

# Pennsylvania Civil Rights Initiative Partners Organizers' Basic Information Packet

Update Winter 2003.1 (Available in hard copy. Call for Updates)

Table of Contents	Page #
1. <b>Current Press Release</b>	2
2. <b>Core Principles and Abstract</b> (Summary) of proposed civil rights amendments to the Pennsylvania Human Relations Act and the Fair Educational Opportunities Act. (The full text of the proposed bills is available at <a href="http://www.plgtf.org">www.plgtf.org</a> & from your local organizers or plgtf)	3
3. Summary of <b>Multiracial-cultural-gender-fair Education</b> Pennsylvania and Philadelphia, PA Policy Outcomes	5
4. <b>Statement of Support</b> to Sign for all Pennsylvania and Non-Pennsylvania Organizations and Individuals	7
5. <b>Petition</b> for Pennsylvania Residents Only (5 per page)	8
6. <b>Initiative Partnership Form</b> for mission-compatible gay and non-gay organizations that want to play a strong organizing role grounded in the Core Principles	9
7. <b>Postcards (Senate and House)</b> for Pennsylvania Residents Only with Legislator Locator Information Sources (total of 3)	10
8. Local Organizers' <b>Contact Data</b>	14
9. <b>Notes</b>	15

## Quick Overview:

**The Initiative**, launched in August 1996, is grounded in **core principles** to guide the introduction and adoption of bills to amend the Pennsylvania Human Relations Act (and the Fair Educational Opportunities Act) (postsecondary education) to include sexual orientation as well as gender identity or expression as protected categories. With exception in Pennsylvania, it is legal to discriminate in employment, housing, and public accommodations and in education, in part (exceptions: Philadelphia and Erie County and the cities of Harrisburg, Pittsburgh, York, Lancaster and Allentown). Each local ordinance is inclusive of gender identity. To date, a-near 100 organizations (eight national organizations), have returned **Statements of Support**. About **6000** people have signed Initiative petitions. **Nineteen** (currently 8 Senate and 11 house members) have promised, publicly, to cosponsor the legislation. **Prime sponsors** are needed to *introduce the legislation*. *Leadership and Judiciary committee chairs are critical in calling for public hearings and a timely vote* with no weakening amendments or insulting caveats. (Please see related Initiative History and current reports.)

Convener: Rita Addressa. PLGTF at the Friends Center. 1501 Cherry St. Philadelphia, PA 19102-1479.  
215-772-2000 and [1-877-PRIDE-2000.PLGTF@PLGTF.ORG](mailto:1-877-PRIDE-2000.PLGTF@PLGTF.ORG) and [WWW.PLGTF.ORG](http://WWW.PLGTF.ORG)

# PLGTF Pennsylvania Civil Rights Initiative

(Please publish the core principles frequently)

**The core principles** that guide this effort and to which we as organizers, supporters, and policymakers hold ourselves publicly accountable are:

**We** are committed to organizing, educating, and negotiating with integrity for Pennsylvania-wide civil and human rights legislation, inclusive of sexual orientation and gender identity or expression.

**We** will be grounded in and guided by the principles that we deserve our full rights. We will support the achievement of civil rights protections, *minimally*, in employment, housing, public accommodations, and in education (gender-fair multiracial and multicultural education) as a civil and human right.

**We** will not suffer any proposed restriction of our rights (e.g. parental rights, domestic partnership rights, and the recognition of marriage) nor homophobic insults (e.g. the presumption of criminality or immorality) in a Pennsylvania civil rights law.

**We** will assure the **strengthening and enforcement** of civil and human rights laws on behalf of all women and all minorities, inclusively.

Please Print

\_\_\_\_\_  
Name

\_\_\_\_\_  
Title and Organization or Affiliation

\_\_\_\_\_  
Mailing Address

\_\_\_\_\_  
City, State, Zip

(\_\_\_\_) \_\_\_\_\_  
Telephone and Email

E-Mail

Date: \_\_\_\_\_

PLGTF at the Friends Center. 1501 Cherry Street. Phila. PA 19102  
1-877-PRIDE-2000 and 215-772-2000. [plgtf@plgtf.org](mailto:plgtf@plgtf.org) and [www.plgtf.org](http://www.plgtf.org)

Please give generously to **PLGTF** and to your local organization by check or credit card by phone or mail. Thank you.

