

Source: Appendices 7.1-7.8

- All of the juveniles arrested for murder and non-negligent manslaughter in the Pittsburgh area were African Americans from the city of Pittsburgh.

to Davis } Comm. read statement
Fair Housing Month

economic
housing — neighborhood integration

most white homeowner homes.

represent their major asset

I will move to protect that asset
if they feel the neighborhood is
turning/changing

Tapping points studies seem to indicate
2 BKR's of 10 is OK more
than that you see white leave.
the law prohibits quotas so this
is hard to control.

MEMORANDUM

TO: Nominating Committee Members

Cc: Adelaide Smith
Commission Chairperson

FROM: Connie Miskis Zatek
Secretary

DATE: April 14, 2008

SUBJECT: 2008 Election of Officers

→ Fogarty
Willcomson
McCafferty

Enclosed is some information that may help expedite identification of a slate of candidates to serve as officers of the Commission for this election year.

The first item is a Summary of the Commission By-Laws regarding election procedures, followed by a timeframe based on that information. In the past, I have been asked to provide additional information to the Nominating Committee in the way of list of current officers; who is / is not eligible to hold office; and Commissioner attendance records. Therefore, all of this information is enclosed for your consideration.

In addition, I have also enclosed a chart of terms of expiration for each Commissioner. Please note that this chart is NOT yet updated since the Mayor's office has not yet made re-appointments / replacements for this year. These Commissioners continue to serve until re-appointed or re-placed.

Commissioner	Term Expired
Rev. Tim Smith	April 1, 2008
Adelaide Smith	April 1, 2008
Leah Williams-Duncan	April 1, 2008
Anne McCafferty	April 1, 2008

We do not know if or when the Mayor may take action to reappoint or replace these Commissioners, but I wanted to alert you to the possibility should you chose to nominate any of them for positions on the Executive Committee.

Finally, I have enclosed the most current listing of Commissioner names and phone numbers for your convenience in contacting Commissioners. In the past, some Nominating Committees have circulated surveys or called Commissioners to ascertain interest in serving as an officer prior to their being nominated.

There is no proscribed way for your Committee to meet or serve. You may meet at the Commission offices, at another location or by conference call. Please feel free to call me if there is anything else you may need, or if I can help you in any way. **Your report is due to the Commission at its next meeting on May 5, 2008.**

/cmz

Enclosures

Commission on Human Relations
Summary of Election Procedures
Per By-Laws, as amended April 3, 1991 - June 2000

Section VI Officers --

May be re-elected but may not serve more than four consecutive years in same office
(Note: Reverend Smith is NOT eligible for the position of Treasurer in 2008.)

Section VII Elections --

Nominating Committee appointed on an annual basis (see Sec. IX below)
Elections held in June

Full slate presented one month in advance of election meeting

Mailed to Commissioners no later than 10 days* prior to election

Additional names may be placed on ballot:
Need petition signed by two Commissioners and bear acceptance signature of nominee

Petition must be received by Chair of Nominating Committee no later than 15 days* prior to election

Election by secret ballot

New Officers take office at end of June meeting

Section IX Committees -- Nominating Committee

Standing Committee consisting of three members appointed annually; serves during year of appointment

At least one, but no more than two who are NOT members of the Executive Committee

Present slate one month prior to the election meeting

Applicable Dates/Comments for 2008 Election

Monday, April 14, 2008	Charge Nominating Committee
Monday, May 5, 2008	Recommended slate presented to Commission
Friday, May 9, 2008	Last day to receive petitions to add name(s) to ballot
Friday, May 16, 2008	Receive final slate of candidates to Commissioners
Monday, June 2, 2008	Election of Officers by secret ballot

* Business days

The following information should be taken into consideration in making recommendations for officers:

Current Executive Committee members are:

