

COMMONWEALTH OF PENNSYLVANIA
HOUSE OF REPRESENTATIVES
JUDICIARY COMMITTEE

MAIN CAPITOL BUILDING
ROOM 418
HARRISBURG, PENNSYLVANIA

WEDNESDAY, SEPTEMBER 10, 2008
10:00 A.M.

BEFORE:

HONORABLE THOMAS R. CALTAGIRONE, MAJORITY CHAIRMAN
HONORABLE DAN FRANKEL
HONORABLE HAROLD JAMES
HONORABLE KATHY MANDERINO
HONORABLE SEAN RAMALEY
HONORABLE DON WALKO
HONORABLE JEWELL WILLIAMS
HONORABLE MARK COHEN
HONORABLE GLEN GRELL
HONORABLE WILL GABIG
HONORABLE CARL MANTZ

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

ALSO PRESENT:

DAVID MCGLAUGHLIN, SENIOR RESEARCH ANALYST (D)
KAREN COATES, CHIEF COUNSEL (R)
JETTA HARTMAN, COMMITTEE SECRETARY

TRACY L. MARKLE,
COURT REPORTER/NOTARY PUBLIC

	<u>INDEX</u>	
	<u>NAME</u>	<u>PAGE</u>
1		
2		
3	REPRESENTATIVE DAN FRANKEL	5
4	STEPHEN A. GLASSMAN	8
5	HOMER FLOYD	30
6	HANK BUTLER	43
7		
8		
9		
10		
11		
12		
13		
14		
15		
16		
17		
18		
19		
20		
21		
22		
23		
24		
25		

1 Frankel.

2 REPRESENTATIVE FRANKEL: Representative
3 Frankel, Allegheny County, also a member of this
4 Committee and author of this legislation that we're
5 going to be discussing today.

6 CHAIRMAN CALTAGIRONE: Okay.

7 REPRESENTATIVE FRANKEL: Good morning. And
8 good morning, Mr. Chairman. And my colleagues on the
9 Judiciary Committee, I thank you for being here so that
10 we can have a good hearing and discuss House Bill 51.
11 I'd also like to thank the other witnesses that are
12 going to be here and hearing from them today; Steve
13 Glassman, who's the Chairman of the Pennsylvania Human
14 Relations Commission and Homer Floyd, who is the
15 Executive Director.

16 Our nation's history includes the shameful
17 denial of even the most basic rights to
18 African-Americans, as well as lesser known
19 discrimination, such as signs that state, "No Irish Need
20 Apply." Even now, as we are poised to break either the
21 race or gender barrier for nationwide office,
22 hate-related incidents remain a very current problem in
23 the United States, and Pennsylvania is far from exempt.

24 For example, earlier this summer in
25 Schuylkill County, four teenagers were charged in the

1 fatal beating of a Latino man that, according to
2 official records and testimony, involved a defendant
3 using racial slurs toward the victim and saying, "Go
4 back to Mexico." While that is one of the more and most
5 tragic hate incidents in recent memory, it is far from
6 an isolated occurrence.

7 For the 2005-2006 fiscal year, the
8 Pennsylvania Human Relations Commission reported 273
9 bias-related incidents from throughout the Commonwealth,
10 including 10 or more in each of these 8 counties:
11 Allegheny, Cumberland, Dauphin, Luzerne, Monroe,
12 Northampton, Philadelphia, and York.

13 Instead of addressing hate-motivated
14 violence, only half of the fact, it is entirely
15 responsible and appropriate for the Commonwealth to take
16 proactive steps that are limited and preserve everyone's
17 Constitutional rights, including the right to free
18 speech.

19 In Pennsylvania, the State Human Relations
20 Commission has the important role of monitoring and
21 preventing hate crimes and other actions by hate groups.
22 However, due to the high volume of intergroup tension,
23 situations in the Commonwealth in recent months, the
24 Commission staff has been stretched thin. We can help
25 the Commission carry out its vital duties by enacting

1 House Bill 51, which would create a relatively modest
2 one million dollar Prevention of Hate Activity Fund.
3 This would allow the Commission to have needed staff to
4 handle the numerous investigations of discrimination and
5 intergroup tension in Pennsylvania and to better
6 address, and even prevent, hate-related incidents.

7 By enacting House Bill 51, we can make a
8 relatively small investment today to yield a brighter
9 and a more tolerant future so that all Pennsylvanians
10 can preserve and enjoy it.

11 Thank you very much, Mr. Chairman. And I'll
12 take some questions, but I know the representatives from
13 the Pennsylvania Human Relations Commission have some
14 details and specifics with respect to how they might be
15 able to utilize this fund.

16 CHAIRMAN CALTAGIRONE: I must say that I
17 strongly support your initiative here today, because I
18 think it's just a step forward in the direction that we,
19 as a people in the nation and this state, really should
20 start to address these particular issues that confront
21 us as a society today; and I want to compliment you for
22 joining us today, because I think it's the right thing.

23 Representative Sean Ramaley has also joined
24 the panel. Are there any questions?

25 REPRESENTATIVE FRANKEL: Thank you.

1 CHAIRMAN CALTAGIRONE: Please join us up
2 here. We'll next hear from the Pennsylvania Human
3 Relations Commission.

4 MR. GLASSMAN: Good morning, Chairperson,
5 and members of the House Judiciary Committee. Thank you
6 for the opportunity to appear before you today. My name
7 is Stephen Glassman. I am the Chairperson of the
8 Pennsylvania Human Relations Commission. The
9 distinguished Homer C. Floyd, our Executive Director, is
10 sitting here with me today; and I'd like to introduce a
11 few of our senior staff members who have also come with
12 us; Doreen Winey, who is our Director of Education and
13 Community Services, whose division of our agency would
14 be responsible for actually executing the activities
15 that I'm going to reference in my testimony with the
16 funding that would come from this bill; our Chief
17 Counsel, Michael Hardiman; Special Assistant, Nancy
18 Gippert; and our Communications Director, Shannon
19 Powers, are with us today.

20 Thank you for the opportunity to voice our
21 strong support for House Bill 51, the Prevention of
22 Hate Activity Fund. As requested, we have provided you
23 with copies of our written testimony. Consideration of
24 this bill comes at a most opportune time. In recent
25 months, age, race, gender, religion, and ethnic origin

1 have all been put forth as disqualifiers for the most
2 important job in the country, the Presidency of the
3 United States.

4 The existence and degree of severity of
5 various "isms" in America has been a central theme of
6 public discourse, and Pennsylvania has been the focus
7 of national media attention surrounding the beating
8 death in Shenandoah Borough of Luis Ramirez, a
9 25-year-old Mexican immigrant, father of three,
10 allegedly due to his race and nationality.

11 The need for educational outreach and
12 rational discourse in Pennsylvania's communities has
13 been vividly illustrated by these and other recent
14 events. It is especially timely for the Legislature to
15 consider establishing a special fund to enhance the
16 Commonwealth's existing efforts to combat hate-group
17 tension, ethnic intimidation, and hate-crime activity.

