

2019 ANNUAL REPORT



Art by Christina Lee



**Pittsburgh Commission
On Human Relations**

Serving Fairness Together

Special thanks to Tyler Viljaste and Kevin Carroll of the Pittsburgh Commission on Human Relations for their tireless work designing this report and compiling numerous pieces of data. Also, we are proud to support a local artist, Christina Lee, by featuring her artwork on our cover. This piece of art symbolizes the Commission's work bridging different communities and populations across Pittsburgh. Read more about each of them below:

Tyler Viljaste is currently a sophomore at the University of Pittsburgh studying Politics, Philosophy and Finance. Tyler began working with the Commission in the Fall of 2018, and has continued to work with them since then. At Pitt, Tyler serves as the incoming Vice President and Chief of Cabinet for the Student Government Board, is a member of various professional and honor fraternities, and is a Brackenridge and William J. Keefe fellow in the honors college.

Kevin Carroll is a Pittsburgh native with a BA in Journalism from Loyola University, Chicago. He has a background in nonprofit work that has focused on education and human rights. He joined the Commission in August 2019.

Christina Lee is a Korean-American illustrator, zinemaker, printmaker, designer, and animator who has been working as a professional artist since she graduated from Carnegie Mellon's School of Art with a BFA in 2014. In 2016, she was selected by Printed Matter to be an artist-in-residence at the Ace Hotel Pittsburgh, and in 2018, she was one of the 22 local creatives under 40 named "Who's Next: Art" by The Incline. As a professional illustrator, some of her clients include NPR, Teen Vogue, Them, Vice, PublicSource, Creative Nonfiction, and Penguin Books. She currently helps run Pullproof Studio, a community print shop located in the Garfield neighborhood of Pittsburgh. You can find her work on social media @xxtinalee



MISSION

The mission of the Pittsburgh Commission on Human Relations (PghCHR) is to eliminate all forms of discrimination in the areas of employment, housing, public accommodations and in the delivery of city services.

POWERS AND DUTIES

The Commission may also issue subpoenas and order discovery in aid of investigations, and hearings.

SCOPE

Chapters §651 – 659 of the Pittsburgh City Code provide civil rights protections for individuals who live, work or visit the City of Pittsburgh based on; age (over 40), ancestry, color, familial status, gender identity/ expression, handicap/disability, national origin, place of birth, pregnancy, race, religion, retaliation, sex, sexual orientation, and status as a survivor of domestic violence (housing), or use of support animals because of the handicap or disability of the user.

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2019 AT A GLANCE



**Pittsburgh Commission
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DURING THE YEAR 2019,

46%

Disability was the most frequent protected class filing across all complaints in employment, housing, and public accommodations.

OF CLAIMS RELATE TO DISABILITY



RECORD ARCHIVES



65 YEARS

This year, the Commission began its partnership with a group of five University of Pittsburgh students in the MLIS program to archive 65 years of Commission records.

\$83,674

Many claimants received monetary relief through the Commission's work in mediating settlements.

TOTAL MONETARY RELIEF



COMMISSION REFERRALS



12.5% INCREASE

The commission hired a dedicated outreach staff for the 2019 year which led to an increase in total overall commission-related referrals, up from 5.4% last year.



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2019 PROGRAM HIGHLIGHTS

**"AS A FIRST-WORLD COUNTRY THAT HAS
SO MANY RESOURCES, HOW DO WE STILL
HAVE SO MANY INEQUITIES?"**

-Executive Director Megan Stanley on the 14-page report sent to the United Nations on the state of human rights in the City of Pittsburgh, featured in an October 2019 Post-Gazette article



**"UNFORTUNATELY, DISCRIMINATION IS
OFTEN PERNICIOUS AND IS NOT EXPLICIT.
THAT IS THE CHALLENGE OF
DISCRIMINATION."**

-Councilperson Erika Strassburger on the pregnancy discrimination legislation introduced in March 2019

**"EARTHTIME HELPS
CONNECT THE DOTS... A BIG
PART OF THE STORY IS WHO
IS MOVING WHERE AND
WHAT'S GOING ON IN THE
PLACES THEY'RE MOVING TO."**

*-Anne Wright, CMU CREATE Lab
"Mapping a Path to More Equitable Housing"*

**"IN 1972, I CAME OUT AND I'VE HAD THE
PRIVILEGE OF LIVING AS AN OPENLY GAY
MAN FOR THE LAST 47 YEARS. IN THAT
TIME, WE HAVE MADE GREAT STRIDES.
YET, SO MUCH REMAINS TO BE DONE."**

-Council president Bruce Kraus on the commemoration of the 50th anniversary of the Stonewall riots and the introduction of new legislation for the LGBTQ community, featured in a June 2019 Post-Gazette Article.



PghCHR
Serving Fairness Together

Introduction

The mission of the City of Pittsburgh Commission on Human Relations (PghCHR) is to eliminate all forms of discrimination in the areas of employment, housing, public accommodations and in the delivery of city services. Our overarching goals are to:

- *Provide thorough investigations for complaints of discrimination*
- *Enhance intergroup and community relations by offering educational and outreach programs, and opportunities for dialogue and action.*
- *Increase compliance by employers, housing and service providers with civil rights laws and reduce incidents of community tension.*
- *Help communities come together to learn about one another and create more positive intergroup relations.*

The year 2019 was one of great expansion and increased community engagement for the City of Pittsburgh Commission on Human Relations. In 2019, the Commission saw the introduction of a new Executive Director, Megan Stanley, who brought with her a vision for enhancing and empowering the Commission's work with regard to community interaction. In her first year as Executive Director, the Commission saw broad increases in Commission programming, targeting areas of the city that have historically been underserved while also creating new and lasting partnerships with community organizations that previously have not worked with the Commission. The Commission also started working directly in city neighborhoods in the form of community intake sessions, allowing residents to interact and engage with the Commission outside of the City-County building.

Outreach and education are a key part of our strategy to help end discrimination in the City of Pittsburgh. The Commission feels that all residents are better served if we take a proactive, rather than reactive, approach. By increasing education and outreach, we have the power to bring groups together, increase their knowledge of their rights and responsibilities, and foster a sense of community. With the hiring of a new full-time community outreach and intake staffer, Jam Hammond, the Commission greatly expanded its reach and services to the Pittsburgh community, fostering new community partnerships with Pittsburgh Public Schools and new community-based forums. As a part of our vision toward becoming more proactive, the Commission also extended its programming to include community intake sessions throughout the city in an effort to meet people in their neighborhoods.