**Notice: Please share with friends and send a generous contribution today!**

Advisory (briefcase) \* Contacts – Partial List  
Rev. Winter.2003.1

Rita Addressa, Executive Director, PLGTF and Convener

215-772-2001 direct. 877-PRIDE-2000 and [plgtf@plgtf.org](mailto:plgtf@plgtf.org) and [www.plgtf.org](http://www.plgtf.org)

Sandy Henise, Co-Chair. 717-845-8961

Kristine Holt, Esq. Philadelphia, PA 215-545-7789 . [Kristine@holtesq.com](mailto:Kristine@holtesq.com)

Andrew Grenier, Cry Out! Act Up/Pittsburgh, PA. 412-661-6264 [argq@aol.com](mailto:argq@aol.com)

Linda Martin, Co-Chair and President, NOW/Lancaster Area. 717-393-2883

Paul Thomas, Ed. D., Co-Chair. 215-587-6734 [plgtfpthomas@aol.com](mailto:plgtfpthomas@aol.com)

Melina Waldo, Philadelphia PFLAG Advocacy Chair. 856-216-8285 [melinaw@erols.com](mailto:melinaw@erols.com)

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## Pennsylvania Civil Rights Initiative Gains...

**AFSC Joins AFL-CIO Pride At Work, PSEA, PAFT, and Human Relations Commissions to Strengthen Support... Allegheny and Lancaster County Reps Join List of Co-Sponsors**

The **Initiative**, launched in 1996, is a movement of diverse organizations and individuals with now **6000** Pennsylvanians who have signed *Petitions and postcards* to encourage lawmakers' introduction and adoption of twin civil rights bills to prohibit discrimination in employment, housing, public accommodations, and in education on the basis of sexual orientation and gender identity or expression. Critically, proposed amendments to the Human Relations Act will *strengthen and conform* education provisions (Section 8) to statewide education codes and regulations related to citizenship, diversity, and pluralism (Title 22, Chapter 5 and Equity Principles).

**National** supporters include the: AFL-CIO Pride AT Work, the American Friends Service Committee (AFSC), Dignity/USA, Equal Partners in Faith, International Gay and Lesbian Human Rights Commission, Center for Women Policy Studies, Gay and Lesbian Parents International, Lambda Legal Defense and Education Fund, the National Black Lesbian and Gay Leadership Council, the National Gay and Lesbian Task Force, the National Lesbian and Gay Health Alternatives, the National Lesbian Rights Center, and National PFLAG. **Education** union supporters include the Pennsylvania State Education Association and the Pennsylvania Federation of Teachers. A **sampling** of organization supporters includes ACLU/Northwest Chapter; Alliance for Tolerance and Freedom (Lancaster); Asian Americans United (AAU); the Human Relations Commissions in Harrisburg, Philadelphia, and Pittsburgh ; Jewish Reconstructionist Federation; Planned Parenthood Pennsylvania Advocates; the Unitarian Church/Harrisburg; GLSH (Harrisburg); GLCC (Pittsburgh). In Philadelphia, the Jewish Labor Committee, the NAACP, Project Home, Triangle Interests, and the William Way Center. The *Philadelphia Bar Association* has issued a resolution in support of proposed amendments to the Pennsylvania Human Relations Act, not yet the Fair Education Opportunities Act. The Pennsylvania Human Relations Commission supports the concept of civil rights and of strengthening enforcement mechanisms. Unlike local commissions, it has not indicated formal support for the Initiative.

Repeated written requests and Rainbow postcard campaigns to members of the Senate (50) and House (203) to **publicly** support the Initiative have resulted in the **public** commitment of a current **19** legislators to support the effort (**eight** Senators including: Democrats: Lisa Boscola (Bethlehem); Vincent Hughes, Shirley Kitchen, Allan Kukovich, Allyson Schwartz, Jack Wagner (Allegheny), Anthony Hardy Williams, Constance Williams, and **eleven** Representatives including Louise Bishop, Mark Cohen, Dwight Evans, Dan Frankel (Allegheny), Harold James, Thaddeus Kirkland (Delaware County), James Roebuck, Michael Sturla (Lancaster), W. Curtis Thomas, LeANNA Washington, and Rosita Youngblood (if not noted, Philadelphia Democrats). We remain in **search** of prime sponsors with integrity and commitment to introduce the proposed legislation to obtain *assigned bill numbers* and to **begin the public debate** toward full civil and education rights in Pennsylvania. The time is **now**. (**Issue Clarity:** In 2002, the Pennsylvania legislature voted to *increase criminal penalties* for bias crime based on sexual orientation and gender identity. While useful symbolically, *bias crime statutes do not* extend **basic** civil and education rights to our communities nor address the underlying causes of ignorance and bigotry promoted through public and private educational institutions. Criminal penalties have **no** demonstrable impact on reducing bias crime of any kind.)

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**To Community Advocates:** Organizers' Basic Packets at the cost of reproduction are available to you. Please call or email us.