18 I will talk more about recent tensions in
19 Pennsylvania, but first let me introduce you to some of
20 those existing efforts to combat hate and
21 discrimination. That is the primary work of the
22 Pennsylvania Human Relations Commission. The Commission
23 enforces the Pennsylvania Human Relations Act and the
24 Pennsylvania Fair Educational Opportunities Act. The
25 Pennsylvania Human Relations Act prohibits governmental

1 and private discrimination in the areas of employment,
2 education, housing and commercial property, including
3 credit and lending, which is particularly important in
4 these economic times, and public accommodations.

5 The public accommodations provision includes
6 services provided by the private sector and by the
7 Commonwealth and its political subdivisions. The
8 Pennsylvania Fair Educational Opportunities Act
9 prohibits discrimination in post-secondary education.
10 Classes protected by our state's anti-discrimination
11 laws include race, color, religious creed, ancestry,
12 sex, national origin, non-job related handicap or
13 disability, known relationship or association with a
14 person with a mental or physical disability, the use of
15 a guide or support animal, having a general educational
16 development test diploma as compared to a high school
17 diploma in employment, familial status in housing, and
18 age 40 and above in all areas but public accommodations.

19 The list sounds long, and we serve every
20 Pennsylvanian, because every member of the Commonwealth
21 belongs to at least one class protected by our
22 anti-discrimination laws. But that does not mean that
23 every Pennsylvanian is fully served by our efforts or
24 that every group is fully protected under our law.

25 In fact, because of a technicality in the

1 legislative process, rather than on the substance or the
2 merit, the Pennsylvania Supreme Court recently removed
3 protections added in 2002 to the Pennsylvania Ethnic
4 Intimidation and Institutional Vandalism Act, women,
5 people with physical and mental disabilities, the
6 lesbian, gay, bisexual and transgendered community and
7 various ancestries are no longer offered protection
8 under this Pennsylvania law. And the lesbian, gay,
9 bisexual and transgendered community, incidentally, has
10 never been afforded protection from discrimination under
11 the laws enforced by the Human Relations Commission.

12 But, as you know, expanding legal
13 protections or simply enforcing existing laws after they
14 have been violated is not enough. Law enforcement and
15 crime prevention must go hand-in-hand. Of course, the
16 Human Relations Commission's primary function is
17 enforcement, receiving, investigating, and making
18 determinations on complaints of unlawful discrimination.

19 At the beginning of fiscal year 2007-2008,
20 there were 4,757 active cases for which the Commission
21 had investigative responsibilities. During the fiscal
22 year, the Commission received 31,662 inquiries,
23 resulting in the filing of another 3,958 complaints.
24 The Commission actually closed 4,339 of these cases,
25 either by a finding or a satisfactory settlement between

1 the parties, reducing our caseload to 4,393 by the end
2 of the fiscal year. Incidentally, we receive more than
3 5.8 million inquiries and hits on our website every
4 year, just to show you the extent of interest in the
5 work of the Pennsylvania Human Relations Commission.

6 We also have responsibility for complaints
7 which are dual-filed with our agency and the Federal
8 Equal Employment Opportunity Commission. At the end of
9 fiscal year 2007-2008, we had 2,102 such cases. When
10 the EEOC closes these cases, we review their findings
11 and either close the case as well or initiate further
12 investigation. We anticipate close to 3,000 cases this
13 year from the EEOC. This adds to both the
14 administrative and investigative caseload of the
15 Commission.

16 Aside from enforcing anti-discrimination
17 laws and perhaps more relevant to today's testimony, the
18 Human Relations Commission is responsible for addressing
19 situations involving racial and ethnic tension and
20 promoting equal opportunity and diversity in the
21 Commonwealth. Essentially, we were created to eradicate
22 discrimination and bias in the State, which would mean
23 working ourselves out a job.

24 In fact, three separate provisions in the
25 Pennsylvania Human Relations Act address the issue of

1 racial and ethnic tension. First, Section 7(f.1)
2 authorizes the Commission, with the consent of at least
3 eight Commissioners, to investigate any problem of
4 racial discrimination even though no complaint has been
5 filed with the Commission, with the intent of avoiding
6 and preventing the development of racial tension.
7 Second, and more broadly, Section 9(b)(1) of the statute
8 authorizes the Commission to conduct a prompt
9 investigation, again, even in the absence of a
10 complaint, wherever there is reason to believe that an
11 unlawful discriminatory practice has been committed.
12 Third, and most importantly, Section 8.1 authorizes the
13 Commission, whenever any problem of racial
14 discrimination or racial tension arises, to immediately
15 hold an investigatory hearing in order to resolve the
16 problem promptly by the gathering of all the facts from
17 all the interested parties and making such
18 recommendations as may be necessary.

19 This broad grant of legislative authority to
20 investigate complaints and engage in efforts to reduce
21 intergroup tensions is certainly consistent with the
22 legislative finding that discrimination by practice or
23 by policy is a matter of concern for all Pennsylvanians,
24 because it potentially harms every individual in the
25 Commonwealth.

1 Freedom from discrimination is central to
2 our quality of life, and in fact, was one of the
3 founding tenets of our Commonwealth and our country. In
4 1955, when it was known as the Fair Employment Practices
5 Commission, the Pennsylvania legislature wisely created
6 the Human Relations Commission to protect that freedom
7 and the inalienable rights of Pennsylvanians.

8 Our two-fold mission of enforcement and
9 prevention is a constant juggling act for the
10 Commission, as our caseloads are very high, and many of
11 our personnel have shared responsibilities in both
12 areas. Unfortunately, we never seem to have the human
13 resources to do the job as effectively as the need
14 warrants. We just never could reach all 67 counties,
15 501 school districts and 1,217 police forces in
16 Pennsylvania with the limited staff that we have at the
17 agency.

18 However, sustainability, though it is an
19 environmental buzzword, is what we aspire to as we seek
20 to eradicate bias and discrimination in an environment
21 of limited and dwindling resources. This bill, which we
22 certainly appreciate having been introduced by
23 Representative Frankel, who's been a longstanding
24 supporter of the Commission, would fund the creation of
25 sustainable initiatives to extend our efforts and ensure

1 that the work of fighting discrimination and hate
2 continues regardless of ongoing budgetary and staffing
3 limitations.

4 Specifically, this bill would fund the
5 expansion of our current training and education of local
6 law enforcement, employers, trade associations, housing
7 providers, advocacy groups, school personnel, higher
8 education officials and other organizations, so that
9 they continue the work themselves.

10 The Commission's work in this area is
11 largely organized and carried out by our Division of
12 Education and Community Services, which has personnel in
13 our central office and in each of our three regional
14 offices in Philadelphia, Harrisburg, and Pittsburgh.
15 This division receives reports of bias incidents around
16 Pennsylvania and maintains the data to inform and guide
17 prevention activities by the Commission and the numerous
18 organizations who join us in this work.

