

Allegheny County Human Relations Commission  
Minutes of April 3, 2019  
Date/Time: April 3, 2019 at 8:30 a.m.  
Location: Conference Room 1, Allegheny County Courthouse  
First Floor  
436 Grant Street  
Pittsburgh, PA 15219

I. Call to order: 8:36 a.m.

Commission members present

Daniel A. Styche  
Nicola Henry-Taylor  
William Price  
Arthur Pang

Staff members present

Ellen Buannic, Employee Relations Coordinator

II. Guests

Andrèa Stanford, Assistant County Manager  
Taylor Follan, Point Park student in journalism  
Morgan Robinson, Point Park student present for “moral support”

III. Approval of Minutes of the March 6, 2019 meeting: A motion to approve with changes was brought by Commissioner Henry-Taylor. Commissioner Price seconded the motion.

IV. Chairperson Update: Chairperson Styche opened with an announcement that he is in possession of an RFP for an attorney for the Commission to utilize when/if a case involves Allegheny County employment. He will forward to everyone and once approved will be distributed.

Commissioner Henry-Taylor asked to discuss current pending case. Chairman Styche stated that any legal questions should go to Commissioner Price. Commissioner Henry-Taylor said that there is not enough evidence and additional questions need to be send/asked of the Complainant. Chairperson Styche stated that any information requests can be sent to Jeremy Beaver or Ellen Buannic. Human Resources would send a letter/form to Complainant. Commissioner Price explained the support for the independent Commission is provided by Allegheny County employees and if the County is named in an employment discrimination claim, HR would not be investigating. Staff member Ellen Buannic said that this case may be dual filed with the EEOC and she would try to find out. Commissioner Henry-Taylor agreed that if dual filed, we should request that the Complainant agree to the EEOC’s findings and request EEOC share information from its investigation. Commissioner Price asked if Complainant had legal representation and Commission Henry-Taylor affirmed and stated the name is Christi Wallace of Kraemer, Manes & Associates, LLC.

Chairperson Styche said the Diversity Award submissions have been downloaded and will be distributed for review. Commissioner Henry-Taylor asked if there would be recognition for

all the submissions and Chairperson Styche said the members could determine if it is appropriate to recognize all participants. Commissioner Price stated that past practice was for all submissions receive recognition from the County Executive. Commissioner Pang asked how many school districts participated and Chairperson Styche answered that submissions were received from 5 school districts. Commissioner Price explained the program to the guests. Chairperson Styche said his son may be submitting and if he does, the other members will review. Chairperson Styche named the school districts – Hampton, Mount Lebanon, West Mifflin, Quaker Valley, Upper St. Clair and potentially Bishop Canevin. Commissioner Henry-Taylor asked if the Gold Room was confirmed. Staff member Ellen Buannic said it was confirmed on May 1, 2019 from 10:30 A.M.- 1:30 P.M. Guest Andréa Stanford asked if the program will go until 1:30 and Chairperson Styche said it usually lasts one hour. Commissioner Henry-Taylor asked if the County photographer has been asked to be present. Chairperson Styche said that it has been requested and Guest Andréa Stanford said that she will confirm.

V. Staff and Committee Reports:

Law Department: No Staff present, however Chairperson Styche advised no new cases have been received.

Human Resources: Ellen Buannic said the article Commissioner Price requested to be added to the Commission's website will be posted to the "About" page.

Community Events: Commissioner Henry-Taylor asked if that had been approved by the Bar Association and Commissioner Price said it was approved. Commissioner Price asked that Jeremy Beaver update the calendar invitation for the Diversity Awards ceremony be updated to accurately reflect the time. Chairperson Styche said it was agreed that the County will provide refreshments after the Diversity Awards ceremony. Commissioner Price spoke about the Department of Justice contacted him regarding the City Spirit program which was developed to help improve community relations. Commissioner Price invited all the participate and advised the next scheduled conference call is for April 12, 2019 at 2:30 P.M. and the conclusions will be presented on June 19 at the CCAC North Side Campus. Commissioner Price also asked that any suggestions as to organizations who should also participate should be sent to him. Commissioner Price discussed considering issuing a corporate challenge/outreach to endorse the Commission's values stating a lack of awareness of the Commission in corporate Pittsburgh. Commissioner Henry-Taylor said she liked the concept. Chairperson Styche asked about the next step and Commissioner Price said that he will be obtaining the contact information for the person responsible of BNY Mellon's diversity and inclusion program.

VI. Announcements: Andréa Stanford asked if anyone had been submitted to replace Commissioner Cummings. Commissioner Price asked what the process was for submitting candidates to County Council. Chairperson Styche stated the candidate names should be sent to him and he will forward for consideration. Chairperson Styche asked the guests if they wanted to ask any questions of the Commissioners. Taylor Follan asked the purpose of Commission and Chairperson Styche explained the Commission was formed to investigate

allegations of discrimination in employment, housing, public access, etc. Commissioner Henry-Taylor provided a copy of the Commission's brochure.

- VII. Adjournment: A motion was made by Commissioner Price to adjourn at 9:15 A.M. The motion was seconded by Commissioner Henry-Taylor and carried unanimously.