# Pennsylvania Lesbian and Gay Task Force

## ABSTRACT

### Pennsylvania Human Relations Act and the Fair Educational Opportunities Act

[Original issue: Fall 1996. Modifications: Summer 1997, Summer 2001, *Winter 2002*] Current 2003. 1/1

Discrimination is **legal** in 65 of 67 counties (excepting Philadelphia and Erie, PA), and in every city, town, and borough (excepting Harrisburg, Pittsburgh, Lancaster, York and Allentown, and now New Hope).<sup>1</sup> Subsequent to the publication of the *1996 study*, PLGTF convened a series of community wide meetings across the Commonwealth [8 meetings, 150 people, September 1996 through May 1997] to advance civil and education rights statewide. A comparison of four PLGTF statewide studies over the 1988-2000 shows that discrimination and violence remain at **high levels**.<sup>2</sup> The proposed amendments to the Pennsylvania Human Relations Act and the Fair Education Opportunities Act await introduction and adoption with no weakening amendments or insulting caveats. To date, 6000 people have signed petitions in support joined by 100 gay and non-community organizations supporters, e.g. the AFSC, the PSEA, the PAFT, and the AFL-CIO Pride At Work Committee; the IGLHRC; NBLC; NGLTF; NLRC; locally, the ADL; the Jewish Labor Committee; the Philadelphia NAACP; Men of All Colors Together; Project Home; Triangle Interests; the William Way Community Center. *Core principles* guide the organizing process.

#### I. The Core Principles:

The Core Principles, intended to assure public officials and organizers' **accountability to the community**, are summarized herein: We commit to organize, to educate, and to negotiate with integrity for a Pennsylvania wide civil rights bill, inclusive of sexual orientation and gender identity or expression. We will be grounded in and guided by the principles that we deserve our full rights. We will support the achievement of civil rights protections, minimally, in employment, housing, public accommodations, and in education. We will not suffer any restriction of our rights (e.g. parental rights, domestic partnership rights, the recognition of marriage) nor homophobic insults (e.g. the presumption of criminality or immorality) in a Pennsylvania civil rights law. We will assure the strengthening and *enforcement* of civil rights laws on behalf of all women and all minorities.<sup>3</sup> (e.g. *eviscerated or absent provisions such as compensatory and punitive damages; right to a jury trial; right to attorneys' fees*)

#### II. The Pennsylvania Human Relations Act. A summary of relevant sections to be amended follow to expand the Act to include the categories "sexual orientation" and "gender identity or expression" within the areas of employment, housing, and public accommodations, and in education. **Education** is added as a category at Section 3. At Section 8 re: Education, the language is strengthened to support multiracial, multicultural and gender fair pedagogy. These are minimalist goals.

Amending the act of October 27, 1955 (P.L. 744. No. 222), entitled as amended, an act prohibiting certain practices of discrimination because of race, [**class**], color, familial status, religious creed, ancestry, age, sex, [**sexual orientation or gender identity or expression**], national origin, handicap or disability, use of guide or support animal because of the blindness, deafness, or physical handicap of the user or because the user is a handler or trainer of support or guide animals as well as by employers, employment agencies, labor organizations, and others as herein defined...The General Assembly enacts as follows:

Section 2: Findings and Declaration of Policy [a, b]

Section 3: Right to Freedom from Discrimination (*adding Education to the Title and within the text*)

Section 4: Definitions [adding "bb", please see below] (please continue to reverse side)

<sup>1</sup> Please also see PLGTF Comparison of U.S.A. Statewide Civil Rights Statutes that Include Sexual Orientation and Gender Identity or Expression, 1982-2002 as an accompanying document.

<sup>2</sup> See for instance, plgtf Year 2000 Pennsylvania Study of Discrimination and Violence. (Authors: Larry Gross, Ph.D. with Steven Aurand) For a copy of the study and the proposed legislation, go to [www.plgtf.org](http://www.plgtf.org) See also, Transgender Equality: Handbook. NGLTF Policy Institute and National Center for Lesbian Rights ([www.ngltf.org](http://www.ngltf.org) and [www.nclrights.org](http://www.nclrights.org))

<sup>3</sup> For a full copy of the Core Principles' *Objectives*, see the *PLGTF Civil Rights Briefing Packet, September 1996*

## PLGTF Abstract PA Human Relations Act and Fair Education Opportunities Act – 2002 4/4

Section 5: Unlawful Discriminatory Practices [a, b1, b2, b3, b4, c, f, g, h1, h2, h3, h4, h5, h6, h8(i) (ii), and i (1)(2)]; Section 5.3 [a, b, c, d]

Section 7: Powers and Duties [f 2, g, i, j, and k]

Section 8: Educational Program - See V below for a background/summary

Section 12: Remedies [c]; [c (1)]; and adding g.