19 I might add that prevention, just as in
20 healthcare, is extremely inexpensive compared to
21 prosecuting these kinds of cases. If employers are
22 allowed to be trained appropriately so that they can
23 avoid having cases of discrimination brought against
24 them, it saves the private employer money, it saves
25 government agencies money, and it certainly makes the

1 best use of the million dollar funding that's provided
2 in this bill, which would enhance its ability to produce
3 a return to the Commonwealth many times over of the
4 investment that would be made by the Legislature.

5 The Commission convenes and coordinates the
6 Pennsylvania Inter-Agency Task Force on Civil Tension,
7 which consists of local, state, and federal law
8 enforcement agency representatives, and a number of
9 governmental and nongovernmental advisory and advocacy
10 groups. Our primary task force partners are the
11 Attorney General's Office and the Pennsylvania State
12 Police. Others include the Community Relations Service
13 of the US Department of Justice, the FBI, the Governor's
14 Advisory Commissions on Latino, Asian-American,
15 African-American Affairs, and Women's issues,
16 disability-rights advocacy groups, LGBT social services
17 groups, and local chapters of organizations, such as the
18 NAACP and the ADL. The task force includes a total of
19 165 groups, for which we are an information repository
20 and dissemination source, a referral source, and a
21 grassroots organizing source.

22 The task force meets monthly; and various
23 agency representatives bring their knowledge, skills,
24 and resources to aid in the prevention of and response
25 to bias-related incidents, inter-group tension and civil

1 unrest in the Commonwealth.

2 Programmatic and other responses to bias
3 incidents and hate activity vary according to the
4 circumstances, the specific needs of each community,
5 family or organization, and their willingness or desire
6 to address issues constructively. Some of these
7 responses include offering training for communities,
8 companies, school personnel, students, law enforcement
9 officials and local government officials. Other
10 responses might be on the micro-level of mediating among
11 parties in a neighborhood in which parties have been
12 harassed or otherwise targeted in incidents involving
13 racial or other differences.

14 The Commission provided more than 200
15 widely-varied training, technical assistance, or
16 outreach sessions during the last fiscal year. The
17 training takes many forms, including formalized programs
18 over an extended period of time, concentrated sessions
19 over a day or two, or educational presentations at
20 conferences or meetings.

21 In many instances, outreach consists of
22 providing and staffing resource booths at community
23 festivals or other events. Often, diversity training,
24 sexual harassment training or similar measures are
25 prescribed for company personnel, or faculty and staff

1 at educational institutions where a complaint against
2 the entity has been filed and the Commission has issued
3 a finding that the organization has been discriminatory
4 in its policies or practices.

5 In other instances, training is requested by
6 a group or a community as a proactive measure or in
7 response to instances of institutional vandalism, crimes
8 alleged to be motivated by hate or activity by organized
9 groups, such as white supremacists. This was the case
10 earlier this year, for example, when Commission staff
11 worked with the Wilkes-Barre community and local NAACP
12 chapter to bring community organizations and citizens
13 together to address incidents including swastikas, which
14 were painted on a local synagogue, fliers making
15 racially offensive statements posted by a skinhead
16 group, and several public expressions of anti-immigrant
17 sentiment.

18 This was the case earlier this year in the
19 Woodland Hills School District, when the Commission
20 intervened because of our concern that educational
21 equity was jeopardized following violent incidents in a
22 large, consolidated school district. Commission staff
23 facilitated an initial meeting between parents,
24 teachers, community leaders, law enforcement from 12
25 municipalities and the District Attorney's office to

1 address concerns with conflicts among students,
2 peer-to-peer harassment, and the ways in which school
3 violence was being addressed. Follow-up training has
4 been hampered by limited Commission resources,
5 unfortunately.

6 Tragically, this has also been the case in
7 the Shenandoah community over recent weeks. Initially,
8 the Commission's involvement came at the request of the
9 community and in response to disturbing statements made
10 by local public officials making conclusions before an
11 investigation had even begun in the alleged
12 racially-motivated beating death by several white
13 teenagers of Luis Ramirez, a Mexican immigrant.

14 Commission staff members have met with
15 public officials, citizens, and business leaders to
16 assist them in forming a community integration
17 committee. Our staff have interviewed residents,
18 attended several community events, and most recently
19 assisted in organizing a community event in response to
20 outside groups coming into the community for an
21 anti-immigration rally.

22 In these instances, the resources and
23 training we offered to communities were not part of a
24 particular formal initiative. Additional funding could
25 enable us to expand our existing initiatives and train

1 local officials, community leaders and personnel, as
2 well as develop educational resources that would remain
3 in the community to help them address tensions and
4 prevent future incidents. This certainly can be
5 replicated in every local jurisdiction and every county
6 in the Commonwealth.

7 One such existing law enforcement and
8 community training initiative is dubbed PHRC AIMS, or
9 Awareness, Management, Information and Support. This
10 program fosters opportunities for positive collaboration
11 between state and local law enforcement agencies and the
12 communities they serve, to increase cultural competency
13 and awareness, to improve community relations and
14 promote equal opportunity in the recruitment, hiring,
15 firing and promotion practices of state and local law
16 enforcement agencies. This program has been somewhat
17 limited in recent years due to budgetary and personnel
18 considerations.

19 Another Commission initiative involves
20 educating local police departments regarding enforcement
21 and enforcement parameters found in Pennsylvania's
22 Ethnic Intimidation and Institutional Vandalism
23 statutes. During the past fiscal year, the Commission
24 trained a number of local police departments to ensure
25 that crimes found to have been motivated by bias against

1 a particular group because of their protected class
2 status are appropriately charged and prosecuted. If we
3 have the funding, every District Attorney, for example,
4 in the Commonwealth could be trained.

5 Like our activities this past year in
6 Woodland Hills, Wilkes-Barre, Shenandoah and many other
7 communities, these training and education initiatives
8 are all too often reactive responses to tension that
9 already exists rather than proactive steps to prevent
10 tension, bias, and hate crimes. One proactive step the
11 Commission is taking is to hold some of its monthly
12 meetings in areas experiencing rapid demographic change
13 across the state.

14 At May's meeting, for example, in Milford,
15 community and school officials from both Pike and Monroe
16 Counties brought their concerns to the Commission.
17 These two counties had over a 100 percent rate of change
18 in the ethnic makeup of their residents as far back as
19 the 2000 census.

20 Reported bias incidents in Monroe County
21 have leapt from one incident reported in 2001-2002 to 19
22 in each of the past two fiscal years, and please
23 remember that because of various factors of intimidation
24 and fear of government agencies, most minorities are so
25 fearful of reporting allegations of hate or bias crimes

1 that these are just reflecting the tip of the iceberg.
2 And every private agency which reports hate crimes,
3 reports the same kind of very small percentage of what
4 they anticipate to be the true number of hate crime
5 activities that are occurring all across the state.

