

Commission on Human Relations Meeting Minutes

Monday, April 1, 2024

Attendance: virtual meeting via Zoom and in Room 902, City-County Bldg.

Commissioners:

Chair Rev. Liddy Barlow
Teaira Collins
Kyle C. Webster
Rabbi Jamie Gibson
Wasi Mohamed
Mary Jayne McCullough
Genevieve Rosselot
Carleen King
Alberto Benzaquen
Namita Dwarakanath

Staff:

Rachel Shepherd, Executive Director
Chris Sault, Deputy Director
Rita Turpin Porterfield, Senior Investigator
Shaneise Murray, Senior Investigator
Lauren Law, Field Investigator
Kevin Carroll, Administrative Assistant
Courtney Smith, Fiscal Contracts Coordinator

Guests: Pre-registered through Zoom, Thea Young

Solicitors: Maiello, Brungo, Maiello

I. CALL TO ORDER –

1. Chair Barlow Called the meeting to Order at 3:33P
2. Introductions by Commissioners, staff, new Deputy Director Chris Sault, and solicitors
3. Solicitors (Maiello, Brungo, Maiello): Falco Muscante, Armand AJ Vangulis, Krisha DiMascio, Christina Lane

II. ADOPTION OF MINUTES – both February and March (quorum not reached)

1. Corrections: None
2. Motion to adopt minutes, including any corrections noted above, made by Commissioner Rabbi Gibson
3. Seconded by Commissioner Rosselot
4. Voice vote in favor; Commissioner Kyle C. Webster Abstained

III. PUBLIC COMMENT: None

IV. COMMITTEE AND STAFF REPORT

A. Director's Report –

1. Personnel:
 - a. Summer Law Clerk Ryan Walters, Pitt Law Student through ACBA
 - b. Fully staffed at this time
2. Investigation:
 - a. 64 open cases
 - b. 21 intakes
 - c. 18 post-cause cases
 - d. 1 case on the public hearing track
 - e. 12 cases closing this month, 5 are mediated agreements
3. Outreach
 - a. Rachel completed train the trainer course through EEOC
 - b. Rachel recognized/invited as a panelist for Women's History Month on March 22, 2024
 - c. Seton Center's 2024 Career and Community Resource Fair to share about employment discrimination; made connections with service agencies
 - d. 4/3/2024 Fair Housing Event: 30 (now 40) guests registered; last push for URA funded developers
 - e. 4/13/2024 Tenants Rights information/assembly with City Human Rights Alliance; 40 people registered; lunch, childcare, reasonable accommodations, and language access provided upon request.
 - f. 4/16/2024 conference at the Convention Center (free) Rachel to participate on Domestic Violence Panel, PA Human Relations Commission Conference
 - g. Dallas looking to Pittsburgh for guidance on their own Commission.
 - h. Working with Standing Firm to spread word about DV protections
4. Special Projects
 - a. EEOC FEPA Joint Innovation Project – going to invite attorneys for a CLE and staff; 5/1/2024 at Downtown Carnegie Library of Pittsburgh
 - b. 4/9/2024 Councilpersons Gross and Strassburger are sponsoring a Fair Housing Month Proclamation; focus on fair housing as a Human Right. Commissioners encouraged to show in person.
 - c. Contract with Just Mediation is moving forward, next step is scope of work agreement. Just Mediation will be paid to provide fair housing information out to approximately 100-150 housing cases per month.
 - d. Briefing for City Council – met w/ Councilperson Charland April 30, 2024 having 2 sessions with City Council and Staff to brief on the Commission's work.

B. Committee Reports

1. **Community Relations Committee –**
 - a. still in need of a chairperson
 - b. doodle poll will be sent by Rachel to Commissioners for another meeting
2. **Justice & Equity Committee –** None
3. **Finance Committee –**

- a. Met in March, 2025
- b. budget proposal – aware that the City is unlikely to include new staff positions, but request still will be made on behalf of Commission. Tentative plan to ask for part-time person.
- c. Because budget is now more covered by City, can use HUD, EEOC, CDBG funding for outreach materials
- d. Finalized solicitor contract
- 4. ***Personnel Committee*** – No new business in addition to starting new Deputy Director
- 5. ***Public Hearing Section*** – Several cases pending mandatory conciliation, 1 slated for public hearing
- 6. ***Executive Committee*** – None

V. OLD BUSINESS – Strategic Planning Contract

- 1. SOAR Survey should have been Completed
- 2. EnterChange has asked to reschedule in a couple weeks (after April 8, 2024) – rescheduled due to Solar Eclipse. Will be a virtual meeting.
- 3. Contract only extends to June, so PLEASE commit to times.
- 4. **APRIL 16-18**

VII. NEW BUSINESS

- 1. SOFI
 - i. forms due MAY 1, 2024
 - ii. Leanne Davis for help → sofi@pittsburghpa.gov
- 2. Executive Committee Elections:
 - i. Receive Executive Committee Slate
 - a. Chair
 - b. Vice-Chair
 - c. Second Vice-Chair
 - d. Etc.
 - ii. Chair Rev. Liddy Barlow not available for further extension
- 3. 2023 Annual Report Draft is out; please provide feedback, need letter from Chair

VIII. ADJOURNMENT –

- 1. Motion made by Commissioner Rabbi Gibson
- 2. Seconded by Commissioner Rosselot
- 3. Unanimous vote in favor at 4:32 p.m.