In 2019, the city of Pittsburgh celebrated the 50th anniversary of the Stonewall Riots with the introduction of new legislation updating city code, adding sexual orientation and gender expression and identity to the city's non-discrimination

law. The legislation also updated city code to feature gender-neutral pronouns. While this legislation was a landmark success for the LGBTQIA+ community for the City of Pittsburgh, it also was also an opportunity for the Commission to evaluate its work with regard to intakes reporting instances of discrimination with regard to sexual orientation and gender identity and expression. The Commission is dedicated to upholding the integrity of all individuals who belong to protected classes, and we will continue to reach out to communities where we do not have established relationships to tell residents and providers about their rights and the work of the Commission to maintain a proactive attitude toward combating discrimination in all forms across the city.

In 2019, the Commission also added pregnancy to its list of protected classes under Employment. The new ordinance, passed by the city council in April of 2019, extended and explicitly defined protections for pregnant individuals to be consistent with the federal Pregnancy Discrimination Act, Americans with Disabilities Act, and the Equal Employment Opportunity Commission guidelines. This legislation is also the first in the country to expand protections to partners of pregnant individuals.

The Commission also participated in the creation of a report highlighting the current state of human rights in the City of Pittsburgh. As part of a broader coalition of cities across the nation, the Commission helped to paint a picture of the state of human rights in the city, drawing partly on data collected in a 2017 Assessment of Human Rights conducted by the Commission. The report centered on racial inequity as a core obstacle for the city, manifesting itself in the realms of housing insecurity, immigrant rights, health and the environment, and local democracy. The Commission is working tirelessly to continue broadening its reach and impact to help contribute to combating racial inequities in the form of discrimination in housing, employment, and public accommodations. We hope that our aggressive community engagement tactics will help contribute to a culture of non-discrimination, as more and more individuals are aware of the rights and protections afforded to them under city law.

As 2019 ended, the city of Pittsburgh observed the anniversary of the tragic shooting at the Tree of Life- Or L'Simcha Synagogue in Squirrel Hill. Across the city, prayers and projects were undertaken as a symbol of the unity and strength of the Pittsburgh community. We – as both the Commission and as residents of the City of Pittsburgh – are truly stronger than hate. The Commission hopes to continue upholding and empowering this message through its anti-discrimination efforts in 2020 and beyond.

Commissioners

WASIULLAH MOHAMED - *CHAIR*

REVEREND LIDDY BARLOW – *FIRST VICE CHAIR*

RABBI SHARYN HENRY – *SECOND VICE CHAIR*

DAVID C. BUSH - *TREASURER*

J. MATTHEW LANDIS - *SECRETARY*

MICHAEL GERARD BARTLEY

TRACY BATON

ZACK BLOCK

JENNIFER PRESUTTI

SONYA TOLER

B.J. SAMSON

Thank you to the following Commissioners whose terms on the Commission on Human Relations ended in 2019:

HELEN GERHARDT

WINFORD CRAIG

RICHARD MORRIS

LORI ROTH

ERIC HOLMES

GWENDOLYN YOUNG

MARIANA PADIAS

GABRIEL MCMORLAND

ERIC HORWITH

Committees

EXECUTIVE COMMITTEE

This committee is comprised of the five (5) elected officers; *Chair, First Vice Chair, Second Vice Chair, Secretary, and Treasurer*, as well as any past Chairs who are still active members of the Commission. The Executive Committee offers general oversight to the operations through the Director.

COMMUNITY RELATIONS COMMITTEE

This committee has the responsibility of processing complaint cases arising from community tension having an adverse effect on inter-group relations. This committee also has jurisdiction over any other matter in the field of police and/or community relations, which, in the opinion of the Commission, may tend to have an adverse effect on inter-group relations.

FINANCE COMMITTEE

This committee is responsible for reviewing the Commission's annual budget and making recommendations for approval by the full Commission to the Mayor and City Council.

HOUSING COMMITTEE

The Committee is responsible for developing policies or programs, and/or creating education and outreach materials or events in support of the enforcement and education of the Unlawful Housing Practices provisions of the Pittsburgh City Code, Chapter §659.03.

PERSONNEL COMMITTEE

The Personnel Committee reviews applications and interviews prospective candidates for Director and makes its recommendation to the Commission for such hiring. This Committee also evaluates the Director and reports such evaluation to the Commission. This Committee also approves all staff hiring made by the Director.

AD HOC COMMITTEES

May be established by the Chairperson to further the mission, goals and objectives of the PghCHR.

A BRIEF HISTORY OF PCHR

The **Pittsburgh Commission on Human Relations (PCHR)** has gone through many developments in the past 75+ years. Here's a brief history of the Commission.



- **1946**
Creation of the **Civil Unity Council (CUC)**
- **1952**
Creation of the **Fair Employment Practices Commission (FEPC)**
- **1955**
Merger of the **FEPC** and **CUC** to form the **Commission on Human Relations**
- **1959**
Passage of the **Fair Housing Ordinance**
- **1969**
The City of Pittsburgh adds **Sex** to the list of classes protected against discrimination
- **1976**
Passage of the **Home Rule Charter**
- **1977**
The Commission is designated as a **706 Agency** by the EEOC which allows for the **Dual Filing** of complaints under federal and local law
- **1978**
Solicitation, Blockbusting and Redlining tactics are made **illegal**
- **1980**
The City of Pittsburgh adds **Age (over 40)** and **Handicap /Disability** to the list of classes protected against discrimination. The **Human Relations Ordinance** is also added to city code.
- **1990**
Passage of the **Americans with Disabilities Act**. The City of Pittsburgh also adds **Sexual Orientation** to the list of classes protected against discrimination
- **1992**
The City of Pittsburgh adds **Familial Status** to the list of classes protected against discrimination
- **1997**
The Commission is granted **Substantial Equivalency Status** by HUD
- **2014**
The City of Pittsburgh adds **Gender Identity and Expression** to the list of classes protected against discrimination
- **2016**
The City of Pittsburgh adds **Status as a Victim of Domestic Violence** to the list of classes protected against discrimination
- **2019**
The City of Pittsburgh adds **Pregnancy (and partners of pregnant people)** to the list of classes protected against discrimination, becoming the first city to protect partners of pregnant individuals

2019 Case Highlights

Case #1 (Housing)

A settlement was reached in a case where a woman alleged discrimination in the rental process due to having limited English proficiency. Language is covered federally under national origin, and in this case it was found that different terms and conditions existed for those who applied that did not speak English as their first language.



Case #2 (Housing)

The Commission initiated a complaint against a housing provider after noting a series of five discriminatory ads targeting international populations near Oakland. The ads, found on Craigslist, resulted in some populations paying a higher security deposit than others. The case was successfully conciliated, and fair housing training was provided to the owner.