6 The county is facing education and law
7 enforcement challenges common to rapidly-changing
8 communities; but they're unique, because they are
9 largely rural bedroom communities of people with lengthy
10 commutes to urban jobs sometimes out of the state, for
11 example, New York City.

12 Our outreach efforts in the region have
13 resulted in the recent formation of the Monroe County
14 Advisory Council, one of seven formal advisory councils
15 statewide, comprised of distinguished volunteers in
16 local communities who advise the Commission and work at
17 the local level to promote diversity and address
18 community tensions before they arise.

19 In Reading, Pennsylvania, which has a school
20 population that is 76 percent Hispanic, we had 25 guests
21 at our most recent Commission meeting. Those guests
22 included community members, law enforcement and city
23 officials, and leadership of the local school district
24 and five area colleges. They came to cite their
25 challenges, but they also came to detail their triumphs,

1 some of which were due in large part to Commission
2 efforts to bring parties in conflict together to work on
3 solutions to the problems they have in common.

4 In these communities, and in others around
5 Pennsylvania, we are working to reduce the hostility,
6 contempt and fear that come from stereotyping and
7 mythologizing others who are different, along with a
8 lack of communication among groups who may not know each
9 other in a positive context. But the need to combat
10 hate and bias across Pennsylvania is still tremendous.
11 Nowhere has that need been more vividly demonstrated
12 than in Shenandoah. The national media spotlight has
13 now shone intensely on the people of Pennsylvania's coal
14 region, their past as a multi-ethnic melting pot, and
15 the reality of the fear, misunderstanding, and hatred
16 among groups there which exists today.

17 There are other Shenandoahs all across the
18 Commonwealth where tensions are seething just below the
19 surface, communities that would benefit from our
20 presence and proactive outreach, should we get this
21 funding, so that we could expand our staff in this
22 division of our agency.

23 And there are communities like Lititz,
24 where, in a two-week period last October, Warwick High
25 School had repeated incidents involving students

1 displaying confederate flags, shouting racial slurs and
2 obscenities, threatening violence and throwing trash at
3 black students. Warwick officials worked with the
4 Commission and our task force partners to address the
5 incidents in several ways, including implementing a
6 SPIRIT program, which brings leaders in schools who are
7 students together in order to identify problems and form
8 solutions to those problems with the approval of the
9 administration in the school. It's a very effective
10 program, which we've done in a couple dozen schools in
11 the Commonwealth, but we have 501 school districts,
12 every one of whom could benefit from having a SPIRIT
13 program in place.

14 With 391 bias incidents reported across the
15 Commonwealth in fiscal year 2007-2008 and many, many
16 others that go unreported, the need is ever-present and
17 growing. And, shockingly, according to the Southern
18 Poverty Law Center, Pennsylvania ranks eighth in the
19 nation in the number of active, organized hate groups,
20 ahead of Mississippi and Alabama.

21 State government cannot be an ongoing
22 physical presence in every community all the time, nor
23 should it. But we could, with appropriate funding
24 provided by this bill, create training media and
25 train-the-trainer programs that would enable community

1 groups, law enforcement agencies and college diversity
2 groups to carry on the education and prevention efforts
3 on their own once they were trained by the Pennsylvania
4 Human Relations Commission staff.

5 Later this month, we are holding a public
6 forum here in Harrisburg at WITF Public Television
7 Center to address the challenges and discrimination
8 Muslims face in Pennsylvania. It is part of a planned
9 series addressing challenges to religious freedom and
10 interfaith relationships. This Forum is the outgrowth
11 of requests by legislatives of both the Republican and
12 Democratic sides of the aisle in response to some
13 comments that were made on the floor of the House
14 several months ago.

15 An audience of 100 will participate here,
16 along with a panel of experts representing various
17 religious faiths and ethnicities. We are offering
18 groups around the state the opportunity to view live
19 streaming video via the internet and host their own
20 discussion groups, connecting with a panel of experts
21 via telephone and e-mail.

22 With additional funding, we could air this
23 and future events like it and expand our efforts to
24 reach a much wider audience and raise the level of
25 conversation about discrimination and the hurdles we

1 have to overcome in order to embrace our differences and
2 diversity.

3 Similarly, video capturing stories from the
4 viewpoint of those who have suffered from hate crimes
5 could be a timeless and powerful educational tool, but a
6 tool that requires funding for production costs of \$25
7 to \$30,000 for just one ten-minute video. This kind of
8 funding is simply not in our budget, nor is funding for
9 public service announcements, which are certainly seen
10 for other state agencies, but which we have never been
11 able to support because of a lack of funding. And from
12 a poll that was taken, approximately, 7 years ago, less
13 than 25 percent of the residents of the Commonwealth are
14 even aware of the existence of the Pennsylvania Human
15 Relations Commission and the services that we provide in
16 order to prevent the kind of discrimination and bias
17 that comes to us in investigative cases.

18 Our website, which is being redesigned
19 currently, could be expanded greatly to include free,
20 readily accessible training resources and educational
21 materials for the public. Funding to promote these
22 materials would increase the visibility of our
23 resources' public awareness of their availability.

24 Pennsylvania is on the front edge of a rapid
25 demographic change in this country. With that change

1 comes the need to know how to communicate with one
2 another, to address our biases, fears, and conflicts,
3 and prevent the kinds of tension some of our communities
4 are already experiencing. And we know that stressors
5 like our current economic downturn only serve to
6 escalate tensions, as groups often perceive the
7 financial gain and success of another group to be at the
8 expense of their own group.

9 Expanding outreach to community groups, law
10 enforcement and educational institutions can help build
11 a Pennsylvania whose communities are prepared to face
12 times of economic crisis or environmental disaster
13 together, rather than as fragmented, resentful, and
14 bitter groups.

15 Funding to create sustainable programs and
16 resources would help ensure that we are ready to embrace
17 demographic change in spite of regular budgetary and
18 personnel shortages or unexpected fiscal crises. Being
19 equipped to embrace change and welcome diversity is
20 vital to maintaining and improving the high quality of
21 life we aspire to for all Pennsylvanians to share.

22 If we want to become a truly welcoming
23 state and be competitive with our neighbors, we must
24 find ways to encourage people to get along with one
25 another, to understand one another; and this kind of

1 funding will certainly assist greatly in promoting our
2 ability to use our very well-trained staff to do this
3 kind of work throughout the Commonwealth.

4 Thank you for the opportunity to speak to
5 you today and to voice support for this bill. I invite
6 your questions to either myself or to Executive Director
7 Floyd. Thank you.

8 CHAIRMAN CALTAGIRONE: Thank you, sir.
9 We've been joined by Representatives James, Williams,
10 and Gabig, members of the Judiciary Committee.