EDWARD C. GAINES
MAYOR



RACHEL SHEPHERD
EXECUTIVE DIRECTOR

CITY OF PITTSBURGH
COMMISSION ON HUMAN RELATIONS
CITY-COUNTY BUILDING

Monthly Commission Meeting Agenda

April 1, 2024

1. CALL TO ORDER
2. MEETING MINUTES
 - a. 2/5/2024
 - b. 3/4/2024
3. PUBLIC COMMENTS
4. COMMITTEES
 - a. FINANCE COMMITTEE
 - b. PERSONNEL COMMITTEE
 - c. COMMUNITY RELATIONS
5. DIRECTOR'S REPORT
6. OLD BUSINESS
 - a. Strategic Planning Next Steps
7. NEW BUSINESS
 - a. Statement of Financial Interests due May 1st
 - b. Upcoming elections for Executive Committee
 - c. 2023 Annual Report Draft
8. ADJOURNMENT

Commission on Human Relations Meeting Minutes

Monday, February 5, 2024

Attendance: virtual meeting via Zoom and CCB Room 902

Commissioners:

Liddy Barlow, Chair
Rev. Jaime Gibson
Tracy Baton
Teaira Collins
Carleen King
Genevieve Rosselot

Staff:

Rita Turpin Porterfield, Senior Investigator
Shaneise Murray, Senior Investigator
Lauren Law, Field Investigator
Kevin Carroll, Administrative Assistant

Guests: Pre-registered through Zoom

I. CALL TO ORDER - Chair Barlow Called the meeting to Order
at 3:38 p.m.

II. ADOPTION OF MINUTES –

1. Corrections: None
2. Motion to adopt minutes made by Commissioner Carleen King
3. Seconded by Commissioner Tierra Collins
4. Unanimous voice vote in favor

III. PUBLIC COMMENT:

1. Thea Bowman – Racial Justice Summit rescheduled as a virtual event.

IV. COMMITTEE AND STAFF REPORT

A. *Director's Report* –

1. Personnel:
 - a. Deputy Director in person interviews to occur this month
 - b. Senior Investigator on unexpected leave of absence for the foreseeable future.
2. Investigation:
 - a. 69 open cases
 - b. 17 pending intakes
 - c. 7 post-cause cases pending mandatory conciliation
 - d. 6 pending court cases
 - e. CRS is slated to review 11 determinations, including 1 successful conciliation
3. Outreach:
 - a. **SAVE THE DATE – APRIL 3, 2024** for the Housing Summit at the Kelly Strayhorn Theatre.
4. Special Projects

B. *Committee Reports*

1. ***Community Relations Committee*** – Read out by Commission King; Met January 16, 2024
 - a. Annual report: 30 pages (approx.); highlight new protections, work over last year, case stats, future goals; considering using a youth arts submission for the cover; each commissioner to submit 1-2 sentence about their “Why” for working on the Commission
 - b. LGBTQIA+ housing research, report expected end of year
 - c. March Community Meeting: 3/4/2024 3:30-5P; Commissioners to share with networks; Commissioner Collins to share with Pittsburgh Public Transit
 - d. Human Rights City Alliance Liaison: staff member(s) will participate and report to Commission at large
 - e. Housing Summit 4/3/2024 – meetings every other Monday (starting 2/12/2024); Open to commissioners
 - f. General outreach: housing court help desk; building coalitions, TikTok, CityChannel
 - g. Committee administration: committee must elect a chairperson; Commissioner King would like to be included on committee.

2. ***Justice & Equity Committee*** – None at this time
3. ***Finance Committee*** –
 - a. EORC contracts approved; first known LGBTQ+ contractor
 - b. Sponsoring Racial Justice Summit Closed Captioning
 - c. Facilitating housing summit as referenced in Director's Report
4. ***Personnel Committee*** –
 - a. Acting Deputy Director serving as Director in Rachel's absence first week of February
 - b. Unexpected absence of an investigative staff; thank you to remaining staff for picking up the work
5. ***Public Hearing Section*** - None at this time
6. ***Executive Committee*** – None at this time

V.OLD BUSINESS –

- a. Community Meeting:
- b. Commissioners, please come and meet to interacted with community members who have lived experience in barriers in language preference and/or criminal justice system involvement
- c. Please share with others and ensure better community input
- d. Spanish interpretation present; will work w/ CASA San Jose to remind them of providing representatives to attend.
- e. Have translation services on standby → Rita to check with Rachel/Courtney

VI.NEW BUSINESS

- a. Met regarding next steps Strategic Planning Meeting
- b. SOAR survey on the way; Commissioners please participate
- c. Please mark March 11, 2024 for meeting to review SOAR results.