Case #3 (Employment)

A case alleging sexual harassment in employment at a local restaurant resulted in a finding of probable cause. This case involved sexually suggestive comments against females, not mitigated by management. The cases settled at a mandatory conciliation for a total amount of \$25,000 in relief to the victim, plus policy review and changes.

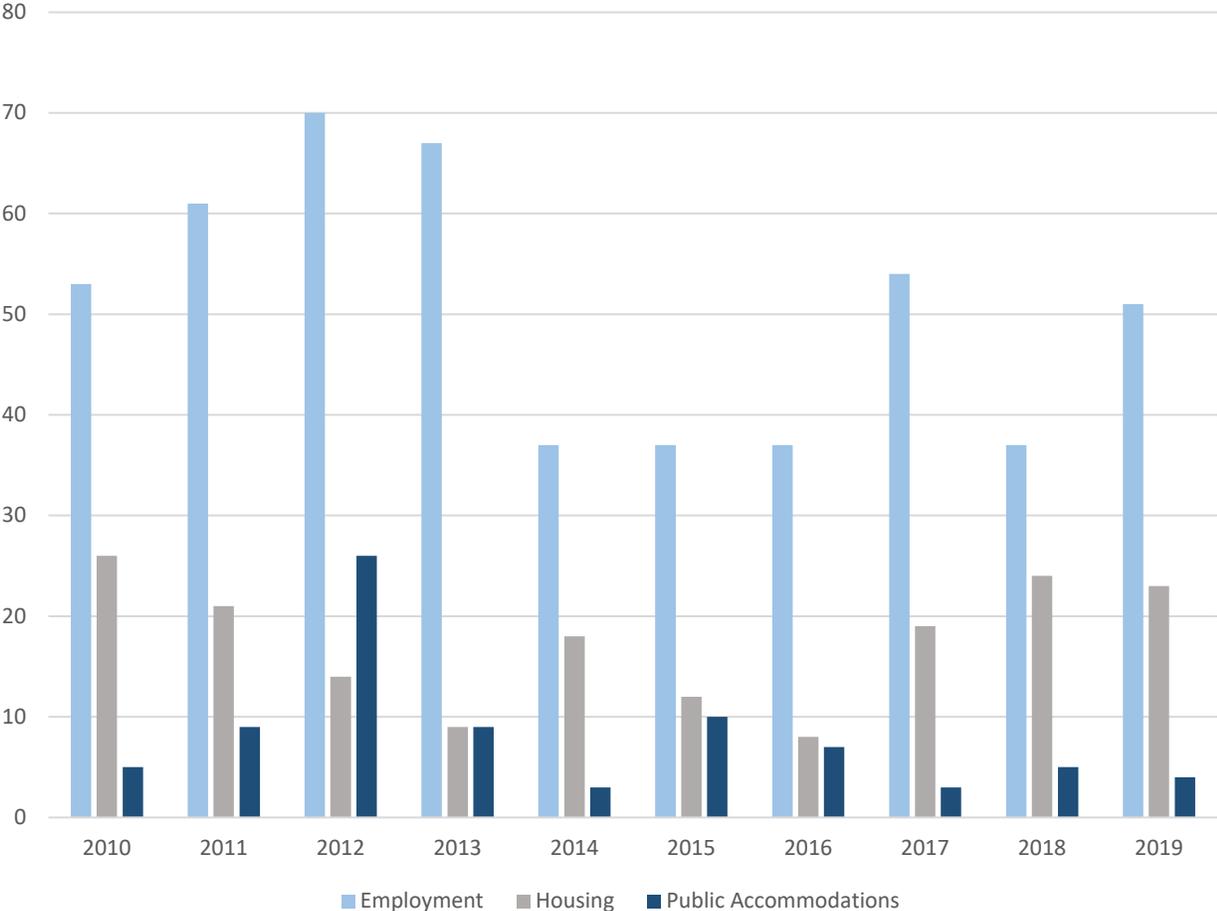


Case #4 (Employment)

A case was filed alleging disability discrimination in employment when a worker with back and knee issues was not granted a reasonable accommodation in a timely manner. When a request for a disability-related need is both reasonable and necessary, an employer must grant the accommodation. In this case, the delay amounted to a denial, and the case ended in a settlement before being presented to Commissioners.

Summary of Cases

2010-2019



	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Employment	53	61	70	67	37	37	37	54	37	51
Housing	26	21	14	9	18	12	8	19	24	23
Public Accommodations	5	9	26	9	3	10	7	3	5	4

Summary of Referrals

In 2019 the PghCHR received a total of 264 inquiries regarding our services. Despite the number of inquiries, not all contacts with the PghCHR office lead to an intake. In some cases the PghCHR lacked jurisdiction (outside the City limits) to take the complaint, or too much time had passed (more than 365 days) since the incident. Nonetheless, staff makes every effort to provide a proper referral so individuals can get the help and support they seek.

In order to better understand the PghCHR’s reach, during inquiries from the public staff ask where or how the person found out about us and our services. This feedback helps the PghCHR think about where to prioritize its limited resources, and in which areas to increase its outreach efforts.

As was true in 2018, one of the Commission’s best referral sources in 2019 was word of mouth, with sixty-five (65) referrals. Another large source of referrals was Google with forty-nine (49). *Figure 1* below has a breakdown of all referral sources.