11 Questions from the members or staff?
12 Representative Grell.

13 REPRESENTATIVE GRELL: Thank you very much,
14 Steve. Thanks for your testimony, and thanks for all
15 the work that you and the Commission do. I was going to
16 ask whether you have any special programs geared toward
17 getting Republicans and Democrats to get along.

18 MR. GLASSMAN: Oh, yes, we're in the process
19 of developing one right at the moment.

20 REPRESENTATIVE GRELL: Well, we might want
21 that. But, seriously, if this additional funding is
22 granted, and obviously the Appropriations Committee will
23 weigh in on that, by what standards, say a year or five
24 years from now, would we be able to look back and see
25 what the affect of this additional funding has been or

1 will be? Give us some criteria -- or what things would
2 you expect to see noticeable changes to?

3 MR. GLASSMAN: Sure. Well, at the moment,
4 we're already extraordinarily accountable for all of the
5 work we do; and we record every single training session,
6 for example, with the number of participants, the kinds
7 of outcomes that we expect, we have survey sheets that
8 are completed by all of the participants who analyze the
9 work of the courts and how effectively it was
10 prosecuted. We also record all of the meetings that we
11 engage in throughout the Commonwealth, part of our
12 public record. I attend, for example, and host
13 approximately 80 meetings every month, and my schedule
14 is on public record; so there are quite a number of ways
15 in which we can track the effects of meetings,
16 particularly through community responses that would come
17 from participants and from those who have actually filed
18 complaints with our agency or registered complaints of
19 bias and discrimination who then can be interviewed
20 after these interventions take place so that we can get
21 their local responses to the training efforts that we
22 offered them.

23 We also, in working with law enforcement
24 agencies, can identify common outcomes that we hope to
25 achieve from these efforts and be able to offer that

1 information through others agencies as well. We also
2 can make our resources available for these police
3 patrols and for local law enforcement efforts so that
4 they can actually utilize our resources and report back
5 to us on their effects in the community.

6 REPRESENTATIVE GRELL: Go ahead, sir.

7 MR. FLOYD: Could I add that we also have
8 scenarios in which responses to individual situations
9 and how the institution or organization will respond to,
10 and we're able to judge, to some extent through that
11 training, how they handle future incidents and future
12 situations, and they report back to us on an ongoing
13 basis of how well they're doing. And with staff
14 follow-up, we can track those kinds of incidents as well
15 to see how organizations are responding, and that's been
16 an important aspect.

17 MR. GLASSMAN: I think also a fair answer to
18 this is that with the limited number of very successful
19 trainings that we've been able to do each year with our
20 Education Community Services staff, I think it is fair
21 to extrapolate from very few counties where we're able
22 to respond to acute tensions that have been brought to
23 us or, for example, the Secretary of State a few years
24 ago contacted us, me specifically, because the
25 legislators were unable in that local area of Hazleton

1 to be able to resolve an issue, and we were asked to
2 come in and hold a town hall meeting and a series of
3 follow-up meetings, which we have been doing ever since
4 for the last several years and have actually seen
5 measurable change on the ground in Hazleton, an area
6 that is a source of ongoing tension with regard to
7 immigration issues. And we have been able, we feel, to
8 contribute greatly to keeping the lid on a hotbed of
9 activity that could have exploded.

10 It's very hard, however, when you look at
11 our statute to be able to make an assessment of what we
12 have prevented from happening. Prevention is always the
13 most difficult, tricky area to be able to effectively
14 monitor. What you can do is look anecdotally at the
15 experiences you have where you have successfully
16 contained what clearly was a very, very potentially
17 volatile situation in a particular area and look towards
18 other areas where the same issues are occurring and know
19 that if you do a successful preventive activity, you are
20 most likely responding in a way that will quell any
21 level of tension that might be so out of control if we
22 don't do prevention activity that you could end up
23 having law enforcement having to be engaged in criminal
24 activity.

25 We are, obviously, a civil law enforcement

1 agency. And if you contain it at that level without
2 getting into the explosive effects that come from
3 arrests and the kind of criminal activity that can be
4 engaged from outbreaks of riots or that kind of
5 community violence, it is much more successful; and an
6 administrative agency like ours can really do the work
7 expertly on the ground with well-trained personnel that
8 we believe can be very, very effective in preventing
9 much more rapid escalation of violence in certain areas
10 of the state.

11 REPRESENTATIVE GRELL: I appreciate that
12 answer. And part of what I was getting at is that we
13 can't necessarily look to see fewer incidents statewide,
14 or we can't necessarily look at the number of
15 complaints, because sometimes as public awareness
16 increases, the number of complaints actually goes up.
17 So I guess a better measurement would be the number of
18 touches that you make with police departments or with
19 school districts or the number of communities that
20 you're able to actually have a presence in and deal with
21 those kinds of regional or isolated local situations as
22 they arise. Would that be a fair --

23 MR. GLASSMAN: I think that's actually a
24 very thoughtful and wise response, because it indicates
25 a level of sensitivity to this issue and an

1 understanding that when you are dealing with things that
2 involve feelings and emotions and people's sense of
3 resentments towards one another that may or may not be
4 accurately or thoughtfully understood, it means that
5 people are responding from the gut and not
6 intellectually or rationally to behaviors that happen in
7 communities.

8 And if you can respond in ways that
9 proactively educate the public about other groups, if
10 they don't run with those stereotypes about other groups
11 of people who are different from themselves, especially
12 in areas with this rapid demographic change that are
13 happening all over the Commonwealth, not just in the
14 northeast and southcentral or southwestern areas, but in
15 isolated areas all across the state. Many of you in
16 your local districts are seeing that kind of demographic
17 change.

18 REPRESENTATIVE GRELL: Okay. Thank you very
19 much.

20 MR. GLASSMAN: Thank you.

21 CHAIRMAN CALTAGIRONE: Carl.

22 REPRESENTATIVE MANTZ: I'd like to express,
23 first of all, my appreciation to what your Commission is
24 endeavoring to do --

25 MR. GLASSMAN: Thank you.

1 REPRESENTATIVE MANTZ: -- and the terrific
2 job that -- or challenge that you face. To what extent
3 do you find that public school districts are themselves,
4 either by their own initiative or through assistance
5 from your Commission, undertaking meaningful training
6 against this sort of bias and discrimination?

7 MR. GLASSMAN: I think it varies greatly
8 from school district to school district, but we work
9 very cooperatively and consistently with the Secretary
10 of Education, Gerald Zahorchak. In fact, I was at an
11 event, a small event, with him last night where both of
12 us spoke about the issue of racial tension in the school
13 districts throughout the Commonwealth. And there's
14 actually a program that we're collaborating on that will
15 be presented later this month in a three-day effort to
16 respond to exactly the issues that you've raised here in
17 Harrisburg.

