

**PHILADELPHIA COMMISSION ON HUMAN RELATIONS  
FISCAL YEAR 2017 BUDGET TESTIMONY  
May 17, 2016**

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**DEPARTMENT MISSION/PLANS**

**Mission:** Established under the Home Rule Charter, the Philadelphia Commission on Human Relations (PCHR) enforces all laws prohibiting discrimination, promotes equal rights and opportunities for all Philadelphians, and resolves conflicts and advances community relations throughout Philadelphia's diverse neighborhoods.

Since 1993, PCHR has staffed the Fair Housing Commission, which is charged with remedying unfair rental practices and addressing unsafe and unhealthy conditions in rental properties.

**Plans for Fiscal Year 2017:**

**PCHR's Compliance Unit** enforces a key set of laws that prohibit discrimination and promote equality. The unit also educates businesses, housing providers, and the public about these laws.

In particular, the Compliance Unit enforces:

- **The Philadelphia Fair Practices Ordinance** – Chapter 9-1100 of the Philadelphia Code
  - Prohibits discrimination in employment, housing and public accommodations based on a series of protected categories of populations historically underserved and, or, targeted for discrimination, such as race, religion, ethnicity, sex (including pregnancy and breastfeeding), disability, sexual orientation and gender identity.
  - The PCHR has a work-sharing agreement with the federal Equal Employment Opportunity Commission (EEOC) under which it receives \$700 for each dual-filed discrimination case it investigates and closes. In FY15, the unit generated \$110,000 from its case closings.
- **The Fair Criminal Record Screening Standards Law, "Ban the Box"** – Chapter 9-3500 of the Philadelphia Code
  - Governs employers' use of criminal background checks during the job application process and throughout employment.
- **Entitlement to Leave Due to Domestic or Sexual Violence Ordinance** – Chapter 9-3200 of the Philadelphia Code
  - Provides a certain amount of unpaid leave for employees dealing with the domestic or sexual violence.

Launched in 2015, the Compliance Unit's **Employment Discrimination Mediation Project** helps to resolve employment discrimination cases (as well as some housing and public accommodations cases) more efficiently through the support of volunteer lawyers who are trained as mediators. Resolving cases through mediation makes processing more efficient by settling issues at an earlier stage and avoiding lengthy investigations. It also can increase our caseload and generate additional revenue through PCHR's work-sharing agreement with the EEOC.

**Compliance FY17 Plans:**

- New provisions of the City's Ban the Box law went into effect on March 14, 2016. Increase outreach and education to the ex-offender community and the business communities by 50%. Increase investigation of new Ban the Box cases in FY17 by 80%.
- Increase compliance case closings by 10% in FY17. Future increases will depend on our EEOC contract.
- Increase mediations of employment discrimination cases by 100% in FY17, then by 10% each year thereafter.

- Increase outreach and education to the business community on all laws enforced by the PCHR in FY17 by 30%.

**PCHR's Community Relations Division (CRD)** provides a variety of conflict resolution and mediation services to resolve neighborhood disputes and engages people of different backgrounds to promote intergroup harmony. The CRD also conducts skill-building workshops and serves as a general educational arm of the PCHR.

Through its **Dispute Resolution Program**, the CRD routinely responds to requests from residents, policymakers, and law enforcement to help quell neighbor disputes and other volatile situations that have not yet escalated to violence and are not being litigated in court. It is one of the most frequently accessed initiatives the PCHR offers, helping to divert other resources, such as police presence or constituent services, to more pressing matters by preventing neighborhood problems from escalating into potentially violent events through mediation and constructive conflict consultation.

Through its **Intergroup Harmony and Conflict Response Program**, the CRD partners with police, schools, community groups, City departments and other entities to help address issues that arise from conflicts motivated by prejudice or hate by establishing long-term peace and harmony by engaging the community in dialogue, facilitated discussions and structured programming.

CRD is also pro-active in conflict prevention through its **Prevention and Community-Building Program** by participating in and leading outreach events and activities; conducting information sessions and skills workshops to community stakeholders (e.g. organizations, churches, membership groups); and organizing community dialogues, such as the **Community-Police Dialogues** in which CRD uses facilitated dialogues to foster stronger relations between the police and community members, particularly youth.

Each month, the PCHR convenes an **Interagency Civil Rights Task Force** made up of local, state and federal law enforcement agencies and community partners to work on the prevention of intergroup tension and bias crimes throughout Philadelphia. Task force meetings are used to strengthen connections between agencies, share information and coordinate quick responses to bias incidents and hate crimes through the newly formed **Philadelphia Civil Rights Rapid Response Team (PCRRRT)**.

