



Pittsburgh Commission On Human Relations

Serving Fairness Together

2016 ANNUAL REPORT







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Welcome

Dear Reader,

It is with great enthusiasm that we present the 2016 Pittsburgh Commission on Human Relations (PghCHR) Annual Report. We've experienced exciting changes in the past year, including hiring a new director and beginning the strategic planning process. With an inception date of 1955, the PghCHR is one of the oldest commissions in the nation. As the official civil rights agency of Pittsburgh, we are dedicated to eliminating discrimination in the city. However, despite 62 years of service, the need for the PghCHR to assist the community continues.

As a Commissioner, I have had the opportunity to review and hear cases, facilitate private meetings, participate in mediations, attend monthly meetings of the PghCHR, and serve as an emissary to your communities and organizations. Our desire to reach and assist all of the citizens of Pittsburgh has prompted our amplified social media presence and the translation of PghCHR information into multiple languages.

The PghCHR is committed to having a significant positive impact on the lives of the people who visit, work or live in our city. We hope this report will give you a snapshot of the important work of the PghCHR, and inspire you to join in our effort to end discrimination.

Sincerely,

A handwritten signature in black ink that reads "Winford Craig". The signature is written in a cursive, flowing style.

Winford Craig, Chair

Dear Reader,

The central role of the City of Pittsburgh Commission on Human Relations (PCHR) is to ensure justice as we work for all persons who work, live or visit the city to be free of unlawful discrimination. Justice is a term that many of us know, but do not fully appreciate until something doesn't go right. Since its inception in 1955, PCHR has worked tirelessly to make justice a reality for members of the public who have experienced unfair treatment. This long legacy motivates all of us today, to continue to focus on that basic principle. Despite greater awareness of civil rights protections, instances of unfair treatment have moved from easily recognizable to more inconspicuous. As a result, we remain steadfast in our obligation to remedy and resolve complaints charging unlawful practices.

The year 2016 was one of great changes and opportunities for the Commission. I was hired in April by the Commission board to bring forward their vision of informing the community of the important work of the Commission. It is an exciting time for the Commission, and I look forward to strengthening our work to address reports of discrimination, and provide education on the civil rights and responsibilities we all share to make Pittsburgh a city for all.

I would like to thank the hard working staff of the Commission for assisting me in getting acclimated in my first year. I wish a long and joyous retirement for Ms. Jillane McKinley, who retired after several years of service to the city. To the new and seasoned staff, I look forward to our continued work together. I also appreciate the hard work of Commissioners, and their drive to shine light on the great work of this agency. Commissioners play a vital role in ensuring equal and fair treatment to all persons who come to the agency for help.

This report will provide you with a snapshot of our work in 2016. While the challenges and opportunities of the year ahead are unknown, what is certain is that as a team we are committed to continuing to seek justice for all.

Respectfully,



Carlos Torres, MPA
Executive Director

Mission

It is the mission of the Commission on Human Relations to eliminate all forms of discrimination in the areas of employment, housing and public accommodations, and in the delivery of City services.

The Commission on Human Relations (PghCHR) is the official Civil Rights agency for the City of Pittsburgh, and is empowered by Chapters 651-659 of the Pittsburgh City Code to enforce Civil Rights laws, eliminate discrimination, and deal with matters of inter-group conflict. The PghCHR receives and investigates complaints of discrimination in the areas of housing, employment and public accommodations within the jurisdiction of the City.

Unlawful Practices Administration and Enforcement– As provided in the City Code, the PghCHR is mandated to receive, investigate and adjudicate complaints of discriminatory practices in the areas of employment, housing and public accommodations. This agency is also charged with the responsibility for the receipt, investigation and adjudication of complaints alleging civil rights violations by City employees in the exercise of their duties. The PghCHR seeks the satisfactory resolution or adjustment of all complaints through negotiation, mediation and conciliation.

Inter-Group Relations Police Community Tension – The PghCHR studies, investigates and conciliates community tension situations that adversely affect inter-group relations, negatively impact the livability of City neighborhoods, and lead to civil unrest. The PghCHR offers mediation to resolve issues of community tension.