18 I think that we have had the opportunity to
19 provide very effective training and teach the teachers
20 and train the trainers in several school districts where
21 there have been ongoing cases that we have been dealing
22 with. Philadelphia School District is certainly the
23 largest and one we've been active in for over 40 years.
24 But there are also smaller districts, two of which I've
25 referenced in my testimony, whereas either schools

1 consolidate and school districts change the way they're
2 looking at the students that are brought together from
3 very different backgrounds and different neighborhoods,
4 which can certainly cause tension to arise.

5 The school districts, I think, are coming to
6 us often recognizing our expertise and asking for this
7 kind of training. We certainly cannot provide as much
8 of that SPIRIT program which is designed to do exactly
9 what you're discussing with the staff that we have. We
10 get far more requests than we can actually fulfill, and
11 it's one of the most effective training programs in
12 collaboration with the Attorney General's Office and the
13 Department of Justice. We have very good relationships
14 with all of the law enforcement agencies at the state,
15 local, and federal level. And if we could do more of
16 these programs, we truly believe that we could quell
17 much of the harassment and bullying that happens in
18 schools, which often leads to the kind of tension that
19 results in criminal activity as it advances from the
20 school yard to the community.

21 If we had the funding to do this, we would
22 have the staff to be able to send them out into the
23 counties in more rural areas that are longer distances
24 from our regional offices and be able to do that
25 training in many, many more schools. We think that's

1 actually one of the most effective things that we could
2 accomplish, is getting young people before these
3 prejudices and biases are inculcated to the extent that
4 it's extremely difficult to remove them. If you get
5 them at very young ages, you have an opportunity to
6 really help them understand how to deal with one another
7 in a positive, effective, collaborative way.

8 REPRESENTATIVE MANTZ: Is it your sense that
9 such training is virtually nonexistent in many of
10 Pennsylvania's 501 school districts?

11 MR. GLASSMAN: Unfortunately, we believe
12 that is probably true. We haven't even had the ability
13 to do a full assessment of all 501 school districts with
14 regard to the kind of training that exists, something we
15 certainly need to do for the Commonwealth in order to
16 identify where the needs are greatest and what
17 specifically the needs are. Because, as you know, there
18 are unique challenges that present themselves in
19 different school districts, depending upon the
20 population in that district. Certainly, school
21 districts in the T of Pennsylvania are going to have far
22 less interaction with minority populations, generally,
23 than those in areas that are adjacent to other states
24 where a migration of people who are coming from either
25 Hispanic backgrounds in cultures or Asian backgrounds in

1 cultures or Far Eastern backgrounds in cultures, Arab
2 backgrounds in cultures, many different populations that
3 are either unfamiliar to Americans or who are
4 automatically perceived to be dangerous or frightening
5 individuals.

6 We have such a fear post-911 of certain
7 groups that we tend to impugn certain prejudgments on
8 those groups before we ever actually meet the
9 individuals and understand who they are as people and
10 find out what we hold in common with one another.
11 That's part of the work of our agency, is to deal with
12 those advanced areas of discrimination, bias, and help
13 people understand what we find as common ground so that
14 we can move forward and make the healthiest and most
15 productive state possible.

16 REPRESENTATIVE MANTZ: Do you believe it
17 would be then helpful for the legislature to mandate
18 such training in these 501 school districts?

19 MR. GLASSMAN: We think it would be an
20 extraordinary helpful thing to do, but I don't think you
21 can do that with \$1 million. I think that if you're
22 being realistic, you're talking about something that is
23 much larger. I think this is a brilliant suggestion in
24 this legislation, but it is probably the beginning; and
25 I think you have a responsibility to come back to us and

1 hold us accountable for how we have used this money and
2 to show you that we've used it wisely and effectively,
3 in which case, you know, then you can discuss how you
4 might want to take this to an even higher level.

5 With \$1 million and the number of staff,
6 remembering that our budget -- nearly 90 percent of our
7 agency's budget goes to pay salaries; it's virtually all
8 about human resources and staff and what we accomplish
9 with our people. And you have a limited number of
10 positions that come with \$1 million, and I think we can
11 get to a lot more school districts and police forces and
12 school superintendents and university presidents I meet
13 with, you know, all cross the Commonwealth frequently.
14 But that isn't going to take a staff member into every
15 one of those 501 school districts on an ongoing constant
16 basis. You can just imagine how many staff that would
17 take.

18 And I think this is a very good start. But
19 as I said before, any money you invest in this kind of
20 preventive work, I think, will return to you many times
21 over in the money that is saved by employers in being
22 properly educated as to how to avoid inadvertently
23 doing discriminatory activity in their workplace that
24 then results in cases coming to our agency and findings
25 of discrimination and settlements that have to be made.

1 It's much more expensive for them to have to deal with
2 this afterwards, including the lost time and
3 productivity that it is to simply educate people in
4 advance as to how to avoid harassment and discrimination
5 in the workplace, for example, in order to be able to
6 help their employees be most productive, which helps
7 the Commonwealth, brings more tax money obviously into
8 the Commonwealth. There are all sorts of good benefits
9 that come from people getting along with one other,
10 understanding one another, and learning how to live with
11 one another's differences.

12 REPRESENTATIVE MANTZ: In other words, it
13 might certainly be more purposeful to find in a proposed
14 budget a line item of several million dollars dedicated
15 to this kind of training than teaching our teachers
16 already certified as such how to write lesson plans?

17 MR. GLASSMAN: Yes.

18 MR. FLOYD: I think the issue you raised
19 though is a very important one. There are school
20 districts and educational institutions that are working
21 on the problem, and the Department of Education makes
22 certain recommendations as well in technical assistance.
23 But a high percentage of the school districts and
24 administrators, they want to ignore admitting that there
25 is a problem. As there's a change that's taking place

1 in their community, oftentimes they just don't want to
2 deal with it, because, one, they don't know how and,
3 two, it's controversial. And so, therefore, rather than
4 to deal with it, they wait until an incident occurs and
5 fights have broken out or whatever; and then we get
6 called, and there's already a dividing line between
7 groups by that time.

8 MR. GLASSMAN: And I would add -- that's a
9 very good point. I would add that once that tension
10 exists, you end up exacerbating things like the
11 achievement gaps that exist for minorities, because once
12 people are unable to focus on learning and studying
13 activity and they're focused on tension activity and
14 gang activity and other things that happen in schools,
15 it obviously limits our ability to get the most well
16 educated and effectively educated future workforce in
17 the state.

18 REPRESENTATIVE MANTZ: Thank you very much.

19 MR. GLASSMAN: Sure.

20 MR. MCGLAUGHLIN: Thank you for your
21 testimony, Mr. Glassman. Please don't misunderstand my
22 question. But in line with something that Mr. Floyd
23 just indicated, surely in your tenure as head of the
24 Commission, you have been exposed to resistance in the
25 form of the question or some variation of it that you

1 can't legislate morality or hatred or things like that.
2 What is your response when you're confronted with a
3 statement like that?