### III. **The Pennsylvania Fair Educational Opportunities Act** [post-secondary only] to be amended inclusive of sexual orientation and gender identity or expression. Summary of Relevant Sections follows:

Amending the Act of July 1961 PL 776, declaring the policy of the Commonwealth with regard to discriminatory practices in educational institutions based upon race, [class], religion, color, ancestry, national origin, sex, handicap, or disability [**sexual orientation or gender identity or expression**]...

Preface: Amending the **Preface** to include: sexual orientation and gender identity or expression

Section 2: Findings and Declaration of Policy [a, b, c]

Section 3: Definitions: Add a new definition as Paragraph (9). (See definitions below)

Section 4: Unfair Educational Practices [a(1, 2, 3); a.1.(1, 2, 3)]

Section 6: Powers and Duties [4]

Section 9: Construction [a, c]

### IV. **Definitions.**

“Sexual orientation” shall refer to a person’s actual or perceived homosexuality, bisexuality, or heterosexuality. “Gender identity or expression” shall refer to a person’s self-identification as male or female, distinguished from the person’s biological sex. Sex shall be defined as the gender of a person, as perceived, presumed, or assumed by others, including those who are changing or who have changed their gender identification [Pittsburgh, PA Human Relations Act definition of “sex” as enacted in 1997].

### V. **Education: Amendment to Section 8 of the Pennsylvania Human Relations Act**

(note: *the word “education” is also amended to Section 3*)

Background: With the support of an extraordinary coalition among gay and non-gay communities, minority and non-minority, the Task Force’s Education Equity Project resulted in Pennsylvania’s adoption of a *statewide education regulation* which prohibits discrimination in educational programs on the basis of sexual orientation together with a statement of equity principles to encourage multiracial, multicultural, and gender fair curricula [1993]. It is time to assure that education is regarded as a **civil and human right** as well as a vaguely defined constitutional right *i.e.* every child is entitled to a “thorough and efficient education.” The Human Relations Act and Title 22, Chapter 5 must be conformed inclusive of sexual orientation and gender identity or expression.

“**Section 8:** Each student is entitled to an educational experience that is free from bias and discrimination and that reflects and supports the gender, race, and cultural diversity present in the Commonwealth of Pennsylvania. The twin goals of the state’s educational system are to provide equal opportunity for all students in all state supported elementary, secondary, vocational, post-secondary, and higher educational institutions and to maximize the potential of all students regardless of race, class, or color, religion or creed, national origin or cultural heritage, gender or gender identity, sexual orientation, national origin, ancestry, handicap or disability. The Commission, in cooperation with the Department of Education, is authorized to support a multiracial-multicultural-gender fair educational program in order to promote knowledge about and respect for diversity and pluralism to further good will among all persons, inclusive of race, color, familial status, religious creed, ancestry, age, sex, sexual orientation or gender identity or expression, national origin, handicap or disability.” [Cite Title 22 and Pennsylvania Department of Education Statement of Equity Principles, 1993]

*Pennsylvania Civil Rights Initiative.* Call your local organizing team or Rita Addessa, PLGTF. 215-772-2000  
In Pennsylvania, toll free 1-877-PRIDE-2000. Email: [plgtf@plgtf.org](mailto:plgtf@plgtf.org) Web: [www.plgtf.org](http://www.plgtf.org). Mail Address:  
1501 Cherry St. Philadelphia, PA 19102-1479. **Volunteers and contributions are welcomed.**

**Multiracial-Multicultural-Gender  
Education Equity  
Regulations and Policies in Pennsylvania \***

1. Pennsylvania Department of Education **guideline** prohibiting sexual orientation discrimination in employment [BEC 1987]
  
2. Pennsylvania Executive **Order** prohibiting sexual orientation discrimination in employment in state and state-related institutions, and contract compliance [1988]
  
3. Pennsylvania Board of Education. Revision of **Title 22**, Chapter 5.4 (c) [to prohibit discrimination in educational programs on the basis of sexual orientation or disability [adopted January 1993 after 2-3 years of public hearings and approved July 1993].

Additionally, student learning outcomes at section 5.202 at **Citizenship** incorporate the notion that “all students [will] demonstrate an understanding of the history and nature of prejudice and relate their knowledge to current issues facing communities, the United States, and other nations. Section 5.213 requires that high school education include **Social Studies** defined as “including the history of the United States and Pennsylvania, world history, multicultural studies, geography, civics and economics”. **Enforcement and Implementation:** At section 5.251, there is a provision that the Secretary will receive and investigate allegations of curriculum deficiencies and if so determined will require certain reports from the deficient school district - class action issues are not addressed.

