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**Report of  
Pennsylvania Council  
For  
Sexual Minorites**



**MARCH 1977**

**COMMONWEALTH OF PENNSYLVANIA**

Milton J. Shapp  
Governor

Anthony Silvestre  
Council Chairperson



COMMONWEALTH OF PENNSYLVANIA  
PENNSYLVANIA COUNCIL FOR SEXUAL MINORITIES

238 Main Capitol Building  
Harrisburg, Pennsylvania

The Honorable Milton J. Shapp  
Governor of the Commonwealth of Pennsylvania  
225 Main Capitol Building  
Harrisburg, Pennsylvania

Dear Governor Shapp:

It is my honor to submit for your information and review the first Annual Report of the Pennsylvania Council for Sexual Minorities.

During this past year, one of our major activities was the structuring of the Council into eleven committees, two offices, and a task force so that we could better address the needs of sexual minorities. As this work proceeded, the Council, following the directives of your executive order 1975-5 worked to end discrimination against members of sexual minorities and to educate state employees and the public about the issues and problems confronting sexual minorities. This report describes our efforts in those areas.

Although 1976 has been a productive year for us, we have just begun to address the relevant issues. With your support, and the dedication of human rights organizations and people throughout the Commonwealth, 1977 will prove even more fruitful and, we hope, will lead ultimately to full equality for every citizen of Pennsylvania.

On behalf of all who served on the Council during its first year, and all of our volunteers, I wish to extend deep appreciation for your interest and support of the rights and dignity of all people.

Sincerely,

*Anthony Silvestre*

Anthony Silvestre  
Chairperson

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Racial Minorities

The... of people... and... This fact makes the... of... organizations for racial minorities... because of fear, ignorance, and discrimination... not... identified... the... of the oppression of racial minorities is the... of... in their work places, as well as the... of... in the... in... for people's welfare.

Despite the... of... estimates of the... of people who are racial minority... researchers'... have ranged from... to... percent of the population, but the generally accepted figure, supported by... data, is approximately... percent. Since we have no reason to think the figure for Pennsylvania would be significantly different, we can estimate that out of a population of over... million, about... million Pennsylvanians are members of racial minorities. When we include the families, neighbors, and... on a minority status,

**REVIEW OF THE YEAR**

the number of people... by the work of our Council... is...

Sociologists and psychologists agree that racial minority members are of every class, race, religion, profession, age, and ethnic group. We can see some evidence of this diversity in the names of some Pennsylvania groups: The Church of the Redeemed and Penn State Gay Center, The Gay Academic Union, the Gay Bureau Alliance, the United Church of Christ Gay Center, the Society of Friends Committee on Homosexuality, the Council of Gay Public Health Workers, the Gay Civil Servants and Gay State Workers Council.

Racial minority members live and work in cities and towns throughout Pennsylvania. Within the Commonwealth, there are... were... civil rights groups for racial minority members in such places as Philadelphia, Pittsburgh, Harrisburg, Williamsport...

## Sexual Minorities

### Population

You can only serve a group of people when you know who and where those people are. This fact makes the Council's work--and the work of other organizations for sexual minorities--so difficult. Because of fear, ignorance, and discrimination, sexual minority members often do not want to be identified. Perhaps the most telling measure of the oppression of sexual minorities is this silence--the silence of the minorities themselves, in their homes and in their work places, as well as the silence of others, in the media and in agencies responsible for people's welfare.

Despite the obstacles, we are able to make confident estimates of the percentage of people who are sexual minority members. Researchers' appraisals have ranged from two to twenty-five percent of the population, but the generally accepted figure, supported by Kinsey data, is approximately ten percent. Since we have no reason to think the figure for Pennsylvania would be significantly different, we can estimate that out of a population of over ten million, about 1.2 million Pennsylvanians are members of sexual minorities. When one includes the families, co-workers, and friends who are certainly affected by a person's minority status, the number of people touched by the work of our Council increases dramatically.

Sociologists and psychologists agree that sexual minority members are of every class, race, religion, profession, age, and ethnic group. We can see some evidence of this diversity in the names of some Pennsylvania groups: The Church of the Brethren and Mennonite Gay Caucus, the Gay Academic Union, the Gay Nurses Alliance, the United Church of Christ Gay Caucus, the Society of Friends Committee on Homosexuality, the Caucus of Gay Public Health Workers, the Gay Civil Servants and Gay State Workers Caucus.

Sexual minority members live and work in cities and towns throughout Pennsylvania. Within the Commonwealth, there are now more than eighty civil rights groups for sexual minority concerns in such places as Philadelphia, Pittsburgh, Harrisburg, Williamsport,

Edinboro, Shaverstown, Northumberland, Lebanon, State College, Lancaster, Shippensburg, and Johnstown.

To talk about sexual minorities in Pennsylvania, therefore, is to talk about a cross-section of all Pennsylvanians--people who are more successful than most, as well as people who may be very ordinary. What all have in common is the fear, discrimination, and pain they face in their daily lives along with the lack of responsiveness of public agencies and institutions to their needs.

### Discrimination

For most sexual minority persons, living is a daily struggle to assert self-worth in a hostile world.

The most difficult part is probably self-acknowledgement. We know that sexual minorities grow up with the same negative assumptions and stereotypes toward themselves as others have. Consequently, being attracted to a member of one's own sex or having questions about one's identity can be both frightening and fraught with confusion. Some people feel that the solution is simply to deny the nature of their feelings or identity, even to themselves. That denial may take several forms. In any case, the individual pays an emotional or social price for not coming to terms with his or her identity.

Personal acceptance, in and of itself, may relieve internal anxiety, but it does not mean feeling good about one's sexual orientation or identity, and it certainly does not imply the strength or willingness to deal with the repercussions of public acknowledgement. Instead, what may follow is a division of private self and public self, a separation even intensified by the fear of being "found out." One may love deeply, but one never speaks of it (or else first carefully edits all pronouns). One may experience grief or joy or tragedy with a lover, but stronger than these emotions is the pressure to silence. The life of the "closet" person is frequently characterized by an extremely rigorous double life, fear, and an utter aloneness.