4 MR. GLASSMAN: Sure. And it is certainly a
5 comment that we receive many times, and especially as we
6 respond to the Ethnic Intimidation Act; and we don't
7 have any interest in legislating thought control. It's
8 simply not about that. It's about understanding the
9 difference between hate crime activity and ordinary
10 criminal activity. It's understanding that hate
11 activity is intended to intimidate whole groups of
12 people. It's designed to keep people from fully
13 participating in the Democratic process. It's designed
14 to keep them down and keep them quiet and not to have
15 them come forward and be full participants. And one of
16 our responsibilities is to ensure equal opportunity in
17 the Commonwealth and to eradicate discrimination and
18 bias, so I think it's a very realistic answer to
19 understand that while everyone wants to protect First
20 Amendment rights and people's ability to express their
21 thoughts, it's another thing to carry those thoughts
22 into action that results in either vandalism or physical
23 attacks or the kind of inhibiting activity that prevents
24 people from actually going to class in school, from
25 being able to participate in sports teams and activities

1 or extracurricular activities; and I'm sure you're aware
2 of the fact that there have been court decisions
3 recently that even responded to hate activity that
4 happens outside of the school grounds, but which results
5 from tension and accusations and allegations that have
6 been made in the school environment. So it's a very,
7 very serious problem that we want to address as
8 activity, not as thought control.

9 MR. MCGLAUGHLIN: And I guess just to state
10 the obvious then, this Bill would assist you in
11 accomplishing that goal?

12 MR. GLASSMAN: Absolutely. I think it's a
13 great start. I think it's a bold and courageous thing
14 for the legislature to do in a time where everybody's
15 obviously worried about budgetary issues. But if you
16 can think outside of the box a bit and step back and
17 understand, as I've said before, that an ounce of
18 prevention is worth a pound of cure, I think it
19 absolutely will save money in the long run and in the
20 short run in the Commonwealth. Because at the end of
21 one year, you will certainly have educated so many more
22 employers, been able to participate in conferences that
23 are run by the Chambers of Commerce throughout the
24 state, including the minority Chambers of Commerce to be
25 able to do the kind of activity in a public forum and

1 town meetings in which elected officials can participate
2 and be able to not only learn, but be able to be part of
3 the solution to the communities. It shows communities
4 that elected officials are responsive to the needs of
5 the changing demographics in their communities. It
6 provides a host of opportunities for a win-win
7 situation, which for a limited amount of investment, you
8 get back a tremendous amount of return.

9 CHAIRMAN CALTAGIRONE: Gentlemen, thank you.

10 MR. GLASSMAN: Thank you so much. And we'll
11 be happy to answer any other questions, if they come up
12 later, in writing or, you know, we'll come back and be
13 happy to talk with the Committee at any time.

14 CHAIRMAN CALTAGIRONE: Very good.

15 MR. GLASSMAN: Thank you.

16 CHAIRMAN CALTAGIRONE: Thank you for your
17 time. We appreciate it. We'll next hear from Hank
18 Butler, the Executive Director of the Pennsylvania
19 Jewish Coalition.

20 MR. BUTLER: Thank you. Thank you, Mr.
21 Chairman, and members of the Pennsylvania House of
22 Representatives Judiciary Committee for allowing me to
23 speak with you today.

24 My name is Hank Butler. I'm the Executive
25 Director of the Pennsylvania Jewish Coalition or the

1 PJC. The PJC represents Jewish Federations and
2 Communities throughout Pennsylvania and state
3 government. The mission statement of the PJC is to
4 "work individually and collectively with others,
5 representing Pennsylvania's Jewish communities before
6 state government and with other Pennsylvanians. Jewish
7 values guide the PJC's focus on issues of importance to
8 these communities, including public social policy and
9 funding and regulations of the delivery of human
10 services."

11 I'm testifying before you today in support
12 of House Bill 51, establishing a Prevention of Hate
13 Activity Fund. The PJC believes in the importance of
14 acceptance, respect, and diversity within a community.
15 Far too often, the Jewish community has been exposed to
16 anti-Semitism, biasness, and prejudice in our daily
17 lives. In most cases, the individual making these hate
18 filled remarks has never even taken the time to
19 understand the culture, religion, and people they are
20 targeting. Even more so, the individuals making these
21 hateful remarks do not even understand the damaging
22 impact these comments make on the targeted individuals,
23 their communities, and their families, especially
24 children.

25 House Bill 51 is a strong step towards

1 delineating the teaching of hate and violence. Creating
2 a Prevention of Hate Activity Fund will enable
3 communities with resources to help educate our youth,
4 adults, and communities about the importance of
5 acceptance and respect for all people, regardless of
6 one's ethnic backgrounds, cultures, and religions. It
7 is important for our society to take a stand against
8 ethnic intimidation and group activities espousing and
9 promoting hate.

10 The PJC believes that state support for the
11 Prevention of Hate Activity Fund would help increase
12 tolerance education throughout the Commonwealth. To
13 assure comprehensive and thorough education, the PJC
14 encourages the Pennsylvania Human Relations Commission
15 to utilize local community organizations and tolerance
16 experts to create strong state and local educational
17 programs emphasizing that fighting ethnic intimidation
18 and hate crimes is not only a state issue but a strong
19 local priority as well.

20 The PJC wishes to conclude our remarks and
21 proceed to read a statement from the Anti-Defamation
22 League, ADL, in support of House Bill 51. The ADL is
23 well respected in their efforts to fight bigotry,
24 anti-Semitism, and ethnic intimidation. The ADL is in
25 the national forefront of teaching acceptance and

1 promoting respect for everyone regardless of their
2 ethnicity, culture, and/or religion.

3 Once I've completed the statement, I will be
4 happy to answer any questions. The Anti-Defamation
5 League is pleased to provide this testimony to the
6 Pennsylvania House Judiciary Committee regarding the
7 passage of House Bill 51, the Prevention of Hate
8 Activity Act.

9 The Act will provide funds to establish the
10 prevention of hate activity funds for the Pennsylvania
11 Human Relations Commission to enhance efforts to combat
12 intergroup tension, ethnic intimidation, and hate group
13 activities. Since 1913, the mission of the ADL has been
14 to stop the defamation of the Jewish people and secure
15 justice and fair treatment for all citizens alike.

16 Dedicated to combatting prejudice and
17 bigotry of all kinds, defending Democratic ideas, and
18 promoting civil rights, the ADL is proud of its role in
19 the development of innovative materials, programs, and
20 services that build bridges of communication,
21 understanding, and respect to all diverse racial,
22 religious, and ethnic groups.

23 Over the past decades, ADL has been
24 recognized as a leading resource for effective responses
25 to violence, violent bigotry, drafting model hate crime

1 statutes for state legislators, conducting an annual
2 audit of anti-Semitic incidents, and serving as a
3 principle resource for the FBI in developing training
4 outreach materials for Hate Crime Statistics Act, HCSA,
5 which requires the Justice Department to collect
6 statistics on hate violence from law enforcement
7 officials across the United States.