See *Pennsylvania Bulletin*, Vol. 13, Number 30, July 24, 1993 at 3552; 3555; and 3558]

4. Pennsylvania Board of Education **Statement of Equity Principles** [4 pages], a statement that calls for “multiracial-multicultural-non-sexist curricula” in K through post-secondary schools, and which restates education regulations that prohibit discrimination on the basis of “race, sex, color, religion, disability, sexual orientation or national origin” [Adopted January 14, 1993. See addendum below re: the Governor’s elimination of the educational quality goal entitled Appreciating and Understanding Others.
  
5. Philadelphia, PA Board of Education adoption of **Policy 102: Multiracial-Multicultural-Gender Education Policy** [4-6 pages]. Multiracial-Multicultural Gender Education is defined in the policy (section 1) as “an educational process designed to foster knowledge about and respect for those of all races, ethnic groups, social classes, genders, religions, disabilities, and sexual orientations. Its purpose is to ensure equity and justice for all members of the school community, and society as a whole, and to give those members the skills and knowledge they need to understand and overcome individual biases and institutional barriers to full equality...” The policy provides a fundamental structure, framework, and implementation model to assure that all educational structures, content areas, programs, and services will be grounded in **knowledge about and respect for women and minorities inclusively defined**. (section 4). [Adopted and approved unanimously January 24, 1994]

continued

*Pennsylvania Education Policies (2), continued [amended January 2000]*

(Policy 102 continued)

**Comment:**

Policy 102 is different from the “children achieving agenda” in that it centers, rather than marginalizes, scholarship about and respect for all groups in our pluralistic society. It is about reshifting the traditional paradigm of *token inclusion* (the “add-on” approach) to a new vision to reach equity and justice. The draft *implementation model* extends beyond curricula to encompass each of the elements that comprise the education “system” inclusive of human resources, financial allocations, support services, professional development, etc. Policy 102 represents the collaborative effort of District staff, teachers, parents, and community partners under the aegis of Past-Board President Floyd Alston over a 2-year period. A minimalist attack against the policy in April 1994 was squashed by a PLGTF campaign joined by community leaders, Attic Youth group members, progressive clergy, and the Board’s commitment to the philosophy embedded in 102.

6. **Title 22.** Education. Chapter 235 Code of Professional Practice and Conduct for Educators [1978] calling on professional educators to exhibit consistent and equitable treatment of students, fellow educators and parents, and to respect the civil rights of all and not discriminate on the basis of race, national or ethnic origin, culture, religion, sex or sexual orientation, marital status, age, political beliefs, socioeconomic status, disabling condition or vocational interest.

7. National Education Association **Resolution B7** states the NEA’s belief in the equity of all individuals and intolerance of discrimination and stereotyping on such factors as race, gender, immigration status, physical disabilities, ethnicity, and sexual orientation and calling for educational plans, activities, and programs to counter such discrimination. [Note: “*religion, age, gender identity*” should be amended to this text.]

8. American Federation of Teachers **policies** prohibit discrimination on the basis of race, color, sex, religion, age, ethnic origin as well as sexual orientation; support the right of all students to an affirmative, positive, equitable and safe education environment; oppose prejudice and bigotry of any form; support anti-bias curricula, diversity and pluralism; and support the extension of equal employment benefits to gay and lesbian teachers. [Note: “*disability*” and “*gender identity*” should be amended to this text.]

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**Note:** The term “gender identity or expression” needs to be amended to each of the above noted policies and regulations. Primarily, the Pennsylvania Civil Rights Initiative proposed legislation must be adopted including the amendment of “education” as a protected category and the strengthening of Section 8 of the Pennsylvania Human Relations Act to specify “multiracial-cultural-gender fair education. (See Initiative documents on the web site [www.plgtf.org](http://www.plgtf.org))

**Note:** Regulations/Policies 1-5 above represent the results of the Education Equity Project (1984 -), a project of the Lesbian and Gay Task Force.

Current Mail Address: 1501 Cherry St. Philadelphia, PA 19102-1479.  
215 772-2000. 1-877-PRIDE-2000. [plgtf@plgtf.org](mailto:plgtf@plgtf.org) and [www.plgtf.org](http://www.plgtf.org)

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Your contribution to support PLGTF’s work would be deeply appreciated. Thanks.  
Commonwealth of Pennsylvania’s Education Equity Principles, next page, or available on request

**In Support of  
PLGTF Pennsylvania Civil Rights Initiative: (1996 - Until It Is Over)**

**[For All Organizations and Individuals: Pennsylvania and Non-Pennsylvania]**

Initiative Status January 2003: 100 organization partners, 6000 plus signatures

**Whereas** hate-based discrimination in employment, housing and public accommodations is epidemic against lesbian women and gay men of all races,

**Whereas** hate-based criminal violence, inclusive of physical assault, assault with a weapon, sexual assault, arson, vandalism, and other crimes are epidemic against gay men and lesbian women of all races,