VII.ADJOURNMENT –

- a. Motion made by Commissioner Genevieve Rosselot
- b. Seconded by Commissioner Tracy Baton
- c. Unanimous vote in favor at 4:17 p.m.

Commission on Human Relations Meeting Minutes

Monday, March 4, 2024

Attendance: in-person at the Carnegie Library of Beechview

Commissioners:

Rev. Liddy Barlow
Carleen King
Tierra Collins
Luz Blandon

Staff:

Rachel Shepherd, Executive Director
Rita Turpin Porterfield, Acting Deputy Director
Shaneise Murray, Senior Investigator
Lauren Law, Field Investigator
Courtney Smith, Fiscal & Contracts Coordinator
Kevin Carroll, Administrative Assistant

Guests: City Production: David Finer, Bill Lamar, Alex Fisher, and Heather Watson, Leila M.P. Vazquez (PHDC), Michelle Kirchner, Jessica Durkin (CJP), Victoria Cugieli

- I. CALL TO ORDER** - Chair Barlow Called the meeting to Order at 3:36 p.m.
- II. ADOPTION OF MINUTES** – *Tabled until next meeting due to lack of quorum*
- III. PUBLIC COMMENT:**
 - 1. Criminal History**
 - i. Laura Perkins (Casa San Jose): no (Social Security Numbers) SSNs can bar people from participating in criminal background checks. Could exclude whole swaths of people.
 - ii. Rachel Shepherd: working with local housing services to better include those without SSNs; consider individualized assessment legislation for housing protections. Our office is not affiliated with ICE and does not report to police
 - iii. Lack of SSN also a barrier for expungements, volunteering in schools, etc.
 - 2. Language Access**
 - i. Laila Vasquez – personally from Brazil and assisting undocumented population; housing is difficult to navigate w/o SSN; limited English proficiency and limited class availability or access (because of work or time constraints). Has 20 families looking for housing, and only a few neighbors or personal network to tap for resources.
 - ii. Rachel Shepherd: 4-3-2024 event is geared toward housing providers who receive federal funding as they are obligated to provide

translation/language access; also working with Office of Immigrant and Refugee Affairs and a translated model lease for private landlords.

Available 10 languages based upon local service provider data

- iii. Clinics that do not accept patients without insurance; family member was told that they do not have
 - 1. Referred to CHIP
 - 2. Non-emergency service providers can determine whether they will take (or not take) insurance.
- iv. Birth Certificates are difficult to fix. Public accommodation/access on language training and cultural naming conventions (four and five names in Latin cultures)
- v. Police are refusing to provide language access → Pittsburgh Police are refusing to follow the policy. Fighting this is a challenge because of fears of retaliation and for attorneys to negotiate charges/immigration cases as leverage. Another example where City Police only spoke with the English speaker. Yet another example, no interpreter as scheduled. Another example of false document charges because of name confusion/cultural norms between countries.
 - 1. Referred to OMI for an anonymous complaint to raise awareness
 - 2. Police Officers have a bevy of resources/referrals, but they also have a lot of discretion
- vi. Emergency services 9-1-1 are excellent for translation services
- vii. County – Marriage license office does not provide translation services

3. Other: None

IV. COMMITTEE AND STAFF REPORT

A. Director's Report –

- 1. Personnel:
 - a. In-person interviews of the Deputy Director are being scheduled.
 - b. Interviewed 15 candidates for summer law clerk position; will choose one to start at end of the semester
 - c. Two new Commissioners – Kyle Webster of Action Housing and Mary Jane McCollough of Global Wordsmiths; commissioner orientation to be scheduled; please let Rachel know if you are interested
- 2. Investigation:
 - a. 67 open cases
 - b. 11 pending intakes
 - c. 11 post-cause cases pending mandatory conciliation
 - d. 6 pending court cases
 - e. 1 case on public hearing track
 - f. 7 cases for CRS this month
- 3. Outreach:
 - a. Upcoming:
 - i. March 22, 2024 Women's History Month discussion panel

- ii. Fair Housing Second Chance Month Event 4-3-2024
 - iii. Councilpersons Gross and Strassburger sponsoring
 - iv. Human Rights City Alliance on a community-focused fair housing event on 4-13-2024
- b. FHP landlord training on January 31, 2024
- c. Commissioner Rabbi Gibson did an interview with The Jewish Chronicle
- d. Commissioner Carleen King did an interview for Championship Chase
- e. Be a Good Neighbor Tenant Town Hall panels; 2 sessions at University of Pittsburgh
- 4. Special Projects:
 - a. Last Month, Director attended Leadership retreat for women 21 to 70; walked away with a larger supportive network.
 - b. LGBTQIA+ research now through end of November
 - c. Employment 2024 EEOC FEPA Joint Innovation Project Grant; focus on collaboration with local unions

