



York City
Human Relations Commission
Summary of 2008 Annual Report



Diversity, Equality, and Non-Violence



**York City
Human Relations Commission**

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www.yorkcity.org

Mayor John Brenner

February 3, 2009

Commissioners:

Michael Gibson, Chair

Rev. Harvey Holloway, Vice-Ch

Jeanne E. Buckingham, Sec/Trea

Cynthia Dixon

Phyllis Dowling

Linda Hengst

Cindy Mitzel

Clara Anderson

Barbara Beattie

Delores Abreu

Staff

Stephanie A. Seaton

Executive Director

sseaton@yorkcity.org

Tonya Thompson-Morgan

Human Relations Representative

tthomps@yorkcity.org

Deborah Hargett-Robinson

Solicitor

Dear Mayor Brenner:

Pursuant to Article 185.10(b)(9) The York City Human Relations Commission submits this Summary of the 2008 HRC Annual Report.

Case investigation continues to be the primary enforcement focus for the Commission. Education and Enforcement continues to be critical components of the York City Human Relations Commission's daily work and staff has worked proactively on the education outreach component as well.

In this new climate of change we are still painfully aware of the discriminatory practices that still occur. Though the discrimination takes a more subtle form that is more difficult to detect, it exist nonetheless.

The denial of equal employment, housing and public accommodation opportunities because of such discrimination, and the consequent failure to utilize the productive capacities of individuals to their fullest extent, deprives large segments of the population of the City of earnings necessary to maintain decent standards of living, necessitates a resort to public relief and intensifies group conflicts, thereby resulting in grave injury to the public health and welfare, compels many individuals to live in dwellings which are substandard, unhealthy And overcrowded, resulting in racial segregation in public schools and other community facilities, juvenile delinquency and other evils, hereby threatening the peace, health, safety and general welfare of the City and its inhabitants.

The Commission continues to undertake the challenges of discrimination today and the attitude that we live in a post racism climate. We continue to ask for your support of our mission

Thank you,

Stephanie A. Seaton

Executive Director



Diversity, Equality, and Non- Violence

York City Human Relations Commission Summary of 2008 Annual Report

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- Work of the Human Relations Commission
- 2008 Intake/Inquiry Report
- 5 Year Statistical Data Report
- 2008 Case Review
- 2008 Direct Request for Educational Training
- 2008 Community Outreach Efforts
- 2008 Boards, Committees, Councils, Taskforce, & Organizations
- 2008 Conferences & Staff Training
- Outcomes of Work Impact
- 2008 Bias Related Incidents

Role of a Commissioner

The York City Human Relations Ordinance requires that the Commission be non-partisan. By historical custom, the Commission's composition reflects a varied geographic representation; a diverse racial, religious, and ethnic mix; a representation of both sexes; a variety of professional backgrounds; and, a demonstrated interest in civil rights.

Commissioners are appointed by the Mayor and are confirmed by York City Council 3 year terms, or until their successor is appointed. They are responsible for representing and enforcing the York City Human Relations Ordinance.

Commissioners perform four major functions: (1) policy making, (2) oversight, (3) adjudication, and (4) public liaison. Each of these functions is complex, sensitive and critical to the success of the Commission's mission: to eliminate, prevent and remedy the effects of unlawful discrimination throughout the City of York.

The full Commission meets not less than eight times each year to discuss matters of interest and to take action with the Commission's caseload.

YCHRC Commissioner's

Mike Gibson, Chair (7/16/11)
2/3/2004 – 7/16/2008

Harvey Holloway, Vice Chair (7/16/09)
1/16/07 – 7/16/2009

Jeanne E. Buckingham, Sec/ Treas (7/16/11)
01/07/08-07/16/11

Dolores Abreu (7/16/11)
4/11/07 – 07/16/08

Barbara Beattie (7/16/11)
4/11/07-7/16/08

Clara Anderson (7/16/10)
9/7/2004-7/16/2007

Cynthia Dixon (7/16/09)
9/6/2005 – 7/16/2009

Phyllis Ann Dowling, (7/16/10)
9/6/2005 – 7/16/10

Linda Hengst, (7/16/2010)
6/6/2000 – 7/15/2007

Cindy Mitzel (7/16/09)
11/2005-7/16/09

Work of the Commission

The York City Human Relations Commission (YCHRC) is a civil rights organization that enforces Article 185 of the Codified Ordinances of the City of York, PA. The Commission does intake and processes complaints of discrimination in the areas of employment, housing and public accommodations. We accomplish this mission through education, outreach, and enforcement.

The YCHRC is a Fair Housing Assistance Program provider (FHAP) for the U.S. Department of Housing and Urban Development (HUD). We are a Substantially Equivalent Agency, as such, all housing complaints to HUD are referred to YCHRC for processing, if they are located within our jurisdiction in the City of York.

In addition, the Commission acts to monitor bias situations and hate crimes that cause tension in the community. The Commission engages in education and outreach activities throughout the community. The YCHRC convenes the York County Inter-Agency Task Force on Civil Tension, which monitors and addresses issues of bias and tension throughout York County.

