

PHILADELPHIA COMMISSION ON HUMAN RELATIONS

INFORM MONITOR ENFORCE

ADDRESSING RACISM
AND DISCRIMINATION
IN PHILADELPHIA'S
LGBTQ COMMUNITY





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PHILADELPHIA COMMISSION ON HUMAN RELATIONS REPORT ON RACISM AND DISCRIMINATION IN PHILADELPHIA'S LGBTQ COMMUNITY

ABOUT THE PHILADELPHIA COMMISSION ON HUMAN RELATIONS

Established in 1951 under the Home Rule Charter, the Philadelphia Commission on Human Relations (PCHR) is the agency empowered to enforce Philadelphia's civil rights laws and deal with all matters of intergroup conflicts within the city. The Commission is comprised of nine Commissioners appointed by the Mayor.

Through its Compliance Division, the Commission investigates formal complaints of unlawful discrimination in employment, housing, public accommodations, and the delivery of city services on the basis of race, color, sex, sexual orientation, gender identity, religion, national origin, ancestry, age, disability, marital status, or source of income. It also conducts trainings, public hearings, and informational and educational sessions to inform Philadelphians about their rights and obligations under the civil rights laws of the City. When necessary, Commissioners decide disputed claims at public adjudicatory hearings.

Through its Community Relations Division, the Commission utilizes conflict resolution and mediation techniques and conducts public hearings for informational and educational purposes to ease intergroup and community tensions. The recommendations outlined in this Report fall within the authority and jurisdiction of the Commission's Community Relations Division.

EXECUTIVE SUMMARY

On October 25, 2016, in response to reports of racial tension and discrimination within Philadelphia's Lesbian, Gay, Bisexual, Transgender, Queer/Questioning (LGBTQ) population, the Philadelphia Commission on Human Relations (PCHR) held a public hearing. Based on the hearing, the PCHR is issuing this Report on Racism and Discrimination in Philadelphia's LGBTQ Community to present its findings and offer recommendations. The PCHR's goal is to ensure focused, actionable steps are taken to bring resolutions to the problems LGBTQ community members raised.

Lack of equity, safety, and fairness

The findings show that marginalization, on the basis of race, class, and gender identity, is a disturbing reality for many, particularly when experienced in spaces that should be considered safe for these very individuals. Attendees shared their experiences at the hearing, highlighting mistreatment that has gone ignored or remained unaddressed:

1. **Inclusion in the Gayborhood** – LGBTQ people of color, women, and transgender people often feel unwelcome and unsafe in Gayborhood spaces.
2. **Ongoing issues of racism** – Racism and discrimination have been ongoing problems within Philadelphia's LGBTQ community for decades.
3. **Ad hoc policies support discrimination** - The business practices of many of the bars in the Gayborhood are the source of numerous reports of racism and discrimination.
4. **Questionable employment policies** – Current and past employees of certain LGBTQ social service agencies report patterns of discrimination relating to the agencies' employment practices.

Recommendations

The Philadelphia Commission on Human Relations Report on Racism and Discrimination in Philadelphia's LGBTQ Community sets forth four key recommendations that if implemented will reshape the Gayborhood and non-profits that serve the LGBTQ community.

1. Bar owners and staff must receive training on the City of Philadelphia's Fair Practices Ordinance and implicit bias.
2. Board members, directors, management and staff of the Mazzoni Center and Philadelphia FIGHT must receive training on the Fair Practices Ordinance and implicit bias.
3. The Independent Business Alliance (IBA), Greater Philadelphia's LGBT Chamber of Commerce, should create a training that provides leadership development for prospective and/or new board members.
4. Nonprofits that receive city funding to provide services to the LGBTQ community must conform to the non-discrimination provisions of the Fair Practices Ordinance and the Office of Economic Opportunity (OEO) requirements included in their professional service contracts with the City of Philadelphia.

Establishing a safe and inclusive community starts with acceptance, awareness, and intentional input from all community stakeholders including government officials, nonprofit leaders, employees, and patrons.