Education and Outreach – The PghCHR provides information on the laws it enforces and its work in the area of community relations through ongoing presentations and programs specifically targeted to reach the particular needs of diverse groups. These services complement the PghCHR's work in the area of enforcement and serve to reduce prejudice, enhance inter-group relations, increase understanding of our shared responsibilities, and bring about a greater level of awareness and compliance with the law.

Outreach and Education

The PghCHR continually strives to educate Pittsburgh area residents, employees, and visitors on matters of discrimination. Throughout 2016, our Commissioners and staff have attended various events to explain the purpose of the PghCHR and provide resources to persons who could potentially benefit from our services.

TABLING EVENTS

- The State of Housing in Pittsburgh
- PrideFest
- Urban League Thanksgiving Distribution

PRESENTATIONS

- Know Your Rights event for Bhutanese Community
- Fair Housing Conference
- Duquesne School of Law
- YWCA Boards, Authorities & Commissions
- Richard Rothstein: Residential Segregation: What are the Remedies?
- Moms and Cops at the Latino Family Center
- Housing Summit
- Staff Appreciation at Step-by-Step

TESTIMONY & TRAINING

- Robert Morris Housing Discrimination Training
- Testimony in Harrisburg re: Senate Bill 1306, Sexual Orientation Inclusion
- Employment Law Symposium
- Housing Opportunity Fund Public Hearing Testimony
- Taste of Africa
- CEDAW Legislation Public Hearing Testimony
- Homewood Concerned Citizen Council Meeting
- Championship Chase Interview of Commissioner Craig

Commissioners

Commissioners are fifteen volunteers and residents of the City appointed by the Mayor. They serve without compensation for staggered four year terms. Commissioners attend and participate in regular and special meetings, serve on at least one standing committee, and preside as needed at private meetings, mediations, and public hearings.

PRESENTLY SERVING:

Winford Craig, *Chair*
Mariana Padias, *1st Vice Chair*
Dr. Lee Fogarty, *2nd Vice Chair*
Gwendolyn Young, *Treasurer*
Helen Gerhardt, *Secretary*
Lorraine Eberhardt, Ed. D
Rabbi Sharyn Henry
Eric S. Horwith
Richard L. Morris
Gabriel McMorland
Wasiullah Mohammed
Curtis A. Smith
Lynette Drawn-Williamson

THANK YOU FOR YOUR SERVICE!

Leah Williams-Duncan (Chair Emeritus)
Adelaide Smith (Chair Emeritus)
John L. Tague
Rev. Timothy L. Smith Sr.
Amanda Z. Rubio
Robert Samuel

Staff

Carlos Torres, <i>Executive Director</i>	Jillane McKinley, <i>Commission Representative</i>
Sheron Clark, <i>Commission Representative</i>	Richard Rogow, <i>Commission Representative</i>
Leanne Davis, <i>Commission Representative</i>	Cheryl San Miron, <i>Clerical Specialist</i>
Sarah Kinter, <i>Commission Representative</i>	Rachel Salem, <i>Secretary</i>

Did you know?

Did you know that four new Commissioners were appointed in 2016? Welcome aboard Commissioners Wasilluah Mohammed, Rabbi Sharyn Henry, Gabriel McMorland and Robert Samuel.

Committees and Sections

The Commissioners work together, but carry out case processing duties on a bi-furcated board. This means that half of the Commissioners serve on Compliance Review Section and the other half on the Public Hearing Section. One Commissioner serves as a stand-alone Motions Commissioner and does not serve on a Section. This is done to ensure due process of cases before the PghCHR. In addition, Commissioners have established and serve on standing committees. Commissioners are an important and dedicated group working to ensure equal rights and opportunities for the City of Pittsburgh.



EXECUTIVE COMMITTEE

This Committee consists of elected officers and any past Chairpersons who continue to sit on the Commission. Presided over by the Chairperson, gives general oversight through the Director, and initiates or reviews matters of policy for recommendation to the full Commission.



PERSONNEL COMMITTEE

This Committee reviews applications and interviews prospective candidates for Director in order to make its recommendation to the Commission for such hiring. This Committee annually evaluates the Director and reports this evaluation to the PghCHR. This Committee approves all other staff hiring made by the Director. The Personnel Committee also develops policies and recommends procedures and programs for approval by the PghCHR.