Chair	A. Smith	<i>(Originally elected Sept.2007)</i>
1 st V. Chair	L. Williams-Duncan	<i>(Originally elected Sept.2007)</i>
2 nd V. Chair	C. Smith	<i>(Originally elected Oct. 2007)</i>
Secretary	L. Drawn-Williamson	<i>(Originally elected Sept. 2007)</i>
Treasurer	Rev. Timothy Smith	<i>(Originally elected July 2005)</i>

Includes Past Chair(s): Elizabeth Pittinger

The terms of the following Commissioners are expired; they are up for reappointment or replacement:

Commissioner	Term Expired
Rev. Tim Smith	April 1, 2008
Adelaide Smith	April 1, 2008
Leah Williams-Duncan	April 1, 2008
Anne McCafferty	April 1, 2008

Commissioner Attendance: See attached 2007 and 2008 Attendance Charts

Table of Executive Committee Members

Pursuant to Commission By Laws, Section VI. Officers:

"... Officers may be re-elected to office but may not serve more than four (4) consecutive one-year terms in the same office. ..."

Office	Chair	1 st Vice Chair	2 nd Vice Chair	Secretary	Treasurer
1996 -97	Board	Kunselman	Hughey	Pittinger	Fox
1997 -98	Kunselman	Williams	Honse	Morgan	Pittinger
1998 -99	Pittinger	Golden	McClenahan	Morgan	Williams
1999 - 2000	Pittinger*	Golden	McClenahan	Honse	Williams
2000 - 2001	Golden	McClenahan	Vallone	Pittinger	Williams
2001 - 2002	Golden	McClenahan	Vallone	Samson	Broadus
2002 - 2003	McClenahan	Vallone	Samson	Broadus	Stein
2003 - 2004	McClenahan	Vallone	Samson	Broadus	Hunt
2004 - 2005	Samson	Vallone	Broadus	Hunt	Engel
2005 - 2006	Samson	Broadus	Engel	Hunt	T. Smith
2006 - 2007	Samson	Broadus	A. Smith	Hunt	T. Smith
2007 - 2008	Samson	Broadus	A. Smith	Hunt	T. Smith
Spec. Elec. 2007 - 2008	^ A. Smith	^ L. Williams- Duncan	C. Smith	^ L. Drawn- Williamson	T. Smith
2008 - 2009					

*Note: Term was completed by Golden

^Note: Special Election held 9/10/07 when incumbents were not reappointed

Pursuant to By Laws Section IX. Committee, Article 2. Nominating Committees:

"The Nominating Committee shall be a standing committee consisting of three (3) members of the Commission appointed annually by the Chairperson with the approval of the Commission, two months prior to the election. The Nominating Committee shall serve during the year of appointment. The Committee shall have the responsibility of submitting a slate of officers one (1) month prior to the election meeting. In appointing this Committee, the Chairperson must name at least one (1), but no more than two (2) members of the Commission who are NOT members of the Executive Committee."

Timeline for Elections:

April meeting:	Appoint Nominating Committee
May meeting:	Present slate of candidates
Petitions received:	15 days prior to election
Final slate mailed:	10 days prior to election
June meeting:	Election by secret ballot

Pittsburgh Commission on Human Relations

Attendance Record -- 2007

Full Commission Meetings Only

(Summer recess in August - No meeting)