**Whereas** hate-based discrimination and criminal violence against transgendered people and against bisexual people is a serious and substantive concern, *and* whereas such discrimination and violence is grounded in *gender-based bigotry and prejudice*,

**Whereas** public education is central to the development of knowledge and critical thinking skills as well as the formation of social attitudes and beliefs, *and* whereas each of our children and society suffer significantly and tangibly from the promotion of narrow and rigid cultural norms and the diminution of multiracial-multicultural-gender fair education,

*We hereby call upon our community and upon Pennsylvania Legislators to support the Pennsylvania Civil Rights Initiative, the core principles, and twin civil rights bills as proposed to **amend and strengthen**, with **no** weakening amendments or degrading caveats, the*

**(1) Pennsylvania Human Relations Act** which prohibits discrimination in **employment, housing, and public accommodations** to (a) expand the Act to include and define the categories "sexual orientation" and "gender identity or expression," (b) expand the Act to include the category "education" and to encourage multiracial-cultural-gender fair education in all schools for all children, and (c) strengthen the Act's enforcement mechanisms on behalf of all women and minorities, inclusively. (*"Class" would be an important amendment as well.*)

**(2) Fair Education Opportunities Act**, which focuses on *postsecondary* education, to expand the Act to include the categories "sexual orientation," "gender identity or expression." (*"Class" would be an important amendment as well.*)

***Please Print***

Name: \_\_\_\_\_

Title: \_\_\_\_\_ Mo/Da/Yr Signed: \_\_\_\_\_

Organization: \_\_\_\_\_

Address: \_\_\_\_\_

City/State/Zip: \_\_\_\_\_

Phone (e) ( ) \_\_\_\_\_ (d) ( ) \_\_\_\_\_ fax: \_\_\_\_\_

Email: \_\_\_\_\_ Other \_\_\_\_\_

The **ABSTRACT** & proposed bills, if not attached, are on the web site. Please mail a copy of your statement of support today to your local organizing committee or to the **plgtf Initiative** at 1501 Cherry Street, Philadelphia, PA 19102-1479. 215-772-2000 and 1-877-PRIDE-2000. Additional copies of the Statement of Support and Petitions (5 signatures per page) to Legislators are available on request and on the web. [plgtf@plgtf.org](mailto:plgtf@plgtf.org) and [www.plgtf.org](http://www.plgtf.org).

**To Pennsylvania Lawmakers:**

***A Petition for Pennsylvania Civil and Human Rights – Please Sign Once- Date: \_\_\_\_\_***

*Winter 2002: 6000 plus signatories. Join us.*

***We, the undersigned, support the establishment of civil and human rights for lesbian and gay people as well as transgendered and bisexual people. We urge legislators (1) to amend the **Pennsylvania Human Relations Act** which prohibits discrimination in employment, housing and public accommodations to (a) include the categories “sexual orientation” and “gender identity or expression,” (b) include education as a specific category and strengthen diversity elements explicitly; (c) include a definition of “sex” to protect the human rights of transgendered people (e.g. Pittsburgh Ordinance), and (2) to amend the **Fair Educational Opportunities Act** (which focuses on post-secondary education), to include the categories “sexual orientation” and “gender identity or expression.” We call on all officials to strengthen civil rights laws and enforcement mechanisms for all women and minorities, inclusive of compensatory and punitive damages with no weakening amendments nor insulting caveats to our communities.***

<i>Name [Print]</i>	<i>Name [Legible Signature]</i>	<i>Address City/State/Zip</i>	<i>Phone specify Area Code</i>	<i>Send Info to Me [Y or N]</i>
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=====

1. \_\_\_\_\_ Y or N

\_\_\_\_\_

2. \_\_\_\_\_ Y or N

\_\_\_\_\_

3. \_\_\_\_\_ Y or N

\_\_\_\_\_

4. \_\_\_\_\_ Y or N

\_\_\_\_\_

5. \_\_\_\_\_ Y or N

\_\_\_\_\_

*Please return to PLGTF or your local organizing committee at:*

\_\_\_\_\_

*Please Make a Donation to PLGTF and to your local Initiative organizing group. Thanks, Rita Addressa, Convenor.*

*1501 Cherry Street, Philadelphia, PA 19102-1479. 215-772-2000. 1-877-PRIDE-2000. [plgtf@plgtf.org](mailto:plgtf@plgtf.org) and [www.plgtf.org](http://www.plgtf.org)*

(1mswplgtfs.petit.amended.1.03)

**The Pennsylvania Civil Rights Initiative Partnership**  
***Gay and Non-Gay Partnership Form – RSVP (until its over!)***  
***[For Pennsylvania Community-Based Organizations Only - Opt in/Opt Out]***

