

PITTSBURGH COMMISSION ON HUMAN RELATIONS

A G E N D A

June 7, 2010

I. CALL TO ORDER

II. ADOPTION OF MINUTES

III. STAFF AND COMMITTEE REPORTS

A. Compliance Update

B. Director's Report

IV. OLD BUSINESS / NEW BUSINESS

A. Election of Officers

V. ANNOUNCEMENTS & OPEN FLOOR

VI. ADJOURNMENT

Please be considerate of others; turn off cell phones.

PITTSBURGH COMMISSION ON HUMAN RELATIONS

Minutes of Meeting

June 7, 2010

Attendance: Leah Williams-Duncan, *Chairperson pro temp*

Curtis A. Smith
Neil Parham
Winford Craig

Sr. Eleanor Loftus
Dr. Lee Fogarty
Lynette Drawn-Williamson

Called/Unable to Attend:

Adelaide Smith
Rev. Timothy L. Smith, Sr.
Mary K. McDonald

Absent: Amanda Rubio
Anne McCafferty
Elizabeth Pittinger

Staff: Charles Morrison, *Director*
W. Kevin Trower, *Solicitor*

Connie Miskis Zatek

I. CALL TO ORDER

In the absence of Chairperson Adelaide Smith, 1st Vice Chair, Leah Williams-Duncan, called the meeting to order at 3:42 p.m.

II. ADOPTION OF MINUTES

The Minutes of the May 3, 2010, Commission meeting were unanimously adopted as mailed, upon motion of Commissioner Parham and second by Commissioner Curtis Smith.

III. STAFF & COMMITTEE REPORTS

A. Compliance Update

- EEOC Contract

Director Morrison reported that 59 cases have been submitted under the EEOC contract to date. The FY2010 contract is for the processing of 64 dual-filed cases. He stated that with the cases processed on today's Compliance Agenda, he is confident the we have successfully completed that contract – and in doing so, have made it three months prior to the expiration of the contract. Director Morrison went on to explain that EEOC typically conducts a performance review in June and that the Commission may be eligible for an upward modification of the contract based on excellent performance.

Sister Loftus asked if the additional funding that will be received could be used to give staff raises or hire another staff person. Director Morrison responded no, and explained that the employees of the Commission are City employees covered by a collective bargaining agreement. As such, raises are only payable if negotiated by the union as part of the collective bargaining agreement. Raises were not offered in 2010, but each full time staff person received a \$2,000 bonus; part-time employees received \$1,000.

The Director also explained that the cost of one staff person, including salary, taxes, and fringe benefits, amounts to approximately \$50,000. The EEOC contract pays \$550 per case completed. To cover a staff position, the contract would have to be for at least 100 cases. This year's contract is for 64 cases. He stated that at one time EEOC contracts were for greater amounts, but over time, the number of filings has dramatically decreased. Director Morrison stated that the EEOC, however, can send the Commission additional cases for processing under its Worksharing Agreement.

- HUD Contract

The Director reported that the HUD contract is moving along well. The Commission underwent a HUD review earlier this year, but he has not yet received the report of HUD's findings.

A major issue with HUD is that cases be completed within 100 days of filing. He reported that it has been rare that the Commission did not meet this goal.

The Director went on to explain that there is no Commission meeting scheduled for August. As a result, he must target work for the July and September agendas so that they are completed within 100 day period.

HUD will sponsor its national training conference in New Orleans, Louisiana, in mid-July. The Director, two staff persons and at least one Commissioner will attend.

B. Director's Report

The Director highlighted items contained on his written report which was mailed to Commissioners prior to today's meeting. He noted that former Commissioner, Alma Speed Fox, recently received the Lifetime Achievement Award for the Elimination of Racism and Empowerment of Women, presented by the YWCA.

The Director stated that credit history is being reviewed by the Pennsylvania Human Relations Commission as a potential protected class for discrimination. He stated that criminal records and credit histories are often obtained by employers and can have an adverse impact, particularly on African-Americans, noting that African-Americans have much more interaction with the criminal justice system today.

The Director informed the Commissioners that Pittsburgh began its fight for fair practices more than 50 years ago focusing first on employment and community tension. Over the years, amendments have included housing, and handicap/disability, age, and sexual orientation as additional bases.

He stated that the new Allegheny County Human Relations Commission also offers protections to the LGBT community. The federal and state laws do not yet have it as a protected class.

IV. ELECTION OF OFFICERS

According to the Commission By-Laws, the annual election of officers must take place by secret ballot. Therefore, seven ballots were distributed to the seven Commissioners present at today's meeting; all other ballots were destroyed. Seven ballots were collected and counted by the secretary. No position was contested and all persons received seven votes, making it unanimous, as follows:

Chair:	Adelaide Smith
1 st Vice Chair:	Leah Williams Duncan
2 nd Vice Chair:	Curtis Smith
Secretary:	Rev Timothy Smith
Treasurer:	Winford Craig

V. ANNOUNCEMENTS

- The July 12th Commission meeting will take place from 6 – 8 p.m. at the Urban League Family Support Center on Hazlett Street in Northview Heights. Director Morrison and Commissioner Craig will meet with leaders and community residents to determine the focus the meeting will take. Additional details will be forwarded to Commissioners in the near future.