Being openly gay may permit greater self-integration, but it

brings other very serious problems. Open gays (and people suspected of being gay), and other sexual minorities are still the targets of both verbal and physical violence. They may be denied credit on the assumption that they are shiftless and irresponsible. They are very likely to lose their jobs. They may be denied insurance or be subjected to ridicule in the effort to secure medical treatment. Even housing may be a problem for sexual minorities, for landlords may assume (as the popular myth suggests) that they live lives of flashy, noisy parties, or of underground crime. Families may disown them. Their friends may suddenly become strangers--in public, at least.

And this is, of course, additional to the very real likelihood of criminal prosecution. Sexual minorities are one of the very few groups still liable to prosecution for their simple "status" or "label", that is, just for being (or appearing to be) gay, regardless of what they do.

For many of us, though, a full appreciation of the devastating effects of this discrimination is prevented by our personal sense that members of sexual minorities are a threat to society and so somehow deserve what they get.

### The Role of Government

Government's involvement with the issue of discrimination on the basis of affectional or sexual preference is relatively new. Over the past ten years, however, more and more people have been asking government officials to reexamine their attitudes towards sexual minorities. Legislatures and local government officials in numerous states have responded by amending or repealing laws, both criminal and civil.

To date, eighteen states have repealed their consensual sodomy statutes. They are: Delaware, Connecticut, Colorado, Hawaii, New Hampshire, Illinois, Oregon, Washington, California, New Mexico, North Dakota, South Dakota, Maine, Indiana, Ohio, Arkansas, Iowa, and West Virginia. Thirty-nine cities (including Seattle, Miami, San Francisco, Tucson, and Madison, Wisconsin) have amended their



human relations codes to prohibit discrimination in employment, housing, or public accommodations on the basis of affectional or sexual preference. In Oregon, the Governor has established a Task Force for Sexual Preference to begin studying the problems of sexual minorities, and the legislature is considering a law to prohibit discrimination on a statewide basis. Moreover, President Carter indicated during his campaign that he would take action to end such discrimination.

In Pennsylvania, the Council for Sexual Minorities was established as a direct result of the actions of gay Pennsylvanians who, along with other sexual minority members, wanted to do something about discrimination on the basis of sexual orientation. Representatives of gay groups first contacted the Attorney General's office and then met with the Governor to present their cases. After that meeting, the Governor directed his staff, and representatives from ten state agencies, to begin meeting with representatives of the gay community to determine what specific problems were being encountered.

It became clear, at the first meetings, that few of the state representatives had ever met an admitted homosexual and that much of their information about homosexuality was based on myth and stereotype. After several meetings dealing with general issues, the representatives began to discuss the problem of discrimination--in employment, housing, and public accommodations; in criminal laws that were being unequally enforced by state and local police; and in many other state programs and policies. Specifically, personnel and employment policies in the state gave sexual minorities no protection against discrimination, and there were numerous problems involving programs administered by the Departments of Health, Welfare, and Education.

Clearly, the state representatives were unaware of such problems--and their magnitude--before hearing about them at the meetings, but most came to agree that state government had to begin addressing these issues. Committees dealing with specific problems were

established so that members could begin their work in an organized way.

As a result of these meetings, Governor Shapp issued two executive orders, one outlining his administration's policy of ending discrimination on the basis of affectional and sexual preference and a second establishing the Council for Sexual Minorities to further define and deal with these problems. The Governor's policy was to provide leadership in obtaining equal rights for everyone and to make sure that unfair discrimination by state government would be eliminated.

## HIGHLIGHTS OF THE YEAR

### Replacing Myths and Fears with Facts and Deeper Commitments to Human Rights for Sexual Minority Persons

#### Education of State Agency Leadership:

1. Exploratory dialogues held with the Secretaries of Education, Health and Public Welfare and the Attorney General
2. Conferences held with several hundred high- and middle-level officials, including a series of six meetings with the State Police Commissioner and other top level police officers, a pilot training session with the Affirmative Action staff of the Health Department

#### Education of State Political Leadership:

1. Year-round telephone, letter and in-person contacts made with numerous legislators and others active in State and local political affairs describing discrimination based on sexual or affectional orientation--and providing literature and other relevant information
2. In conjunction with the Pennsylvania Gay Rural Caucus, on March 23, 1976, meetings with 80 legislators for 100 gay people from all parts of the State arranged for discussion of the anticipated impact of proposed pro- and anti-gay legislation on the rights and lives of Pennsylvania's sexual minorities

#### Education of Council Members and the General Public:

1. Guest experts spoke at each Council meeting on such topics as Religion and Homosexuality, Transsexuality, the Androgynous Society and the Council and State Government
2. A general information brochure about sexual minorities for public distribution prepared; to be published shortly
3. The Council's Chairperson and other Council members appeared on more than fifteen television and radio programs in different parts of the State

### Protecting the Human Rights of Sexual Minorities

#### Improvement of the Quality of State Services for Sexual Minorities:

1. Training about sexual minorities included in the basic training course for all institutional staff of the Bureau of Corrections
2. List of issues about the rights of sexual minorities in basic and higher education prepared for use by the staff of the Department of Education

## Advocacy of the Human Rights of Sexual Minorities:

1. A wide variety of situations of alleged harassment and/or discrimination in colleges, hospitals, public areas and private employment investigated

## Protecting the Employment Rights of Gay State Employees

### Redress of Infringements of the Employment Rights of Gay State Employees:

1. Complaint desk, officer and procedure established
2. Cooperation obtained from many State agencies beginning with announcements of the complaint procedure in employee newsletters

### Affirmative Action Program Prohibition of Discrimination Against Gay Employees:

1. Sexual minorities included as a protected class of employees in the Governor's Affirmative Action Program Directive and the implementing IMPAAC Manual
2. Training program for Affirmative Action officers and personnel officers designed

### Union Contract Prohibition of Discrimination Against Gay Employees:

1. Cooperation obtained from the American Federation of State, County, and Municipal Workers, AFL-CIO, for talks at union meetings and articles in union newspapers
2. Support given by the Secretaries of Education and Public Welfare for expanding the anti-discrimination clause in union contracts to include sexual minorities
3. Cooperating with various unions working to include protection for sexual minorities in union contracts