INFORM

PCHR will facilitate the implementation of our recommendations and provide training on the city's anti-discrimination laws.

MONITOR

The PCHR will follow-up and ensure compliance with our recommendations and the law.

ENFORCE

Failure to comply may result in compensatory and punitive damages, injunctive relief, costs and attorney's fees.

COMPLAINTS ABOUT RACIAL DISCRIMINATION IN THE LGBTQ COMMUNITY AND THE RISE IN PUBLIC VISIBILITY

In 1986, The Coalition on Lesbian and Gay Bar Policies released a report¹ confirming a pattern of exclusivity reflective of race and gender based bias in lesbian and gay bars of Greater Philadelphia. The Coalition was composed of Beth Ahavah, Black and White Men Together, Dignity Philadelphia, Gay Fathers of Greater Philadelphia, Integrity, the Mayor's Commission on Sexual Minorities, Metropolitan Community Church of Philadelphia, the Philadelphia Lesbian and Gay Task Force and Sisterspace of Philadelphia. In 1984 and 1985, they conducted surveys and unannounced observations to investigate admissions policies, employment practices, patrons' demographic characteristics, and the treatment of patrons. In their report, they wrote: "For decades, we lesbians and gay men have fought for our right to love in a society that has denied us our dignity. Our fight sprang from the movement to treat all people equally, regardless of race, creed, color or sex. In spite of this, racism and sexism live on in Philadelphia's lesbian and gay community."

The Coalition offered 12 recommendations to change photo ID policies and to promote equal employment of members of underrepresented groups. The Coalition pressed for collective action by community groups, the press, and the establishments, and urged groups to avoid sponsoring events at places that refused to comply with the recommendations.

In May 2015, nearly 30 years later, Ernest Owens, a Philadelphia-based journalist published his accounts of ongoing racism and discrimination within Gayborhood establishments as a black gay patron. In the Metro Philly article, "Black Not Fetch Enough for Woody's," Owens echoed the same concerns as those raised in 1986 with a focus on two establishments: Woody's & ICandy.

In October 2015, Philadelphia Black Pride (PBP), a program of the Center for Black Equity, responded to the series of articles with a call to action to eradicate the incidents of discrimination via a series of town hall meetings. PBP's objectives were to gain community insight on the climate of incidents, develop a strategy to reduce the number of incidents, identify inclusive spaces, and implement a system of accountability.

From late 2015 through 2016, two black gay male patrons revealed that they were denied access to ICANDY and Woody's for alleged dress code violations. Many members of the LGBTQ community viewed their denial of entry as discriminatory. When their stories were shared via social media, racial tension began to rise.

In the spring of 2016, the Black and Brown Workers Collective (BBWC), whose stated mission is "to actively challenge, resist and dismantle systems of oppression that adversely impact the Black and Brown worker," began confronting LGBTQ-identified HIV/AIDS non-profit organizations and service providers through direct action protests.

¹ Racial Discrimination on Lesbian and Gay Bars in Philadelphia: A Report on Admissions and Employment Policies and Practices

Prior to their activism, the public controversy had been limited to bars and places of entertainment. The BBWC's Call to Action² focuses attention on employment inequities produced by racism, heterosexism, ableism, ageism and classism at two of the largest non-profits serving Philadelphia's LGBTQ community: The Mazzoni Center and Philadelphia FIGHT. Their charges relate to discrimination, impacting a full range of employment practices from hiring, evaluations, promotions, training and personnel development to excessive supervision, exploitation of bilingualism and discharge. The BBWC's activism and public demands for change gained traction and attracted media attention.

Complaints about racial discrimination in Philadelphia's LGBTQ community reached a tipping point in September 2016, when a video was posted on YouTube of the owner of ICandy making racist comments, including using the N-word, about black patrons. The video substantiated long-standing accusations of racism. PCHR received informal and formal complaints and determined it was necessary to plan a larger response.