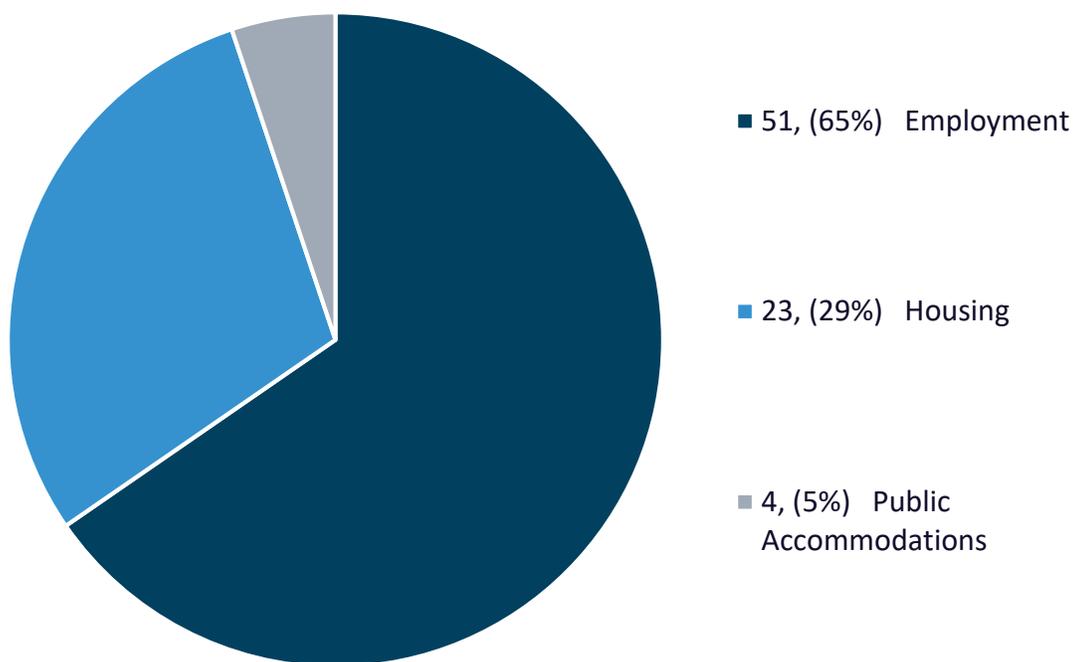


Figure 1 – 2019 Overall Referral Sources (N=264)

New Cases in 2019

In 2019, the PghCHR opened a total of 78 new complaints alleging discrimination. The breakdown of the complaints is as follows; 51 complaints alleging employment discrimination, 23 housing complaints, and four (4) complaints alleging discrimination in public accommodations.

NEW CASE INTAKE BREAKDOWN



NOTES ON INTAKES

The year 2019 saw an increase in intakes from 2018 by 12, or 18%. There were 14 more employment complaints in 2019 than in 2018; one (1) less housing complaint; and one (1) less complaint alleging discrimination in public accommodations.

Employment Investigations

FEDERAL LAW: Title VII of the Civil Rights Act of 1964 provides protections against employment discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, and referral based on a person's *Race, Color, Religion, Sex (including pregnancy)* and *National Origin*. Additionally, the Age Discrimination in Employment Act (ADEA) prohibits discrimination against people who are age 40 or older. And Title I of the Americans with Disabilities Act of 1990 (ADA) prohibits employment discrimination based on a person's disabilities.

STATE LAW: In addition to the protections provided by Federal law, the Pennsylvania Human Relations Act makes it illegal for an employer to discriminate on the basis of *Ancestry, Age (40 and above), Disability, Religion, Retaliation,* and *use, handling or training of support/service animals for a disability*.

LOCAL LAW: In addition to Federal and State protections, Chapter §659.02 (Unlawful Employment Practices) of the Pittsburgh City Code prohibits employers, employment agencies and labor organizations from engaging in discriminatory employment practices with respect to hiring, tenure, compensation, promotion, discharge or any other terms, conditions and privileges directly or indirectly related to employment because of a person's; *Gender Identity / Expression, Place of Birth, Pregnancy (including partners of pregnant employees)* and *Sexual Orientation*.

These protections are available to anyone working within the physical boundaries of the city, regardless of where the person resides. It is also against the law to retaliate against someone because they have filed a complaint with the PghCHR, is a witness or has assisted in any manner in any investigation or proceeding.

Of the 51 Employment Cases that were filed in 2019:

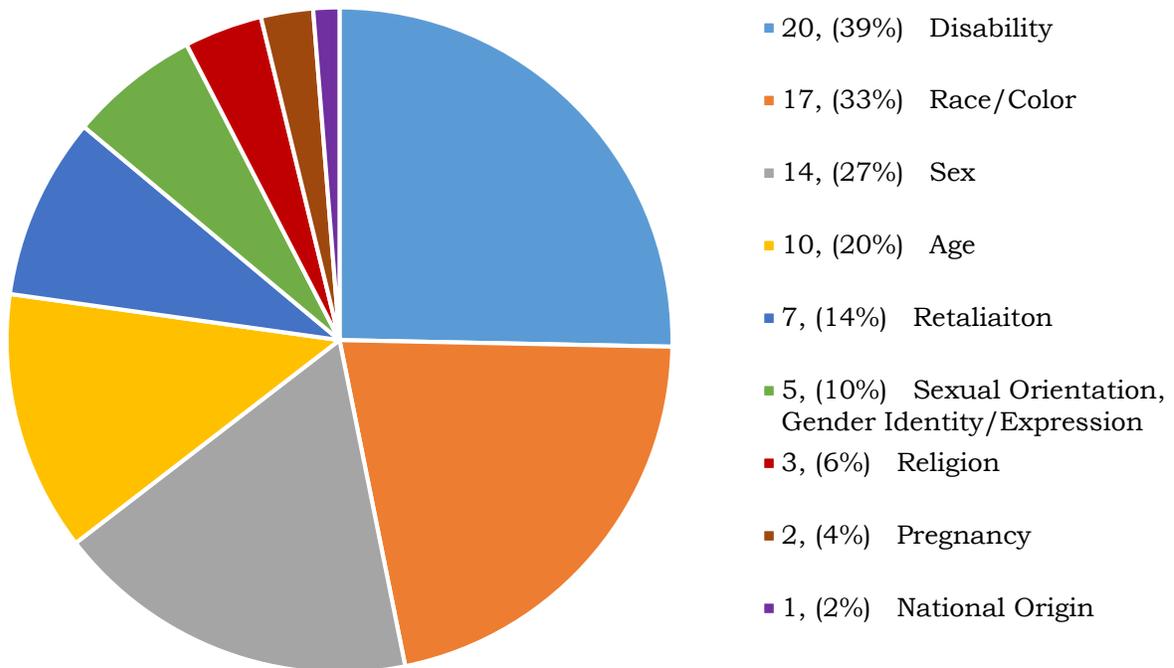
CASES FILED ON ONE BASIS:

25

CASES FILED ON MORE THAN ONE BASIS:

26

EMPLOYMENT INTAKE BY BASES*

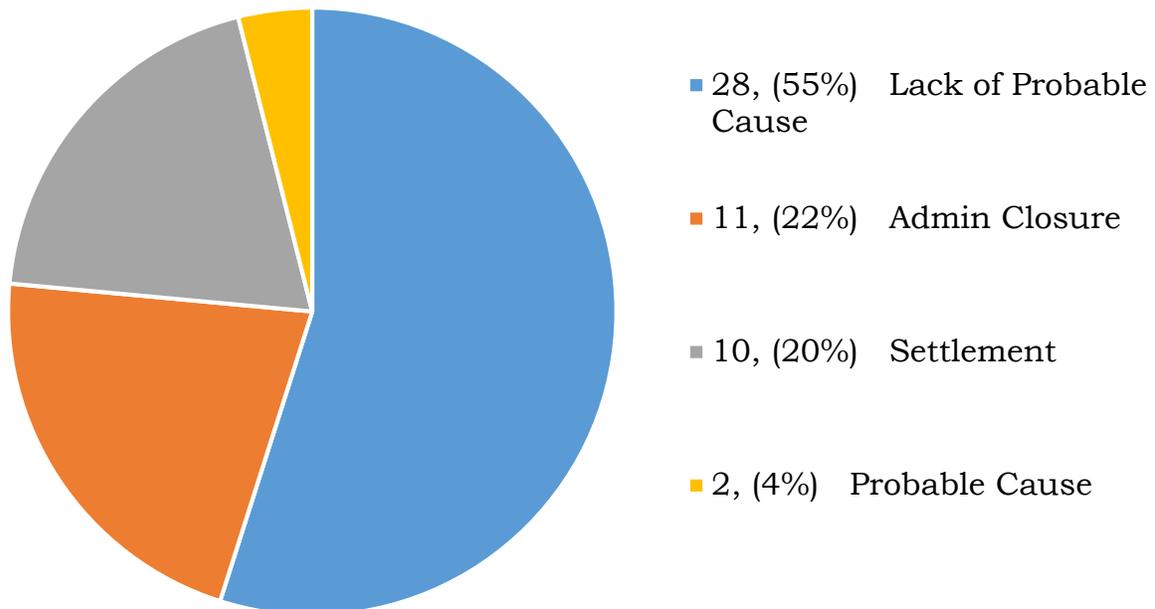


*Some complaints are filed on multiple basis due to membership in multiple protected classes

Employment Closures

In the 2018-2019 case year, the PghCHR closed 51 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.

EMPLOYMENT CASE BREAKDOWN OF CLOSURE TYPES



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 \$256 to \$25,000. Out of the ten settlements during the October 1 – Sept 30 case year, a total of \$58,674.08 was provided to Complainants in settlement agreements.

Housing Investigations

FEDERAL LAW: The Fair Housing Act of 1968 protects individuals in all the states, Puerto Rico, and any of the U.S. territories of the United States from discrimination when they are renting, buying or securing funding for any housing. This law prohibits discrimination because of a person's *Race, Color, National Origin, Religion, Sex, Disability* and *Familial Status* (the presence of children under the age of 18 years old).

STATE LAW: In addition to the protections provided by Federal Law, the Pennsylvania Human Relations Act 43 P.S. §955 prohibits discrimination in all housing transactions including, but not limited to, sales, rental, finance, providing reasonable accommodations or modifications to housing or commercial properties based on *Age* (over 40), *Ancestry* and *Pregnancy*.

LOCAL LAW: Chapter §659.03 (Unlawful Housing Practices) of the Pittsburgh City Code provides civil rights protections for individuals involved in all housing transactions (renting, leasing, subleasing, or buying), within the physical boundaries of the City.

Although there are Federal and State Laws that prohibit discrimination, the City also provides ***additional*** protections based on; *Gender Identity / Expression, Place of Birth, Sexual Orientation*, and because a person may be a (*known or suspected*) *Survivor of Domestic Violence*. This law was originally established in 1959, nine years before Federal Law.

During 2019, a total of 23 housing complaints were filed. The most common basis for filing a complaint of housing discrimination with the PghCHR in 2019 was due to Disability (14 cases, 61%), followed by Retaliation (4 cases, 17%). The Commission did not receive any housing discrimination complaints based on *Ancestry, Color, Gender Identity/Expression, Sexual Orientation, or Place of Birth*. It is worth noting that some individuals filed complaints of housing discrimination with multiple bases.

Of the 23 Housing Cases that were filed in 2019:

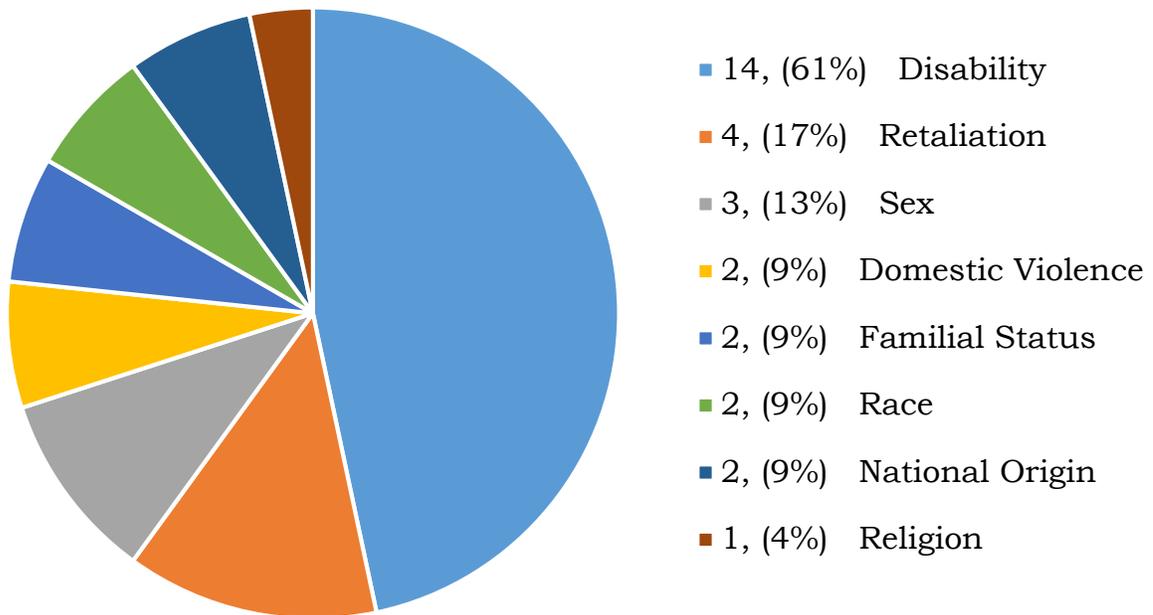
CASES FILED ON ONE BASIS:

16

CASES FILED ON MORE THAN ONE BASIS:

7

HOUSING INTAKE BY BASES*

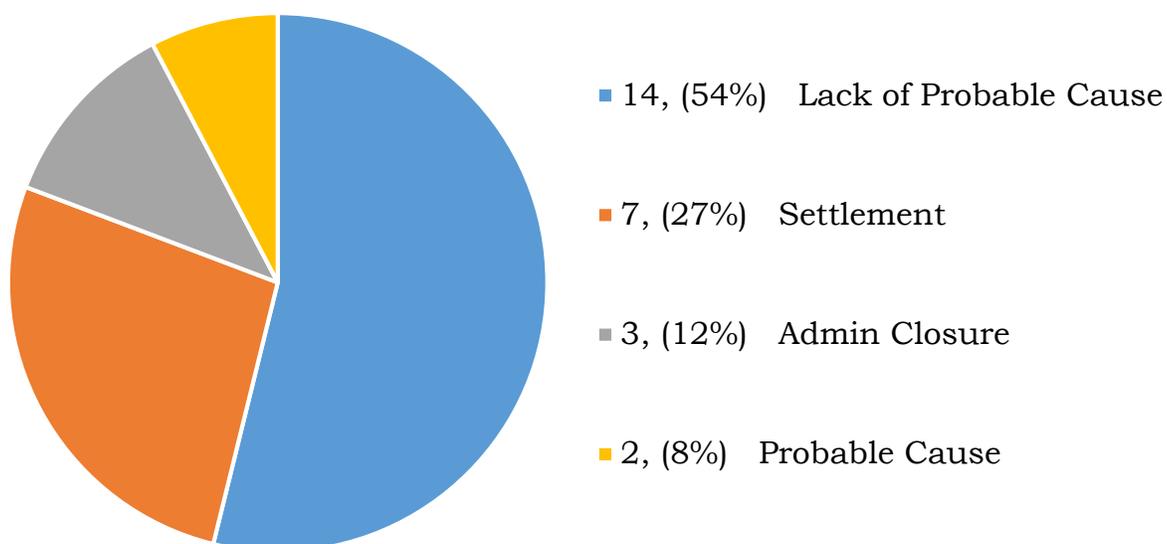


*Some complaints are filed on multiple basis due to membership in multiple protected classes

Housing Closures

In the 2018-2019 case year, the PghCHR closed 26 cases. In many cases, both monetary and non-monetary settlements are awarded. In the 2018-2019 case year, monetary settlements for housing cases ranged from \$750 to \$4,000. Overall, \$11,000 was offered to complainants in housing case settlements. Non-monetary settlements included fair housing training, monitoring, and mandatory community meetings.

HOUSING CASE BREAKDOWN OF CLOSURE TYPES



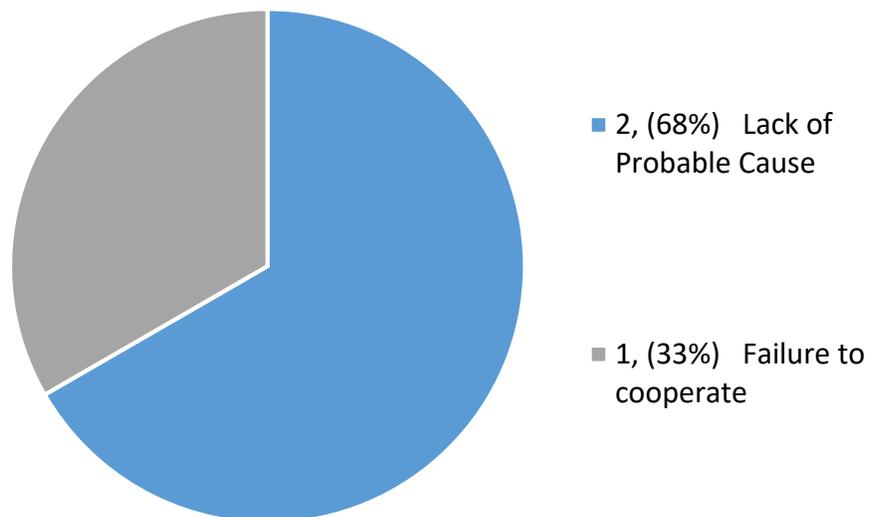
NOTES ON CLOSURES

- The Commission is mandated to complete housing investigations within 100 days; this does not include the conciliation/mediation period or public hearing
- 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 by the County Court 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.

Public Accommodation Cases

Pittsburgh City Code Article V, § 659.04 “Unlawful Public Accommodation Practices” makes it illegal for the “owner, lessee, proprietor, manager, superintendent, agent or employee of any business or place of public accommodation, resort, recreation or amusement” to refuse service, facilities, entry, or goods to a person based on their protected class status. Currently there are 10 protected classes covered under public accommodations law.

PUBLIC ACCOMMODATION BREAKDOWN OF CLOSURE TYPES



NOTES ON CLOSURES

A Common instance of discrimination in Public Accommodations is an employee stopping a customer and their seeing-eye service animal and telling them that dogs are not allowed in the shop.

Of the 4 **Public Accommodations** **Cases** that were filed in 2019:

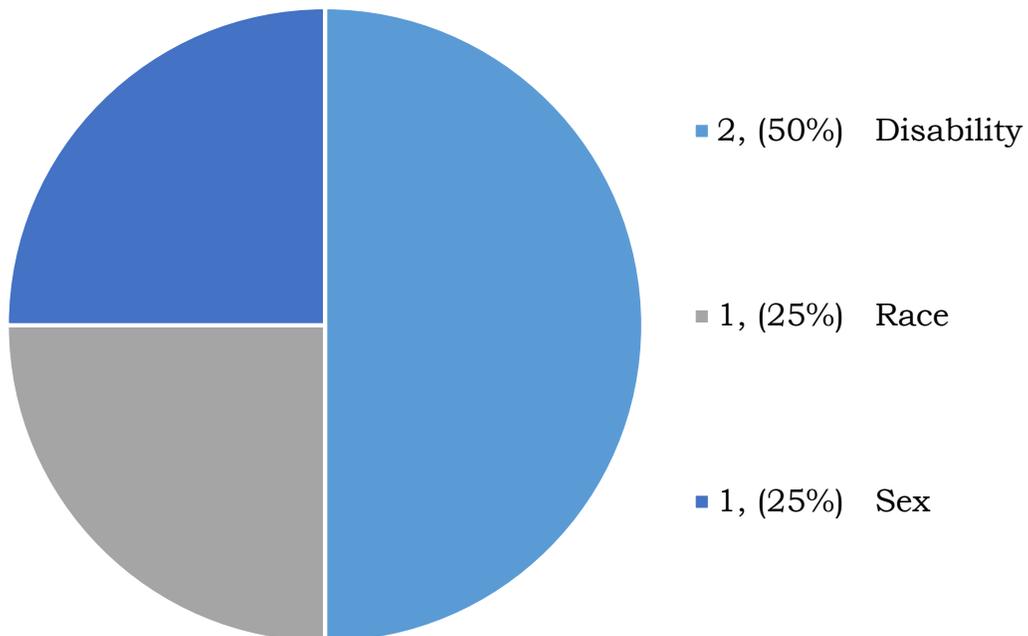
CASES FILED ON ONE
BASIS:

4

CASES FILED ON MORE
THAN ONE BASIS:

0

PUBLIC ACCOMMODATIONS INTAKE BY BASES



2019 RELIEF AND REMEDIES



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An important part of all complaint investigations is attempting to conciliate or settle the cases. Conciliation agreements help to avoid costly and prolonged public hearings and provide more immediate relief for complainants. Conciliation can occur early in a case before a determination is made, or becomes mandatory if probable cause for discrimination is found. The relief outlined in conciliation or settlement agreements can range from monetary relief to employment opportunities, and is determined on a case-by-case basis.