## RECOMMENDATIONS FOR 1977

1. The highest legislative priority should be given to repeal of the Voluntary Deviate Sexual Intercourse section of the Pennsylvania Crimes Code. This law is the most discriminatory law against sexual minorities in Pennsylvania, both in its language and in enforcement.
2. Departments, councils, agencies, and bureaus in the Commonwealth should work with the Council for Sexual Minorities to establish programs for state employee training on the concerns of sexual minorities. All such programs should be coordinated with the Office of Administration. The Governor should urge departments, councils, bureaus and agencies to comply with this recommendation.
3. Consistent with the personnel rules, sexual minorities should not be discriminated against in employment; recruitment programs should actively seek out members of sexual minorities. In particular, open members of sexual minorities who are qualified should be recruited and hired for jobs at all levels. These efforts are most important for key commonwealth jobs (top-level positions, Affirmative Actions Officers, and others) which influence the lives of sexual minorities. A criteria in hiring all key commonwealth personnel should be sensitivity to sexual minority issues.
4. All departments, councils, bureaus, and agencies in the commonwealth should insure that commonwealth contracts (including collective bargaining agreements) include consistent wording prohibiting discrimination against sexual minorities.
5. All departments, councils, bureaus, and agencies should review their service programs and assess their availability to members of sexual minorities and work towards maximizing their availability.
6. The Pennsylvania Council for Sexual Minorities should receive an office, administrative help, and paid travel expenses for committee members who are not Council members for attendance at official Council and committee meetings. State employees should be given part-time assignments to work as the Council's technical staff.

PENNSYLVANIA COUNCIL FOR SEXUAL MINORITIES  
COMMITTEE MEMBERSHIP

CHAIRPERSON: Anthony Silvestre\*

ADMINISTRATIVE ASSISTANT: Alan LaPayover

COORDINATORS: Sam Deetz\* - Finance, Legislation

Frances Hanckel<sup>1</sup>\* - Community Relations, Special  
Minority Concerns Task Force, Third World Committee

Walter Lear\* - Education, Health, Welfare, Youth

Elisabeth S. Shuster, Esq. \* - Corrections, Employment,  
State Police

PUBLIC INFORMATION AND EDUCATION OFFICER: Randal Forrester\*

COMPLAINT OFFICER: Marilyn Hewitt\*

ANNUAL REPORT: Alice Beamesderfer, Jean Guertler, Tony Silvestre\*

COMMUNITY RELATIONS

Joseph Burns  
Marilyn Hewitt\*  
Marie Hegarty  
Dianne Gigler\*

CORRECTIONS

Debbie Boyle\*(Co-chair)  
Francis Felipi  
Diane Gigler\*  
Stanley Goehring  
Richard Hill  
Harry Smith (Co-chair)  
Walter Strawbridge

EMPLOYMENT

Jean Becker  
Jerry Brennan\*  
Janet Cooper\*  
Art Duprat (Co-chair)  
Marilyn Hewitt\*(Co-chair)  
Marie Keeney\*  
Dan Sawyer\*  
Elisabeth S. Shuster, Esq.\*  
Tom Wiestling\*

FINANCE

Joe Burns  
Helmuth Baerwald  
Juniper Jumper  
Michael T. Miller  
Tom Wilson\*(Acting chair)

LEGISLATION

Mable Low Augustine<sup>1</sup>\*  
Kenneth Burke (Chair)  
Diarne Gigler\*  
Jeanne Koelle  
Harry Langhorne\*  
David March\*  
Richard Marquart  
Bob Rains, Esq.\*  
Mark Segal\*  
Jonathan Smith-Cousins\*  
Betty Watts

1. resigned before end of term  
\*. Council member

STATE POLICE

Debbie Boyle\*  
Jerry Brennan\*(Chair)  
Sam Deetz\*  
Joan DeForeest  
Salvadore Rodriguez\*  
Tom Wilson\*

THIRD WORLD

Louis Burns  
Lisa Byrd  
Cynthia Cauthern  
Karen Martin\*  
Jonathan Smith-Cousins<sup>2</sup>\*  
William Wilson, Jr.

SPECIAL MINORITY CONCERNS TASK FORCE

Elizabeth Coffey  
Melissa Goodwin  
Chris Poorman  
Dennis Rubini  
Barbara Ruth (Co-chair)  
Lisa White\*(Co-chair)  
Kathy Velnosky

YOUTH

Janet Cooper\*(Chair)  
Karen Martin\*  
Chris Poorman  
Jonathan Smith-Cousins\*  
Tom Wiestling\*

Advisory Committee for Rights and Health Concerns of Sexual Minorities

Mrs. Edith Jackson - Office of Quality Assurance  
Walter J. Lear, M.D.\*(Acting chair) - Assistant to the Commissioner of  
Planning and Development  
Mr. Johnson W. Martin - Office of Regional and Local Health  
William Montgomery, Ph.D. - Deputy Secretary of Public Health Programs  
Mr. Phillips Palmer - Director, Division of Primary Care Development  
Mr. Martin Rock - Consultant  
Ms. Sylvia Waters - Director, Office of Affirmative Action  
Ms. Lisa White\* - Consultant  
Mr. John Whyte - Consultant

1. resigned before end of term
  2. representative of assemblyman Norman Benson
- \* Council member

## Departmental Committees

### Department of Public Welfare Advisory Committee on Sexual Minorities

James Adams - Office of Legal Council  
Jerry Brennan\* - Consultant, Harrisburg State Hospital  
Dr. Robert Daly - Office of Mental Health  
Randal Forrester\* - Consultant, Persad Center  
Stephen Howard - Office of Management  
Janice Irvine\*(resigned) - Penn State University  
Matt Marsiglia - Office of Family Assistance  
Karen Snider - Office of Mental Retardation  
Joseph A. Snyder\*(Chair) - Office of Social Services  
Al Trombino - Affirmative Action Office  
Lisa White\* - Philadelphia County Board of Assistance

