

BEFORE
THE
PENNSYLVANIA HUMAN RELATIONS COMMISSION

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IN RE: 6/27/2022 PUBLIC MEETING

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BEFORE: MICHAEL HARDIMAN, ESQUIRE, Commissioner
(in-person chair)

M. JOEL BOLSTON, ESQUIRE, Chair

DR. RAQUEL O. YIENGST, Vice Chair

MAYUR PATEL, ESQUIRE, Secretary

CHAD DION LASSITER, MSW, Executive

MEETING: Monday, June 27, 2022

5:04 p.m.

LOCATION: Community College of Allegheny County
Student Service Center

808 Ridge Avenue

Pittsburgh, PA 15212

WITNESSES: None

A P P E A R A N C E S

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16
17 STAFF PRESENT:

18 ROBERT LINDSEY, Regional Office Director Philadelphia

19 KURT JUNG, ESQUIRE, Director of Enforcement

20 HEATHER ROTH, Regional Office Director-Harrisburg

21 LYLE WOOD, Regional Office Director-Pittsburgh

22 DEBBIE WALTERS, Administrative Officer

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P R O C E E D I N G S

CHAIR: Can you hear me?

All right. Thank you.

It is now four minutes after 5
o'clock. And this meeting is called to order.

Welcome to the public meeting of the
Pennsylvania Human Relations Commission. We are
pleased to have you join us.

Pursuant to Section 711(a) of the
Sunshine Act, this Commission meeting may be
recorded by attendees. Your voluntary participation
in the meeting constitutes consent to be recorded.

This meeting has been advertised in
accordance with the provisions of the Sunshine Act.
Prior to this meeting, in keeping with the
confidentiality requirements of the Sunshine Act,
there has been a closed session to discuss client's
matters, management updates and adjudicative case
deliberation.

After concluding with the public -
with the business portion of the meeting, I will
invite guests to introduce themselves and any
organization that you - that the guests represent.
Guests will have a brief opportunity to address the

1 Commission.

2 We welcome your comments about equal
3 opportunity, and civil rights issues or problems
4 with discrimination. We value your partnership in
5 promoting equal opportunity. And would love to hear
6 about the work your organizations, or other
7 organizations with whom they represent.

8 However, the Commission cannot hear
9 specifics about open investigations or cases that
10 they may have to rule on in the future.

11 The monthly meeting of the
12 Pennsylvania Human Relations Commission is hereby
13 convened. I note the presence of the Commission
14 quarter - quorum and call the meeting to order.

15 First session - first section of the
16 agenda for tonight is to have a motion to adopt -
17 adopt the agenda for today's public session.

18 Do I have a motion?

19 COMMISSIONER AGRAWAL: So moved.

20 CHAIR: So moved.

21 Is there a second? Is there a second
22 from one of the Commissioners who has called in?

23 COMMISSIONER PATEL: Second.

24 CHAIR: Thank you.

25 So the minutes from the May 23rd

1 Commission meeting will be now acted upon.

2 MS. WALTERS: You didn't call a vote.

3 CHAIR: No, I'm calling for the vote
4 now.

5 Will be acted upon by me calling for
6 the vote.

7 Is there a vote to - we have a third -
8 we have a motion and a second.

9 How many people agreed with the motion
10 to approve the minutes from the last meeting, please
11 say aye?

12 Those on the phone?

13 ALL RESPONSE AYE

14 CHAIR: Okay.

15 Moved, and seconded and approved. The
16 minutes have been approved.

17 And secondly, we have to adopt the
18 agenda for today's public meeting.

19 Is there a motion to adopt the agenda?

20 COMMISSIONER PATEL: So moved.

21 CHAIR: It has been moved.

22 Is there a second?

23 COMMISSIONER BOLSTEIN: Second.

24 CHAIR: It has been moved and
25

1 seconded.

2 All in favor, please say aye?

3 ALL RESPOND AYE

4 CHAIR: So approved.

5 So we - we do have a quorum.

6 The Commission here is scheduled to
7 vote on the disposition of a - certain matters
8 before - for which - certain matters in this packet.

9 In such cases, the Pennsylvania Human
10 Relations Act requires the Commission to review the
11 recommended findings, conclusions, et cetera, and to
12 decide whether or not to approve.

13 Oh, I'm sorry, we - we decided to - we
14 did decide to hold off on that communication.

15 COMMISSIONER PATEL: Permission to

16 table? CHAIR: I have a motion to

17 table the discussion of the - we had
18 one public hearing that we decided to delay until
19 next month.