In 2019, PghCHR closed a total of 80 cases, 21 (26%) of which received some form of settlement or remedy. 14 of the 21 settlements were monetary (67%), while others provided a range of opportunities in housing and employment. The following describes relief and remedies for cases closed in 2019:

AVERAGE MONETARY RELIEF

\$5,977



The average monetary settlement amount was \$5,976.72 (67% of settlements received a monetary settlement).

NON-MONETARY RELIEF

Non-monetary relief included employment training, job opportunities, housing education to residents, community meetings, and lease policy changes.

HIGHEST RATE OF SETTLEMENT



37%

Housing cases had the highest rate of settlement at 37%. Housing conciliations also include public interest relief, to deter future discriminatory acts.

Outreach and Education

Each year the PghCHR strives to provide education and training that caters to the specific needs of the community. Our staff attends regular community meetings, such as the Homewood Tenant Council, and participates in panel discussions and presentations, such as the Immigrants and Internationals Council meetings, to inform participants of their rights and responsibilities.

Our staff participates in outreach events throughout the year to increase awareness of the PghCHR and its services. This year we continued our attendance at community events that included the Immigrant Housing Rights Resource Fair, the Refugee and Immigrant Health and Wellness Fair, the spring 2019 City-Wide Public Safety Meeting, the PCRG Summit, PrideFest, the National Night Out, the Housing Resource Fair, the All for All Block Party and more!

This past October, the Commission collaborated with the UPR Human Rights Council, along with Jackie Smith, University of Pittsburgh sociology professor and National Human Rights City Alliance steering committee member, and other activist groups to compile a 14-page report detailing the extent to which the city of Pittsburgh has upheld the U.N. Universal Declaration of Human Rights. The report drew on data detailing the city's loss of low-income housing units, the growing racial gap among inmates in the Allegheny county Jail, the county's increased eviction rates, and the gap in lifespan between the city's richest and poorest neighborhoods. Ultimately, the report concluded that the city is not doing enough for people of color and those with low incomes, and recommended that the federal government shift spending away from defense and more toward addressing housing, health, transportation and other disparities.

The Commission also took part in the proclamation of October 1st as Zero Evictions Day in the City of Pittsburgh. Together with Councilwoman Erika Strassburger and Gender Equity Commission Director Anu Jain, Commission Director Megan Stanley announced the proclamation as a way to highlight human rights concerns within the City of Pittsburgh. The proclamation highlighted the fact that there is currently a need gap of over 21,000 affordable housing units in the City, which particularly hurts single people, women, and communities of color. Advocates hope that the proclamation is a step in the right direction to bring to light the systemic bias that exists within the City of Pittsburgh with regard to housing and evictions.

The Commission also participated in its first in-school youth outreach program at Liberty school. We also met with City Parks over the summer, and worked with a local Girl Scout troop to help broaden the Commission's reach and message.



2019 Outreach



A Welcoming Commission

How We Serve Pittsburgh's International Communities

The Pittsburgh Commission on Human Relations is continually working on ways to strengthen its relationship with the international community in the City of Pittsburgh. As of 2019, the Commission has expanded its resources to include information translated in eight languages, including: Arabic, Chinese Simplified, Chinese Traditional, English, Nepali, Russian, Spanish and Vietnamese. We also offer numerous services for individuals whose primary language is not English, including providing translators to ensure that every individual has access to utilizing the full extent of the Commission's resources in their discrimination filings.

In 2019, the Commission utilized its resources to provide translators for individuals in two cases. In addition, the Commission attended numerous events which specifically targeted engaging with Pittsburgh's international communities. In total, the Commission attended more than 20 events where we utilized pamphlets in different languages, including the screening of *Our Youth in Taiwan* by Café Philo (see photo below), Immigrant and Refugee Health Fair, the Cinco de Mayo Festival in Beechview, and the APALA (Asian Pacific American Labor Alliance) Festival. Through our work, we hope to promote the City of Pittsburgh's *Welcoming Pittsburgh* message, ensuring that our city is one others will look to and see diverse neighborhoods where all individuals, regardless of their backgrounds, will feel safe, welcome, and supported by their community.



Pregnancy and SOGIE Legislation

In early April 2019, the Pittsburgh City Council unanimously passed a new ordinance spearheaded by Councilperson Erika Strassburger that outlined far greater protections for pregnant employees and their partners. In a landmark and trailblazing decision, the ordinance imposed several new requirements on private employers, extending and explicitly defining protections for pregnant individuals such that they extend the privileges granted under the federal Pregnancy Discrimination Act, Americans with Disabilities Act, and the Equal Employment Opportunity Commission guidance to fall under discrimination in city code. The city of Pittsburgh was one of the first cities to adopt such legislation, and as of the end of 2019, the Commission officially investigated two instances of pregnancy discrimination.

The year 2019 marked the 50th anniversary of the Stonewall Riots, and officially marked the first time that *WorldPride* was held in the United States, featuring some of the largest LGBTQIA+ events in history. As a part of a celebration of LGBTQIA+ individuals, in July 2019, only a few months after the city passed the new pregnancy discrimination ordinance, the Pittsburgh City Council unanimously passed a bill that added gender identity and expression to the city's non-discrimination law. This landmark decision, introduced by Council President Bruce Kraus and councilor Erika Strassburger added gender identity and gender expression to the list of protected classes in city code which includes race, color, religion, national origin, ancestry, sex, sexual orientation, handicap/disability, familial status, age and status as a victim of domestic violence. The legislation also changed the wording of the city code to feature gender-neutral pronouns. In the year 2019, the commission took on two cases each of gender identity and gender expression in employment.



Redefining Sex Discrimination

The federal government protects against discrimination on the basis of sex. Some agencies file claims of discrimination on the basis of gender identity, gender expression, and sexual orientation under the same protection as sex. The City of Pittsburgh recognizes the nuances and diversity of its residents' identities. To broaden protections for all citizens and move closer to equitable civil rights for everyone, the Pittsburgh City Code should adopt the following definitions:



Sex

A person's actual or perceived biological traits as they relate to that person's reproductive system, secondary sex characteristics, or genetic composition including physical anatomy, chromosomal sex, or sex assigned at birth.