### Department of Education Task Force on Gay Rights

Alice Beamesderfer - Office of Public Information and Publications  
Jeanne Boydston\*(Chair) - Assistant Deputy Secretary  
Janet Cooper\* - Consultant  
Samuel Craig - Higher Education Associate  
Richard Deasy - Special Assistant to the Secretary  
Samuel Edmiston - Consultant  
Bernard Edwards - Special Assistant for State Colleges and Universities  
Robert Epler - Advisor, Office of Equal Rights  
Barbara Gittings\* - Consultant  
Mary Nancarrow - Consultant  
George Sauers - Special Assistant for the Executive Academy  
Jan Shaul - Office of Information and Publications  
Anthony Silvestre\* - Consultant  
Frances Witt - Special Assistant, Office of the Deputy Secretary

\* Council member



Department of Justice - Office of the Inspector General

Mr. Tolson - Director  
 Mr. Ladd - Deputy Director  
 Mr. Nichols - Deputy Director  
 Mr. Belmont - Deputy Director  
 Mr. Mohr - Deputy Director  
 Mr. Casper - Deputy Director  
 Mr. Callahan - Deputy Director  
 Mr. Conrad - Deputy Director  
 Mr. Felt - Deputy Director  
 Mr. Gale - Deputy Director  
 Mr. Rosen - Deputy Director  
 Mr. Sullivan - Deputy Director  
 Mr. Tavel - Deputy Director  
 Mr. Trotter - Deputy Director  
 Mr. Tele. Room - Deputy Director  
 Mr. Holmes - Deputy Director  
 Miss Gandy - Deputy Director

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COMMITTEE REPORTS

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 Mr. Tele. Room - Deputy Director  
 Mr. Holmes - Deputy Director  
 Miss Gandy - Deputy Director

## Community Relations Committee

This committee was convened in June of 1976 to establish a liaison with individuals and groups throughout the state who share the concerns of the Council for Sexual Minorities. In addition, this committee handles arrangements for Council meetings and, most important, fulfills the Governor's directive to receive and refer complaints of discrimination.

Committee actions that took place in 1976 include the following:

1. Marilyn Hewitt, Council member from Harrisburg, was appointed to serve as its official Complaint Officer.
2. A formal Council session was held September 17th in the State Office Building on Spring Garden Street in Philadelphia, followed by a reception at the Philadelphia Gay Community Center. The meeting and informal activities afterward were successful in eliciting input from the Council's constituency.
3. The committee devoted much of its effort to developing background material for a large-scale outreach effort, preparing a brochure on the Council itself, and compiling a mailing list. The purposes of this outreach are to begin dialogue with as many groups as possible who have similar goals and to recruit individuals to work on projects developed by the Council's committees.

### Committee Goals for 1977:

1. To implement the outreach program and to follow it up with personal contacts with groups and individuals.
2. To arrange for more Council sessions to be held outside Harrisburg, specifically in Pittsburgh and in State College.
3. To modify the complaint procedure as experience warrants, and to publicize its availability to those who may need it.

### Complaint Center

Members of sexual minorities have traditionally experienced discrimination in employment, health services, insurance, housing, law enforcement, and other areas. In the past, people who have suffered such discrimination have had no recourse or avenue for

appeal. Since the establishment of the Council, however, citizens have been able to report discrimination to the Council's Complaint Center and gain help in resolving their problems. Although the Governor's executive order limits the Council's authority to employment and services under his jurisdiction, the Council accepts complaints about other government units and private enterprise in an attempt to gather statistical documentation of discrimination against sexual minorities.

During most of the Council's first year, complaints were referred directly to the Council chairperson for action. In September, the Council selected a Complaint Officer from the Community Relations Committee to establish a Complaint Center and set up the investigation procedure. With help from the State Employment Committee, the procedure was finalized in December, and a press release was prepared for distribution to the general public.

Under the procedure, a person may file a complaint by writing to the Complaint Center or by telephoning the Governor's toll-free Action Line, 800-932-0784, or the Gay Switchboard of Harrisburg, 717-234-0328. All complaints are forwarded to the Complaint Officer, who logs them and refers them to the appropriate Council committee for investigation. The Complaint Officer is informed of all action taken on each complaint from the beginning of committee action until resolution. In addition, the Complaint Officer keeps a central file on all complaints and prepares the annual report and statistics on cases which come to the Council's attention.

### Problems

Several types of problems are encountered in the investigation and resolution of complaints of discrimination against sexual minorities:

1. It is very difficult to prove that discrimination has occurred on the basis of sexual or affectional preference. Seldom is such preference given as the reason for employment problems or refusal of services. Instead, other circumstances are often exaggerated and cited as legitimate reasons for the action taken.

2. Complainants often hesitate to file formal complaints and have their cases investigated because of fear that family, friends, or co-workers will learn of their sexual minority status.

3. As long as the Pennsylvania Criminal Code makes illegal certain sexual activities between consenting adults of the same sex, discrimination will continue to be rationalized on the basis of "criminal activity" of the complainant.

4. All state agencies affected by the Governor's executive order are not currently represented on the Council, and some have had no direct contact with the Council. As a result, investigation of complaints can be delayed. We hope our work with the Bureau of Affirmative Action will help to alleviate this problem in regard to employment.

#### Recommendations.

We recommend the following steps be taken to facilitate investigation and resolution of complaints of discrimination:

1. The Council should review state services affected by the executive order, identify the areas not yet represented on the Council, and establish the working relationships necessary to ensure compliance with the order.
2. The Council should establish a program that would bring it together with other government units and private enterprise, with an eye toward gaining voluntary cooperation through education.
3. The Council should work with state agencies to ensure that discrimination cases are kept as confidential as possible. Protection of personal privacy for complainants may encourage more people to report discrimination based on sexual or affectional preference.
4. The Council should have permission to establish a salaried position that would carry the responsibilities of coordinating complaint investigations and identifying agencies where education and training are needed to expedite implementation of the executive order.

#### Conclusions.

The Council's Complaint Center is vital to the successful

implementation of the executive order. Although the number of complaints received in the past year is not large, the fact that people are beginning to report discrimination is encouraging. With the implementation of the new complaint procedure and its publicity, we expect a substantial increase in the number of complaints we receive.