20 Is there a motion to table it?

21 COMMISSIONER PATEL: So moved. CHAIR:

22 It has been moved.

23 Is there a second?

24 COMMISSIONER BOLSTEIN: Second.

25 CHAIR: Moved and seconded.

1 All in favor of the motion, please say
2 aye?

3 ALL RESPOND AYE

4 CHAIR: So moved.

5 All right.

6 The next piece of business for the
7 Commission, we have several Conciliation Agreements
8 to consider for approval.

9 I will read the - the Case Numbers and
10 then we can act on it.

11 Case 201902294, Case 201904466 and
12 Case 202002175.

13 Can I have a motion to approve those
14 following Conciliation Agreements?

15 COMMISSIONER PATEL: So moved.

16 CHAIR: It has been moved.

17 Is there a second?

18 COMMISSIONER YIENGST: Second.

19 CHAIR: Okay.

20 It has been moved and seconded.

21 All in favor of the motion, please say
22 aye?

23 ALL RESPOND AYE

24 CHAIR: So approved.

25 We also have a number of cases of

1 those Conciliation Agreements we just dealt with,
2 we have several motions to - to act upon. There
3 are two motions.

4 The first one is Commission Docket
5 Number 202100258. The second is - is Commission
6 Docket Number 202101407.

7 Is there a motion?

8 COMMISSIONER PATEL: So moved.

9 CHAIR: It has been moved.

10

11 COMMISSIONER YIENGST: Second.

12 CHAIR: It has been moved and
13 seconded.

14

All in favor, say aye?

15

ALL RESPOND AYE

16

CHAIR: So approved.

17

18 And finally, we have requests for a
19 preliminary hearing to act upon. There are 23
20 requests for a preliminary hearing. There are 23
21 requests for the following Docket Numbers.

22

201604056, 201606281, 201702493, 201800688,

23

201901190, 201901500, 201902406, 201902899,

24

201904980, 202001108, 2202001380, 202001862,

25

202100044, 202100233, 202100526,

1 202100867, 202101330, 202101353, 202101435,
2 202101664, 202101905, 202101954; 202102138.

3 Is there a motion?

4 COMMISSIONER PATEL: So moved.

5 CHAIR: Is has been moved.

6 Is there a second? Do I hear a second
7 on the motion?

8 COMMISSIONER YIENGST: Second,

9 CHAIR: It has been moved and
10 seconded.

11 All in favor, please say aye?

12 ALL RESPOND AYE

13 CHAIR: So moved. So approved.

14 Okay.

15 Now, for those of you in the audience,
16 I would like the person - let's see - sitting in the
17 first row, closest row to me with the three of you -
18 the three of you sitting there, the person sitting
19 there on the left, please tell me what the Case
20 Number was from the 15th one on that list.

21 All right. Okay.

22 One final act of business before we
23 move forward with the agenda. And that is to ratify
24 the meeting schedule for the years 2022, 2023
25 Commission meeting schedule.

1 Your packet has a list of those
2 meetings. Each monthly meeting to be held by the
3 Commission. You've had a chance to review it.

4 Is there a motion to ratify the
5 meeting schedule dates for the years 2022, 2023?

6 COMMISSIONER PATEL: So
7 moved. CHAIR: It has been
8 moved. Is there a second?

9 COMMISSIONER YIENGST: Second.

10 CHAIR: It has been moved and
11 seconded.

12 All in favor, please say aye?

13 ALL RESPOND AYE

14 CHAIR: Thank you so much.

15 All right.

16 Let's - we have no public hearings to
17 be - to be acted upon to be approved, so we will -
18 do we have someone who can give us a Pennsylvania
19 legislative update? Anybody here who can - anybody
20 on the Panel?

21 Okay.

22 The Executive Director will proceed.

23 ED LASSITER: Let me first and
24 foremost, reiterate what we said earlier in our
25 close-door executive session and in our compliance

1 session, which is a hard-felt thank you to Dr.
2 Quinton Bullock for not just your hospitality that
3 you and your colleagues here at Community College of
4 Allegheny have shown us, but just the warmth and
5 just the ability of being in this space for some of
6 the very unique and instructive things that you're
7 doing.

8 We also want to acknowledge the
9 Pittsburgh Regional Office, the staff that are here
10 today, as well as the overall public. It has been a
11 long day for us.