\_\_\_\_\_  
*Name of Organization [Please print]*

\_\_\_\_\_  
*Address/City/State/Zip*

\_\_\_\_\_  
*Organization Contact Name* ( ) \_\_\_\_\_  
*Evening Phone*

*Day Phone* ( ) \_\_\_\_\_ *Fax:* ( ) \_\_\_\_\_ *Email* \_\_\_\_\_

**Will support** or  **Will not support**      **Month/Day/Year Signed** \_\_\_\_/\_\_\_\_/\_\_\_\_

**The Pennsylvania Civil Rights Initiative**, a project of the Pennsylvania Lesbian and Gay Task Force, is

**Committed to** the introduction and adoption of twin civil rights bills as proposed to (1) *expand* the Pennsylvania Human Relations Act and (2) *expand* the Fair Educational Opportunities Act to include the categories “sexual orientation” and “gender identity or expression,” and “class.” In addition, the proposed bills add the category “education” to the Human Relations Act and seek to strengthen the enforcement mechanisms of the existent legislation. Each proposed bill includes a respectful definition of the category “sex” (e.g. Pittsburgh ordinances). [Please go to our web site for the Abstract of or copies of the proposed bills, **or** call.]

**Supports the Core Principles** that undergird this long-term effort to assure **public accountability**, to assure the inclusion of sexual orientation and gender identity or expression in adopted legislation, to eschew any amendments intended to degrade our humanity or to restrict our future rights [e.g. marriage, child custody, domestic partnership, etc.]

**Is a mission compatible organization** that supports civil and human rights for all people; and

**Will** select two organizational representatives to serve as key organizers locally.

*Primary Organizer #1* \_\_\_\_\_

*Primary Organizer #2* \_\_\_\_\_

**Please check all that apply:**

- We can attend** (bi)annual roundtable meetings conducted in:  
[ ] Harrisburg [ ] Philadelphia, [ ] Pittsburgh, or [ ] by phone, or [ ] through the internet
- We** request organizing support, technical assistance, and and/or speakers to support local organizing efforts. Call us.
- Yes**, please send a copy of the proposed bills [est. 20 pages] - a summary is attached and \_\_\_\_\_ copies of **Petitions** and \_\_\_\_\_ **Postcards** for distribution.
- Yes**, please send a copy of Task Force proposed **ABC** tracking forms including: Quarterly Report Form [1 page]; Legislator Appointment Schedule and Participant Sign in [2 pgs]; PA Legislators’ Status Grid [5 pgs]. Contact: Your local organizing committee or the Task Force at 215-772-2000 and 1-877-PRIDE-2000. Email: [plgtf@plgtf.org](mailto:plgtf@plgtf.org) and [www.plgtf.org](http://www.plgtf.org)

All Organizations, worldwide, are Invited to Sign a Statement of Support – See reverse side

***Pennsylvania Civil Rights Initiative (1996 until its over)***

The Message: **Discrimination is wrong.** The time to act is **now.**  
Support the Pennsylvania Civil Rights Initiative, inclusive of sexual orientation &  
gender identity. Support multi-racial, cultural, gender-fair education.  
Demand introduction, hearings, and passage now (See [www.plgtf.org](http://www.plgtf.org))

For the *names, addresses, phone and fax numbers* of your **Pennsylvania Legislators**, call any of the following: The **Senate Clerk** at 717-787-5920 and **House Clerk** at 717-787-2372; and/or the **Philadelphia Delegates** at 717-783-2192 (*House*) and 717-787-7112 (*Senate*). You can also ask for a Senate and House legislative directory (the "*Blue Book*") from the Clerk (above) or your rep. If computer access: The **League of Women Voters** at 800-692-7281 or web site <http://www.pa.lwv.org/pa/> In Philadelphia, the **Committee of Seventy** at 215-557-3600 or <http://www.libertynet.org/seventy> In addition, you can key in your zip code to find your district, and the names of your state and federal representatives at <http://www.vote-smart.org> In addition, go to [www.plgtf.org](http://www.plgtf.org) for further information. All Senate and House members: can be addressed at: *Main Capitol Building, Harrisburg, PA 17120*

**Do You Want to Organize?** Call your local contact \_\_\_\_\_  
or PLGTF (215-772-2000 or toll free in Pennsylvania 1-877-PRIDE-2000) for Petitions, or Statements of Support (Individuals and Organizations). (current 1.03)

***Pennsylvania Civil Rights Initiative (1996 until its over)***

The Message: **Discrimination is wrong.** The time to act is **now.**  
Support the Pennsylvania Civil Rights Initiative, inclusive of sexual orientation &  
gender identity. Support multi-racial, cultural, gender-fair education.  
Demand introduction, hearings, and passage now (See [www.plgtf.org](http://www.plgtf.org))

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Postcards 2 and 3 to PA House and Senate (current 1.03)