² Philadelphia Black and Brown Workers Call to Action 2016, bbwcp Philly.org

THE PHILADELPHIA COMMISSION ON HUMAN RELATIONS RESPONDS

On October 25, 2016, in response to reports of racial tension and discrimination within Philadelphia's LGBTQ population, the Philadelphia Commission on Human Relations held a public hearing, pursuant to its powers under the Home Rule Charter, the Fair Practices Ordinance, and the governing regulations. Consistent with its mission, the Commission sought to hear firsthand experiences with racism and discrimination committed by establishments and institutions that anchor the geographical community known as the Gayborhood.

Over 375 people attended the hearing, which was held at Liberty Resources, Inc. in Philadelphia. Among the attendees were the owners of 11 bars in the Gayborhood, who were subpoenaed to appear by the PCHR, and directors of the non-profit organizations who provide services for the LGBTQ population. There were 29 speakers at the hearing and approximately 20 others submitted written testimony or provided information by phone.³ As a result of both subpoenas and voluntary submission, the Commission obtained dress code information, employment policies, nondiscrimination policies, training manuals, and other data related to policies governing the provision of services to patrons and clients.

Overwhelmingly, the testimony revealed incidents of bias, feelings of frustration, prejudice, and discrimination in places of public accommodation in the Gayborhood and in places of employment at the Mazzoni Center and Philadelphia FIGHT.

In this Report, we summarize the state of public concern, setting forth our findings related to racism and discrimination around the Gayborhood, in bars/nightclubs and within non-profit social service providers. Recommendations are based on our findings and reference work LGBTQ people of color and their allies have done to address and dismantle racism and discrimination in the LGBTQ community. PCHR is committed to developing tools, strategies, and resources to directly address these issues and to hold institutions accountable. We will work together to keep the public informed, provide training on the city's anti-discrimination laws, monitor the implementation of our recommendations and enforce the laws under the Fair Practices Ordinance.

The PCHR will support non-profits and places of public accommodation that serve Philadelphia's LGBTQ community in making the changes necessary to alleviate racial bias and discrimination.



³ A transcript of the proceedings is available on the Commission's website.

FINDINGS

Finding 1 /Gayborhood – LGBTQ people of color, women, and transgender people often feel unwelcome and unsafe in Gayborhood spaces.

- 1a The Gayborhood is a geographical area which links businesses, non-profit organizations, and places of public accommodation. Although the expectation is a “safe space” for all LGBTQ people, many people of color, women and transgender individuals experience racism, prejudice and discrimination in these spaces.
- 1b Most Gayborhood businesses are owned by white, cisgender, males who create preferable environments for white, cisgender male patrons
- 1c Transwomen of color are particularly vulnerable to discrimination, harassment, and physical violence.

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- “Wealthy white gay men see the Gayborhood as a place to start a business and earn revenue, but forget that this is a place that people got to escape homophobia, biphobia, transphobia, and yes, even racism to discover that it’s not just alive here, but thriving.” G. Graves
 - “Every bar is owned by a white gay cisman. This is a clear indicator of severely entrenched systemic racism.” D. London
 - “My experience of discrimination in the Gayborhood relates to being a lesbian in settings that mostly cater to gay men (specifically, white gay men). As a woman, my partner and I, and our friends, have experienced feeling invisible in bars – specifically at Woody’s and iCandy – and have watched on multiple occasions men who came up to the bar after us, get served before us. This happens so often that if I happen to be out with some gay male friends, we will ask them to order our drinks for us because we know they will get served before we do. Unfortunately, with no lesbian bars remaining in the city right now, lesbian/queer women have to go to places like iCandy and Woody’s if we want to be out in a LGBT “safe” space, though we often do not feel welcome there and experience a different league of service than our gay male friends.” Submitted by Anonymous