12 But one of the important things for us
13 was to move our monthly Commission meetings out of
14 Harrisburg and to move them back around the region.
15 This is nothing new to the PHRC. This is something
16 that we started some years ago.

17 But then as you know, the global, and
18 historical pandemic hit and so we had to go virtual.
19 But we're happy to be here in person.

20 Just really briefly with regards to
21 Pennsylvania legislative update. We continue to
22 track bills through a system called myPLS. But more
23 importantly, tracking them is making sure that the
24 bills that we track are actually relevant to the
25 work that we're doing here at the Pennsylvania Human

1 Relations Commission.

2 We're on the frontlines of tracking
3 bills that have a lot to do with some of the
4 circumstances that we've seen in Pennsylvania and
5 throughout our democracy as it relates to living
6 wage, as it relates to forms of forms of senior
7 phobia, forms of unlawful discrimination that occurs
8 in Pennsylvania and gets individuals to file
9 complaints with the Pennsylvania Human Relations
10 Commission.

11 At this time, we are in the midst of
12 working with some of the stakeholders that centered
13 on looking at the funding formula in schools and
14 making sure that all communities, whether they're
15 urban schools, whether they're suburban schools;
16 they are rural schools have adequate funding so that
17 the next generation of students, they don't just
18 have a leg up, but they have an opportunity to
19 thrive educationally.

20 That's all we have with regards to the
21 PA legislative updates. And we will be having a
22 State of the Commission that the Director of
23 Enforcement and myself will be putting forth to show
24 you some of the qualitative, and some of the
25 quantitative data and all of the work that you all

1 have done, as well as your peers across the region.

2 CHAIR: Thank you.

3 I think we're going to move right into
4 - our - our Chief Counsel was unavailable for the
5 public session of the meeting. So we're going to
6 move right into other management towards the
7 beginning, which is Director -.

8 ED. LASSITER: Before we do that, do
9 we have any of the Members of the Commission that
10 may be on the call, that can give a brief update to
11 the Chief Counsel Office?

12 MS. WALTERS: We have Commission
13 Counsel Lisa Knight and Damian Stefano.

14 ED. LASSITER: Okay.

15 If we can have Commission Counsel -.

16 MS. WALTERS: Go ahead.

17 ED. LASSITER: Oh, when you're not
18 talking.

19 No, that's okay.

20 MS. WALTERS: There might be others.

21 ATTORNEY KNIGHT:: Hello.

22 ED. LASSITER: Yes.

23 MS. WALTERS: Hello.

24 ED. LASSITER: Lisa, this is ED
25 Lassiter.

1 Hope that you're doing good.

2 If you could just give - we're in the
3 public session. If you could just give an update on
4 our proposal regulations, just where we are with
5 that process to the public and anything that you
6 want to share from an organic and fluid perspective
7 of everything that went into moving our regulations
8 to - moving them from guidances to regulations, that
9 would be great.

10 ATTORNEY KNIGHT: Sure.

11 So right now we are currently
12 interviewing the proposed stage and the final stages
13 for the proposed regulation. The Commission is
14 currently reviewing all of the public comments that
15 it has never viewed, the legislative comments that
16 have been received and the comments from her.

17 And we're working through some of the
18 recommendations from her, in terms of setting up
19 these decisions before we can move onto the final
20 stages on regulations.

21 ED. LASSITER: Any questions from -
22 any questions from the public with regards to our
23 LGBT regulations?

24 CHAIR: Yeah, if you didn't, it's hard
25 to hear out there right now. This has to do with

1 proposed LGBTQ plus regulations of what the
2 Commission hopes to be done.

3 So do you have any questions about it,
4 please feel free to - to raise your hand and we can
5 answer those questions, hopefully.

6 We have none right now.

7 All right.

8 I want to move in from that to our
9 management reports.

10 And I'm going to start with the
11 Regional Director Reports. And we will start with
12 the Harrisburg Regional Office, please.

13 MS. ROTH: Good evening - good evening
14 everyone.

15 My name is Heather Roth. I'm the
16 Regional Director for the Harrisburg Office Agency.

17 Just to give you an idea of - of where
18 our office covers the - we cover the 36 counties
19 pretty much in the middle of the state. My office
20 has a total of 21 staff members that consist of
21 clerical support, legal support, investigators,
22 intakers and - and supervisors all that do, that
23 work with the Commission.