B. *Committee Reports*

- 1. ***Community Relations Committee*** – None; still in need of a Chair for the committee
- 2. ***Justice & Equity Committee*** – None
- 3. ***Finance Committee*** – Courtney Smith: working for a finance committee meeting; resolution for solicitor was passed, need contract signatures
- 4. ***Personnel Committee*** – covered in Director's Report
- 5. ***Public Hearing Section*** - One case upcoming, pending scheduling
- 6. ***Executive Committee*** – None

V. OLD BUSINESS –

- A. Strategic Planning –
 - 1. SOAR Survey
 - 2. Need more Commissioner input; contract only active through end of June

VI. NEW BUSINESS

- a. Seeking input on language access and criminal history (see language access)
- b. Next meeting on April 1, 2024 to meet in City County Building and via Zoom.

VII. ADJOURNMENT –

- a. Motion made by Commissioner King
- b. Seconded by Commissioner Blandon
- c. Unanimous vote in favor at 4:25 p.m.



DIRECTOR'S REPORT

April 1, 2024

PERSONNEL AND ADMINISTRATION

- The ACBA summer legal clerk for 2024 is Ryan Walter! Ryan will help us with legal research on new protections for City Code, specifically the wholesale residential homebuying non-solicitation.
- The Commission's new Deputy Director starts April 1st! Christopher Soult is a prior investigator with the Commission.
- I signed the contract for Maiello Brungo and Maiello on March 25th and am very excited to begin this new relationship.

CASES AND ENFORCEMENT

As of 3/28/2024 there are:

- 64 open cases;
- 21 pending intakes;
- 18 post-cause cases; and
- 1 case on the public hearing track.

Compliance Review will see 12 determinations this month, including five settlements.

EDUCATION AND OUTREACH

- The EEOC offered a two-day of train-the-trainer for employment discrimination investigators on March 13th and 14th. After completing this training I am now able to train new investigators between times when EEOC offers their trainings.
- I participated in a panel discussion for Women's History Month on March 22nd with Felicity Williams, Kim Lucas, and Sylvia Harris. There were about 30 City employees who attended.
- We had the opportunity to table at the Seton Center's 2024 Career & Community Resource Fair to share information about employment discrimination. I made connections with employers who will benefit from our trainings as well as service agencies with overlapping missions, with whom I will begin collaborating.
- Our April 3, 2024 event has 30 guests registered as of March 25th and are doing one final push to developers who have worked with the URA to receive funding.
- We will sponsor a community-focused fair housing event on April 13th. This will provide information on tenant rights. The flyer can be found attached and the link to register is here: <https://forms.gle/EJsBVGRc4oBDtrQx7>



- On Tuesday, April 16th I will participate in a Domestic Violence panel at the Pennsylvania Human Relations Commission Housing Equality Conference. If you are interested in attending this free conference, you may register here:
<https://lp.constantcontactpages.com/ev/reg/ubatm3q/lp/097fbfaa-73c7-4163-ad41-6088abbagoch>
- On April 26th we will participate in the Northside Job Fair at PNC Park. This event is primarily for those seeking employment so it will be a great opportunity to speak with community members about equal employment opportunity. Anyone interested in participating please let me know!

MEETINGS AND NEW CONNECTIONS:

- I met with Chief of Staff Blake Plavchak of District 4 to discuss some of the Commission's functions and how we can best support the district, specifically when it comes to folks with language access issues. We may see a Commission-initiated complaint as a result.
- I met with the principal of Brookline Elementary School to discuss a program for Take your Adult to School Day on May 17th. At that same meeting, I connected with a member of the school board to discuss community member participation in the board committees. I reached out to the head of the policy committee to have a more substantial conversation.
- At the Career and Resources Fair I met a community member interested in becoming a commissioner who was referred by Luz Blandon. Thank you, Commissioner!
- Christopher Graves, a Human Rights Officer for the City of Dallas, TX within the Office of Equity and Inclusion, reached out to interview me on what our commission is like. They are working on creating a human rights commission for the city and wanted more information on how our commission is structured. I also provided information on best practices and operating procedures.
- I connected with Ivonne Smith-Tapia of Jewish Family and Community Services to review all of the services they provide. She was able to connect me with someone who coordinates support groups for the immigrant population they work with so that we can get feedback for our LGBTQIA+ Housing research.
- Councilperson Strassburger connected me with Megan Rose and Mary Onufer of Standing Firm to partner on outreach for employers around domestic violence. There is a lot of potential for partnering on outreach and education with them to share the City's DV protections.

SPECIAL PROJECTS

- Courtney and I continue to meet with Outwith to discuss our LGBTQIA+ Research. We have a few community partners on board to work with us on preparing survey questions, and we thoroughly discussed an outreach plan for distributing the survey once it is ready.