- “I have been out and proud queer woman of color for the last 10 years in this city and in the last few years...blatant discrimination the women like myself have faced. I would like to put on record that I have been passed over many times at both Woody’s and iCandy when purchasing drinks. I have waited at the bar and have watched guys come up after me and get served before me. I have moved different places at the bar with hopes that other bartenders might see me. At Woody’s this has happened so often that at the main bar I like to stand in a certain spot because I know at least one bartender “knows me.” I know he’ll recognize me and I’ll get served in a timely fashion. I have waited over 15 minutes to be served and have seen other men come and go within minutes. There is blatant gender discrimination. ”
Submitted by K. Apostol

Finding 2/History – Racism and discrimination have been ongoing issues among Philadelphia’s LGBTQ community for decades.

- 2a For over thirty years, numerous coalitions, collectives, and activist groups have developed strategies, calls to action, and recommendations for addressing racism and discrimination in places of employment and public accommodation in what is now called the Gayborhood. Despite these efforts, the recommendations were never fully adopted or implemented. A strategic follow-up enforcement plan, (including enforcement of the Fair Practices Ordinance), as well as a public commitment by community leaders to hold places of employment and public accommodations accountable, is needed to reduce or eliminate racism and discrimination in the LGBTQ community.

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- “I have been in the community of Philadelphia for 25-plus years, and the racism in that Gayborhood and the discrimination in that Gayborhood has been going on since the first day I touched down in Philadelphia at about 15 years old.
D.L. Alvarez
 - “...why I don’t go out to the bars, to Woody’s and other places like that is from years of experience being uncomfortable in them.” R. White
 - “...diminished as a person of color by policies that were set up by Woody’s with a history, generational history of racism and prejudice and discrimination towards black and brown people in this community.” A. Khalif
 - “I also find it sad that those who underwent humiliation and harm themselves back when I was young in the early years, now turn around and inflict it on those who need their help and concern and respect.” J. Chovanes

Finding 3/Bars – The business practices of bars in the Gayborhood substantiate the numerous reports of racism and discrimination the PCHR heard.

- 3a Modes of operation that allow for ad hoc, inconsistent, and arbitrary treatment of customers related to dress codes, ID policies, bar service, and treatment by staff create a climate of “unwelcomeness,” exclusivity, and hostility for LGBTQ people of color, women, and trans people.
- 3b Many people of color, women and trans people testified that they encountered obstacles to admission at the doors of businesses and poor service at the bars. While not formally investigated, the sheer volume of reports lends credence to the validity of the claims.
- 3c Employee handbooks and employee policies for most of the bars are not adequate and leave employees vulnerable to discriminatory practices. Significantly, only one of the bars subpoenaed had a dress code policy. In the absence of written policies, significant discretion is given to the staff, which can lead to disparate treatment.⁴
- 3d Employees and patrons who speak out about experiences with discrimination and mistreatment feel too intimidated to report their experiences or fear retaliation for reporting.

- “What do I file about the hundred cuts of subtle racism that we have to endure every single day? What do I file when I go to the bar and the bartender looks at me and goes to someone else? M. Kenyatta
- “On Saturday, September 17, 2016, I became another victim of covert racism in the Philadelphia Gayborhood. I tried to gain entrance to Woody’s and I was denied entry because I was wearing sweatpants and sneakers, and I was told that I was not in dress code according to the bouncer who was white. When I asked since when has there been a dress code, he responded by saying for a long time... bouncer told me that they’re actually being strict and refusing certain people because the owner who was white was actually in the building that night.” K. Jewel



⁴ PCHR reviewed employee handbooks and/or policies for Boxers, Franky Bradley’s, ICandy, Stir Lounge, Tabu Lounge, Tavern on Camac and UBar, Voyeur, and Woody’s. No written employee policies exist for Knock. The Bike Stop did not respond to our requests. Deficiencies in many handbooks and/or employee policies include: specific procedures to report misconduct, clear statement of a “no-retaliation” policy, clear statement ensuring confidentiality in reporting, delineation of specific disciplinary procedures and progressive levels of discipline (i.e. warning, suspension, termination etc.), non-discrimination policies regarding patrons. Tabu Lounge was the only establishment with a dress code.