COMMUNITY RELATIONS COMMITTEE

The Community Relations Committee has the responsibility of processing complaint cases arising from community tension having an adverse affect on inter-group relations and citizen complaints against the Pittsburgh Police Officers. The Committee also deals with other matters in the field of police and community relations.



FINANCE COMMITTEE

The Finance Committee is responsible for reviewing the PghCHR annual budget and making recommendations for approval by the full Commission board to the Mayor and Council of the City of Pittsburgh. The Treasurer serves as chairperson.



NOMINATING COMMITTEE

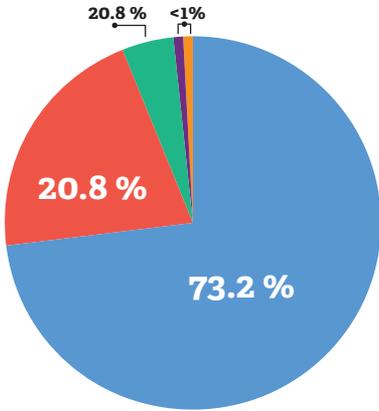
The Nominating Committee submits a slate of officers prior to the annual election meeting of the Commission.



HOUSING COMMITTEE

The Housing Committee develops policies or programs, creates education and outreach materials, and/or organizes events in support of the enforcement and education of Fair Housing.

Operating Budget



- Personnel Salaries & Wages - **\$247,646**
- Personnel Employee Benefits - **\$70,299**
- Professional & Technical Services - **\$14,878**
- Other Services - **\$3,100**
- Supplies - **\$1,600**

Total Operating Budget - \$338,223

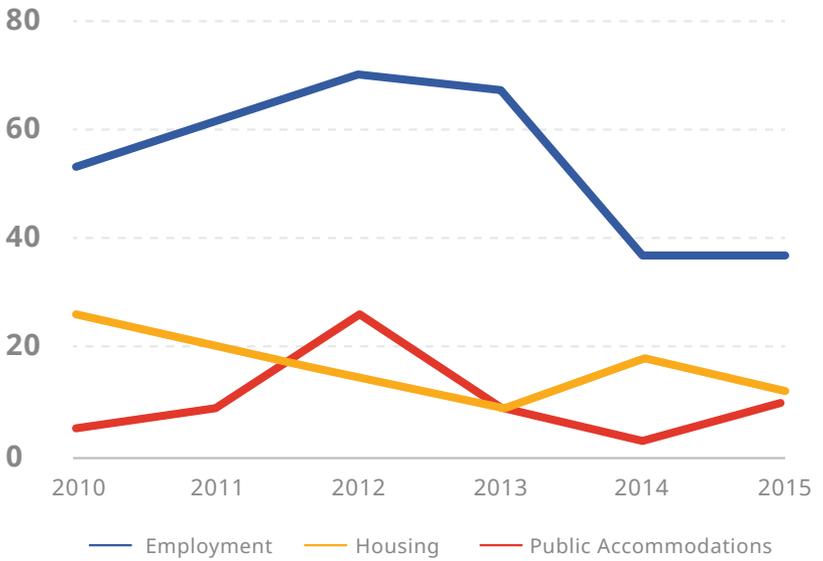


Top left to right: Commissioners Lee Fogarty, Gwendolyn Young, Wasiullah Mohamed, Lorraine Eberhardt, Mariana Padias, and Helen Gerhardt

Bottom left to right: Commissioners Gabriel McMorland, Eric Horwith, Winford Craig, and Rabbi Sharyn Henry

Summary of Cases

2010-2015



	2010	2011	2012	2013	2014	2015
Employment	53	61	70	67	37	37
Housing	26	21	14	9	18	12
Public Accommodations	5	9	26	9	3	10

Did you know?

The PghCHR hired a new Director, Carlos Torres, in April 2016.

THE COMMISSION THROUGHOUT THE YEARS

The City of Pittsburgh enacts an ordinance that establishes the Commission on Human Relations. This ordinance merges the city's two agencies previously in charge of administering the laws prohibiting discrimination in employment: the Pittsburgh Civic Unity Council (est. 1946) and the Fair Employment Practices Commission (est. 1952).

1955

The City of Pittsburgh enacts a fair housing ordinance, to be enforced by the Commission.

1959

The City of Pittsburgh adds gender to the list of classes protected against discrimination.