- Director Morrison noted that 52% of the City's population is considered eligible under CDBG. The Reverend Ricky Burgess of City Council has said that the City has not been using that money appropriately, stating that the intent of CDBG funding is to supplement the resources going into the community, not to replace City dollars.
- Commissioner Parham was recently elected to the Allegheny County Democratic Committee.
- There has been a lot of chatter about a recent neighborhood brawl on the North Side. Commissioner Parham stated that this area demographically is a diverse mix of people, but in actuality, it is two or three "different worlds." He suggested that the Commission consider having a meeting at some point in the lower North Side.
- The Mayor has moved to reappoint Commissioners Rubio and Pittinger and has nominated Gerald (Robbie) Robinson for appointment to the Commission. Mr. Robinson is an attorney and is likely to be interviewed by City Council prior to the July 12th Commission meeting.
- There remains one Commission existing vacancy, and another coming as Sister Loftus has requested that she not be reappointed. The Director asked Commissioners to direct interested colleagues to the Mayor's website where they can find an "application" to complete. He also asked that he be informed of any persons directed to that website so that he can make personal contact with them to explain the role, responsibilities and duties of a Commissioner.
- Commissioner Drawn-Williamson stated that more diversity needs to be represented on the Commission, particularly in the area of those who are disabled.

VI. ADJOURNMENT

With business before the Commission concluded, Commissioner Craig moved to adjourn the meeting at 4:50 p.m. The motion was seconded Commissioner Curtis Smith and carried unanimously.

{PRIVATE}

Pittsburgh Commission on
Human Relations

Election Ballot

2010/2011 Executive Committee

___ Chair: Adelaide Smith

___ 1st Vice-Chair: Leah Williams-Duncan

___ 2nd Vice Chair: Curtis Smith

___ Secretary: Rev. Tim Smith

___ Treasurer: Winford Craig

{PRIVATE}

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Treasurer:

Winford Craig



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, 1st Vice Chair

Curtis A. Smith, 2nd Vice Chair

Lynette Drawn-Williamson, Secretary

Winford Craig, Treasurer

Elizabeth C. Pittinger, Chair Emeritus

Lee Fogarty, Ph.D.

Chaz R. Kellem

Eleanor P. Loftus, RSM, Ph.D.

Anne McCafferty

Mary K. McDonald

Neil Parham

Amanda Z. Rubio, Esq.

Rev. Timothy L. Smith, Sr.

MEMORANDUM

To: All Commissioners

FROM: Connie Miskis Zatek *cmz*
Secretary to Director

DATE: May 28, 2010

SUBJECT: **MEETING NOTICE**

The next meeting of the Commission is scheduled for **MONDAY, JUNE 7, 2010**, in the Commission offices:

2:30 p.m. Compliance Review Section
3:30 p.m. Full Commission meeting

Enclosed for your review are:

1. Minutes of the May 3, 2010, Commission meeting
2. Director's Report for May 2010
3. Case Summary Package (for Compliance Review Section Members Only)

Election of officers will take place at this meeting.

If you are unable to attend the June 7th meeting(s), please call 412-255-2600 and let us know so that we can be assured of a quorum. We appreciate your commitment to the work of the Commission.

/cmz
Enclosures

Pittsburgh Commission on Human Relations

Director's Report

May 27, 2010

- April 27, 2010 The Commission, the Fair Housing Partnership of Greater Pittsburgh and the Pennsylvania Housing Alliance sponsored a program entitled "Lessons Learned from Westchester." The program addressed the Affirmatively Furthering Fair Housing Requirements under the Community Development Block Grant (CDBG) program. There were approximately 40 persons in attendance.
- April 28, 2010 Director Morrison and Commission Representative Marin met with representatives of the Jewish Family & Children's Services refugee program to discuss the laws enforced by the Commission and to encourage the use of the Commission's services as a resource.
- April 29, 2010 Director Morrison attended "Herstory," a program covering the accomplishments of women, held at the Greater Pittsburgh YWCA. The event was a part of the City of Pittsburgh's Diverse City 365 program.
- May 06, 2010 Director Morrison attended the Pittsburgh Branch NAACP's Human Rights Awards dinner. This year's theme was "Media: The Power to Expose the Positive."
- May 14, 2010 Director Morrison attended the meeting of the Western Pennsylvania Tension Task Force. The meeting included representatives of seven governmental and non-profit organizations whose work involves the response to and reduction of community tension situations.
- May 17, 2010 Director Morrison attended the monthly meeting of the City of Pittsburgh/Allegheny County Task Force on Disability. Among the items discussed were the "dis+Abilities" Expo planned for Oct. 2010 and the renovation of Market Square.
- May 24, 2010 Director Morrison attended the monthly meeting of the Pennsylvania Human Relations Commission which was held in Pittsburgh. Among the items discussed was proposed legislation that would add credit history as a protected class to the state act.
- May 26, 2010 Director Morrison attended the 28th Annual YWCA "A Tribute to Women Leadership Awards" program. Former Commission Chair Alma Speed Fox received the Lifetime Achievement Award. Director Morrison once again served on the event planning committee.