

**PHILADELPHIA COMMISSION ON HUMAN RELATIONS
FISCAL YEAR 2023 BUDGET TESTIMONY**

INTRODUCTION

President Clarke and Members of City Council, I am Kia Ghee, Executive Director. Joining me today are Pamela Gwaltney, Deputy Director of Compliance and Randy Duque, Deputy Director of Community. I am pleased to provide testimony on Philadelphia Commission on Human Relation's Fiscal Year 2023 Operating Budget.

DEPARTMENT MISSION & PLANS

Mission: The Philadelphia Commission on Human Relations (PCHR) is the City's official civil rights agency. PCHR enforces local anti-discrimination laws; investigates discrimination complaints and civil rights violations; resolves community disputes through various conflict intervention methods; and educates the public on their legal rights and responsibilities. PCHR also staffs the Fair Housing Commission, which is charged with remedying unfair rental practices and addressing unsafe and unhealthy conditions in rental properties through enforcement of the Fair Housing Ordinance.

Plans for Fiscal Year 2023:

The Philadelphia Commission on Human Relation (PCHR) enforces a key set of laws that prohibit discrimination and promote equality through its Compliance Division. The unit also educates businesses, housing providers, and the public about these laws. In particular, the Compliance Division enforces the Philadelphia Fair Practices which 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 \$800 for each dual-filed discrimination case it investigates and closes. In FY22, the unit generated \$81,000 from its case closings. In FY23:

- PCHR will increase its capacity to investigate and close discrimination cases.
- PCHR will also examine racial disparities and discrimination in Philadelphia's housing market and home appraisal process. The agency will develop innovative educational outreach programs and policies to eliminate this form of housing discrimination.

PCHR also provides a variety of conflict resolution and mediation services to resolve neighborhood disputes and engages people of different backgrounds to promote intergroup harmony through its Community Relations Division (CRD). 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. 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. In FY 23:

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- PCHR will launch its “Neighborhood Ambassador” and “Youth Leader” programs to train community members on the work of the PCHR and how to build interdisciplinary community partnerships with a goal of creating stronger neighborhoods and combating the rise in hate crimes and bias incidents.
- PCHR will develop online educational materials and launch the PCHR’s new website that will include new and updated resources in order to make it easier and more accessible for people to learn about their civil rights and protections; the process of filing; and the ability to submit complaints.

The Fair Housing Commission (FHC) enforces the Fair Housing Ordinance 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. In FY23 the FHC will pilot a pre-hearing mediation program to offer an alternative option for early and efficient resolution of cases involving unfair rental practices.

BUDGET SUMMARY & OTHER BUDGET DRIVERS

Please refer to attached FY23 Budget Hearing Summary Charts in section 1: Staff Demographics Summary, section 2: Employment Levels, section 3: Financial Summary by Class, section 6: Participation Rate and Goal.

PROPOSED BUDGET OVERVIEW

Proposed Funding Request:

The proposed Fiscal Year 2023 General Fund budget totals \$2,566,553, an increase of \$39,958 over Fiscal Year 2022 estimated obligation levels. This increase is primarily due to negotiated wage increases for DC 33/DC47/Nonrep/Exempt staff.

The proposed budget includes:

- \$2,495,189 in Class 100, A \$31,282 INCREASE OVER FY21. This funding will fund negotiated wage increases for staff.
- \$43,333 in Class 200, A \$8,676 INCREASE OVER FY21. This funding will support maintenance of our Xerox copiers.
- \$28,031 in Class 300/400, LEVEL WITH FY21. This funding will support costs for the agency's materials, supplies, printing, and equipment.

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STAFFING LEVELS

The department is requesting 33 budgeted positions for FY23, level with FY22.

NEW HIRES

Please refer to attached FY23 Budget Hearing Summary Charts in section 8: New Hires Information.

PERFORMANCE, CHALLENGES, AND INITIATIVES

HUMAN RELATIONS

Performance Measure	FY21 Year-End	FY22 Target	FY23 Target
Discrimination cases investigated ¹	174	150	175
Ban the Box cases investigated ²	6	15	5
Neighbor disputes investigated	362	300	325
Intergroup conflict cases investigated	50	75	75
Prevention/education activities	333	250	275
Fair Housing Commission number of cases	374	375	375
Brief Service - Discrimination	191	120	175
Brief Service-Community Relations	357	175	300
Brief Service- Fair Housing Commission	1,472	800	1,000

¹This target is set to reflect the number of employment, housing, and public accommodations cases investigated and closed in a year. It is anticipated that PCHR will see an increase from the number of cases in FY22 and more in line with the number of cases investigated in FY21 due to investigations related to the City's ban on pre-hire drug testing for marijuana, Do-Not Solicit Homeowner Protection Law, and Renters Access Act. Therefore, the target for FY23 is consistent with FY21 Actual.

²PCHR has not been receiving many new cases through intake. PCHR will continue to conduct increased outreach to ensure that people know to file complaints with the PCHR if needed.