EDWARD C. GAINES
MAYOR



RACHEL SHEPHERD
EXECUTIVE DIRECTOR

- Our 2023 EEOC FEPA Joint Innovation Project, a CLE for employment attorneys in Pittsburgh, will take place on May 1st at the downtown Carnegie Library. We are working with the local EEOC office to share information on the administrative investigation process so that we can work more efficiently together. **Please let staff know if you know anyone, attorney or otherwise, who would benefit from this education.** The flyer is included in this packet.
- Councilpersons Gross and Strassburger are sponsoring a Fair Housing Month proclamation in April. We are hoping to have this go before council on Tuesday, April 9th. This will focus on fair housing and housing as a human right.
- The contract with Just Mediation Pittsburgh is moving forward. We intend to provide financial support for their eviction mediation programming exchange for the distribution of fair housing materials to the parties they work with.



COMMONWEALTH OF PENNSYLVANIA
STATE ETHICS COMMISSION

Finance Building
613 North Street, Room 309
Harrisburg, PA 17120-0400
(717) 783-1610 or Toll Free 1-800-932-0936
www.ethics.pa.gov
ra-ethicswebmaster@pa.gov
Fax: (717) 787-0806



STATEMENT OF FINANCIAL INTERESTS

THIS FORM IS CONSIDERED DEFICIENT IF ANY BLOCK IS NOT COMPLETED OR IF SIGNATURE OR DATE IS MISSING.

THOSE INDIVIDUALS WHO HOLD MORE THAN ONE OFFICE AND/OR POSITION MUST FILE A COPY OF THEIR FORM AT EACH FILING LOCATION.

YOU MAY FILE ONLINE AT: WWW.ETHICS.PA.GOV. A PAPER COPY MAY STILL BE REQUIRED TO BE SUBMITTED TO YOUR FILING LOCATION. FILERS SHOULD CHECK WITH THEIR FILING LOCATION FOR REQUIREMENTS.

THIS FORM MUST BE COMPLETED AND FILED BY:

- A Candidates** - Persons seeking elected state, county and local public offices, including first-time candidates, incumbents seeking re-election, and write-in candidates who do not decline nomination/election within 30 days of official certification of same.
 - B Nominees** - Persons nominated for public office subject to confirmation.
 - C Public Officials** - Persons serving as current state/county/local public officials (elected or appointed). The term includes persons serving as alternates/designees. The term excludes members of purely advisory boards.
 - D Public Employees** - Individuals employed by the Commonwealth or a political subdivision who are responsible for taking or recommending official action of a non-ministerial nature with regard to: contracting or procurement; administering or monitoring grants or subsidies; planning or zoning; inspecting, licensing, regulating or auditing any person; or any other activity where the official action has an economic impact of greater than a de minimis nature on the interests of any person. The term does not include individuals whose activities are limited to teaching.
- A former public official or former public employee must file the year after termination of service with the Commonwealth or political subdivision.**
- E Solicitors** - Persons elected or appointed to the office of solicitor for political subdivision(s).

IMPORTANT: Please read all instructions carefully prior to completion of form. Also, **review the filing chart for proper filing location.** Any questions may be directed to the State Ethics Commission at (717)783-1610 or Toll Free at 1-800-932-0936.

The Form is required to be filed pursuant to the provisions of the Public Official and Employee Ethics Act "Ethics Act," 65 Pa C.S. § 1101 *et. seq.*

STATEMENT OF FINANCIAL INTERESTS INSTRUCTIONS

Please print neatly in capital letters. If you require more space than has been provided, please attach an 8 1/2" x 11" piece of paper to the form. Blocks 01 through 06 are for current information.

