

PITTSBURGH COMMISSION ON HUMAN RELATIONS

A G E N D A

February 7, 2011

I. CALL TO ORDER

II. GUEST SPEAKER – Candi Castleberry- Singleton
Chief Diversity Officer, University of Pittsburgh Medical Center (UPMC)

III. ADOPTION OF MINUTES

IV. STAFF AND COMMITTEE REPORTS

A. Compliance Update

B. Director's Report

V. NEW BUSINESS

The Public Hearing Section will meet briefly following this meeting.

Please be considerate of others; turn off cell phones.



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

Lorraine Eberhardt, Ed.D.

Lee Fogarty, Ph.D.

Eric S. Horwith, LSW

Anne McCafferty

Mary K. McDonald

Neil Parham

Gerald S. Robinson, III

Amanda Z. Rubio, Esq.

Rev. Timothy L. Smith, Sr.

MEMORANDUM

To: All Commissioners

FROM: Connie Miskis Zatek
Secretary to Director

DATE: January 31, 2011

SUBJECT: **MEETING NOTICE –**

The next meeting of the Commission is scheduled for Monday,
February 7, 2011, in the Commission offices as follows:

2:30 p.m. Compliance Review Section

3:30 p.m. Full Commission meeting

**THE PUBLIC HEARING SECTION WILL MEET BRIEFLY
IMMEDIATELY FOLLOWING THE FULL COMMISSION MEETING.**

Enclosed for your review are:

1. **Minutes** of the January 3, 2011, Commission meeting
2. **Director's Report** for January 2011
3. **Case Summary Package** (for Compliance Review Section Members Only)

If you are unable to attend the February 7th meeting(s), please call 412-255-2600 to let us know so that we can be assured of a quorum.

/cmz
Enclosures

100 word bio

2010 07 01

Candi Castleberry-Singleton is the Chief Inclusion and Diversity Officer at UPMC, an \$8 billion, 20-hospital global health system and health plan. She is responsible for developing UPMC's inclusion strategy, including its Dignity & Respect Campaign and Cultural Competency Initiative, as well for overseeing progress toward system-wide goals involving 50,000 employees. In 2008, she launched the Center for Inclusion at UPMC.

An experienced strategist, Candi created The Integrated Inclusion Model™, a systems integration model that helps companies shift the responsibility for achieving an inclusive culture to every employee. The model is featured in *Crossing the Divide: Intergroup Leadership in a World of Difference* (Harvard Business School Press, August 2009).

2/2/11
CHR

Pittsburgh Commission on Human Relations

Director's Report

January 28, 2011

- Jan. 11, 2011 Director Morrison attended a meeting of the YWCA advisory committee to the Center for Race and Gender Equity. The meeting served to establish priorities for Center's work over the coming year.
- Jan. 11, 2011 Commission Representative Marin attended a meeting of the North Side Peace Network. The focus of this organization is to lessen the violence in the city's North Side communities. Information about the Commission was provided.
- Jan. 17, 2011 Director Morrison attended the Rev. Dr. Martin Luther King, Jr holiday program of the Homer S. Brown Law Association at Mt. Ararat church. Community activist Tim Stevens was honored with the Drum Major for Justice Award. Commissioner Leah Williams-Duncan also attended.
- Jan. 20, 2011 Director Morrison met with Eldolia Weir, the new Director of Housing for the Urban League of Pittsburgh. The purpose of the meeting was to insure that the Urban League understood CDBG requirements to affirmatively further fair housing and that the League will make referrals to the Commission where appropriate.
- Jan. 22, 2011 Director Morrison attended the 13th annual Summit Against Racism sponsored by the Black and White Reunion at East Liberty Presbyterian Church. Topics of the day-long event included public transit, regional equity, city league merger with WPIAL, police accountability and the human rights coalition. Information and materials about the Commission were distributed. Commissioner Elizabeth Pittinger also attended.
- Jan. 24, 2011 Director Morrison attended the meeting of the City of Pittsburgh/Allegheny County Task Force on Disabilities. Concerns discussed included snow removal on sidewalks and ramps throughout the city. Also discussed were various other obstructions that have proven to be hazardous to the blind.
- Jan. 26, 2011 Director Morrison met with Peter Harvey, of the FHP. The purpose of the meeting was to exchange information regarding on-going enforcement and outreach initiatives.