#### **CRD FY17 Plans:**

- Increase outreach and education to the community in FY17 by 50%.
- Increase Dispute Resolution Program and Intergroup Conflict cases in FY17 by 10%.
- Increase workshops on conflict resolution skills in FY17 by 20%.
- Increase community-police dialogues by 50% in FY17.
- Increase work to reduce intergroup conflicts in schools by 20% in FY 17 and each year thereafter.
- Launch **Community Conflict Resolution Certificate Program** - new for FY17: PCHR will launch an initiative to train community members to resolve neighborhood disputes in their local communities. The intention of the project is to equip residents of Philadelphia with the tools they need to help resolve interpersonal conflicts in their neighborhoods before they escalate, and to do so in a safe and neutral environment. This initiative also will allow for building positive relations among neighbors. PCHR will launch a pilot program in the summer of 2017.
- Launch **Changing Neighborhoods Project** - new for FY17: PCHR will formally launch this initiative with a goal of building better and stronger neighborhoods that are respectful of long-term residents while being open to responsible development and change. We will do this by engaging communities in constructive dialogues to strengthen their neighborhoods and increase community capacity for respectful engagement.

**The Fair Housing Commission (FHC)** enforces the Fair Housing Ordinance, Chapter 9-800 of the Philadelphia Code, which addresses unfair rental practices in housing, particularly when a property has been cited by the Department of Licenses and Inspections (L&I) for code violations. The FHC also educates tenants and landlords about the law.

The FHC and PCHR jointly hosts the **(e)Quality Housing Working Group** of landlord and tenant advocates, housing providers and federal, state and local fair housing agencies. The group focuses on issues of habitability, accessibility, affordability and equal access to housing with the intention of creating positive recommendations to address Philadelphia's housing stock and its residents.

**FHC FY17 Plans:**

- Increase education and outreach to tenants and landlords in FY17 by 30%.
- Increase coordination with the Department of L&I by 50% in FY17.
- Reduce case administration/management time from initiation to completion by 20% in FY17.

**PCHR/FHC Administration FY17 Plans:**

- Acquire a new computer case management system through OIT.
- Initiate a PCHR civil rights archive project.

**PHILADELPHIA COMMISSION ON HUMAN RELATIONS  
BUDGET SUMMARY AND OTHER BUDGET DRIVERS**

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**Staff Demographics Summary (as of January 2016)**

	<b>Total</b>	<b>Minority</b>	<b>White</b>	<b>Female</b>
Full-Time Staff	32	23	9	25
Executive Staff	1	0	1	0
Average Salary - Full-Time Staff	\$55,669	\$49,829	\$67,007	\$52,360
Average Salary - Executive Staff	\$99,298	\$0	\$99,298	\$99,298
Median Salary - Full-Time Staff	\$57,354	\$46,715	\$61,589	\$48,559
Median Salary - Executive Staff	\$99,298	\$0	\$99,298	\$99,298

**Employment Levels (as of January 2016)**

	<b>Budgeted</b>	<b>Approved</b>	<b>Filled</b>
Full-Time Positions	33	33	32
Part-Time Positions	0	0	0
Executive Positions	1	1	1
<i>Overall Average Salary</i>	\$58,218	\$58,218	\$55,669
<i>Overall Median Salary</i>	\$56,884	\$56,884	\$57,354

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**Financial Summary by Class - General Fund**

	Fiscal 2015 Actual Obligations	Fiscal 2016 Original Appropriations	Fiscal 2016 Estimated Obligations	Fiscal 2017 Proposed Appropriations	Difference FY17-FY16
Class 100 - Employee Compensation	\$1,779,985	\$2,099,408	\$2,049,408	\$2,142,519	\$93,111
Class 200 - Purchase of Services	\$32,820	\$34,657	\$74,957	\$34,657	(\$40,300)
Class 300 - Materials and Supplies	\$10,050	\$12,731	\$12,731	\$12,731	\$0
Class 400 - Equipment	\$224	\$300	\$10,000	\$300	(\$9,700)
Class 500 - Contributions	\$0	\$0	\$0	\$0	\$0
Class 700 - Debt Service	\$0	\$0	\$0	\$0	\$0
Class 800 - Payment to Other Funds	\$0	\$0	\$0	\$0	\$0
Class 900 - Advances/Misc. Payments	\$0	\$0	\$0	\$0	\$0
<b>TOTAL</b>	<b>\$1,823,079</b>	<b>\$2,147,096</b>	<b>\$2,147,096</b>	<b>\$2,190,207</b>	<b>\$43,111</b>

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**Contracts Summary (as of December 2015)**

PCHR does not have any contracts.