- Block 01** Enter your last name, first name, middle initial and suffix (if applicable) in the spaces provided. Public office candidates should use the exact name used on official nomination petition or papers.
- Block 02** List an office (business or governmental) or home address and daytime telephone number.
- Block 03** Check the box or boxes to indicate your status. See definitions on front page. If you are correcting a prior filing, please check the box designating an amended form.
- Block 04** Check the appropriate box (seeking, hold, held) for each position you list in the blocks below. List all public position(s) which you are seeking, currently hold, or have held in the prior calendar year. Please be sure to include job titles and official titles such as "member" or "commissioner" (even if serving as an alternate/designee).
- Block 05** List all Commonwealth agency(ies) or political subdivision(s) as to which you: (1) are presently seeking a public position or public office as a candidate (incumbent or non-incumbent) or nominee; (2) presently hold public office(s) or public employment; and/or (3) previously held a public office(s) or public employment during all or any portion of the calendar year listed in block 07. (The term "political subdivision" includes a county, city, borough, incorporated town, township, school district, vocational school, county institution, district, and any authority, entity or body organized by the aforementioned).
- Block 06** List your current occupation or profession. This information may be the same as stated in block 04.
- Block 07** List the calendar year for which you are filing this form. Like tax returns, the form discloses financial information for a prior calendar year. For example, for the form due May 1, 2024, block 07 would read "2023." The information in blocks 08 through 15 should represent financial interests for the calendar year listed in Block 7.
- Block 08** **REAL ESTATE INTERESTS:** List the address of any property which was involved in transactions (leasing, purchasing, or condemnation proceedings of real estate interests) with the Commonwealth or any other governmental body within the Commonwealth. If you have no direct or indirect interests in such a property, then check "NONE."
- Block 09** **CREDITORS:** List the name and address of any creditor and the interest rate of any debt over \$6,500 regardless of whether such debt is held solely by you or jointly by you and any other individual, including your spouse, where each obligor is fully responsible for the obligation. A joint obligation with other persons for which the filer is responsible only for a proportional share that is less than the reporting threshold, is not required to be reported. **Do not report a mortgage or equity loan on your home (or secondary home),** or loans or credit between you and your spouse, child, parent or sibling. Car loans, credit cards, personal loans and lines of credit must be listed on the form if the balance owed was in excess of \$6,500 at any time during the calendar year. If you do not have any reportable creditor, then check "NONE."
- Block 10** **DIRECT OR INDIRECT SOURCES OF INCOME:** List the name and address of each source of \$1,300 or more of gross income - - including but not limited to gross income from the public position - - regardless of whether such income is received solely by you or jointly by you and another individual, such as a spouse. "Income" includes any money or thing of value received or to be received as a claim on future services or in recognition of services rendered in the past, whether in the form of a payment, fee, salary, expense, allowance, forbearance, forgiveness, interest, dividend, royalty, rent, capital gain, reward, severance payment, proceeds from the sale of a financial interest in a corporation, professional corporation, partnership or other entity resulting from termination/withdrawal therefrom upon assumption of public office or employment or any other form of recompense or combination thereof. The term refers to gross income and includes prize winnings and tax-exempt income but does not include gifts, governmentally-mandated payments or benefits, retirement, pension or annuity payments funded totally by contributions of the public official or employee, or miscellaneous incidental income of minor dependent children. Filers are not required to list income amounts. If you do not have ANY reportable source of income, then check "NONE."
- Block 11** ***GIFTS:** For each source of gifts(s) valued at \$250 or more in the aggregate, list the following information: the name and address of the source; the circumstances, including a description of each gift; and the value of the gift(s). **Do not report political contributions otherwise reportable** as required by law, gift(s) from friends or family members (the term "friend" does not include a registered lobbyist or employee of a registered lobbyist), or any commercially-reasonable loan made in the ordinary course of business. The Commission has held that a person cannot be deemed a "friend" if that person and/or a business with which that person is associated is regulated by or has contracts with the public official's governmental body. If you did not receive any reportable gift, then check "NONE."
- Block 12** ***TRANSPORTATION, LODGING OR HOSPITALITY EXPENSES:** List the name and address of each source and the amount of each payment/reimbursement by the source for transportation, lodging or hospitality that you received in connection with your public position if the aggregate amount of such payments/reimbursements by the source exceeds \$650 for the calendar year for which you are reporting. Do not report reimbursements made by a governmental body or by an organization/association of public officials/employees of political subdivisions that you serve in an official capacity. If you do not have any reportable expense payments/reimbursements, then check "NONE."
- Block 13** **OFFICE, DIRECTORSHIP OR EMPLOYMENT IN ANY BUSINESS ENTITY:** List the name and address of the business entity for any office that you hold (Example: President, Vice President, Secretary, Treasurer), any directorship that you hold (through service on a governing board such as a board of directors), and any employment that you have in any capacity whatsoever as to any business entity. This block focuses solely on your status as an officer, director or employee, regardless of income. If you do not have any office, directorship or employment in any business entity to report, then check "NONE."
- Block 14** **FINANCIAL INTERESTS:** List the name and address and interest held in any business for profit of which you own more than 5% of the equity or more than 5% of the assets of economic interest in indebtedness. If you do not have any such financial interest to report, then check "NONE."
- Block 15** **TRANSFERRED BUSINESS INTERESTS:** List the name and address of any business in which you transferred a financial interest (as defined in block 14 above) to a member of your immediate family (parent, spouse, child, brother or sister), as well as the interest held, relationship to the individual, and date of transfer. If you did not transfer any such business interest, then check "NONE."
- Signature** Sign the form and enter the current date. **Back dating the form is a violation of law and could result in the initiation of civil, administrative and/or criminal penalties.**

*Please note the Commission has long held that the receipt of things of value, such as gifts, transportation, lodging and hospitality from vendors, those regulated, and others, may form the basis for a conflict of interest under Section 1103(a) of the Ethics Act.