PITTSBURGH COMMISSION ON HUMAN RELATIONS
Minutes of Meeting
February 7, 2011

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

Rev. Timothy L. Smith, Sr.	Elizabeth Pittinger
Lynette Drawn-Williamson	Winford Craig
Gerald S. Robinson, III	Neil Parham
Lee Fogarty	Amanda Rubio

Called/Unable to Attend:

Mary K. McDonald	Curtis A. Smith
Lorraine Eberhardt	Adelaide Smith

Absent: Eric Horwith

Staff:	Charles Morrison, <i>Director</i>	Connie Miskis Zatek
	W. Kevin Trower, <i>Solicitor</i>	

Guests: Jennifer Sample, Office of Management & Budget
Candi Castleberry-Singleton, UPMC

I. CALL TO ORDER

The meeting was called to order at 3:40 p.m. by Commission 1st Vice-Chair, Leah Williams-Duncan.

II. GUEST SPEAKER –

Commissioner Williams-Duncan introduced Candi Castleberry-Singleton, Chief Inclusion and Diversity Officer at UPMC, and read a short professional biography. An experienced strategist, Ms Castleberry-Singleton creased the Integrated Inclusion Model, a systems integration model that helps companies shift the responsibility for achieving an inclusive culture to every employee.

Ms Castleberry-Singleton began by stressing that every person wants to be, and deserves to be treated with dignity and respect. She said that she moved to Pittsburgh from Chicago three years ago. Until that time, she admitted that she did not fully comprehend exactly what discrimination felt like and how it impacts upon personal dignity. Ms Castleberry-Singleton then shared a personal experience in searching for housing at a downtown apartment building. She made an appointment to view the apartment, but when she arrived she was first ignored, then lied to, and finally discouraged from living there for any number of reasons and steered to a “better” neighborhood. She said that her first impression was to lash out.

That same year the Steelers won the Super Bowl and thousands of people of all races, ages, faiths and backgrounds came together only a few blocks from that apartment building. Ms Castleberry-Singleton felt the emotion of the crowd and felt she belonged and welcomed. It was then that she wanted the rallying of the moment to expand so that people could experience that sense of togetherness every day. She went on to create a program of inclusion and diversity at UPMC.

Her job at UPMC is to focus on creating an environment where people want to work and stay and, hopefully, create a community, too. Ms Castleberry-Singleton said that she began with 30 focus groups that came up with a wish-list for a work environment. The work of the focus group gave birth to a campaign which basically acknowledges that everyone deserves to be treated with dignity and respect. From this, 30 tips were identified to promote dignity and respect and employees are encouraged to practice one tip each day in everything they do. For instance:

Tip #2 Smile (it's contagious);

Tip #4 Say hello – you just might make someone's day;

Tip #11 Treat others they way THEY want to be treated;

Tip #26 Get involved – Decide to make a difference.

Tip#30 Be a champion of dignity and respect – encourage others to do the same.

(Brochures with the full 30-day calendar of tips were distributed to all Commissioners.)

In 2009, Dignity & Respect Campaign was expanded to reach the youth of the area and focuses on stopping bullying. Ms Castleberry-Singleton said "Bullying is a big issue in the United States; one that many children will be hurt before anything is done about it." She stated that 100 schools are participating in the program and she is launching similar campaigns in three other cities.

The youth campaign includes an on-line video with tips made into a hip-hop song. It also features a unisex mascot, Diggie MD, who doesn't speak, but he works with the young people and distributes tips on dignity and respect.

The Reverend Smith acknowledged that UPMC is a major employer in the Pittsburgh area and asked about the leadership of the corporation: Is there pseudo-participation or real participation?

Ms Castleberry-Singleton replied that UPMC, with more than 50,000 employees, is a microcosm of Pittsburgh. She stated that part of the challenge in changing the environment at UPMC is also a Pittsburgh challenge. Studies show that most people live within one mile of where they grew up, yet they live in "different worlds." She stated that this is a work in progress and suggests that it is not offensive to anyone; it makes no one feel as if they are out of the loop.

Ms Castleberry-Singleton went on to explain that people react in their natural behavior. The tips are to help slowly re-align ourselves so that our natural behavior becomes more positive. She stated that she finds the most resistance in how we communicate.

Commissioner Pittinger suggested that Ms Castleberry-Singleton contact the Mayor's office, as she believes that Mayor Ravenstahl has a deep interest in cultivating a culture of diversity.