- “On several occasions, members of our collective [BBWC] have been profiled at the door and inside of these establishments in the following ways: Profiled for fitting the description by police officers in the establishment, particularly at iCandy. One member was taken outside and harassed when they asked why they were being asked to produce I.D. after already being let into the bar. Standing at the bar for incredible lengths of time to be served a drink as a while LGBT that arrived to the counter after were served.” D. London
- “The racism that caused me to leave has brought me back here again tonight and I’m not going to repeat. When I first went to bars in the Gayborhood I had a passport with me, not because I was going abroad, because I needed two IDs to get into the bar and sometimes my student ID and my driver’s licenses wasn’t enough.” E. Fowlkes
- “I, as a black male have experienced racism in the Gayborhood, I have been turned away for not complying with a dress code, have been thrown out of establishments at the behest of a white person without explanation. I have been asked to show more than one valid ID. These are common experiences for black men and the hearing shows how universal an experience this is for black males.” Submitted by S. Johnson
- “...I also was met with resistance...most notably, iCandy, who gave me a run-around for months. It wasn’t surprising since my previous experiences there (while working with another women’s party) had shown me that women and people of color were not prioritized (or possibly even desired) as client. There were small and large ways in which this was conveyed but the most overt was in the sexual harassment we experienced from the security. There are other subtle cues that indicate my femme presence undesired. Standing outside Tavern on Camac, I watched scores of men walk in without being carded. I, however, was stopped by the door man, asked for an ID, and refused entry even though I am visibly in my mid-thirties and about a dozen people were there to vouch for me. On the rare occasions where I have gone there, the bar service was often much friendlier for male customers...a disgusted sneer that me my request for a water was very communicative.” Submitted by T. Schmit, Ph. D.



Finding 4/Nonprofits – Past and current employees of certain LGBTQ social service agencies report patterns of discrimination relating to the agencies’ employment practices.

- 4a Testimony was provided by many regarding concerns over employment practices, employee compensation and the adequacy of services being provided to LGBTQ people of color at the Mazzoni Center and Philadelphia FIGHT.
- 4b Review of the employee handbooks and employee policies of the Mazzoni Center and Philadelphia FIGHT reveal they are inadequate or not properly implemented and leave employees vulnerable to discriminatory practices.⁵
- 4c Employees who speak out about experiences with discrimination and mistreatment feel too intimidated to report their experiences or fear retaliation for reporting.
- 4d Boards and leadership of many LGBTQ social service agencies are not diverse and a few members sit on multiple boards.

- “Far too many nonprofit structures in the City rely on black and brown youth for funding and yet do not hire us...When black and brown adults are given positions in these nonprofits, they’re often entry level, underpaid, tokenized and fired within the first few months. Even as a client, I walk into these nonprofits that claim to support me and yet the leadership doesn’t reflect me.”
H. Edwards
- “...they just use us and they use us in many ways. They use us as being volunteers for these programs. They use us for doing so many things...” P. Santiago
- “ There is obviously something I have that you need. Why aren’t you compensating me for this? And the way that you are dealing with these white people to the degree where they are able to put down a payment on a house. I am still living in an apartment...when I say these things about unequal pay, I don’t mean a couple of dollars. I mean literally a down payment for a house versus an apartment.” D. London
- “I am a threat to the bars but I am a gold mine to the nonprofits.” P. Bush
- “I have spoken to management regarding the disrespectful, racist, hostile attitude towards myself and other people of color. I was constantly and unfairly subjected to harassment, ridicule, and threats of termination.” C. Kyle
- “I fought and speak up on a constant basis for Mazzoni to engage the queer people of color community and to be more culturally sensitive and to rectify this toxic work environment.” C. Kyle

⁵ The Mazzoni Center has employee policies regarding anti-harassment, inclusion, retaliation and work rules. Many current and former employees reported to the PCHR that the policies for reporting discrimination are not fully implemented, thereby rendering them ineffective. Philadelphia FIGHT has a general handbook and/or employee policies to protect diverse employees, but does not have language specifically addressing racial and LGBTQ discrimination. While FIGHT does have detailed procedures for reporting incidents of harassment and violence, it does not specifically address the different types of possible misconduct and discrimination which may be considered harassment.