Doublesided generic postcards  
If reproducing 4 x 6 postcards  
(1) Senate and (2) House – it is helpful to differentiate colors in reproduction

*Pennsylvania Legislator Information*  
717-787 5920 and 2372. Also, ask for a copy  
of the Senate/House “bluebooks.” More Info:  
LWV 800-692-7281 and <http://pa.lwv.org>  
or [www.vote-smart.org](http://www.vote-smart.org)

*1st class*  
*Stamp*

**Senator** \_\_\_\_\_  
**Main Capitol Building**  
**Harrisburg, PA 17120**

Date: \_\_\_\_\_

**Senator:** It is **legal** in 65 of 67 counties (Philadelphia and Erie, the exceptions) to discriminate in employment, housing, public accommodations, and in education (in part). I am disappointed to learn that **you** have been *unresponsive*, if not a barrier, to the *introduction* of the Initiative bills to (1) amend and strengthen the Human Relations Act and (2) amend the Fair Education Act, *consistently* proposed since 1996-7. As you are aware, the proposed amendments would add the category “*education*” to the Human Relations Act as too the categories “*sexual orientation and gender identity or expression.*” It is important that you remember that “law and order” legislation is **no** substitute for civil rights law. I expect your support for the Initiative effort along with tens of thousands of Pennsylvanians and prestigious organizations. *I ask you to delay no further.* Lead, sponsor, introduce, hold hearings, and adopt **now** the Initiative bills – with no weakening amendments or insults to our community.

\_\_\_\_\_  
Name (s)

\_\_\_\_\_  
Address, City, State, Zip  
(Pennsylvania Civil Rights Initiative. PLGTF. Convener. Discrimination and Violence Hotline at 215-772-2000 and 1-877-PRIDE-2000. Contact: [plgtf@plgtf.org](mailto:plgtf@plgtf.org) and [www.plgtf.org](http://www.plgtf.org).)

Pennsylvania Legislator Information: 717-787-5920 and  
717-787-2372 Ask for a copy of the "Bluebooks"  
LWV: 800-692-7281 and <http://pa.lwv.org>  
or [www.vote-smart.org](http://www.vote-smart.org)

1<sup>st</sup> class  
stamp

**Representative** \_\_\_\_\_  
Main Capitol Building  
Harrisburg, PA 17120

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Date: \_\_\_\_\_

**Representative:** It is **legal** in 65 of 67 counties (Philadelphia and Erie, the exceptions) to discriminate in employment, housing, public accommodations, and in education (in part). I am disappointed to learn that **you** have been *unresponsive*, if not a barrier, to the *introduction* of the Initiative bills to (1) amend and strengthen the Human Relations Act and (2) amend the Fair Education Act, *consistently* proposed since 1996-7. As you are aware, the proposed amendments would add the category "education" to the Human Relations Act as too the categories "*sexual orientation and gender identity or expression*." It is important that you remember that "law and order" legislation is **no** substitute for civil rights law. I expect your support for the Initiative effort along with tens of thousands of Pennsylvanians and prestigious organizations. *I ask you to delay no further*. Lead, sponsor, introduce, hold hearings, and adopt **now** the Initiative bills – with no weakening amendments or insults to our community.

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Name (s)

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Address, City, State, Zip

*(Pennsylvania Civil Rights Initiative. PLGTF. Convener. Discrimination and Violence Hotline at 215-772-2000 and 1-877-PRIDE-2000. Contact [plgtf@plgtf.org](mailto:plgtf@plgtf.org) and [www.plgtf.org](http://www.plgtf.org).)*

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Pennsylvania Civil Rights Initiative Representatives  
Local Contacts (Month/Year \_\_\_\_\_)

Organization Title: \_\_\_\_\_

Organization Address: \_\_\_\_\_

City/State/Zip: \_\_\_\_\_

Phone ( ) \_\_\_\_\_ Email: \_\_\_\_\_

Fax: ( ) \_\_\_\_\_ Web Site: \_\_\_\_\_

Local Organizers:

Name 1: \_\_\_\_\_

Phone (day) \_\_\_\_\_ (evening) \_\_\_\_\_

Email: \_\_\_\_\_ Fax: \_\_\_\_\_

Name 2: \_\_\_\_\_

Phone (day) \_\_\_\_\_ (evening) \_\_\_\_\_

Email: \_\_\_\_\_ Fax: \_\_\_\_\_

Special Notes:

**Plgtf.** Convener. 1501 Cherry Street. Philadelphia, PA 19102-1479.  
215-772-2000. 1-877-PRIDE-2000. Email [plgtf@plgtf.org](mailto:plgtf@plgtf.org) and [www.plgtf.org](http://www.plgtf.org)

*Please Support Your Local Organization and PLGTF's efforts*

*Notes*