STATEMENT OF FINANCIAL INTERESTS
SEE INSTRUCTIONS FOR ADDITIONAL DETAILS

01	LAST NAME	FIRST NAME	MI	SUFFIX

02	ADDRESS office (business or governmental) or home	City	State	Zip Code	Area Code	Phone
					()	

NOTE: IF YOU ARE INCLUDING ATTACHMENTS, DO NOT INCLUDE ANYTHING THAT BEARS YOUR SOCIAL SECURITY NUMBER OR FINANCIAL ACCOUNT NUMBERS.

03	STATUS	Check applicable box or boxes, more than one box may be marked.				☐ Check this box if you are amending an original filing
	A ☐ Candidate (including write-in)	C ☐ Public Official (Current)	D ☐ Public Employee (Current)	E ☐ Check this box if you are filing as a solicitor		
	B ☐ Nominee	C ☐ Public Official (Former)	D ☐ Public Employee (Former)			

04	PUBLIC OFFICE OR PUBLIC EMPLOYMENT	(i.e. administrator, member, Commissioner, job title, etc.)	☐ seeking	☐ hold	☐ held
A					
			☐ seeking	☐ hold	☐ held
B					

05	GOVERNMENTAL BODY	in which you are/were an Official, Employee, Candidate or Nominee (e.g., dept, agency, authority, borough, board, commission, county, school district, twp, etc.)
A		
B		

06	OCCUPATION OR PROFESSION (This may be the same as block 4)	07 YEAR SEE INSTRUCTIONS
		Information in blocks 8-15 represents disclosure for the calendar year listed here: 2 0

08	REAL ESTATE INTERESTS involved in transactions with the commonwealth, any of its agencies, or a political subdivision	If NONE, check this box ☐
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09	CREDITORS TO WHOM IS OWED MORE THAN \$6,500	If NONE, check this box ☐
	Name: Address: Interest Rate	

10	DIRECT OR INDIRECT SOURCES OF INCOME OF \$1,300 OR MORE, including (but not limited to) all employment	If NONE, check this box ☐
	Name: Address: (OFFICIAL USE ONLY)	

11	GIFTS VALUED AT \$250 OR MORE IN THE AGGREGATE	If NONE, check this box ☐
	Source of Gift Value of Gift	
	Address of Source of Gift Circumstances (including description) of Gift	

12	TRANSPORTATION, LODGING OR HOSPITALITY WHERE ACTUAL EXPENSES EXCEEDED \$650 IN THE AGGREGATE	If NONE, check this box ☐
	Source (Name and Address) Value	

13	OFFICE, DIRECTORSHIP OR EMPLOYMENT IN ANY BUSINESS	If NONE, check this box ☐
	Business Entity (Name and Address) Position Held (i.e., officer, director, employee, etc.)	

14	FINANCIAL INTEREST IN ANY LEGAL ENTITY IN BUSINESS FOR PROFIT	If NONE, check this box ☐
	Business (Name and Address) Interest Held (i.e., 5%, 10%, etc.)	

15	BUSINESS INTERESTS TRANSFERRED TO IMMEDIATE FAMILY MEMBER	If NONE, check this box ☐
	Business (Name and Address) Interest Held Relationship Date Transferred	
	Transferee (Name and Address)	

The undersigned hereby affirms that the foregoing information is true and correct to the best of said person's knowledge, information and belief, said affirmation being made subject to the penalties prescribed by 18 Pa.C.S. §4904 (unsworn falsification to authorities) and the Public Official and Employee Ethics Act, 65 Pa.C.S. §1109(b).

Signature _____ Enter Current Date _____

THIS FORM IS CONSIDERED DEFICIENT IF ANY BLOCK ABOVE IS NOT COMPLETED. MAKE A COPY FOR YOUR RECORDS.
SIGN THE FORM USING CURRENT DATE. DO NOT BACK DATE SIGNATURE.