1969

The US Supreme Court upholds the PghCHR's ruling that employment / help wanted ads in the Pittsburgh Press, which separated job listings by sex, were violations of the anti-discrimination laws. As a result court bans the practice.

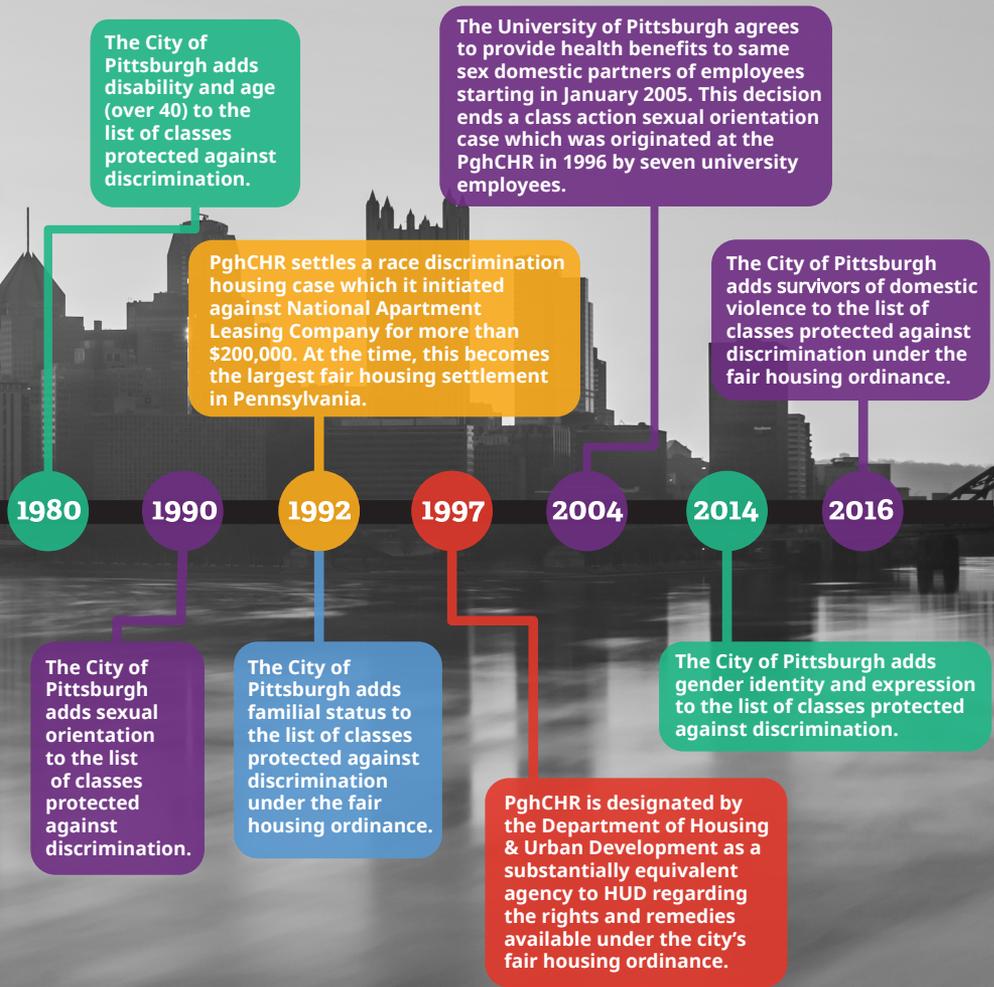
1973

Pittsburgh voters pass a Home Rule Charter which establishes PghCHR as an independent agency of city government.

1974

PghCHR is designated as a "706" agency by the U.S. Equal Employment Opportunity Commission. This designation allows for the "dual filing" of complaints under federal and local law.