The successful resolution of many of these complaints will depend on expanded Council activity to bring state agencies into compliance with the executive order. This can best be achieved through a program of educating every employee.

#### Committee on Criminal and Juvenile Justice

The Committee on Criminal and Juvenile Justice is concerned with the sexual minority person and the system of corrections. In the past year, this committee has gained the support of several state agencies, including the Bureau of Youth Services, the Board of Probation and Parole, the Department of Welfare, and the Bureau of Corrections itself. Several people in those agencies have shown commitment to the work of the committee.

Because so little has been done to protect or support sexual minority people who are offenders, the job is huge. We see three categories of need: education of both state employees and residents of correctional institutions; advocacy for both employees and offenders; and resource development (gathering and providing information about services, literature, organizations, etcetera, for both residents and staff of institutions).

In 1976, the committee's work focused on the following:

Education--A training key (the standard education tool used by the Bureau of Corrections to train staff) on homosexuality was developed and is now in use. The bureau is also including, in its basic training course for all institutional staff, a class on homosexuality.

Advocacy--The committee began developing a system to support

the deinstitutionalization of gay youth. In addition, the committee has served as a mediator of complaints filed by gay offenders.

Resource development--The committee has made available to inmates the Gay Bibliography compiled by the American Library Association; has examined the practice of segregating homosexual inmates and presented a statement on it; and has begun work to increase the availability of gay literature to inmates.

Committee Goals for 1977:

1. Education--Review the training key and the class on homosexuality developed last year. Propose improvements. Explore other training needs and possibilities, such as staff workshops in institutions.
2. Advocacy--Continue mediating complaints and begin investigating the needs of gay employees of the Bureau of Corrections and the Board of Probation and Parole.
3. Resource development--Examine ways to increase communication between the community at large and sexual-minority persons inside correctional institutions. Generate information about sexual-minority persons who are offenders to provide educational tools which could be shared with other institutions and other states. Produce seminars around the state on corrections and the sexual-minority member--both to educate others and to gather information from the community.

## Department of Education Committee

A major problem, as viewed by the Education Committee, is the inadvertent omission by some and exclusion by others of sexual minorities from the department's equal right/equal education opportunities efforts.

In an effort to begin correcting the problem, the Pennsylvania Department of Education Gay Rights Task Force, made up of Council members and department staff, has accomplished the following:

1. Compiled a list of recommendations aimed at increasing staff members' sensitivity to, and initiating a sense of responsibility for, the rights of sexual-minority persons in the field of education.
2. Obtained the approval of the Secretary of Education to begin implementing the recommendations.
3. Raised the issue of the rights of sexual-minority persons in a meeting of the Department's Human Development Committee and provided a resource person for an initial discussion on the subject by that committee.
4. Supported inclusion of a sexual preference clause in collective bargaining agreements.
5. Began advertising employment opportunities in gay media.
6. Facilitated a meeting between the Secretary and Executive Deputy Secretary and the Steering Committee of the Pennsylvania Council for Sexual Minorities.
7. Contacted Temple University and The Pennsylvania State University to resolve individual problems concerning the rights of sexual minorities on those campuses.
8. Contacted one well-known publishing company to express concern over the inaccuracy of its printed material on sexual minorities.
9. Provided written materials for and facilitated discussion about sexual minorities among Department of Education staff who expressed concern. As a result, plans are being made to include information and discussion about sexual minorities in a future Executive Academy (training sessions for school personnel).

10. Facilitated the inclusion of nondiscrimination based on sexual orientation in the Department's most recent equal employment opportunity statement published in What's In It For You?, the Department's official employee handbook.

Committee Goals for 1977:

We plan to publish a general information brochure on sexual minorities for distribution to all department staff and to other individuals upon request.

The Deputy Secretary has scheduled a meeting with the commissioners of basic and higher education to further discuss the Department's commitment to sexual minorities. The results of that meeting will determine additional action to be taken in 1977.

State Employment Committee

The State Employment Committee was established to work towards ending discrimination in employment for sexual-minority members. During 1976, the committee was successful in getting sexual minorities officially included in the state's Affirmative Action Program. As a result, each agency head was directed to prohibit, as policy, discrimination against sexual-minority members. In addition, the job role of each state Affirmative Action Officer was expanded to include recognition of the concerns of, and discrimination against, sexual minorities.

In other work, the committee helped the Council's Complaint Center develop a procedure for handling employment complaints and publicized the procedure through employee newsletters in state agencies.

The committee also formed a working relationship with the state's largest employee union, AFSCME, and gained permission to communicate to AFSCME employees through the union's publication and to address official union meetings. An outreach effort aimed at other unions in the state is now beginning.



Committee Goals for 1977:

1. To develop a complaint procedure for state employees. The procedure should be efficient and provide for speedy resolution of complaints.
2. To develop an affirmative action policy, to be stated by the head of each Commonwealth agency, which prohibits discrimination on the basis of sexual or affectional preference.
3. To develop training and educational programs for state Affirmative Action Officers and Personnel Officers. The programs would include (a) formal training in how to write an affirmative action plan with reference to sexual minorities; (b) educational/awareness sessions; and (c) informal personal visits to Affirmative Action Officers by members of the committee to follow up on the sessions.
4. To raise the awareness of all state employees through distribution of an informative pamphlet and through voluntary "rap sessions." The rap sessions would not be held on office time (they could be held during lunch hours). We see the sessions as informal get-togethers to discuss issues raised in the pamphlet.
5. To build support within state employee unions and the administration to change contract wording to prohibit discrimination against sexual minorities.
6. To develop proper wording in personnel rules and union contracts to allow equitable benefits for sexual-minority persons.
7. To explore the problems of transsexuals in state employment and recommend solutions.
8. To work for legislation at the local, state, and federal levels to protect the employment rights of sexual minorities.
9. To respond to inquiries from other employers in Pennsylvania and other state governments about our progress in ending discrimination against sexual minorities.