Commissioner	Jan	Feb	Mar	April	May	Jun	July	Sept	Oct	Nov	Dec	% of Total 11 months
Jennifer Andrade				Appointed June 2007			AB			AB		3/5 60%
Stephan Broadus	Ex	Ex	Ex	Ex	Ex	Ex		Not Reappointed				
Winford Craig				Appointed June 2007						AB		4/5 80%
Lynette Drawn-Williamson						AB					Ex	9/11 81%
David Engel	Ex			AB		AB		Not Reappointed				
Dr. Lee Fogarty				Appointed June 2007			AB					5/5 100%
Elbert Gray, Jr.					Ex					AB		8/11 72%
Dr. Susan Hunt	Ex	Ex	Ex	AB				Not Reappointed				
Sr. Eleanor Loftus				Ex					Ex			9/11 81%
Anne McCafferty		Ex		Ex						AB		8/11 72%
Mary K. McDonald				Appointed June 2007			AB					4/5 80%
Neil Parham				Appointed June 2007								5/5 100%
Elizabeth C. Pittinger	Ex			Ex			AB	AB				7/11 63%
Melanie Predis				Appointed June 2007						AB		4/5 80%
B. J. Samson								Not Reappointed				
Adelaide Smith			Ex				AB					9/11 81%
Curtis A. Smith	Ex			Ex							Ex	8/11 72%
Rev. Timothy Smith		Ex		Ex			AB					8/11 72%
Christine Williams	Ex		Ex			Ex		Not Reappointed				
Leah Williams-Duncan								Ex				10/11 91%
% Full Attendance	8/14 57%	10/14 71%	10/14 71%	7/14 50%	12/14 85%	10/14 71%	9/15 60%	13/15 86%	14/15 93%	10/15 66%	13/15 86%	Average 78%

Pittsburgh Commission on Human Relations

Attendance Record -- 2008

Full Commission Meetings Only (data as of March 2008)

(Summer recess in August -- No meeting)

Commissioner	Jan	Feb	Mar	April	May	Jun	July	Sept	Oct	Nov	Dec	% of Total 3 months
Jennifer Andrade		Ex	EX									33%
Winford Craig												100%
Lynette Drawn-Williamson	Ex											66%
Dr. Lee Fogarty												100%
Elbert Gray, Jr.		Ex	AB									33%
Sr. Eleanor Loftus												100%
Anne McCafferty	Ex											66%
Mary K. McDonald												100%
Neil Parham	Ex		EX									33%
Elizabeth C. Pittinger												100%
Melanie Predis	Ex	Ex										33%
Adelaide Smith	Ex											66%
Curtis A. Smith	Ex		EX									33%
Rev. Timothy Smith		Ex										66%
Leah Williams-Duncan												100%
% Full Attendance	9/15 60%	11/15 73%	11/15 73%									

Average: 68%

Pittsburgh Commission on Human Relations

Commission Roster - Current as of February 1, 2008

(Information contained on this roster is for CHR internal use only. Please do not provide personal information to outside callers.)

Commissioner	Address	Zip	Phone Numbers	FAX Number	E-mail Address
Andrade, Jennifer R., Esq.	6393 Stanton Avenue	15206	412-894-7354	412-644-6991	Jennifer.andrade@usdoj.gov
Craig, Winford	2629 Stella Street	15203	Work: 412-227-4822 Cell: 412-215-8634 Do not Publish Home: 412-235-7077		WinCr@ATTGLOBAL.net WCRaIG@ulpggh.org
Drawn-Williamson, Lynette	7219 Hilliards Street (do not publish address)	15206	Work: 412-665-4118	412-661-6471	lwilliamson@county.allegheeny.pa.us
Fogarty, Lee, Dr.	307 4 th Avenue	15222	Work: 412-391-1816 Cell: 412-915-7738	412-391-6640	EF0225@aol.com (note: use "zero" not an "o")
Gray, Elbert R., Jr., Esq.	1600 Termon Avenue	15212	Home: 412-766-7033 Cell: 412-874-7822		Grayflight23@yahoo.com
Loftus, Eleanor P., RSM, Ph.D.	Sisters of Mercy Convent 3333 Fifth Avenue	15213	Home: 412-578-6255		loftusep@carlow.edu
McCafferty, Anne	Vivisimo, Inc. 1710 Murray Avenue Home: 828 Jancey Street	15217 15206	Work: 412-422-2499 Ext. 110 Home: 412-361-6583 Cell: 412-760-5337	412-422-2495	Mccafferty@vivisimo.com
McDonald, Mary K.	1111 Oliver Building 535 Smithfield Street H: 1647 Morningside Ave	15222 -2307 15206	Work: 412-471-9900 Do Not Publish: Home: 412-361-7205 Cell-412-496-6859	412-281-4114	McDonald@MMSJ.com
Parham, Neil	4812 Hatfield Street, Apt. #3 W: 512-City-County Bldg.	15201 15219	Do Not Publish: Cell: 412-298-1983 Work: 412-255-4789	412-255-2687	Neil.Parham@city.pittsburgh.pa.us Ndpst5@yahoo.com