1977



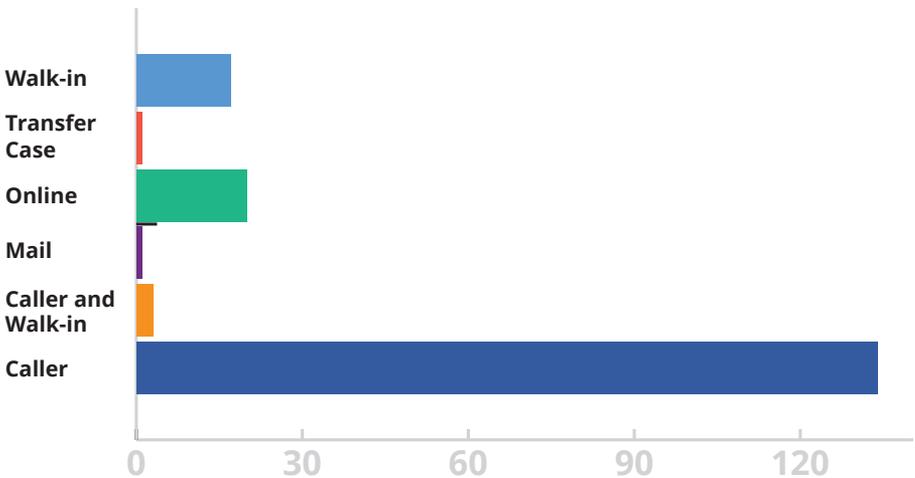
Summary of Intakes

Office staff receives a variety of inquiries. In 2016, the PghCHR completed 124 intakes. Intakes are the first point of contact with the PghCHR. At the time of intake staff determines whether someone has a jurisdictional complaint. The PghCHR routinely connects persons to the right resources when it is not the venue to assist.

WHERE ARE THEY HEARING ABOUT US?

Coworker	3	Neighborhood Legal Services	3
Commission Staff	1	Internet	4
Family/Friend	5	EEOC	2
Dept. of Labor	2	City Employee/Dept.	2
Phone book	1	Bus Advertisement	1
Housing Authority	1	Other	5
Hotline	1	Filed previously	2
PAHRC	5		

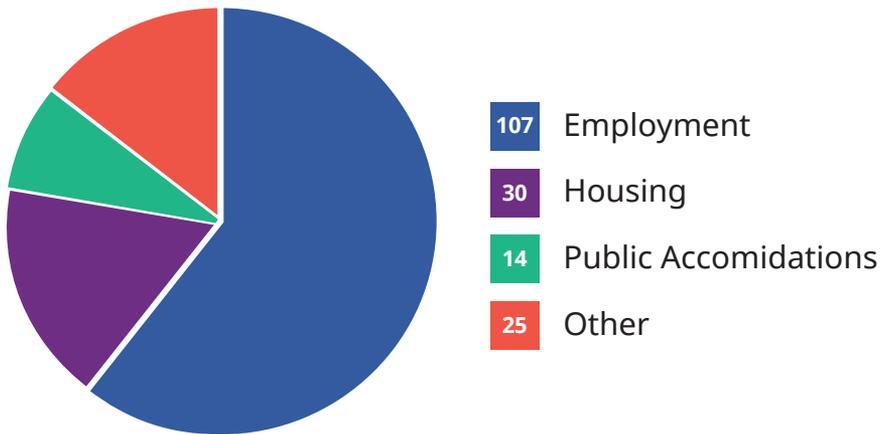
HOW INTAKE WAS RECEIVED



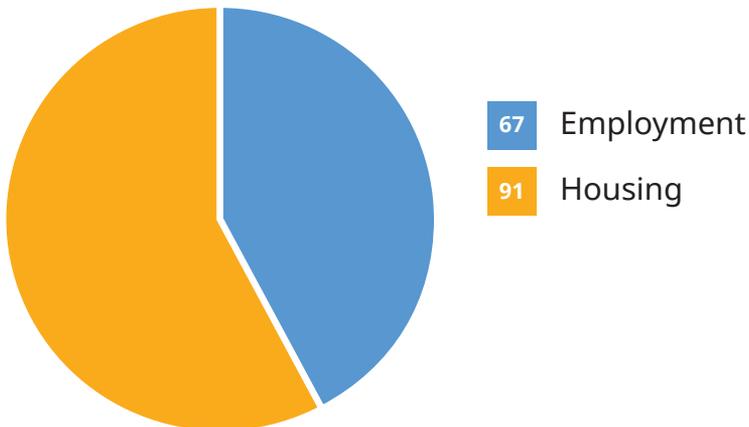
Did you know?

That Status as a Survivor of Domestic Violence was added as a protected class to the Unlawful Housing Ordinance in 2016?