## Finance Committee

A major objective of the Finance Committee for 1976 was the recruitment of qualified college students for active participation on Council projects. The committee has been working towards this goal by having the Council listed as a participant in various intern and practicum programs for college and university students. The Council is already listed with the Harrisburg Urban Semester sponsored by the Central Pennsylvania Consortium (Dickinson, Franklin and Marshall, Gettysburg, and Wilson colleges) and will soon be added to the Pennsylvania Higher Education Assistance Agency list.

At present, two students--one in health and one in education--are beginning work programs with the Council.

A second major project of the committee is the search for foundation funding for particular education projects, such as the publication of a brochure for state workers and the general public and a newsletter informing the public about Council activities and issues of concern.

## Department of Health Committee

The Advisory Committee on the Rights and Health Concerns of Sexual Minorities of the Department of Health, established by Dr. Leonard Bachman, Secretary of Health, held its first meeting on December 15, 1976. The Committee will advise the Secretary and through him, the staff and programs of the Health Department.

The purposes of the Committee are: 1) To assist the Department to understand better the rights and special health concerns of sexual minorities; 2) To review Departmental policies and activities and, as appropriate, make recommendations for new and modified policies and activities which would address better the rights and special health concerns of sexual minorities, both those who are Departmental staff and those who are recipients of health services provided by, regulated by, or funded by the Department.

The Committee's membership consists of a representative of each of the Department's five principal units, Dr. Walter J. Lear, the Secretary's representative to the Pennsylvania Council for Sexual Minorities and four representatives of the sexual minority community, one nominated by the Council and one nominated by the Pennsylvania Rural Gay Caucus.

Dr. Bachman attended the first meeting of the Committee and actively participated in the discussion. The Committee's priority tasks are:

A. To provide assistance primarily of a resource type, to the following units of the Department:

1. The Bureau of Human Resources on the development of understanding in Departmental staff of the rights and special health concerns of sexual minorities,
2. The Affirmative Action Office on handling complaints of discrimination from Department staff on the basis of sexual or affectional preference,
3. The Division of Communicable Disease Control on the completeness and accuracy of Department staff's clinical information about VD in gay men,
4. The Bureau of Health Communications on the adequacy of educational materials about VD for gay men,

5. The Bureau of Technical Assistance, Office of Quality Assurance on the development of understanding in Department-licensed health service providers of the rights and special health concerns of sexual minorities;

B. To undertake a survey of the special health concerns of sexual minorities in Pennsylvania and, on the basis of the information collected, to prepare a pamphlet that would be appropriate for and widely distributed to physicians, nurses, hospitals and other health care providers;

C. To keep informed of the decisions and activities of the Pennsylvania Council for Sexual Minorities and to develop Departmental input to the Council's decisions and activities which are relevant to the Department;

D. To evaluate the prevalence and seriousness of the special health concerns of sexual minorities in Pennsylvania and, on the basis of this evaluation, to establish priorities for the work of the Committee in the subsequent year.

Ms. Sylvia Waters, Director of the Department's Affirmative Action Office and the representative of the Department's Deputy Secretary of Administration to the Committee, requested a training session on homosexuality for her staff. This was provided shortly thereafter by a two-member team, Ms. Marilyn Hewitt, a member of the Council, and a gay man on the staff of the Department's Office of Quality Assurance.

Dr. Lear continued to play a leadership role in Gay Public Health Workers, a caucus of the American Public Health Association. At the October Annual Meeting of the Association, PSHW sponsored three successful scientific sessions, one on "Venereal Disease and Gay Men", one on "Gay Issues in Mental Health" and the third on "Lesbian Health Issues." This was the first time openly gay health workers presented papers on the health concerns of gay people at a major national health meeting. GPHW's current priority is the development of Professional Guidelines to assist mainstream health services to be responsive to the health needs of gay people, a central concern of the Department's Committee.

## Legislation Committee

### Committee Activities in 1976

Because of several efforts in both the Pennsylvania Senate and the House of Representatives to pass bills that were significantly discriminatory with respect to sexual minorities, the committee found itself, through most of the year, in a defensive position.

In March, the committee worked in conjunction with the Legislative Committee of the Pennsylvania Rural Gay Caucus to organize and transport to Harrisburg over one hundred people from most regions of the state to speak with legislators and educate them about equal rights for sexual minorities. Each person was armed with copies of House Bill 2220, which proposed expanding the Pennsylvania Human Relations Act to prohibit discrimination based on "sexual or affectional preference." While the impact was great, legislators pointed out that an anti-discrimination clause could not be added to the Human Relations Act at this time because certain homosexual acts were illegal, and people practicing them were lawbreakers. The legislators were told that these laws prohibited specific sexual acts, not homosexuality, and that the law applied to heterosexuals as well.

During September the committee began organizing its structure and formulating plans for legislative activities in the post-election period. During the final months of 1976, committee members, with the assistance of Barry Kohn, deputy attorney general at the Philadelphia Community Advocate Unit, drafted a bill to repeal statute 3124, which prohibits voluntary deviate sexual intercourse. Strategy for introducing and passing the bill was formulated, and the pursuit of wide-based support began.

### Committee goals for 1977:

The primary goal for the committee in 1977 is the repeal of Pennsylvania's consensual sodomy statute (3124, Voluntary Deviate Sexual Intercourse).

The second goal is to block the passage of any bill that further discriminates, in any way, against Pennsylvania's sexual minorities.

## State Police Committee

Following are the activities of the State Police Committee for 1976:

1. On January 20, 1976, this committee met with State Police Commissioner Colonel James Barger. At that meeting, Colonel Barger agreed to have his bureau chiefs and other top-level state police officers meet with members of the committee for a six-month period.
2. In March 1976, some members of this committee, consisting of Joan DeForeest, Tom Wilson, Debbie Boyle, Barry Kohn, and Jerry Brennan, began meeting with officers of the state police. These meetings continued on a monthly basis until August 1976, when they were concluded as per our agreement with Colonel Barger.
3. Committee members sent a report of their findings to Colonel Barger on October 25, 1976. That report recommended that continual meetings be held with lower ranking state police officers. Colonel Barger responded on November 12, 1976, that such meetings were not possible because of fiscal problems.
4. In late July 1976, the committee learned that five arrests had taken place at a rest area south of Chambersburg. Subsequent meetings with troop commanders and the officers involved indicated that such action by the state police was a result of citizen complaints and other police activity.