24 Briefly in - in May - and I'll just
25 give you an idea of the work that we do. We

1 processed about 75 intakes, intakes of cases or
2 closures. We closed 116 cases, which included
3 settlements of \$147,000. In May, we had two cases
4 approved for probable cause, which gave us 25
5 probable causes a year.

6 And one of the other exciting things
7 that happened in May is, we did have a public cause
8 case that had been approved in the previous month
9 that we were able to conciliate. This was
10 conciliation that allowed a woman to get a promotion
11 that she had been seeking for the last decade. So
12 it was very good conciliation.

13 We also do a number of training and
14 outreaches. As - as part of the work that we do,
15 last month we had a request from our Requirement
16 System folks in Harrisburg, to do antidiscrimination
17 training, just kind of covering the basics of what
18 discrimination is and how to avoid it.

19 And myself and Supervisor Deven Price
20 did that virtually for 70 of their employees. So
21 that was just a brief description of - of what we
22 did in May.

23 CHAIR: Thank you.

24 And now we move to the Regional
25 Director for the Philadelphia Regional Office.

1 MR. LINDSEY: Good evening everyone.

2 My name is Robert Lindsey. I'm the
3 Regional Director for the Philadelphia Regional
4 Office. We are the southwestern region of
5 Pennsylvania - in this southwestern part - south -
6 pardon me, southeastern part of the country - or the
7 - of the state, rather, pardon me.

8 And we consist of the team building,
9 approximately 15 individuals and it's Director.
10 That includes investigators, supervisors and of
11 course the Director.

12 Basically, what we do is we look at
13 cases of - where there's going to be issues in
14 Pennsylvania. And those areas could be the areas of
15 the following accommodations - public accommodations
16 could be in the areas of housing and also education.

17 So we're here to serve the citizens
18 when you have citizens in the areas. And it's
19 accomplished through a very significant
20 certification call, contact us electronically and
21 get - get started.

22 And an - an investigative condition
23 continues to make a very quick point in the process,
24 we'll begin that process to look at everything to
25 see exactly where the investigation will be going.

1 And we pride ourselves on being very
2 responsive and getting back to people in a timely
3 way, with a very balanced.

4 Do you have any questions?

5 CHAIR: Thank you, Robert.

6 And now we'll move to the Regional
7 Director of the Pittsburgh Regional Office.

8 MR. WOOD: Good evening.

9 My name is Lyle Wood. And I'm the
10 Regional Director of the Pittsburgh Office in
11 Pennsylvania Human Relations Commission. Our
12 jurisdiction covers the 26 counties in this third of
13 - of the Commonwealth. You know, our mission
14 enrolls to eliminate unlawful discrimination in the
15 Commonwealth of Pennsylvania, period.

16 Investigators in Pittsburgh Regional
17 Office have done a fabulous job. I am very proud of
18 them. And it's a period - there's 92 cases -

19 COMMISSIONER BOLSTEIN: Is anybody
20 there? MR. WOOD: - of discrimination
21 and - COMMISSIONER BOLSTEIN: Can you
22 Can somebody hear answers?

23 CHAIR: We can hear you.

24 MR. WOOD: - and - to be able to
25 facilitate cases, and hearings like cases by the

1 state.

2 COMMISSIONER BOLSTEIN: Hello?

3 MS. WALTERS: We can still hear you,
4 Commissioner Bolstein.

5 COURT REPORTER: Yes, we can hear you
6 guys.

7 MR. WOOD: So we basically - we have
8 400 other cases right now to be reviewed. And await
9 conciliation or it goes to show that, you know,
10 staff is visually, kind of - you know, on the job in
11 dealing with discrimination to know the - for which
12 that covers to stop performing a 1,000 education
13 employment accommodations and property.

14 And staff has done an extraordinarily
15 great job in those cases. Some of those cases had
16 to bring some of the cases, who have been harmed by
17 the discrimination.

18 So anyone that and run into issues and
19 problems with disorderly conduct believing someone
20 is in violation of the Pennsylvania Human Relations
21 Act. I will explain to somebody to contact us so we
22 can move forward when taking those complaints.

23 Looking outside, you'll find a table
24 with our foundation in there and you regularly
25 access - you know, our staff is going to be able to,

1 you know, follow-up on those complaints.

2 And I know I speak for - by my peers,
3 Director Lindsey and - and Director Roth in saying
4 that, you know, it - it - yeah, we are bound and
5 determined to eliminate office discrimination in the
6 Commonwealth.