TYPES OF CASES



JURISDICTIONAL INQUIRIES

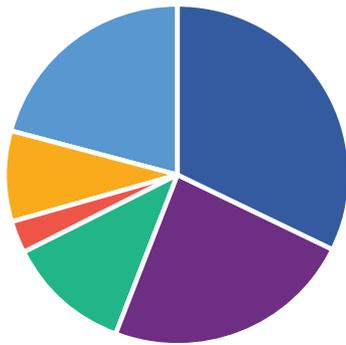




Employment Case Overview

In the 2015-2016 case year, the PghCHR closed 34 cases, filed under City Code 659.02: Unlawful Employment Practices, enforced by the Commission. The PghCHR's case year follows the federal case year of October 1st – September 30th for Employment cases. The PghCHR has 65 pending Employment cases (as of 11/01/2016) in investigation.

EMPLOYMENT CASES BREAKDOWN OF CLOSURE TYPES



- 11 Lack of Probable Cause
- 8 Closed with monetary settlements
- 7 Withdrawn by Complainant
- 4 Closed with non-monetary settlements
- 3 Failure to Cooperate
- 1 Lack of Jurisdiction
- 0 Failure to Locate

NOTES ON CLOSURES

Some monetary settlements also included non-monetary provisions in the agreements. The PghCHR has successfully resolved employment cases resulting in payments to Complainants ranging from \$2,700 to \$15,000. Out of the eight settlements completed by the PghCHR during the October 1 – Sept 30 case year, a total of \$50,687.35 was provided to Complainants in settlement agreements.

Did you know?

Did you know that the PghCHR hired a new investigator, Richard Rogow in 2016? Check out our staff page at www.pittsburghpa.gov/chr/chr-staff for more information!

Of the **34 employment cases** filed and closed in the reporting period:

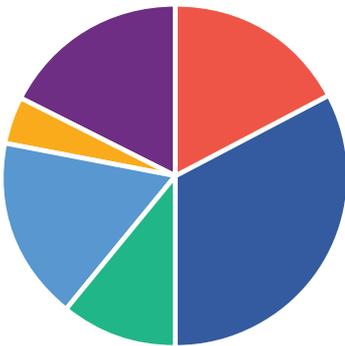
CASES FILED ON ONE BASIS:

21

CASES FILED ON MORE THAN ONE BASIS:

13

EMPLOYMENT CASES BREAKDOWN OF BASES



- 15 Race/Color
- 8 Age (over 40)
- 8 Sex
- 8 Retaliation
- 5 Disability
- 2 Sexual Orientation
- 0 Gender Identity and Expression
- 0 Ancestry
- 0 Religion
- 0 Place of Birth

NOTES ON BASIS

Only one retaliation claim was filed as a solo basis for a person who felt that they were subjected to a difference in treatment for serving as a witness in a case before the PghCHR. The remainder of retaliation claims were filed with an additional basis.

Did you know?

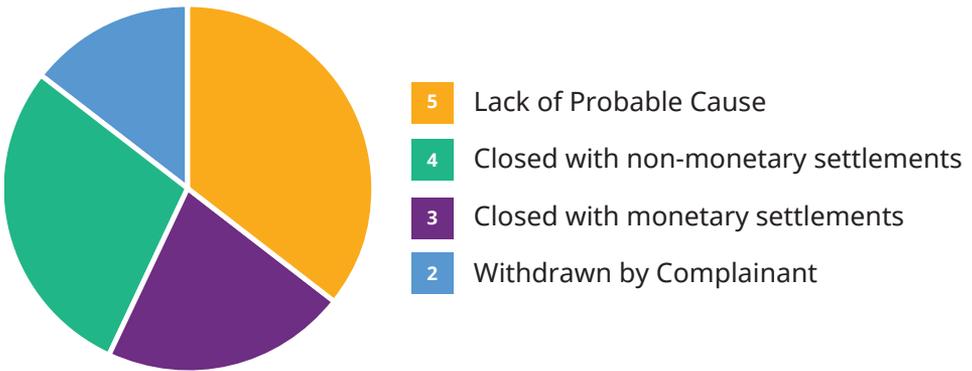
The PghCHR is on Facebook & Twitter? Check us out! [@PghCHR](#)



Housing Case Overview

For housing cases, the PghCHR follows the federal case year of July 1st through June 30th. In the 2015-2016 case year, the PghCHR completed fourteen (14) cases. Seven (7) housing complaints are currently pending in investigation. One case is pending before the Allegheny County Court of Common Pleas*.