Commission Staff

Stephanie A. Seaton
Executive Director

Tonya Thompson-Morgan
Human Relations Representative

Deborah Hargett-Robinson
Commission Attorney

YORK CITY HUMAN RELATIONS COMMISSION

Docketed Cases and Inquiries for 2008

TOTAL INDIVIDUALS SERVED: 593

INQUIRIES FOR 2008: 223

	TOTAL	EMPLOYMENT	HOUSING	PUBLIC ACCOMMODATION
January	27	16	6	4
February	23	11	3	3
March	27	20	6	1
April	18	6	6	5
May	23	9	11	3
June	21	10	8	2
July	22	12	4	1
August	9	4	1	3
September	10	6	1	1
October	22	15	5	0
November	16	9	5	0
December	5	4	0	1

CASES DOCKETED: 23

January	2	July	0
February	2	August	0
March	1	September	0
April	4	October	5
May	1	November	5
June	2	December	1

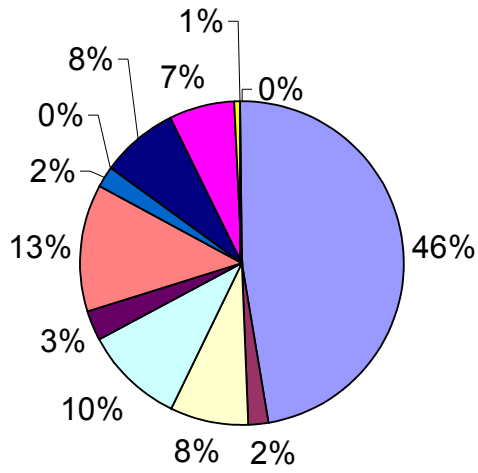
Information Only Inquiries: 370

Total City Residents: 155
Total Non- City Residents: 86

Received By:

Telephone: 152 **Letter: 7**
Walk-In: 60 **Other: 4**

2008



- Race
- Religion
- National Origin
- Sex
- Sexual Orientation
- Disability
- Familial Status
- Use of Animal Support
- Age
- Retaliation
- Color
-

**YORK CITY HUMAN RELATIONS COMMISSION
5 YEARS STATISTICAL DATA**

	Year				
	2008	2007	2006	2005	2004
Employment	122	135	116	109	158
Housing	56	83	53	28	59
Public Accommodation	24	28	17	7	14
Other	21	27	10	9	9
Total	223	273	196	153	240

	Year				
	2008	2007	2006	2005	2004
Race	91	118	86	61	94
Color	1	0	3	0	0
Religion	4	6	6	3	2
National Origin	15	14	22	18	28
Sex	19	14	12	13	15
Sexual Orientation	6	5	5	1	1
Ancestry	0	0	0	0	1
Disability	25	36	43	22	37
Familial Status	4	6	6	6	8
Use of Animal Support	0	1	0	0	0
Age	15	12	17	8	5
Retaliation	13	19	16	3	1
Total	193	231	216	135	192
Other	58				

	Year				
	2008	2007	2006	2005	2004
Referred to PHRC	97	100	100	70	109
Wage & Hour	1	5	9	7	11
Housing Alliance	6	8	17	9	34
Other	103	91	81	56	74
No Prima Facie	21	58	11	18	48
YCHRC Investigation	23	23	20	11	12

York City Human Relations Commission 2008 Case Review

Total Case Closed: 23

Administrative Closures

Housing

Docket # H-185 (Withdrawal)
Docket # H-193 (Failure to Cooperate)
Docket # H-196 (Failure to Locate)
Docket # H-197 (Failure to Cooperate)

Employment

Docket # E-835 (Failure to Cooperate)
Docket # E-833 (Withdrawal)
Docket # E-837 (Failure to Proceed)
Docket # E-838 (Failure to Proceed)
Docket # E-843 (Withdrawal)
Docket # E-845 (Lack of Jurisdiction)

Predetermination Settlement Agreements

Housing

Docket # H-202 (**\$547.50** security deposit returned and Prominent posting of FH posters)

Employment

Docket # E-829 (Neutral Letter of Reference, compensation for 6hrs of work, and access to Respondent services)

Docket # E-816 (Neutral Letter of Reference, Posting of EEO posters)

Docket # E-832 (Meeting with Internal Recruiter to navigate application process)

Docket # E-815 (actual hours worked (333.5) multiplied by \$.50 totals **\$166.75**,
Complainant was paid .50 less than other's not in protected class)

Public Accommodation

Docket # P-56 (Letter of Apology, and Toshiba Laptop Computer valued at \$499.00)

No Probable Cause

Housing

Docket # H-199 (Insufficient evidence to support Probable cause finding)

Employment

Docket # E-827 (Insufficient evidence to support Probable cause finding)

Docket # E-822 (Insufficient evidence to support Probable cause finding)