OTHER BUDGETARY IMPACTS

The PCHR has a work-sharing agreement with the federal Equal Employment Opportunity Commission (EEOC). Under its EEOC contract, the PCHR receives \$800 for each dual-filed discrimination case it investigates and closes. All revenue goes to the General Fund. In federal fiscal year (FFY) 21, the PCHR closed 100 cases and 1 round of engagement funding generating \$81,000 from the EEOC for the cases and outreach activities. The PCHR's contract for federal FY22 is 110 cases. Based on mid-fiscal year projections, the PCHR will meet that. If the EEOC reduces its contracts with its state and local partners, the PCHR will bring in less revenue in FY23.

CONTRACTING EXPERIENCE

Please refer to attached FY23 Budget Hearing Summary Charts in section 4: Contracts Summary.

EMPLOYEE DATA

Please refer to attached FY23 Budget Hearing Summary Charts in section 7: Staff Demographics.

LANGUAGE ACCESS

- 1. Provide the name of your language access coordinator, the date of your last department training, and a link to the posting of your language access plan.**

Monica Gonzalez is the language access coordinator for PCHR. The last training occurred in 2019 but will request a refresher training by the Office of Immigrant Affairs (OIA). PCHR's [language access plan](#) is linked here.

- 2. Break down new hires and existing staff by race and language. Break down how many front-line personnel are trained to provide language access services.**

PCHR has had one new hire who is African American. PCHR Staff identify as follows: 16 African American, 5 White, 7 Latino (Bilingual Spanish), 3 Asian (1 Bilingual Khmer and 1 Bilingual Mandarin Chinese,), 1 Other (Bilingual Spanish).

- 3. How many requests for language access services did your department receive in the past year? How many language access services were delivered by staff? Break down language access services provided, by language, including but not limited to the language line, translation of public notices and documents, website language services, and advertisement/publication services.**

PCHR had 19 requests for language access Services. None were delivered by staff. The requests were as follows: 1 Arabic telephonic interpretation, 1 Chinese (mandarin) in-person/remote interpretation, 1 Chinese (mandarin) telephonic interpretation, 3 Portuguese telephonic interpretation, 8 Spanish telephonic interpretation, 3 Spanish in-person/remote interpretation, 1 Korean telephonic interpretation, and 1 Punjabi telephonic interpretation.

- 4. Explain what your department has done to improve language access services over the past year.**

We have translated more documents in multiple languages and continue to hold hearings with interpretation and translation services, whenever needed.

CLIMATE CHANGE

1. How has climate change affected your department's provision of services?

It has not directly impacted our department. However, our Community Relations Division deals with neighbor disputes, and we know more people get in arguments when they are outside during the hot weather. Also, our Fair Housing Commission deals with unfair rental practices, and we handle cases where the landlord does not complete necessary repairs for inclement weather (i.e. roof repairs during the rain, air conditioner repairs during the summer). Finally, as the agency charged with enforcing the anti-discrimination laws, we support efforts to ensure that all City services are provided to each community in an equitable manner.

2. How might worsening climate change increase costs and demands for your department?

It could potentially increase our workload based on the reasons stated above.

3. How does your department intend to mitigate and adapt to climate change?

We can help educate the public when doing outreach.

1. Staff Demographics Summary

Staff Demographics Summary (as of December 2021)				
	Total	Minority	White	Female
Number of Full-Time Staff	32	27	5	24
Number of Exempt Staff	2	1	1	2
Number of Executive Staff (deputy level and above)	1	1	0	1
Average Salary, Full-Time Staff	\$69,305	\$66,523	\$84,333	\$68,358
Average Salary, Exempt Staff	\$110,500	\$128,450	\$92,550	\$110,500
Average Salary, Executive Staff	\$128,450	\$128,450	\$0	\$128,450
Median Salary, Full-Time Staff	\$70,334	\$70,334	\$91,472	\$70,334
Median Salary, Exempt Staff	\$110,500	\$128,450	\$92,550	\$110,500
Median Salary, Executive Staff	\$128,450	\$128,450	\$0	\$128,450

2. Employment Levels

Employment Levels (as of December 2021)		
	Budgeted	Filled
Number of Full-Time Positions	33	32
Number of Part-Time Positions	0	0
Number of Exempt Positions	2	2
Number of Executive Positions (deputy level and above)	1	1
Average Salary of All Full-Time Positions	\$69,305	\$69,305
Median Salary of All Full-Time Positions	\$70,334	\$70,334

3. Financial Summary by Class

Some departments may also want to provide financial summary tables for other funds, such as the Grants Fund. Departments should delete any budget lines that have \$0 in every year (i.e. if a department has no Class 500 appropriations, actuals, or proposed appropriations, the Class 500 row should be deleted).