Pittinger, Elizabeth C.	Work: 816 Fifth Ave., # 400 Home: 1101 Virginia Ave.	15219 15211	Work: 412-765-8060 Cell: 412-600-6110 Home: 412-381-1578	W: 412-765-8059 H: 412-381-1745	Beth.pittinger@city.pittsburgh.pa.us
Predis, Melanie	W: Office of City-Council 510 City-County Bldg. H: 2332 Pioneer Avenue	15219 15226	W: 412-255-2134 H: 412-853-9770	412-255-2134	Melanie.Predis@city.pittsburgh.pa.us
Smith, Adelaide	230 N. Craig St., Apt. 501	15213	Do not publish: (Home: 412-687-1730 Cell: 412-260-7087)	412-687-6319	Adelsmith1932@msn.com
Smith, Curtis A.	P.O. Box 7590 /Oakland St. Home: 5555 Hampton Preferred:	15213 15206	Work: 412-624-2121 Home: 412-661-2244	412-661-2244 (Call first)	No e-mail available
Smith, Rev. Timothy, Sr.	161 Hazelwood Ave Home: 636 Dornbush St.	15207 15221	Office: 412-521-3468 Home: 412-731-5782 Cell: 412-841-2193	Same	smithcol@verizon.net
Williams-Duncan, Leah	3908 Winshire Street	15212	Home: 412-766-7839 Cell: 412-708-5324	412-350-7189	ladydunc@yahoo.com leahduncan@pases.com
Solicitor: Kevin Trower <i>Secretary is Nickie</i>	210 Grant Street Suite 400	15219	412-434-0252	412-434-0256	wktrower@yahoo.com
Housing Attorney: Jeff J. Ruder	1717 Murray Avenue, Suite 101	15217	412-576-0886	412-473-1119	jeffruder@gmail.com



CITY OF PITTSBURGH

"America's Most Livable City"

Commission on Human Relations

Luke Ravenstahl, Mayor

Charles F. Morrison, Director

Adelaide Smith, *Chair*

Leah Williams-Duncan, *Vice Chair*

Lynette Drawn-Williamson, *Secretary*

Rev. Timothy L. Smith, Sr., *Treasurer*

Elizabeth C. Pittinger, *Chair Emeritus*

Jennifer Andrade, Esq.

Winford Craig

Lee Fogarty, Ph.D.

Elbert R. Gray, Jr., Esq.

Eleanor P. Loftus, RSM, Ph.D.

Anne McCafferty

Mary K. McDonald

Neil Parham

Melanie Predis

Curtis A. Smith

MEMORANDUM

To: All Commissioners

FROM: Connie Miskis Zatek
Secretary to Director

DATE: April 7, 2008

SUBJECT: MEETING NOTICE

The Commission is scheduled to meet next on **Monday, April 14, 2008. Please note that the meeting will be held at the Car barn in Hazelwood, 5344 Second Avenue:**

6:00 p.m. Compliance Review Section
7:00 p.m. (or immediately following the CRS meeting)
Full Commission meeting

- Dr. Larry E. Davis, Dean of the University of Pittsburgh, School of Social Work, will be a guest speaker.
- Time will be allowed at the end of the regular business meeting to recognize April as Fair Housing Month and to address community concerns.

The following items are enclosed for your review:

1. Minutes of the March 3, 2008, CHR Meeting
 2. Director's Report for March 2008
 3. Case Summary Package *(for Compliance Review Section Members Only)*
- Copy of Senate Bill #1250 (for your information)

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.