7 Thank you.

8 CHAIR: Thank you. Okay.

9 We have one other matters that we
10 wanted to - that we wanted to - we wanted to take a
11 vote on today. So we're going to move to that
12 matter. And then we'll come to back follow-up
13 reports that we need to do.

14 This is - this is under your - under
15 New Business Delegation of Authority to the
16 Executive Director. This delegation of authority is
17 related to a selection and affordable Advisory
18 Council Members - or Chairperson and giving the
19 Executive Director authority to take such action.

20 Is there a motion to approve that
21 item?

22 COMMISSIONER PATEL: So moved.

23 CHAIR: It has been moved.

24 Is there a second?

25 COMMISSIONER BOLSTEIN: Second.

1 CHAIR: It has been seconded.

2 All in favor, say aye?

3 ALL RESPONSE AYE

4 CHAIR: So approved.

5 New Business taken care of.

6 Now, the only item that we have left
7 right now on the Management Report would be from the
8 Executive - from our Executive Director, approval
9 report on Fair Housing and Commercial Property -
10 and/or recommending communications.

11 CHAIR: Sorry - sorry for this ongoing
12 problem. Okay.

13 We're going to just go off the record
14 for just a minute.

15 ---

16 (WHEREUPON, AN OFF RECORD DISCUSSION WAS HELD.)

17 ---

18 DIRECTOR JUNG: I'm going to give
19 just a brief update.

20 CHAIR: Great.

21 DIRECTOR JUNG: My name is Kurt Jung.
22 I'm the Director of Enforcement for Pennsylvania
23 Human Relations Commission. And my - my position is
24 to - to actually report all the processes itself and
25 the whole entire process from the time that things

1 are coming in and we can hear it at the hearings.

2 Today, we got - well, obviously
3 there's a real high efficiency rate of - beginning
4 the investigation and is faster than we're used to.
5 We're settling out a lot of cases. And we have a
6 great mediation program. Our mediation program is
7 still at \$301,000 this - this past month. And we
8 have a real bustling investigation program
9 developing there.

10 So we - we've changed a lot of our
11 processes that are in the interest of customer
12 service. We - we've been getting faster with
13 creating some of our cases where it takes a long
14 time to investigate. So we are very happy that we
15 are taking those new strides in our process of
16 improvements.

17 We have a long-term shift program that
18 has been very successful while each of our - three
19 of our hours have volunteers that are, you know,
20 determined and the litigation is going through
21 research.

22 We also have our strong local
23 commissions, which we have represented to the
24 communities and community groups. And we have
25 ascertained a PHRC and the training and the

1 information, we get the people to us. And then
2 there's a place in the community to start the
3 filing, with us and - and actually bring - bring
4 those magistrates and having direct access to our
5 databases. That's why we're here.

6 Thank you.

7 MR. LASSITER: Thank you. Thank you,
8 Mr. Jung.

9 Just really briefly, just to give you
10 some context, I'll be briefly reporting now, that
11 the record Fair Housing and Commercial Property, he
12 was there. And the social justice was trying to
13 talk him back to Harrisburg, as he is going to be
14 doing a keynote tomorrow with regards to the
15 funding program Fair Housing in the Commonwealth.

16 For those who are part of the PHRC
17 family and to the public, we just conveyed a PHRC
18 Fair Housing Conference 2022 in Harrisburg. A
19 really, really great conference. We'll be sending
20 out some information to recap the conference.
21 Really, really robust in the sense that we had a lot
22 of our Commissioners who moderated actual Panels.
23 We had active participation from the staff.

24 With regards to some of the work that
25 we're doing at Fair Housing, we do a lot of work as

1 it pertains to outreach efforts, trainings. We're
2 going to be doing a lot of work in the states as
3 we're release into the Fair Housing testing, as it
4 relates to working at appliance relative to three
5 simple exterminations and things of that nature.

6 So we'll keep you abreast of some of
7 that forthcoming information as it relates to a lot
8 of the work that we're doing in the Fair Housing
9 spaces.

10 I'll be brief with the management
11 report for the Executive Director. I want to first
12 acknowledge all of the three Regional Offices and
13 all three Regional Directors. But in particular,
14 the staff that - we're very proactive as it relates
15 to doing a pride event across the regions.

16 It was a staff-driven initiative based
17 on the staff's vision and staff's leadership. And
18 we are really proud of the Pittsburgh Regional
19 Offices - all of the offices. But it's space that
20 we find ourselves in this evening, is the Pittsburgh
21 Regional Office.

