



Discrimination 101 Presentation

Commission on Human Relations



City of
Philadelphia



The City's Official Civil Rights Agency

Fighting discrimination, ensuring equal rights, and helping build stronger communities.

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“[PCHR is] the ideal combination of legal authority, organization,...and community support for an effective attack on... prejudice and discrimination and for building rich and wholesome relationships among the racial, religious and nationality groups that make up America.”

—Reflection from PCHR’s first Annual Report

Legislative Authority

- First Municipal Human Relations Commission in the Nation
- Established in the Home Rule Charter in 1951

Charged with:

- Enforcing the Civil Rights laws that prohibit discrimination, particularly the City's Fair Practices Ordinance, Chapter 9-1100 of the Philadelphia Code
- Conducting educational programs to promote the equal rights and opportunities of all people, including programs that advance understanding among people and groups of different backgrounds
- 9 Commissioners appointed by the Mayor

Commission Comment

The Commission on Human Relations has asked the mayor to back it as the "proper vehicle" for handling racial and religious disputes.

Mrs. Sadie T. M. Alexander, commission chairman, said "a deep concern for the public welfare and a profound respect for the processes of the law demand that there be legal and orderly regulations of the means of redress for inequities and injustices."

PCHR WHO ARE WE?



Organizational Structure

Compliance

- Protects against discrimination by former, current, and potential employers, labor unions, and employment agencies.
- Prohibits discrimination by providers of housing.
- Protects right to fair and equal treatment in public accommodations.

Community Relations

- Brings people together across differences and resolve community conflicts.
- Offers mediation, conciliation, and referral services.
- Supports communities experiencing conflict motivated by prejudice or hate based on their race, color, ethnicity, or other bases.


Compliance Division

- Enforces civil rights/anti-discrimination laws
- Particularly Fair Practices Ordinance enacted by City Council in 1963

Overhauled in 2011 and amended since then
Modernized, Re-Organized, Clarified and Streamlined
Broadened Prohibitions on discrimination
Strengthened our Enforcement Provisions



The Fair Practices Ordinance

- **The Fair Practices Ordinance (FPO), Chapter 9-100 of the City Code, prohibits discrimination in:**
 - **employment;**
 - **public accommodation;**
 - **housing and real property; and**
 - **delivery of city services**
 - **Applies to employers, businesses, housing providers, property owners, and the City government.**
 - **Anyone harmed by discrimination in violation of the FPO may file a complaint with the PCHR**
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ANTI
DISCRIMINATION

Under the Fair Practices Ordinance, it is illegal to discriminate against someone because of their protected class or retaliate against them because they complained about discrimination.

Protected Classes

Race
Ethnicity
Color
National Origin
Ancestry
Genetic Information

Age
Sex
Sexual Orientation
Gender Identity
Marital/Familial Status

Religion
Disability
Pregnancy
Breastfeeding
Source of Income

THEORIES OF DISCRIMINATION

DIRECT DISCRIMINATION

UNLAWFUL HARASSMENT

**HOSTILE WORK
ENVIRONMENT**

RETALIATION



**Philadelphia Commission on
Human Relations**



EXPANDED FPO PROTECTIONS

- Life Partnership Registry (2013)
- Reasonable workplace accommodations for pregnant women (2014)
- Fair Credit Hiring (2016)
- Wage Equity (2017)
- Cashless Retail (2019)
- Hair textures/ Hairstyles (2020)

OTHER LAWS ENFORCED BY PCHR

- Fair Chance Hiring (Ban the Box)
- Unpaid Leave for domestic and sexual violence
- Renters Access Act
- Do Not Solicit Homeowner Protection
- Ban on Pre-employment Marijuana Testing



Community Relations Division

- The Community Relations Division helps to resolve neighborhood conflicts, mediate disputes, partner with the community to prevent intergroup tension, and promote understanding among diverse populations.
 - Dispute resolution
 - Intergroup conflict & tension
 - Prevention, education, & community building





Strengths of CRD

- **CRD clearly addresses the need to feel safe in a diverse community**
CRD staff helps to mitigate conflicts in neighborhoods before they escalate into violent or criminal situations.
- **CRD is appropriately unique**
While departments like Town Watch Integrated Services and non-profits like Good Shepherd Mediation Program do similar work in conflict resolution and training, CRD has an enhanced area of service regarding civil rights and protected classes.
- **CRD creates efficiencies**
CRD staff conducts trainings in the community on various conflict management and pro-social skills that promote stronger interpersonal bonds teaching not only residents to solve problems for themselves, but anyone who lives, works, or plays in the City.



Engagement tools/best practices of CRD

Listen – *Hear, see, and feel the other person's story.*

Identify – *Look for interest and common ground.*

Share – *Offer and ask for more information.*

Talk – *Speak from your point of view.*

Empathize – *Look at the situation from the other person's perspective.*

Negotiate – *Work together towards resolution.*






What can CRD do for you?

- **Assist in dispute resolution**

CRD can provide direct dispute resolution services like mediation or consultation with you regarding a conflict tension that is affecting your department or service.

- **Provide education and training**

From “Know your Rights (FPO)” and “How to Report Hate” educational presentations to trainings in conflict resolution, bias awareness, or de-escalation, there are a number of training modules that can be tailored to address a certain need.



What can you/your office do to help support our work?

- Utilize us when there are conflict tensions.
- Consult with us early in processes that involve diverse communities (externally) or when the subject (potentially) involves civil rights issues or items that could create conflict.
- Spread the word of our services.





THANK YOU

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