"Inclusion takes us to a positive place. Dignity and respect lead you to feeling less guilty." Ms Castleberry-Singleton also stated "cultural competency requires on-going learning; something that you can't always remember. This is one that we must continue to be trained about . . . people from other cultures."

Ms Castleberry-Singleton stressed this is not about changing beliefs, but about finding common ground to help clients, patients, and others.

Dr. Fogarty asked how this is being accepted by administrative leaders, Ms Castleberry-Singleton stated that "we must look at ways to look at existing processes and determine how to change what is embedded in our behaviors." She stated in 2012, the campaign will be evaluated and new criterion for hiring and interviews will be put into place.

Ms Castleberry-Singleton was thanked for her informative presentation and encouraged to keep the Commission in mind as a resource or partner for the future.

III. ADOPTION OF MINUTES

At approximately 4:20 p.m. the regular business meeting of the Commission continued. The Minutes of the Commission meeting of January 3, 2011, were unanimously adopted as mailed upon motion by the Reverend Smith and second by Commissioner Drawn-Williamson.

Director Morrison briefly introduced Jennifer Sample, the budget analyst assigned to the Commission. Ms Sample stated that she has received the Commission's Minutes for the last few months and is interested in learning more about the Commission.

The Reverend Smith stated that this past summer while completing required paperwork for criminal background checks for summer staff, at least one form asked whether the person was "Black" or White/Hispanic." Other Commissioners agreed stating they had seen similar designations of White/non-Hispanic, and Black

Hispanic, too. Solicitor Kevin Trower stated in some places, such as Cuba, a difference in treatment depends on race – whether Black Hispanic or White Hispanic. The Reverend Smith commented “we’ve got to get rid of that.” The Commissioners agreed.

Commissioner Pittinger distributed copies of proposed legislation to enhance police accountability. She stated that this information is being offered from the community to City Council for consideration. Data is gathered related to race, gender and age of the individual involved. She noted that there has also been some discussion about ethnic background, too, which is “totally inappropriate.” Commissioner Pittinger stated that this proposed legislation will be discussed in City Council on Thursday, February 15, 2011.

IV. STAFF & COMMITTEE REPORTS

A. Compliance Update

Director Morrison reported that as of the end of January 2011, 29 cases have been submitted to EEOC under the FY2011 contract which began October 1, 2011. A formal contract has not yet been received from the EEOC, but their past practice has been to have one in place by early spring. In the meantime, 50 cases are offered as a preliminary contract amount. However, it is expected that this will be increased based on the Commission’s performance for FY2010 (77 cases). The Director explained that typically contracts may be modified upward (or down) around June.

The HUD contract is a multi-year contract. Last year, the HUD contract monitor asked the Commission to increase the number of filing to 25, based on local demographics and other data. The Commission actually exceeded that number by submitting 26 cases during 2010.

During 2010, 53 complaints were received in employment and five in public accommodations.

B. Director’s Report

Director Morrison highlighted portions of the written report which was mailed to Commissioners prior to today’s meeting.

C. LGBT Advisory Committee -- Update

Commissioner Amanda Rubio, the Commission's liaison to the LGBT Advisory Council, presented a brief update of Council activities.

- The Mayor's Office has drafted legislation to have the Council codified. Outgoing representative, Kristen Baginski, drafted the legislation and a subcommittee has been formed to develop the responsibilities section. It is expected to be completed by the next meeting, February 16.
- The Advisory Council is also developing a list of guests and entertainment to get the word out about the Council, as well as other organizations to work with the Council.
- This month Director Morrison will make a presentation to the LGBT Advisory Council regarding the work of the Commission.
- Last month, Ted Martin, Director of Quality Pennsylvania spoke. This has been discussion about the two organizations working in tandem.
- The Council also wants to meet with the police in the near future.
- Plans are in the works for a reception with LGBT youth and the Mayor. The Council is trying to connect with LGBT groups at local colleges. Commissioner Rubio is unsure about the status of high school groups. She reported that the chairperson of Dreams of Hope is in contact with a lot of the high schools promoting acceptance and anti-bullying. The Council is aiming at holding the reception in April or May.
- A new member to the Council is a recent college graduate, Mairin Petrone. She is very involved with the Pittsburgh Irish Festival and is the youngest person on the Council.
- The City Personnel Department will implement sensitivity training with LGBT persons as part of the next series of training on domestic violence. It will also be part of training for new hires.