HOUSING CASES BREAKDOWN OF CLOSURE TYPES



NOTES ON CLOSURES

- The Commission is mandated to complete housing cases within 100 days.
- * For those housing cases that receive a determination of probable cause by the Compliance Review Section, either party may elect to have the complaint heard as a civil action by the County of Common Pleas of Allegheny County, under Commission Rule 11. At that time, the Commission's Housing Solicitor maintains the civil action on behalf of the complainant or the Commission, at no cost to the Complainant.

Did you know?

That contacting the Commission is an option through the City's 311 app?

Of the **14 housing cases** filed and closed in the reporting period:

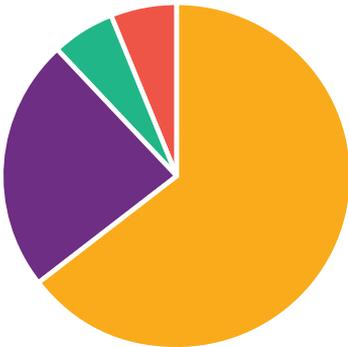
CASES FILED ON ONE BASIS:

5

CASES FILED ON MORE THAN ONE BASIS:

9

HOUSING CASES BREAKDOWN OF BASES



- 11 Disability
- 4 Race/Color
- 1 Sex
- 1 Retaliation
- 0 Gender Identity and Expression
- 0 Ancestry
- 0 Religion
- 0 Place of Birth
- 0 Status as a Survivor of Domestic Violence
- 0 Age (over 40)
- 0 Sexual Orientation

NOTES ON BASIS

Only one retaliation claim was filed as a solo basis for a person who felt that they were subjected to a difference in treatment for serving as a witness in a case before the PghCHR. The remainder of retaliation claims were filed with an additional basis.

Did you know?

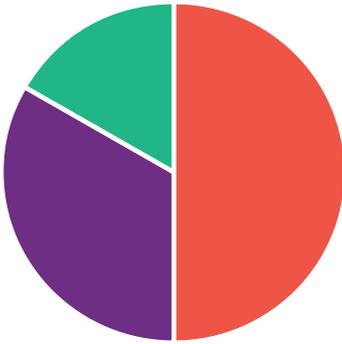
That April is Fair Housing Month, and that April 2018 will be the 50th anniversary of the Fair Housing Act?



Public Accommodations Overview

For public accommodations cases, the PghCHR follows the calendar year of January 1st through December 31, 2016, wherein the PghCHR closed six complaints. Six complaints are currently pending in investigation.

PUBLIC ACCOMMODATION CASES BREAKDOWN OF CLOSURE TYPES



- 3 Lack of Probable Cause
- 2 Closed with non-monetary settlements
- 1 Failure to Cooperate



Of the **6 public accommodation cases** filed and closed in the reporting period:

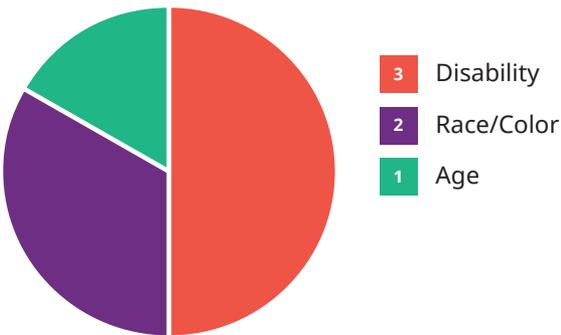
CASES FILED ON ONE BASIS:

5

CASES FILED ON MORE THAN ONE BASIS:

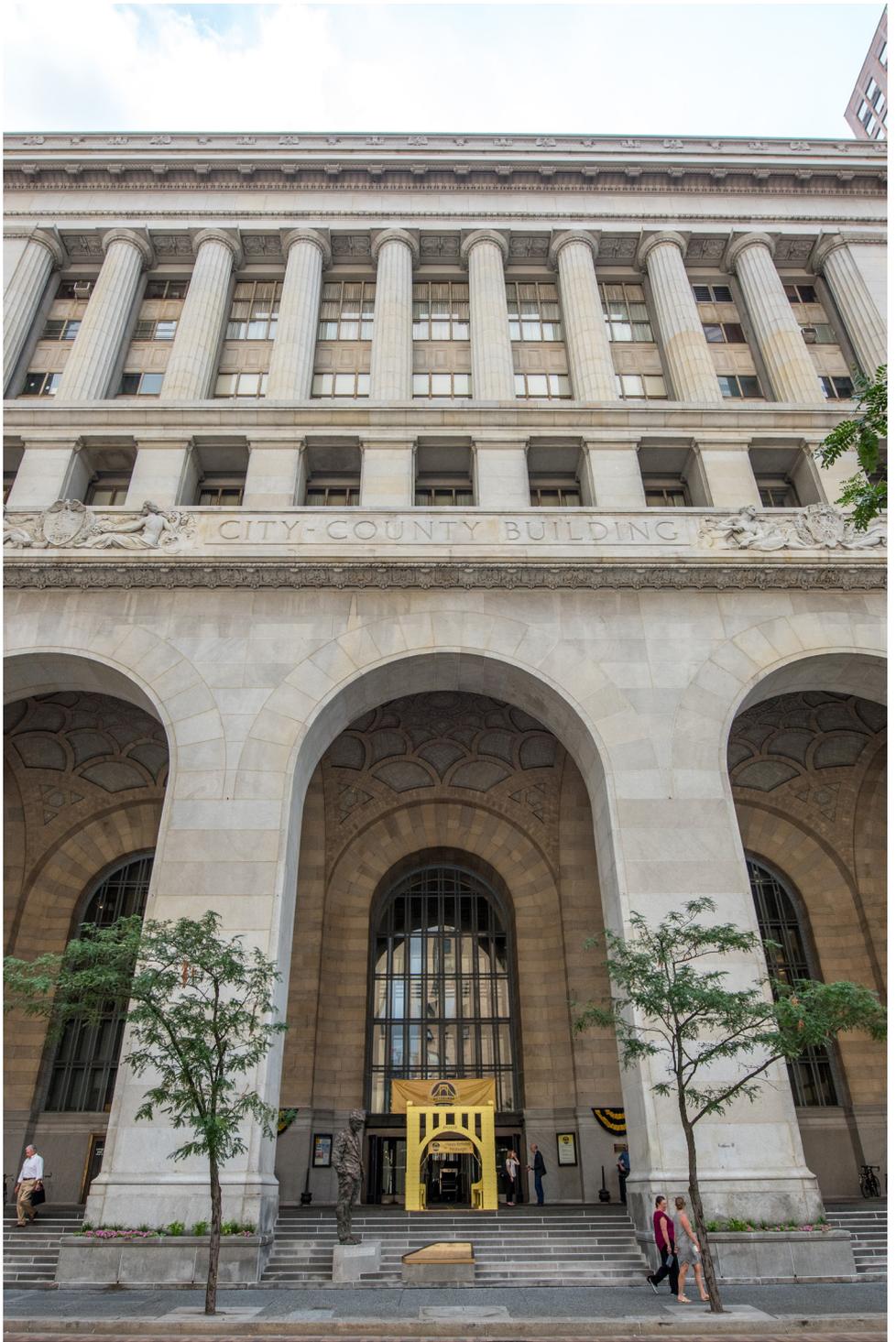
1

PUBLIC ACCOMMODATION CASES BREAKDOWN OF BASES



Did you know?

The PghCHR's Know Your Rights pamphlet is translated into NINE additional languages? We have Simplified and Traditional Chinese, Korean, Spanish, Portuguese, Arabic, Nepali, Swahili, Russian and Turkish!



Contact

Contact PghCHR with any questions or comments.

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human.relations@pittsburghpa.gov

f  @PghCHR

www.pittsburghpa.gov/chr/

Did you know?

Did you know that the PghCHR has a website with an online inquiry form? Check it out at www.pittsburghpa.gov/chr/inquiry

A scenic view of Pittsburgh at sunset, with a dark blue banner overlaid in the center containing the website URL. The sky is a mix of deep blue and golden yellow, with wispy clouds. The city skyline is visible in the distance, silhouetted against the bright sun. The foreground shows dark green trees.

WWW.PITTSBURGHPA.GOV/CHR