Pittsburgh Commission on Human Relations
Director's Report
April 4, 2008

Feb. 25-28, 2008 Director Morrison attended the U. S. Equal Employment Opportunity Commission / Fair Employment Practices Agencies (FEPA) annual training conference in Los Angeles, California. Issues and concerns discussed at the conference included ways to measure the progress or effectiveness of the agencies in the elimination of employment discrimination, outreach initiatives for youth, employment testing, contracting principals, legal update, data collection and budget.

Mar. 17, 2008 Director Morrison attended the meeting of the City of Pittsburgh/Allegheny County Task Force on Disabilities. Discussion covered issues with regard to upcoming Fair Housing Month activities/events, the City's hiring of an ADA coordinator and concerns regarding the proposed closing of Mayview State Hospital.

Mar. 19, 2008 Director Morrison attended a lecture and program at the University of Pittsburgh School of Social Work regarding employment discrimination against Black and Latino job seekers. The data provided through the results from employment testing conducted in the New York metro area, showed that White persons with a criminal background have a better chance at obtaining employment than do Black persons and Latinos with similar education and work histories and no criminal background.

Zatek, Connie

From: Morrison, Charles
Sent: Wednesday, April 02, 2008 9:10 AM
To: Zatek, Connie
Subject: Emailing: btCheck

PRIOR PASSAGE - NONE

PRINTER'S NO. 1776

THE GENERAL ASSEMBLY OF PENNSYLVANIA

SENATE BILL

No. 1250 Session of 2008

INTRODUCED BY BRUBAKER, MUSTO, GORDNER, SCARNATI, KASUNIC,
ARMSTRONG, CORMAN, EICHELBERGER, FOLMER, REGOLA, MADIGAN,
ROBBINS, PICCOLA, WAUGH, RHOADES, PUNT AND WONDERLING,
FEBRUARY 14, 2008

REFERRED TO JUDICIARY, FEBRUARY 14, 2008

A JOINT RESOLUTION

1 Proposing an amendment to the Constitution of the Commonwealth
2 of Pennsylvania, providing for marriage between one man and
3 one woman.

4 The General Assembly of the Commonwealth of Pennsylvania
5 hereby resolves as follows:

6 Section 1. The following amendment to the Constitution of
7 Pennsylvania is proposed in accordance with Article XI:

8 That Article I be amended by adding a section to read:

9 § 29. Marriage.

10 No union other than a marriage between one man and one woman
11 shall be valid or recognized as marriage or the functional

12 equivalent of marriage by the Commonwealth.
13 Section 2. (a) Upon the first passage by the General
14 Assembly of this proposed constitutional amendment, the
15 Secretary of the Commonwealth shall proceed immediately to
16 comply with the advertising requirements of section 1 of Article
17 XI of the Constitution of Pennsylvania and shall transmit the

1 required advertisements to two newspapers in every county in
2 which such newspapers are published in sufficient time after
3 passage of this proposed constitutional amendment.
4 (b) Upon the second passage by the General Assembly of this
5 proposed constitutional amendment, the Secretary of the
6 Commonwealth shall proceed immediately to comply with the
7 advertising requirements of section 1 of Article XI of the
8 Constitution of Pennsylvania and shall transmit the required
9 advertisements to two newspapers in every county in which such
10 newspapers are published in sufficient time after passage of
11 this proposed constitutional amendment. The Secretary of the
12 Commonwealth shall submit this proposed constitutional amendment
13 to the qualified electors of this Commonwealth at the first
14 primary, general or municipal election which meets the
15 requirements of and is in conformance with section 1 of Article
16 XI of the Constitution of Pennsylvania and which occurs at least
17 three months after the proposed constitutional amendment is
18 passed by the General Assembly.

A23L83JS/20080S1250B1776

- 2 -