RECOMMENDATIONS

Recommendation 1 – Bar owners and staff must receive training on the City of Philadelphia’s Fair Practices Ordinance (FPO) and implicit bias.

- 1a Bars should update and adopt policies with regard to any dress codes and admission requirements (including IDs, outside alcohol, bag and coat check) that are in accord with requirements of the FPO. The goal of these policies should be to reduce implicit bias. A written statement of the policies should be available to potential and existing patrons at the door. All staff should be trained and periodically retrained regarding them.
- 1b All bars must display the PCHR’s informational posters on the FPO in the employee common area. Failure to display these posters is a violation of the FPO.
- 1c Staff should reflect the diversity of Philadelphia’s LGBTQ population. Bars should create a path for advancement for employees. (i.e. bar backs in good standing should be trained to be bartenders.)

Recommendation 2 – Board members, directors, management and staff of the Mazzoni Center and Philadelphia FIGHT must receive training on the FPO and implicit bias. It is recommended that other non-profits serving the LGBTQ population voluntarily participate in these trainings as well.

- 2a Many people who gave testimony about their experiences working at non-profits and social service agencies serving the LGBTQ population reported to us that they did not file claims with the PCHR because they were unaware of the City’s laws under the FPO or feared retaliation if they asserted their rights. Requiring training for all stakeholders of the non-profits, at all levels, will ensure that all stakeholders are clear on when they are violating the law or being subjected to unlawful discrimination.
- 2b All non-profits should adopt model policies, provide ongoing training on policies and emphasize their incident reporting process. Model policies should include clear reporting hierarchies with checks and balances for reporting complaints.
- 2c All non-profits and social service agencies must display the PCHR’s informational posters on the FPO in the employee common area. Failure to display these posters is a violation of the FPO.
- 2d Board and organizational leadership should reflect the demographics of clients and be culturally competent to serve the LGBTQ community, particularly the racially and ethnically diverse and/or transgender members of the community. In order to improve hiring practices, the PCHR strongly recommends the adoption of procedures that will diversify staff and boards. Non- profits should create internal paths for advancement. (i.e. temporary, short-term or contract employees in good standing should be considered for full-time jobs whenever possible)

Recommendation 3 – The Independent Business Alliance (IBA), Greater Philadelphia’s LGBT Chamber of Commerce, should provide training in leadership development for prospective and new board members.

- 3a A training modeled after the Greater Philadelphia Chamber of Commerce’s Arts and Business Council’s “Business On Board” program would provide necessary tools and resources to first time board members and allow the non-profit boards to become more diverse.

Recommendation 4 – Nonprofits that receive city funding to provide services to the LGBTQ community must conform to the non-discrimination provisions of the FPO and the Office of Economic Opportunity (OEO) requirements included in their professional service contracts with the City of Philadelphia.

- 4a All professional services contracts with the City of Philadelphia include reference to the non-discrimination provisions of the Fair Practices Ordinance (Section 14.1). If, after an adjudication by the PCHR, an entity that receives city funding through a contract is found to have discriminated in violation of the FPO, the City will review the determination and take appropriate measures under the circumstances, which may include suspension or termination of the contract.



THE PHILADELPHIA COMMISSION ON HUMAN RELATION'S COMMITMENT

As the agency charged with combatting discrimination in the City of Philadelphia, the PCHR is committed to ensuring that our recommendations are adopted. The PCHR also is committed to supporting legislation and city efforts to prohibit discrimination and to increase diversity in city contracting. In this Report, we make the following commitments with regard to addressing the long history of racial discrimination and bias within the LGBTQ community.