General Fund Financial Summary by Class						
	FY21 Original Appropriations	FY21 Actual Obligations	FY22 Original Appropriations	FY22 Estimated Obligations	FY22 Proposed Appropriations	Difference: FY23-FY22
Class 100 - Employee Compensation	\$2,360,285	\$2,267,083	\$2,325,040	\$2,463,907	\$2,495,189	\$31,282
Class 200 - Purchase of Services	\$34,657	\$11,818	\$34,657	\$34,657	\$43,333	\$8,676
Class 300/400 - Materials, Supplies & Equipment	\$28,031	\$6,572	\$28,031	\$28,031	\$28,031	\$0
	\$2,422,973	\$2,285,473	\$2,387,728	\$2,526,595	\$2,566,553	\$39,958

4. Contracts Summary

This table focuses on large professional services contracts with for-profit vendors.
"Large" is defined as meaning that an RFP was required.
Departments should focus on contracts that have been conformed to date.
Any departments that have large contracts with non-profit providers are encouraged to provide board makeup information in the optional "Non-Profit Vendor Demographics" table below.

PCHR uses citywide contracts only.

M/W/DSBE Participation on Large Professional Services Contracts: N/A

Non-Profit Vendor Demographics: N/A

5. Performance Measures Table

Please refer to the narrative of the FY23 Budget testimony.

6. Participation Rate and Goal

The Contracts Summary table is for **professional services contracts only**.
The Contract Participation Goal table is for **all** contracts (Public Works, SS&E, and Professional Services, combined).

Contracts Summary (Professional Services only): N/A

Total M/W/DSBE Contract Participation Goal (Public Works; Services, Supplies & Equipment; and Professional Services combined): N/A

7. Staff Demographics

Totals in this table should tie out to numbers in tables 1 and 2 above.

Biracial employees should be included under "Other."

The number of employees who identify as non-binary (i.e. employees who do not identify as either female or male) should be included in the text box below the table, along with salary detail.

Staff Demographics (as of December 2021)					
Full-Time Staff			Executive Staff		
	Male	Female		Male	Female
	African-American	African-American		African-American	African-American
<i>Total</i>	2	14	<i>Total</i>	0	1
<i>% of Total</i>	6%	44%	<i>% of Total</i>	0%	100%
<i>Average Salary</i>	\$55,914	\$71,525	<i>Average Salary</i>	\$0	\$128,450
<i>Median Salary</i>	\$55,914	\$70,334	<i>Median Salary</i>	\$0	\$128,450
	White	White		White	White
<i>Total</i>	2	3	<i>Total</i>	0	0
<i>% of Total</i>	6%	9%	<i>% of Total</i>	0%	0%
<i>Average Salary</i>	\$91,472	\$79,575	<i>Average Salary</i>	\$0	\$0
<i>Median Salary</i>	\$91,472	\$91,472	<i>Median Salary</i>	\$0	\$0
	Hispanic	Hispanic		Hispanic	Hispanic
<i>Total</i>	2	5	<i>Total</i>	0	0
<i>% of Total</i>	6%	16%	<i>% of Total</i>	0%	0%
<i>Average Salary</i>	\$53,078	\$56,658	<i>Average Salary</i>	\$0	\$0
<i>Median Salary</i>	\$53,078	\$50,054	<i>Median Salary</i>	\$0	\$0
	Asian	Asian		Asian	Asian
<i>Total</i>	2	1	<i>Total</i>	0	0
<i>% of Total</i>	6%	3%	<i>% of Total</i>	0%	0%
<i>Average Salary</i>	\$87,499	\$58,612	<i>Average Salary</i>	\$0	\$0
<i>Median Salary</i>	\$87,499	\$58,612	<i>Median Salary</i>	\$0	\$0
	Other	Other		Other	Other
<i>Total</i>	0	1	<i>Total</i>	0	0
<i>% of Total</i>	0%	3%	<i>% of Total</i>	0%	0%
<i>Average Salary</i>	\$0	\$58,612	<i>Average Salary</i>	\$0	\$0
<i>Median Salary</i>	\$0	\$58,612	<i>Median Salary</i>	\$0	\$0
	Bilingual	Bilingual		Bilingual	Bilingual
<i>Total</i>	4	7	<i>Total</i>	0	0
<i>% of Total</i>	13%	22%	<i>% of Total</i>	0%	0%
<i>Average Salary</i>	\$70,289	\$57,961	<i>Average Salary</i>	\$0	\$0
<i>Median Salary</i>	\$70,334	\$50,054	<i>Median Salary</i>	\$0	\$0
	Male	Female		Male	Female
<i>Total</i>	8	24	<i>Total</i>	0	1
<i>% of Total</i>	25%	75%	<i>% of Total</i>	0%	100%
<i>Average Salary</i>	\$72,148	\$68,358	<i>Average Salary</i>	\$0	\$128,450
<i>Median Salary</i>	\$70,334	\$70,334	<i>Median Salary</i>	\$0	\$128,450

Detail for non-binary employees, if applicable: N/A

8. New Hire Information

Date range is 7/1/21 to December 2021 increment run. Detail for any hires since then can be added in the text box below the table.

New Hires (from 7/1/2021 to December 2021)	
	Total Number of New Hires
Black or African American	1
Asian	
Hispanic or Latino	
White	
Other	
Total	1

Detail for new hires since December 2021, if applicable: N/A