WHO MUST FILE, WHERE TO FILE, AND WHEN TO FILE

WHO MUST FILE	ORIGINAL COPY	ADDITIONAL FILINGS*	WHEN TO FILE
A. STATUS BLOCK A - CANDIDATES Statewide State Senate State House Supreme Court Superior Court Common Pleas Court Traffic Court Municipal Court Commonwealth Court	State Ethics Commission	Append to nomination petition when filed with the State Bureau of Elections 210 North Office Building Harrisburg, PA 17120-0029	ON OR BEFORE THE LAST DAY FOR FILING A PETITION TO APPEAR ON THE BALLOT FOR ELECTION
Constables / Deputy Constables	State Ethics Commission	Append to nomination petition when filed with County Board of Elections	
Countywide City Borough Township Municipality (home rule charter)	File with the Clerk/ Secretary in the Municipality in which you are a candidate		
Magisterial District Judges	File with the County in which the Magisterial District is located		
School Director	File in the School District where you are a candidate		
Announced Write-in	For state office file with State Ethics Commission . For county or local office file with governing authority of political subdivision.	No additional copy required	Within 30 days of official certification of having been nominated or elected unless such person declines the nomination or office within that time frame.
Unannounced Write-in Winners of Nominations			
Unannounced Write-in Winners of Elections			
B. STATUS BLOCK B - NOMINEE State Level	State Ethics Commission	File with the Official or Body vested with the power of confirmation	10 days before official or body approves or rejects the nomination.
County/Local Level	Governing authority of political subdivision		
C. STATUS BLOCK C - PUBLIC OFFICIAL Commonwealth Public Officials such as: Members of Boards and Commissions (including alternates/designees); Heads of executive, legislative and independent agencies, boards and commissions; and persons appointed to positions designated as offices.	State Ethics Commission	File with <u>each</u> Agency, Board, Commission, Department, or Government Body in which employed or to which appointed. (make additional copies if needed)	FILE NO LATER THAN MAY 1 OF EACH YEAR A POSITION IS HELD AND OF THE YEAR AFTER LEAVING SUCH A POSITION.
State House Member State Senate Member	State Ethics Commission	File with the House Chief Clerk or Senate Secretary (whichever applies)	
Local Public Officials serving in/as: Counties; Boroughs; Townships; Home Rule Municipalities; Municipal Authorities; School Districts Incumbent Judges and Magisterial District Judges who are not candidates file a Statement of Financial Interests for Judicial Officers with the Administrative Office of Pennsylvania Courts (AOPC).	File only with the governing authority of the respective local political subdivision	Additional copy is not required to be filed (unless serving in multiple capacities, then file with <u>each</u> entity as required)	
Constables / Deputy Constables	State Ethics Commission	No additional copy required	
D. STATUS BLOCK D - PUBLIC EMPLOYEE Commonwealth PUBLIC EMPLOYEE (Executive, Leg. & Independent Agencies)	File only with your Employer		
County City Borough Township Municipal (home rule) Municipal Authority School District	File only with your political subdivision		
E. STATUS BLOCK E - SOLICITOR	File with the governing authority of <u>each</u> political subdivision for which you are Solicitor	Additional copy is not required to be filed (unless serving in multiple capacities, then file with <u>each</u> entity as required)	

* FILER IS RESPONSIBLE FOR MAKING ANY ADDITIONAL COPIES.



Pittsburgh People's Assembly for Fair and Equitable Housing

Saturday April 13, 2024

9:30AM - 3:30PM

University of Pittsburgh

Frick Fine Arts Building

650 Schenley Drive, Pittsburgh

You are invited to join a diverse coalition of your neighbors to discuss and address the root causes behind rising housing prices and growing inequity.

This assembly will address viable, forward-looking solutions to our housing crisis and how we can work together to make these solutions a reality.

Lunch, child care, interpretation services, accessibility accommodations will be provided.

Learn about:

City services for
renters and homeowners

Community land trusts

Student Housing Struggles

Renter's Right to Counsel+

Tenant Bill of Rights
and related protections

Right to Remain

Alternatives to
market-driven
housing such
as co-ops

Register here:



Event co-sponsors:



<http://bit.ly/HousingAssembly>



Asamblea de la comunidad de Pittsburgh por una vivienda justa y equitativa

Sábado 13 de abril 2024

9:30- 3:30 pm

La universidad de Pittsburgh

Frick Fine Arts Building

650 Schenley Drive, Pittsburgh

Usted está invitado a participar en una diversa asociación de vecinos para discutir y abordar las causas principales detras del aumento en el costo de la vivienda y creciente inequidad.

Esta asamblea discutirá soluciones viables y progresistas para nuestra crisis de la vivienda con el objetivo de trabajar juntos para hacerlas realidad.

Habrá almuerzo, cuidado de niños, servicios de interpretación y adaptaciones de accesibilidad a disposición.

Aprenda sobre :

Servicios municipales para inquilinos y propietarios

Fideicomisos inmobiliarios comunitarios

Asuntos de vivienda estudiantil

Derecho de los inquilinos a un abogado

Declaración de los derechos del inquilino y protecciones relacionadas

Derecho a permanecer

Alternativas a la vivienda controlada por el mercado, tal como cooperativas

Registrar aquí:



Copatrocinadores del evento:



<http://bit.ly/HousingAssembly>





**Pittsburgh Commission
On Human Relations**

Education · Collaboration · Enforcement



FREE CLE

EMPLOYMENT DISCRIMINATION: *THE ADMINISTRATIVE PROCESS*

ATTORNEY CLE CREDIT ELIGIBLE

- Familiarize yourself with the administrative investigation process
- Learn how to make the most of working with the Commissions (at the local and Federal level) to support your clients



Wednesday, May 1, 2024 from 12pm to 2pm



Downtown Carnegie Library

Need an accommodation?

Contact us at 412-328-6786 or

human.relations@pittsburghpa.gov



Register here:

<https://forms.gle/6fpRmQTZWymdm2f59>