**PHILADELPHIA COMMISSION ON HUMAN RELATIONS  
PROPOSED BUDGET OVERVIEW**

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PROPOSED FUNDING REQUEST

The proposed Fiscal Year 2017 general fund budget totals \$2,190,207, an increase of \$43,111 over Fiscal Year 2016 estimated obligation levels. This increase is due to pay raises for DC47 staff.

The proposed FY 17 budget includes the \$43,111 increase listed above and the following increases/decreases due to a FY16 mid-year budget transfer, in which \$50,000 was transferred from Class 100 to Classes 200 and 400:

- \$2,142,519 in Class 100, a \$93,111 increase over FY16. This funding reflects the \$50,000 returned to Class 100 from the FY 16 transfer and the \$43,111 increase that will cover pay raises for staff.
- \$34,657 in Class 200, reflecting a \$40,300 decrease from FY16. This funding was reinstated to Class 100.
- \$12,731 in Class 300, no change from FY16.
- \$300 in Class 400, reflecting a \$9,700 decrease from FY16. This funding was reinstated to Class 100.

STAFFING LEVELS

- The PCHR is budgeted and approved for 34 positions, one of which is an executive position. As of January 2016, 32 positions were filled.
- As of January 2016 of FY16, we hired one Latina (female), bilingual Spanish-speaking staff person. Since January 2016, we hired one Latino (male), bilingual Spanish-speaking staff person.
- See appendix for Bilingual Employees Chart. We have 9 employees who speak 16 languages. One employee speaks 15 languages.

**PHILADELPHIA COMMISSION ON HUMAN RELATIONS  
PERFORMANCE, CHALLENGES AND INITIATIVES**

DEPARTMENT PERFORMANCE (OPERATIONS)

Each year, the PCHR and FHC respond to hundreds of complaints related to discrimination and unfairness – whether in the workplace, housing, or places of public accommodation, as well as conflicts between neighbors and quality of life concerns. Cases are investigated or managed and monitored until their closure. Below is a performance chart that extrapolates further, based on specific areas of enforcement. During the economic recession, the caseload in each unit increased, particularly in the Fair Housing Commission, and leveled off in FY15. Of note, a tremendous challenge for the agency is its antiquated database system that hampers efficient collection and analysis of data and accessible archives. The PCHR currently is slated to receive a new database system in FY16 or early FY17.

Performance Measures	FY15	FY16 YTD (as of January 2016)	FY17 Target
Discrimination Cases Investigated	192	164	191
Ban the Box Cases Investigated	8	11	30
Life Partnership Registrations	23	4	4
Neighbor Disputes Investigated	365	200	330
Intergroup Conflict Cases Investigated	16	17	26
Prevention/Education Activities	141	67	143
Fair Housing Commission Investigations	247	132	224
Fair Housing Commission Hearings	302	192	300
Discrimination Cases Investigated	192	164	191
Ban the Box Cases Investigated	8	11	30

**Discrimination cases:**

The PCHR’s Compliance Unit actively investigates the 500+ cases of alleged discrimination in its inventory. New cases are filed with our agency each month, and cases are transferred to us from the EEOC’s Philadelphia District Office. Each year, we enter into a contract with the EEOC to investigate a set number of cases for which we are reimbursed \$700 per case. In (federal) FY15, we requested and were granted a 9% upward modification of our contract. Our contract for (federal) FY16 is currently set at 175 cases, and we will submit a request for an upward modification in (federal) FY16 as well.

**Ban the Box cases:**

PCHR’s enforces and promotes the city’s “Ban the Box” law that prohibits employers from inquiring about criminal records through the employment process. Originally enacted in 2011, the law helped to remove “the box” from employment applications, but it did not go far enough to open opportunities for people with criminal records. In FY15, and through the first half of FY16, ex-offender advocates and the PCHR worked to update the law and make it stronger. During that time, Ban the Box case filings at the PCHR reduced significantly. The new law went into effect in March 2016, and with renewed outreach and collaboration, we expect case filings to increase substantially in FY17.

**Life Partnerships:**

On May 20, 2014, same-sex marriage became legal in Pennsylvania, causing Life Partnership applications to decrease dramatically. Now, most same-sex couple choose to get married, rather than become Life Partners.