### Committee goals for 1977:

It is the recommendation of this committee that another meeting be held to convince top state police officials of the need to continue the meetings with members of the department. The committee believes that, while inroads have been made, there is a need for continued dialogue.

### Third-World Gays Committee

Early in its existence, the Council resolved to begin to identify and address problems of third-world persons who are members of sexual minorities. Their problems are compounded--they face racial and ethnic prejudice in society and in the sexual minority community as well as discrimination based on their sexual/affectional preference in society and in the third-world community.

Although the Council's primary function is to work towards ending discrimination based solely on sexual/affectional orientation, we forcefully oppose all types of unjust discrimination. All complaints of discrimination by third-world persons in the sexual minority community shall be dealt with or referred to the appropriate agency for resolution.

At the same time, we see a need for an effective support system among third-world members as well as a general education program for the public and especially for the racial, ethnic, and sexual minority communities.

The first step in the committee's efforts was to prepare a questionnaire for third-world members so that problem areas could be more easily and clearly identified. The committee is recruiting members, both for the committee and for the Council, especially from third world groups, and is working with the Council's Complaint Desk so that effective and immediate steps can be taken on complaints.

#### Committee Goals for 1977:

1. The committee will continue distributing questionnaires, meeting with and recruiting third-world persons and encouraging sexual minority organizations to deal with issues pertinent to third-world members.

2. After analysis of our questionnaire results and consultation with third-world members and groups, the committee will work on developing specific programs.

## Department of Public Welfare Committee

The Department of Public Welfare, in cooperation with the Pennsylvania Council on Sexual Minorities, created an Advisory Committee to the Secretary on Sexual Minorities. The committee consists of representatives from each major organizational unit in the department and Council members.

Committee members initially began to explore general areas which needed attention while, at the same time, investigating and resolving specific problems.

A first step was proposing to the Secretary a firm statement of nondiscrimination against persons because of their sexual or affectional preference. Recently, he agreed to approve and release the statement as drafted (See appendix).

In addition, the committee made a series of other recommendations to the Secretary and discussed them with him personally. The recommendations were:

1. Sexuality and the rights of sexual minorities should become part of the training program for institutional staff, foster parents, and client-contact staff.
2. A clause banning discrimination on the basis of sexual/affectional preference should be considered for inclusion in all department collective bargaining agreements.
3. The department should continue to review and/or revise regulations and policies to prevent discrimination against any person on the basis of his or her sexual/affectional preference.
4. A new position should be created in the department to be responsible for the special problems of sexual minorities (specialized counseling, training, investigating complaints, and working with the Advisory Committee).

The Secretary agreed to all of the recommendations except the addition of a staff person. The committee subsequently met with the top management officials from the department as well as the department's Affirmative Action program. Among the topics discussed were implementation of the recommendations and general departmental



policies toward sexual minorities. There was particular emphasis on departmental training programs.

Committee Goals in 1977:

1. In the coming months, committee members will be reviewing current new training, considering possible alternatives to supplement training, and recommending new types of training DPW employees. We will also continue to investigate specific complaints, review regulations and policies, and make recommendations to the Secretary.
2. In addition, we plan to publicize more widely the existence of both the committee and the Council. An article will soon appear in the internal DPW newsletter.
3. We will be looking at adoption and foster care regulations, patient rights, and staff-patient relationship regulations, as well as regulations covering the youth corrections system.

## Report on Insurance

During February and March 1975, hearings in Pittsburgh and Philadelphia were held on unfair discrimination in insurance. Testimony was presented by numerous individuals to the Insurance Department alleging discrimination based on affectional and sexual orientation.

Since that time, complaints of discrimination have been received by our Council and turned over to the Insurance Department for investigation and resolution.

In a recent letter to the Council chair, from Benn Pry-Butok, special assistant to Commissioner Sheppard, stated that the "Pennsylvania Unfair Insurance Practices Act, Act 205 of 1974, is interpreted by us as prohibiting discrimination solely on the basis of sexual orientation."

Among its other provisions, Act 205 prohibits any form of unfair discrimination by insurance companies in rating, the sale or issuance of policies or the acceptance of risks. Unfair discrimination is deemed to be discrimination by companies which is not based upon valid actuarial principles.

Discrimination on the basis of sexual and affectional orientation is also prohibited in Illinois, Wisconsin, and California.

## Report of the Public Information and Education Officer (PIE)

The Public Information and Education Office (PIE) was established to organize and maintain a communications system between the Council and both the sexual minority community and the public at large. With the cooperation of staff from the Department of Education's Office of Information, we have begun these tasks.

The PIE Office has designed and produced a "Manual of Public Information and Education" for Council and committee members. The manual includes information on representing Council views in the media, writing and processing press releases, routing press releases, and organizing news conferences.

The office has sent out a number of press releases. Some have been geared to a specific audience (such as a release to state workers) and some to the widest possible audience (such as a release publicizing the Council's complaint procedure).

The office has facilitated a number of public presentations by Council representatives. These include interviews on television and radio news shows as well as special programs about the Council.

Among the goals for 1977 are the production of a short brochure about the Council, the establishment of systematic contact with reporters and news desks around the state, the development of a training film for state workers, and a television special on the Council.

## Report of the Special Minority Concerns Task Force

The Special Minority Concerns Task Force focuses on the "other" sexual minorities--that is, people whose romantic attachments, sexual behavior (either primary, as in actual sexual experiences, or secondary, as in clothing) or choice of gender identity is significantly different from what is often assumed to be the norm.

The goals of the task force are to educate people within and beyond the sexual minority community; to serve as a resource for departments and agencies in the Commonwealth as well as for citizens who need information; to insure Council concern with all minority issues; and to recruit people for Council and committee seats.

There is much confusion about the interrelationships and distinctions among sexual minority groups. In many ways, general consciousness of these "other" minorities is today at the point where consciousness of gays was several years ago. Thus, the task force's main objectives are to disseminate information, address prejudice, and sensitize people--especially those in positions of power.