Gender Identity

A person's actual or perceived identity as it relates to the gender spectra.

Sexual Orientation

A person's actual or perceived engagement in, or desire for, sexual, physical, or romantic relationships with a person or persons of a particular sex or gender.

Gender Expression

A person's actual or perceived expression of gender identity through appearance, dress, behavior, mannerisms, or other traits.



If you feel that you have been discriminated against because of your sex, sexual orientation, gender identity, or gender expression in the City of Pittsburgh, contact the Pittsburgh Commission on Human Relations (PghCHR). PghCHR protects against discrimination in employment, housing, and public accommodations. PghCHR can be reached at 412-255-2600 and is located at 414 Grant St, Pittsburgh, PA 15219 Suite 908.



**Pittsburgh Commission
On Human Relations**

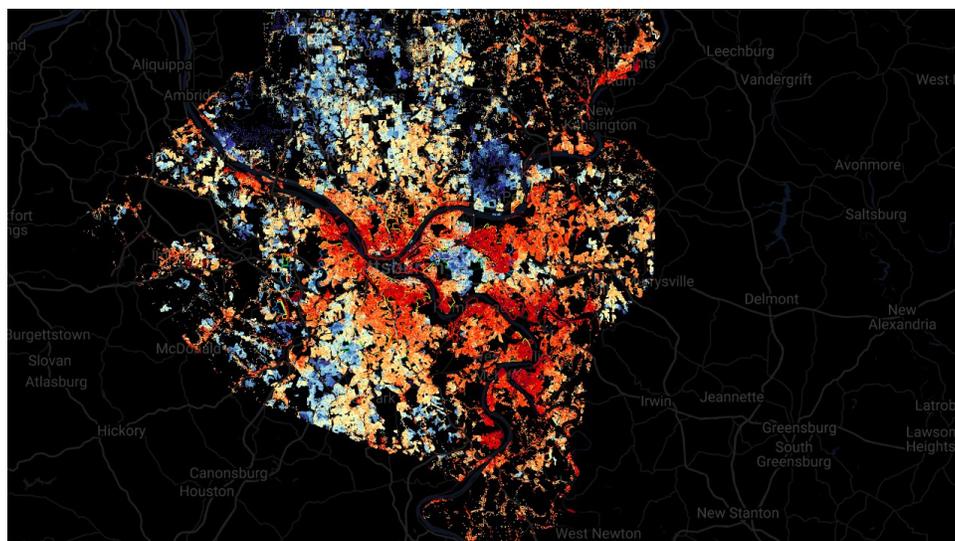
Serving Fairness Together

Partnership with the CMU **CREATE** Lab

Community Robotics, Education and Technology Empowerment

Toward the end of 2019, The Pittsburgh Commission on Human Relations began a partnership with the Carnegie Mellon University CREATE lab to study long-term housing trends in the city of Pittsburgh and highlight trends in housing discrimination data. This project is in line with our mission of working to understand and combat discrimination on a systemic level, with the hope of bringing communities together which may otherwise think they do not have much in common.

Using sophisticated technology developed using a software called EarthTime, we will be able to visualize the issues of racism in housing and the legacy of redlining by using data from housing discrimination complaints from the 1990s to today. The Commission hopes that through this project, we may gain a better understanding of what areas are in most critical need of assistance and gain a better picture of how to combat racism on an institutional level in the city of Pittsburgh.



Housing value heat map for Allegheny County, 2019. Created in Earthtime by the CREATE Lab, utilizing data from the Allegheny County Assessor's Office

Staff Training

Each year PghCHR staff participates in various conferences and trainings to stay abreast of current civil rights laws. We find that this is essential in an ever-changing social climate where new challenges arise every day and case law is constantly evolving. In order to provide thorough, unbiased investigations, our staff regularly have group discussions to share institutional information, varied perspectives, and investigation techniques. In addition, bi-weekly professional development meetings serve as a platform to discuss various topics and encourage team building. Below you will find a brief overview of the types of trainings our staff attended in 2019, as well as the topics of various in-house professional development sessions:

- Creation and release of the new PghCHR information video
- 40 Hour Mediation Training
- FBI Hate Crimes Training
- Language Access Training
- ADA Training
- Inclusive Information Summit
- HEMS Training
- Franklin Covey Unconscious Bias Training
- FBI Citizens Academy
- Citizens Police Academy
- EEOC Professional Development Training
- Immigrant and Refugee Health Fair
- UPR Employment Forum
- CEIR Conference
- Lavender Law Conference
- FEPA National Conference

Civil Rights Protections

The chart on the next page has useful information on the laws that prohibit discrimination in employment and housing. There are some important facts to keep in mind:

- ✓ Laws are different depending on the jurisdiction (or where a person lives, works, or visits)
- ✓ There are Federal and State laws that protect members of some protected classes but not others
 - For example, Federal and Pennsylvania State law do not provide explicit protections for Lesbian, Gay, Bisexual and Transgender (LGBT) persons, while Allegheny County and the City of Pittsburgh DO offer these protections.
- ✓ State, County and City laws can include more protected classes than Federal laws
- ✓ The time to file a complaint can be different under each jurisdiction. When complaints are dual-filed with our Commission and federal partners (EEOC and HUD), we follow the City's guideline for time to file, not the federal timeline.
- ✓ “✓” indicates protection under that specific law for members of that protected class

Civil Rights Protections

		FEDERAL LAW		PENNSYLVANIA LAW		ALLEGHENY COUNTY		CITY OF PITTSBURGH	
		180 days	365 days	180 days		180 days		365 days	
		Employment	Housing	Employment	Housing	Employment	Housing	Employment	Housing
Protected Classes	Age (over 40)	✓		✓	✓	✓	✓	✓	
	Ancestry			✓	✓	✓	✓	✓	✓
	Color	✓	✓	✓	✓	✓	✓	✓	✓
	Disability/Handicap (including use of a support/service animal)	✓	✓	✓	✓	✓	✓	✓	✓
	Familial status		✓		✓		✓		✓
	Gender expression/identity	Not explicitly	Not explicitly	Not explicitly	Not explicitly	✓	✓	✓	✓
	Marital Status						✓		
	National Origin	✓	✓		✓	✓	✓	✓	✓
	Place of birth					✓	✓	✓	✓
	Pregnancy				✓			✓	
	Race	✓	✓	✓	✓	✓	✓	✓	✓
	Religion	✓	✓	✓	✓	✓	✓	✓	✓
	Sex	✓	✓	✓	✓	✓	✓	✓	✓
	Sexual orientation	Not explicitly	Not explicitly			✓	✓	✓	✓
Status as a survivor of domestic violence								✓	

Commission Staff

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Serving Fairness Together

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