8 It's on these issues and many others that
9 the ADL has worked closely with the Pennsylvania Human
10 Relations Commission. ADL has great respect and
11 admiration for the work of the Pennsylvania Human
12 Relations Commission. Together, we have responded to
13 hate crimes, co-sponsored conferences, served on panels,
14 and shared important information concerning extremist
15 individuals and groups, as well as bias and hate
16 incidents within the Commonwealth. We have also served
17 on the Inter-Agency Task Force convened by the
18 Commission to monitor, assess, and react to incidents
19 involving hate activities in Pennsylvania.

20 To reduce hate activity, you must develop
21 the respect and acceptance for cultural differences and
22 begin to establish dialogues across ethnic, cultural, and
23 religious boundaries. Education is a cornerstone of the
24 solution to prejudice, discrimination, bigotry, and
25 anti-Semitism. In addition, effective responses to hate

1 violence by public officials and law enforcement
2 authorities can play an essential role in deterring and
3 preventing these crimes. But funds are necessary in
4 order to properly train law enforcement and assist
5 schools, communities, and community groups in an effort
6 to combat ethnic intimidation, hate crimes, and hate
7 group activities; and the Prevention of Hate Activity
8 Act would provide these funds.

9 In just a few months, the Pennsylvania Human
10 Relations Commission has been deeply involved in a
11 number of incidents working with the ADL and other
12 groups to engage community leaders to address growing
13 tensions in their communities. In March of 2008, two
14 teenage girls vandalized the synagogue of Congregation
15 Ohev Zedek in Wilkes-Barre by spray-painting hateful
16 symbols and words on its doors, including swastikas and
17 the German word for scum.

18 The Pennsylvania Human Relations Commission
19 worked with the community and its leaders. They also
20 sponsored forums for citizens. More recently, Luis
21 Eduardo Ramirez, a Mexican immigrant residing in
22 Shenandoah was fatally beaten at the hands allegedly of
23 several white teenagers. This killing has exposed
24 long-simmering tensions in Shenandoah, a place that has
25 been experiencing a growing number of Hispanic residents

1 drawn by jobs in the area. The Pennsylvania Human
2 Relations Commission has been on the ground providing
3 assistance to individuals and community base groups,
4 offering educational outreach and assistance in schools,
5 organizing unity rallies, and communicating with law
6 enforcement.

7 But these are two examples of youth
8 involvements in hate incidents across our state. In an
9 October of 2001 report by the Justice Department, Bureau
10 of Justice Statistics, provided some disturbing
11 information about the too frequent involvement of
12 juveniles in hate crime incidents, one that targeted
13 audiences for the expenditure of hate funds under the
14 Prevention of Hate Activity Act.

15 This report carefully analyzed 3,000 of the
16 24,000 hate crimes reported between 1997 and 1999
17 revealed that a disproportionately higher percentage of
18 both the victims and the perpetrators of hate violence
19 were young people under 18 years of age. Results of the
20 research included the following: 33 percent of all
21 known hate crime offenders were under 18, as were 31
22 percent of all violent crime offenders and 46 percent of
23 the property offenders; 29 percent of all hate crime
24 offenders were 18 to 24; 30 percent of all victims of
25 bias motivated aggravated assaults and 34 percent of the

1 victims of simple assaults were under 18.

2 Diversity in our schools, while presenting
3 wonderful opportunities, also poses challenges of
4 increased tensions and stereotyping. Shenandoah is an
5 example of this challenge. To date, more than 40
6 percent of the children in public schools are from where
7 they have traditionally been called minority groups. It
8 is projected this figure will rise almost 50 percent
9 within the next two decades.

10 The demographic differences between our
11 teachers and an increasingly diverse student population
12 further hides the needs for educators to possess the
13 knowledge and skills to effectively teach the students
14 whose cultural, language, learning style, and experience
15 may be different from their own.

16 Simply, working to improve test scores will
17 do little to increase the abilities of tomorrow's adults
18 to live peacefully and effectively in a nation that's
19 becoming so increasingly diverse in order to function
20 productively in a changing workplace that demands higher
21 education qualifications.

22 What is needed now is an approach to foster
23 positive intergroup relations, challenges prejudice, and
24 enhances learning for all students with an increasing
25 focus on anti-bias education. The ADL has great

1 confidence in the admiration of the Pennsylvania Human
2 Relations Commission. We applaud their efforts and
3 believe that this funding, as established through the
4 Prevention of Hate Activity Act, is important to the
5 citizens of the Commonwealth. We shall encourage the
6 passage of House Bill 51. Thank you.

7 CHAIRMAN CALTAGIRONE: Thank you, Hank.
8 Questions?

9 REPRESENTATIVE FRANKEL: Thanks, Hank, for
10 your testimony. In full disclosure, I just want to also
11 say that in my past life, I chaired to the Board of the
12 Pennsylvania Jewish Coalition before I was in the
13 legislature and was active in the Pittsburgh Jewish
14 community as Chair of the Community Relations Committee.
15 And I think one of the things from that experience that
16 I can take and say that, you know, this kind of
17 investment in the Pennsylvania Human Relations
18 Commission can do some of the things that we're able to
19 do in our larger communities. In the Jewish community
20 in Pittsburgh, we have for years, established ongoing
21 dialogues. We have a black-Jewish dialogue, we have a
22 Muslim-Jewish dialogue, Catholic dialogue; and we work
23 together with other faith groups and other minority
24 groups to talk about issues that we have between
25 ourselves and in the community. We've been able to

1 preempt challenging situations that could result in
2 violence or other sorts of tensions when we've had
3 controversial speakers come into our communities, from
4 Holocaust deniers, to Reverend Farrakhan, and other
5 things. We've taken those with these dialogues to be
6 able to create something positive out of something that
7 could be very negative, and I think taking that to
8 another level certainly with the Pennsylvania Human
9 Relations Commission in having the resources to truly do
10 something on a statewide basis.

11 Those sorts of experiences that I've seen in
12 our community in Pittsburgh and in other parts of the
13 state are something I think that we can build on and the
14 resources that are directed here could help prevent
15 serious incidents. So I want to thank you. I certainly
16 want to thank Steve Glassman and Homer Floyd for their
17 testimony as well, and hopefully we'll be able to move
18 forward with this piece of legislation.

19 Thank you.

20 CHAIRMAN CALTAGIRONE: Absolutely. And I
21 just want to say that this is a testament to the
22 goodwill and the good work that you've done, Dan, in
23 this particular area; and I want to compliment you on
24 that. And with that, we'll adjourn the hearing.

25 Thank you all.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

(The hearing concluded at 11:07 a.m.)

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

CERTIFICATE

I hereby certify that the proceedings and evidence are contained fully and accurately in the notes taken by me on the within proceedings and that this is a correct transcript of the same.

Tracy L. Markle,
Court Reporter/Notary