22 And kudos to the individuals who are
23 part of the committee, but also the individuals that
24 were part of the Pride of March and things of that
25 nature.

1 We have an AAPI initiative, Asian
2 American Pacific Islander initiative in which we're
3 addressing the hate that's directed at that
4 particular population. SO that is ongoing.

5 We have an antisemitism initiative.
6 The Governor of our Commonwealth asked PHRC
7 specifically to take the lead on addressing some of
8 the antisemitism in the state.

9 At the present time, we're in a
10 collaborative with the anti-defamation lead,
11 national anti-defamation lead in Philadelphia and
12 the State Police of PA. And really working on a
13 system that would track some of the hate crimes that
14 happen in the Commonwealth for that community.

15 Just for purposes of justice and
16 equity, all communities are faced with performances
17 racial phobia and performances of unlawful
18 discrimination.

19 But we know from a trending
20 perspective, the data speaks to the AAPI community.
21 It really does not report of lot. And the Jewish
22 community really does not report of a lot of that.

23 So I just wanted to be inclusive so
24 that - a public note, that we trend on all sizes of
25 color and trending on - here at PHRC.

1 We've had some really amazing ongoing
2 EEOC trainings that have taken place with regards to
3 our Director of Enforcement. We have had some
4 ongoing Hub trainings that have taken place with our
5 Director of Fair Housing Commercial Property.

6 I would be remised if I didn't
7 publically introduce you to Sharon. She is our new
8 Hearing Examiner in Harrisburg.

9 So for those of you who are staffed,
10 our particular organization now reads as having two
11 Hearing Examiners. Sharon is in Harrisburg; Darlene
12 is in Philadelphia. And she has been tremendous.
13 Some of the ongoing opinions that have occurred
14 under Chief Counsel Rivera but also these two
15 brilliant human beings, these two brilliant women,
16 they bring a wealth of expertise and context. And
17 we're really, really excited about that.

18 The PHRC has an upcoming Advisory
19 Council Summitt, that's going to take place. For
20 the President and for those who are not affiliated
21 with PHRC, our Advisory Councils, we can probably
22 articulate different terminology other than there
23 are eyes and ears in the street.

24 And they are really the angels of the
25 night. They are the ones who - and they're catching

1 the areas all of the state, they bring attention to
2 some of the forms of unlawful discrimination. They
3 bring that information through. We're going to have
4 a summit with them. We're also going to have a
5 summit with the Human Relations Commission in the
6 state, because we want to build up capacity.

7 You heard Director Jung earlier speak
8 about some of our ambassador program. So if you
9 think about the ambassador program and context. If
10 you think about the civil rights, in turns the
11 context.

12 And then if you look at our Advisory
13 Councils, our Human Relations Commissions, all of
14 the LGBT groups that we work with, all of the
15 infinity groups that we work with, it's beloved
16 community. It's a way that we're going to address
17 and tackle some of the systemic and structural
18 racism that permeates throughout the Commonwealth,
19 albeit can still have people who are fighting
20 against us.

21 We're in the midst of looking for a
22 Director of Communications. Our beloved Director of
23 Communications, she was called to her next
24 assignment within the Tourism Industry.

25 We have two links that went out today

1 external and internal for Director of
2 Communications. Albeit, we still have an increase
3 in prices. On Twitter are increased price, on
4 Facebook.

5 And so if you're working with PHRC or
6 you're a friend of the PHRC, follow us on Facebook,
7 follow us on Twitter. Tell your community, however
8 you want to identify your community, follow us on
9 Facebook; follow us on Twitter as well.

10 We continue to do outreach efforts. As
11 you heard Director - Regional Director Rob mention
12 that there's a lot of outreach that comes out of all
13 three Regional Offices. And so those of you working
14 with the PHRC, you're aware of that.

15 I'll end by simply saying, some of our
16 associate choices, outreach efforts moving forward
17 into the fall is going to be a partnership that
18 they're going to have with the YWCA of York and YWCA
19 of - of Philadelphia.

20 We want to be able to, one, listen and
21 learn with regards to some of the issues that are
22 really salient as it relates to some of the
23 historical things that are happening in the space
24 for women's rights.

25 And the YWCA, they're mentioning it to

1 do antiracism training. But specifically look at
2 the needs and the overall concerns of the families,
3 women and children.