**York City Human Relations Commission
2008 Case Review (Cont'd)**

Docket # E-830 (Insufficient evidence to support Probable cause finding)
Docket # E-828 (Insufficient evidence to support Probable cause finding)

Probable Cause

Housing

Docket # H-194 (Complainant Request a Right to Sue Letter)

Conciliations

Employment

Docket # E-804 (Complainant received \$1,376.94 based on unequal pay)

Appeals

0

Public Relief

300 Fair Housing Brochures/Posters distributed
300 Employment Brochures/Posters distributed
7 Equal Opportunity Trainings

York City Human Relations Commission 2008 Educational Trainings

- Crispus Attucks Teen Pregnancy Awareness Day
- Y’Achiever’s Networking
- HRC Housing Summit
- HRC Tenant Workshop
- Maranatha Fair Housing Workshop
- Adams County Housing Authority
- York County Family Issues Roundtable
- York College
- MLK Penn State Roundtable
- SPIRIT Central High School
- Spirit Redland School District
- Project Harmony Suburban School District
- York City CDBG Recipients
- Martin Library
- Bell Socialization
- Access- York
- York City Police Dept.
- Housing Alliance of York
- Homebuyer’s Workshop
- Dr. Frederick D. Holiday Conference

Total Persons Served Through Direct Request for Education: 1,282

York City Human Relations Commission 2008 Outreach Activities

- YWCA Race Against Racism
- York County Community Against Racism Annual Meeting
- Crispus Attucks MLK Breakfast
- For The Bible Tells me So
- City Council Fair Housing Resolution
- Black Minister's Association Banquet
- Write Read Write Jackson Elementary
- York Youth Movement
- HIV Community Awareness Day
- Business Exchange Breakfast
- Doors of Salvation
- York Police Department Citizen's Police Academy
- York Habitat For Humanity
- York Unity March
- York Daily Record Op-Ed

Total Persons Served Through Community Outreach Efforts: 13, 032

York City Human Relations Commission

2008

Boards, Committees, Councils, Taskforce, & Organizations

York County Community Against Racism
Victim Assistance Alliance Against Sexual Violence
Victim Assistance Human Trafficking
Black Minister's Association
York County Inter-Agency Taskforce on Civil Tension
PA Inter-Agency Task Force On Civil Tension
PA Inter-Agency Taskforce on Civil Tension
YWCA Board of Director's
Salem Square Community Association Board of Director's
York County Crimestopper's Board of Director's
Father's Workshop Board of Director's
Black Minister's Association
Healthy York County Housing Taskforce
YORKCounts
Advisory Council to PHRC
Spring Grove SD Diversity Council
York Youth Movement
York Target Area Local Leadership
NAACP
York City & York County Joint Fair Housing Work Group

2008

Conferences & Trainings Attended

National Fair Housing Training Academy
PA Human Relations Commission Compliance Training
Central PA Aids Coalition Conference
International Assn of Human Rights Agencies Conference
2008 HUD Policy Conference
YORK Counts Annual Educational Summit
Institute For Cultural Partnerships Conference
PHRC "Bridging The Gap Between Advocates and Architects
Lancaster HRC Equal Access Conference
HUD Forum - The Role of HUD-FHA and FHA Secure in Foreclosure Crisis.
National Fair Housing Alliance Conference
John Marshall Law School - The Integration Debate of Segregated Housing at.

Outcomes of Work Impact

39 complaints were avoided due to Alternative to Complaint Dispute Resolution. These were resolved by providing technical assistance through mediation, correspondence, phone calls, and review of policies and procedures. By proving the alternative to filing a complaint the Commission aided in efficiently and amicably resolving potential complaints. Thus saving litigation cost, staff time, and resources. This also aided in keeping individuals employed and housed without interruption. This process served as an educational tool, thus preventing future miscommunication that could result in a complaint of discrimination.

Through the Fair Housing Training conducted by HRC staff at the 3/2Homebuyer's Workshop **15** individuals purchased homes that were educated in the home buying process. Thus preventing the likelihood of future complaints, because they are educated in fair Housing laws.

The Commission conducted training as a term of Predetermination Settlement in **7** cases. This training serves an educational and proactive tool to assist employers, service providers and housing providers to communicate with their customers and employees in a way that creates a discrimination free environment. We also helped to draft new policies and procedures that are equitable to all concerned. These entities also look to our agency to provide future training for their staff. This creates working relationships between our agency and the public and private sector. We welcome these proactive efforts and request for training and educational assistance from the community.

The Commission partnered with the York County Bar Association to provide an Attorney Workshop that offered Cle's for all attorneys. **17** attorneys throughout York County attended this workshop. This training continues to provide ongoing benefit to the community. We are now able to more efficiently process the cases with all parties understanding the process, and working together to bring cases to resolution in a timely and efficient manner, again saving litigation cost and staff time and agency resources.

Our agency partnered with **5** school districts in proving diversity awareness. These initiatives impacted over **500** students. The outcome is greater tolerance of our differences. The result is fewer complaints of bias related incidents coming out of schools, and where tolerance still exists students are more prone to speak up.