INFORM

To promote awareness of rights and responsibilities under the civil rights laws of Philadelphia among all segments of the LGBTQ community, with particular attention given to the process for filing timely formal complaints.

To provide training regarding the civil rights laws of Philadelphia to the owners, leadership, management and staff of places of public accommodation providing goods and services to the LGBTQ community.

To step up public education regarding the broad power and authority of the PCHR to defend the full spectrum of the civil rights accorded to residents and visitors of Philadelphia, especially those rights which are not the subject of federal and state protections.

MONITOR

To monitor the adoption and implementation of recommendations by businesses and non-profit service providers according to the following schedule:

TIMELINE

- All PCHR Fair Practices Ordinance posters must be displayed within 30 days.
- All Fair Practices Ordinance training must be completed within 90 days.
- All implicit bias training must be completed within 120 days.
- Bars and non-profits must report completion of recommendations to PCHR.

The PCHR has commenced testing of the bars and will continue its efforts deploying testers to determine whether racially discriminatory or biased conduct is occurring in businesses mentioned in this report and throughout the Gayborhood.

ENFORCE

To receive and investigate complaints.

To refer to the City for appropriate action regarding any entity having a professional services contract with the City that is found guilty of violating the Fair Practices Ordinance.

Failure to comply with our mandatory recommendations may subject violators to the remedies of the FPO. These remedies may include compensatory and punitive damages, injunctive relief, costs and attorney's fees.

THE GAYBORHOOD AS A "NEIGHBORHOOD"

Philadelphia is known as a city of neighborhoods. The Italian Market, Chinatown, Powelton Village, Southwark, Germantown, and other neighborhoods each have distinct histories and identities that make them unique. From the outside there are noticeable differences in language and culture. Those differences are accepted because each community member sees value placed in those communal nuances that have been passed down through generations.

Neighborhoods do not exist because they are named. They are forged through relationships, common experiences, traditions, and identities.

Philadelphia's Gayborhood is a social community that spans from 11th to Broad Street and Chestnut to Pine Street. It's history as a gay community started after World War II but didn't officially get this title until the early 90's. The foundation of the Gayborhood is one of openness and acceptance.

One of the links connecting the LGBTQ population is their LGBTQ identity. Nightclubs, restaurants, social events, and dance parties, have set the tone for most Gayborhood gatherings. It has attracted people from all walks of life and all neighborhoods. With the recommendations of accountability, we can truly transform the Gayborhood into a neighborhood that is fully inclusive of all members of the LGBTQ community.

The conflicts being addressed by the PCHR in this report provide a rare opportunity to address racism head on. Although there is a focus on tracking and monitoring our recommendations in the Gayborhood specifically, practices and policies to prevent discrimination and bias should be implemented throughout the city. Ultimately, the Gayborhood has an opportunity to model a "neighborhood" that has made intentional change and could serve as an example to all of Philadelphia's communities.

ACKNOWLEDGEMENTS

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THE ROLE OF THE PHILADELPHIA COMMISSION ON HUMAN RELATIONS

In Philadelphia, it is illegal for employers, housing providers, businesses, providers of public accommodations and city services to treat individuals differently because of: Race, Color, Ancestry, Disability, Ethnicity, National Origin, Religion, Sex, Pregnancy and Breastfeeding, Age, Sexual Orientation, Gender Identity, Familial Status, Marital Status, Genetic Information, Source of Income, and Domestic or Sexual Violence Victim Status.

If you think you are a victim of discrimination in Philadelphia, call us, visit our office, or go to our website for more information.

The PCHR is also available for conflict resolution and mediation services.

CONTACT

Contact the PCHR at 215-686-4670 or pchr@phila.gov www.phila.gov/humanrelations

If you are a victim of a hate crime or bias incident, call the police, report it to the PCHR at 215-686-4670, or call our anonymous hotline at 215-686-2856.

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