4 So the PHRC, we're really excited
5 about doing some work in that space.

6 And I'll end by saying, at the present
7 time our compliment is a total of 87 - compliment of
8 87 and right now we have 83 positions filled. We're
9 excited about being in the midst of getting ready to
10 hire a Director of Communications, a Director of
11 Policy, Intergovernmental Affairs, former Director
12 of Policy, Intergovernmental Affairs resigned after
13 three years. We wish her the best.

14 But we're also excited about
15 re-implementing our Director of Education. We have
16 not had a Director of Education position since the
17 pandemic hit. But we're excited, that we reposted
18 that job. And that particular position, that
19 particular calling is going to be very necessary as
20 we continue to look at the education and disparities
21 in the Commonwealth.

22 But fundamental to the work that we do
23 at the PHCR, the PHRA is very, very clear on the
24 work that we need to be doing in the educational
25 spaces.

1 I'll stop there. The staff, myself,
2 Commissioners, we'll entertain any questions, any
3 comments, any points of clarity that you may need
4 from us at this time, to the public.

5 CHAIR: Thank you, Executive Director.

6 What we'd like to do at this point,
7 what we're excited about doing is giving people in
8 the audience an opportunity to provide public
9 comments to us regarding issues of importance to
10 you, the matters of concern to you and how these
11 matters can in some fashion palliate some fashion
12 related to the work that the Commission does so we
13 can make sure that we are, A, aware of what's going
14 on.

15 And B, are making our best efforts to
16 support and help to eliminate matters that
17 negatively impact on the right to bear and equal the
18 treatment, irrespective of one's protected classes,
19 one with Pennsylvania Human Relations Act.

20 So anybody want to be first before I
21 pick somebody out?

22 Okay.

23 How about the first down in front on
24 the left, right behind the court reporter?

25 President?

1 PRESIDENT: I have no comments.

2 CHAIR: You have how - how many
3 comments do you have?

4 PRESIDENT: I have no comments.

5 MS. WALTERS: That's not the way to
6 start, you're in education.

7 CHAIR: Okay.

8 Is there anybody - let - let me try it
9 a different way without forcing.

10 Is there anybody who would like to
11 briefly, or for as long as you want address the
12 Commission about matters of concern to you, members
13 in the community or other issues that you wish the
14 Commission to be aware of and try to take action on?

15 Somebody must have something.

16 Come on. I know you came for a
17 reason.

18 No?

19 Yeah, you can certainly come up and
20 speak to us individually when the meeting ends.

21 I notice somebody.

22 Sir, anything?

23 You right there. Yes, you. Yes, sir.

24 You got anything?

25 AUDIENCE MEMBER: So basically, I

1 would like to -.

2 COURT REPORTER: I'm sorry, a little
3 bit louder I'm - I'm having trouble hearing you.

4 AUDIENCE MEMBER: Can you hear my
5 voice now?

6 CHAIR: We can hear you a lot better
7 now.

8 AUDIENCE MEMBER: So repeat my
9 question?

10 CHAIR: Please.

11 AUDIENCE MEMBER: Okay.

12 I would like to know, what is the
13 Human Relations Commission doing for the individuals
14 in each community in Pittsburgh?

15 CHAIR: That might be a question for
16 Lyle.

17 CHAIR: Yeah, go ahead, Lyle.

18 MR. WOOD: I would like to say this.

19 We are hopefully beginning with
20 tonight. And - and then several issues that we've
21 had, we're going to start with that partnership.
22 The Black community is a encouraging and is growing
23 each year. And certainly one that has been the
24 victim of unlawful discrimination.

25 One of the things that we work with in

1 terms of - it's getting people - it's developing
2 trust.

3 A lot of times we have people pushing
4 and guiding. And the gentleman says, hey, I'm here
5 to help you. Trust me, it doesn't work that way.
6 Typically, when you hear population, a lot of times
7 the place is where the government is not the people
8 want to deal with.

9 So what we would hope, is that tonight
10 if you wanted to touch that beyond the relationship,
11 we want to have you deal that begins that
12 relationship, so that we can calm, we can train, we
13 can teach them what their rights are to kind of
14 exercise those rights and the problems.

15 AUDIENCE MEMBER: Thank you.

16 CHAIR: Thank you.

17 Any other questions from the members
18 of the audience?

19 If not, we do have a Panel scheduled
20 to provide relevant information and to engage the
21 audience.

22 Lyle, somebody?

23 Yes, sir.

24 AUDIENCE MEMBER: Yes, I have a
25 question for you.

1 When I chaired the - it used to be the
2 Pittsburgh Commissions, one of my concerns was the
3 covert actions against the Latino community,
4 especially being undocumented.