Commissioner Parham noted that the Mayor has a Youth Council in place at public and private high schools. Commissioner Pittinger offered the Civilian Police Review Board as a resource, too.

Commissioner Parham asked if the Council has discussed issues related to LGBT living in city neighborhoods – reaction of the residents, treatment, etc.

Commissioner responded negatively but offered to bring this up as a topic for future discussion. She stated that there has been much discussion about bullying issues and other situations brought to the Mayor's attention, but she is unaware of the status or what is being done about each of the issues.

Commissioner Pittinger pointed out that city law requires that the Commission be notified of ethnic intimidation and terroristic behavior that threatens the safety of any person, but the police tend to not cooperate with that law. She stated that the Mayor needs to monitor it; "it must be reiterated every year."

V. NEW BUSINESS

Discussion centered around a developing situation in West Park which was addressed at public hearing last week by City Council. A community group called "North Side Old Timers" holds a unity picnic each July which has grown to be a huge two-day event. Invitations are extended to past and present neighbors of all ages from the North Side communities. The event includes food, booths, games and activities for children, stage entertainment, etc. Residents near the West Park area have become disenchanted by the noise, litter, parking problems, etc.

Commissioner Williams-Duncan estimated that more than 1,000 people attend over the two days. This picnic has been an annual event for the last five or six years. Although the event is open to all current and former North Side residents, she believes that the perception is that the group is predominantly African-Americans.

Commissioner Parham stated that the residents are trying to petition City Council to exclude a permit for this particular activity, but not other similar large events which seek to use West Park.

Director Morrison stated that the Commission's Regulations speak to the Commission's authority to investigate anything that may have an adverse effect on intergroup relations. He suggested monitoring the situation, but at this time did not see the potential for violence. Commissioner Williams-Duncan said that she felt the treatment is racially motivated/

Commissioner Parham stated that Council President Darlene Harris is planning to hold forum of some kind, even though the West Park area is actually within Council Representative Dan Lavelle's district. Commissioner Parham asked what role the Commission might play in this meeting.

Commissioner Williams-Duncan said that she has attended the annual picnic and knows that the Old Timers provide their own security, but there is still a police presence.

VI. ANNOUNCEMENTS

- Director Morrison announced that community outreach worker, Diana Marin, resigned in mid-January. The Commission has received approval to hire a replacement as a part-time position in the HUD Trust Fund.
- Anne McCafferty resigned as a Commissioner on January 4, 2011.
- The terms of four Commissioners expire on April 1, 2011: Winford Craig, Lee Fogarty, Neil Parham and Mary K. McDonald.
 - Commissioner McDonald has indicated that she is unable to commit to another four-year term due to time constraints for other projects. She plans to continue to serve until she is replaced. The other three Commissioners have indicated a willingness to continue – should they be reappointed. This information has been conveyed to the Mayor.

VII. ADJOURNMENT

With no further business to be addressed by the full Commission, Commissioner Fogarty moved to adjourn the meeting at 5:12 p.m. The motion was seconded by Commissioner Rubio and carried unanimously.

/cmz

PITTSBURGH COMMISSION ON HUMAN RELATIONS

Notes of Meeting of Public Hearing Section February 7, 2011

Attendance: Elizabeth Pittinger, *Section Chair*
Neil Parham Amanda Rubio

Staff: Charles Morrison, *Director* Connie Miskis Zatek

It was noted that four Commissioners on the Public Hearing Section must be present to achieve a quorum for addressing business of the Section. Director Morrison attempted to call Commissioners Eric Horwith and Mary K. McDonald by telephone for the purpose of making a quorum, but neither Commissioner was available.

Business which was to be discussed was the **Decision & Order** in the employment case of Bradley Kurtik v. University of Pittsburgh, which was heard at public hearing on January 12, 2011. Because of the lack of quorum, this case will be held for discussion on March 7, 2011.

/cmz

Inclusion begins with you

Dignity and respect are crucial to building and sustaining an environment in which everyone feels included, valued, and appreciated. Sometimes it's the smallest things that have the biggest impact. Join us in our Dignity and Respect Campaign by making sure that inclusion is at the core of what you do every day.

Here's how it works: Every day we have the opportunity to test our commitment to dignity and respect through our behavior. The tips featured in this brochure encourage us all to be mindful of our interactions with others and to commit to treating others the way they want to be treated. By practicing a tip each day, we can all work to achieve a more inclusive community.