**PHILADELPHIA COMMISSION ON HUMAN RELATIONS  
OTHER BUDGETARY IMPACTS**

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FEDERAL AND STATE (WHERE APPLICABLE)

N/A

N/A

**PHILADELPHIA COMMISSION ON HUMAN RELATIONS – EMPLOYEE DATA**

**Staff Demographics (as of January 2016)**

<i>Full-Time Staff</i>				<i>Executive Staff</i>			
<b>Male</b>		<b>Female</b>		<b>Male</b>		<b>Female</b>	
	<b>African-American</b>	<b>African-American</b>		<b>African-American</b>	<b>African-American</b>		
<i>Total</i>	0	13		<i>Total</i>	0	0	
<i>% of Total</i>	0.0%	41.9%		<i>% of Total</i>	0.0%	0.0%	
<i>Average Salary</i>	\$	\$49,413		<i>Average Salary</i>	\$	\$	
<i>Median Salary</i>	\$	\$46,715		<i>Median Salary</i>	\$	\$	
	<b>White</b>	<b>White</b>		<b>White</b>	<b>White</b>		
<i>Total</i>	3	5		<i>Total</i>	0	1	
<i>% of Total</i>	9.7%	16.1%		<i>% of Total</i>	0.0%	100.0%	
<i>Average Salary</i>	\$67,506	\$66,708		<i>Average Salary</i>	\$	\$99,298	
<i>Median Salary</i>	\$61,489	\$61,689		<i>Median Salary</i>	\$	\$99,298	
	<b>Hispanic</b>	<b>Hispanic</b>		<b>Hispanic</b>	<b>Hispanic</b>		
<i>Total</i>	0	7		<i>Total</i>	0	0	
<i>% of Total</i>	0.0%	22.6%		<i>% of Total</i>	0.0%	0.0%	
<i>Average Salary</i>	\$	\$47,585		<i>Average Salary</i>	\$	\$	
<i>Median Salary</i>	\$	\$46,715		<i>Median Salary</i>	\$	\$	
	<b>Asian</b>	<b>Asian</b>		<b>Asian</b>	<b>Asian</b>		
<i>Total</i>	3	0		<i>Total</i>	0	0	
<i>% of Total</i>	9.7%	0.0%		<i>% of Total</i>	0.0%	0.0%	
<i>Average Salary</i>	\$56,869	\$		<i>Average Salary</i>	\$	\$	
<i>Median Salary</i>	\$53,382	\$		<i>Median Salary</i>	\$	\$	
	<b>Other</b>	<b>Other</b>		<b>Other</b>	<b>Other</b>		
<i>Total</i>	0	0		<i>Total</i>	0	0	
<i>% of Total</i>	0.0%	0.0%		<i>% of Total</i>	0.0%	0.0%	
<i>Average Salary</i>	\$	\$		<i>Average Salary</i>	\$	\$	
<i>Median Salary</i>	\$	\$		<i>Median Salary</i>	\$	\$	
	<b>Bi-lingual</b>	<b>Bi-lingual</b>		<b>Bi-lingual</b>	<b>Bi-lingual</b>		
<i>Total</i>	2	7		<i>Total</i>	0	0	
<i>% of Total</i>	6.5%	22.6%		<i>% of Total</i>	0.0%	0.0%	
<i>Average Salary</i>	\$48,063	\$47,585		<i>Average Salary</i>	\$	\$	
<i>Median Salary</i>	\$48,063	\$46,715		<i>Median Salary</i>	\$	\$	
	<b>Male</b>	<b>Female</b>		<b>Male</b>	<b>Female</b>		
<i>Total</i>	6	25		<i>Total</i>	0	1	
<i>% of Total</i>	19.4%	80.6%		<i>% of Total</i>	0.0%	100.0%	
<i>Average Salary</i>	\$62,187	\$52,360		<i>Average Salary</i>	\$	\$99,298	
<i>Median Salary</i>	\$61,289	\$48,559		<i>Median Salary</i>	\$	\$99,298	

**PHILADELPHIA COMMISSION ON HUMAN RELATIONS**  
**APPENDIX (Other Relevant Data and Charts)**

	Spanish	French	Hindi	Urdu	Russian	Haitian Creole	Polish	Mandarin	Japanese	Arabic	Hebrew	Khmer	Portuguese	Vietnamese	German	ASL
Community Relations	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Fair Housing/Intake	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Compliance	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total - All Divisions	8	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Total - # of Bilingual Employees	9		(1 employee speaks 15 languages)													
Total - # of Languages Spoken	16															