5 So because it's a Catch 22, whereas if
6 they reported a crime against themselves - I mean,
7 against somebody, they are - it can be reported to
8 ICE.

9 But yet, how are they protected?
10 Should they be - it should be protected. Chances
11 are, not by anybody else in the community.

12 So the covert actions against a single
13 community to me is something that should be
14 addressed, because one of the - some of the - the -
15 the filings that we have had, when I Chaired the
16 Commission, was that the Latino community has taken
17 advantage of by the landlords, you know, that they
18 were discriminated against, they were harassed, they
19 were beaten and they wasn't (sic) given the full
20 treatment a formal citizen is given.

21 So how can we address the - the covert
22 action against the Latino community?

23 CHAIR: I - I wish I had a good answer
24 for you. I mean - and - and - and I don't. It's -
25 It's an ongoing and a very disturbing issue. And

1 the - the - the dilemma, of course, is just what you
2 - just what you provided. If - if they come
3 forward, they've already harmed themselves more
4 than, perhaps they were being harmed. Because now
5 they're going to be forced out.

6 And if they don't, because the - and
7 those in power know that they're not willing to do
8 so, they're going to continue to exercise that power
9 to the detriment of the people in the community.

10 I'm not aware of any present pending
11 legislation that might increase the ability of
12 individuals who are in that unprotected, protected
13 class to receive more help.

14 And that's the best - that's the best
15 answer. It's the only answer I have for you right
16 now.

17 CHAIR: Executive Director?

18 ED. LASSITER: I just have from your
19 sentence, I think no matter what population we're
20 talking about over covert forms of just aggression,
21 forms of dissemination are prevalent to present.

22 And so PHRC is just one social justice
23 entity, one social enterprise among most
24 organizations that are still trying to address and
25 redress disease and racism in - in forms of bigotry.

1 To the best of our ability, we do it
2 with three Regional Directors and investigators. We
3 do it with mediation. We do it with Hearing
4 Examiners. We do it with the Director of
5 Enforcement. And we do it to the best of our
6 ability.

7 And if I'm missing anyone, everybody
8 in the future has to be formal.

9 AUDIENCE MEMBER: Quick question.

10 And - and I think the - the issue -
11 the approach that we take here, and of course in
12 your - your experience, Human Relations Commission
13 is generally a - a reactive bond where we respond to
14 complaints.

15 All right?

16 So what we'll find - and certainly in
17 your experience, but also in the example that we
18 talked about today are - those are discriminated in
19 trying to obtain housing, they don't have the time
20 or the energy to resource to come file a complaint
21 with the people.

22 So to answer your question, the - what
23 the Commission is trying to do is be more
24 protective. And I have an inquisition of changing
25 the law or the regulations. Before, our first

1 aspect to file a complaint before the disciplinary
2 offense. It's a long-haul and it's extremely tough.
3 But that's part of what the regulation you heard
4 about came from today and is going through the
5 process.

6 I think that's the way the Human
7 Relations Commission can address this and be more
8 protective on the system.

9 CHAIR: If there are no further
10 questions, we - in the next segment - and - and the
11 segment that we're looking forward, the next segment
12 is kind of a Panel discussion. We're going to have
13 the Panel Members come and present. And we're going
14 to be, like the rest of you, listening, learning and
15 reacting.

16 So we can call forward the Panel to
17 begin.

18 Lyle, do you want to help?

19 Oh, I'm sorry, I - I had to do another
20 formality. I keep forgetting the bureaucracy.

21 Is there a motion to adjourn the
22 meeting?

23 COMMISSIONER PATEL: So moved.

24 CHAIR: Is there a second to that
25 motion?

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Second.

All those in favor, say aye?

ALL RESPOND AYE

CHAIR: Meeting is adjourned.

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MEETING CONCLUDED AT 5:47 P.M.

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APPROVAL OF MINUTES

MOTION:

At the March 27, 2023, Public Meeting, Commissioner Yiengst made a motion, seconded by Commissioner Patel to approve the minutes of the June 27, 2022, Public Meeting. With all in favor, motion carried.



M. Joel Bolstein, Chairman



o/b/o Commissioner Mayur Patel

Mayur Patel, Secretary