The community pledge

I pledge to support inclusion by treating my colleagues and the members of my community with dignity and respect.

I will do my part to ensure that inclusion is at the core of what I do every day.

These tips were created by the employees of UPMC. Learn more about the Dignity and Respect Campaign at www.dignityandrespectcampaign.com.

For more information, contact
The Center for Inclusion at UPMC:

Forbes Tower, Suite 11070
200 Lothrop St.
Pittsburgh, PA 15213
412-605-3091

Inclusion
begins with a core belief
that everyone deserves
dignity and
respect.

30 Tips to promote DIGNITY AND RESPECT.

The following tips highlight how you can incorporate acts of dignity and respect in everything you do.

Practice one each day.

Tip 6 Reinvent the wheel. Do something that hasn't already been done.	Tip 7 Be open. Try to look at new thoughts and ideas as learning opportunities.	Tip 1 Sweat the small stuff. It's often the small things, such as being kind and courteous, that make a difference.	Tip 2 Smile. You might be surprised at how contagious a smile can be.	Tip 3 Listen. Everyone feels respected when they know you're listening to their point of view.	Tip 4 Say hello. You just might make someone's day.	Tip 5 Say thank you. Gratitude is a gift that's never too small to give.
Tip 13 Break the ice. Start a conversation with someone new.	Tip 14 Demonstrate mutual respect. An inclusive environment requires respect regardless of level, title, or position.	Tip 8 Be flexible. Things don't always go as planned. Be willing to adapt to changing conditions when necessary.	Tip 9 Join the team. Do your part to support teamwork.	Tip 10 Be a relationship builder. Seek ways to expand your network.	Tip 11 Treat others the way they want to be treated. R-E-S-P-E-C-T...find out what it means to me.	Tip 12 Be culturally competent. You might be surprised by what you learn from people who are different.
Tip 20 Share your point of view. We all have different perspectives. Allow someone to benefit from yours.	Tip 21 Get someone else's point of view. After you've shared your thoughts, give other people a chance to share theirs.	Tip 15 Ask. It's okay to inquire about something you don't know. Ask for clarity.	Tip 16 Find common ground. It's easy to disagree. Focus on finding something to agree on.	Tip 17 Communicate respectfully. Often it's not what you say, but how you say it.	Tip 18 Practice patience. Take the time to get the full story.	Tip 19 Seek understanding. It's better to not fully understand than to fully misunderstand.
Tip 27 Become a mentor. You — yes, you — can help others realize their potential.	Tip 28 Take a healthy step. Do something good for your health and encourage a friend to join you.	Tip 22 Lead the way. Let your inclusive behavior create a path for others to follow.	Tip 23 Do the right thing. Be fair and objective.	Tip 24 Be considerate. Before you speak, consider how your words might affect others.	Tip 25 Remember, we all make mistakes. Resist pointing out the mistakes of others.	Tip 26 Get involved. Decide to make a difference. Get caught being good.
Tip 30 Be a champion of dignity and respect. Encourage others to do the same.						

www.dignityandrespectcampaign.com

Reform Police Legislation NOW !



INITIATED IN RESPONSE TO THE
JAN. 12, 2010 ~ JORDAN MILES INCIDENT
BURGESS BILL 2010-0234



(THE BURGESS BILL 2010-0234 ~ AMENDS THE DUTIES OF THE CHIEF OF POLICE
TO ENHANCE THE ACCOUNTABILITY OF THE BUREAU OF POLICE AND TO PUBLISH AN
ANNUAL REPORT OF POLICE RELATED ACTIVITIES.)

Thursday, February 10, 2011
10am

CITY COUNCIL POST-AGENDA MEETING:

INFO CALL:
758-7898

City County Building
City Council Chambers - 5th Floor,
414 Grant Street, Pittsburgh, PA 15219

INFO CALL
758-7898

Tuesday, February 15, 2011
6pm

A SPECIAL CITY COUNCIL PUBLIC HEARING:

PITTSBURGH CITY COUNCIL WILL BE PRESENT!

(You may speak up to 3 minutes, no registration required.)

Shiloh Community Missionary Baptist Church
6940 Frankstown Avenue, (at Murtland)
Pittsburgh, PA 15208 ~ 412.441.8710

Special Thanks to: Rev. Hubert D. Hutcherson, Pastor

Sponsored by:



Black & White
Reunion (B&WR)

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