In 1977, the task force will continue to recruit members from all areas of the Commonwealth and to increase its educational efforts.

Report of the Special Manager, Department of Labor

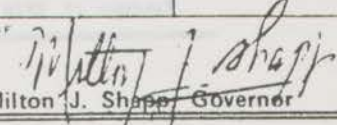
The Department of Labor has been organized on the basis of a study of the various functions which are performed in the various branches of industry and commerce. It is the policy of the Department to have a representative of each of these branches in its various divisions. This policy is being carried out in the Department of Labor by the appointment of representatives of the various branches of industry and commerce to the various divisions of the Department. These representatives are appointed by the Secretary of Labor, and they are given the right to sit on the various committees and subcommittees of the Department. They are also given the right to be heard in the various hearings and conferences of the Department. This policy is being carried out in the Department of Labor by the appointment of representatives of the various branches of industry and commerce to the various divisions of the Department. These representatives are appointed by the Secretary of Labor, and they are given the right to sit on the various committees and subcommittees of the Department. They are also given the right to be heard in the various hearings and conferences of the Department.

APPENDICES

The following are the names of the representatives of the various branches of industry and commerce who are appointed to the various divisions of the Department of Labor. These representatives are appointed by the Secretary of Labor, and they are given the right to sit on the various committees and subcommittees of the Department. They are also given the right to be heard in the various hearings and conferences of the Department.



Commonwealth of Pennsylvania  
GOVERNOR'S OFFICE  
EXECUTIVE ORDER

H. I. C. T.		Expansion of the Commitment Toward Equal Rights		1975-5	
DATE		DISTRIBUTION		BY DIRECTION OF	
April 23, 1975		B		 Milton J. Shapiro, Governor	

In furtherance of my commitment to provide leadership in the effort to obtain equal rights for all persons in Pennsylvania, I am committing this administration to work towards ending discrimination against persons solely because of their affectional or sexual preference.

Terry Dellmuth, my Special Assistant for Human Services, and Barry Kohn, Director, Community Advocate Unit, Pennsylvania Department of Justice, are hereby assigned to review and monitor this effort. They will work with state agencies and private groups to further define the problem and make recommendations for further action.

State departments and agencies are instructed to fully cooperate with them in the effort to end this type of discrimination.



Commonwealth of Pennsylvania  
GOVERNOR'S OFFICE  
EXECUTIVE ORDER

Expansion of Commitment Toward Equal Rights		1975-5
As Amended February 11, 1976	DISTRIBUTION B	BY DIRECTION OF <i>Milton S. Eisenhower</i> Milton S. Eisenhower, Governor

**Commitment Toward Equal Rights**

In furtherance of my commitment to provide leadership in the effort to obtain equal rights for all persons in Pennsylvania, this administration is committed to work towards ending discrimination against persons solely because of their affectional or sexual preference.

**Establishment of a Council for Sexual Minorities**

To further this commitment, there is hereby established the Pennsylvania Council for Sexual Minorities.

**1. Composition of Council.**

- a. The Council for Sexual Minorities shall be composed of not more than thirty-five members appointed by the Governor as follows: one representative each from the Departments of Justice, Health, Welfare, and Education, the Pennsylvania State Police, the Office of Administration, the Pennsylvania Commission for Women, and the Pennsylvania Human Relations Commission; and representatives of the general public.
- b. The Governor shall designate one member as Chairperson of the Council.
- c. Members of the Council shall serve for terms of one or two years as the Governor shall designate. The Governor shall fill any vacancies which may occur.
- d. Members of the Council from the general public shall serve without salary but shall be reimbursed for necessary expenses incurred while attending official Council meetings and performing other official functions as the Chairperson, with the written approval of the Governor's Office, shall prescribe.

**2. Functions.**

- a. The Council shall study problems of sexual minorities and make recommendations to the Governor as to policy and legislative changes needed to further the goal of obtaining equal rights for all persons.
- b. The Council shall work with state agencies to end discrimination against persons solely on the basis of their affectional or sexual preference.
- c. The Council shall work to educate state personnel and the public in general about problems and issues affecting sexual minorities.
- d. The Council is authorized to receive complaints from persons claiming that they have been discriminated against on the basis of sexual or affectional preference for the purpose of referring such complaints to an appropriate place for resolution, where possible.
- e. The Council shall adopt rules of procedures consistent with the provisions of this Executive Order.
- f. The Council shall convene for meetings or hearings at the call of its Chairperson. A majority of appointed members shall constitute a quorum for the purpose of conducting the business of the Council. A vote of the majority of members present shall be sufficient for all actions of the Council.

- g. The Council shall issue an annual report to the Governor.

**3. Duties of Agencies Under the Governor's Jurisdiction.**

Agencies under the Governor's jurisdiction are hereby directed to cooperate with the Pennsylvania Council for Sexual Minorities and to supply the Council with information requested in order that goals of this Executive Order may be realized.

Replaces version dated  
February 11, 1975

BULLETIN NO. 858, Supplement No. 5

Subject: Departmental Compliance Program

To: OFFICE, BUREAU AND DIVISION HEADS  
REGIONAL DEPUTIES  
INSTITUTIONAL SUPERINTENDENTS  
COUNTY AND DISTRICT OFFICES

From: Frank S. Beal  
Secretary of Public Welfare

PURPOSE

To announce the Department's policy, duties and responsibilities required for the conduct of all programs under its jurisdiction in a non-discriminatory manner in compliance with the provisions of existing State and Federal Legislation, regulations, and orders.

LEGAL BASIS

The legal basis for the compliance function of the Department is embodied in the Pennsylvania Human Relations Act of 1955, as amended, Title VI of the Civil Rights Act of 1964, and the Governor's Executive Order 1975-7 of May 14, 1975.

This legislation and executive order mandate that no person shall be excluded either overtly or covertly from participation, or be denied the benefits or otherwise be subjected to discrimination under any program or activity of the Department on the grounds of race, color, religious creed, national origin, age, sex, mental or physical handicap, or affectional or sexual preference. Such discrimination is also prohibited in employment and advancement opportunities.

Compliance with existing legislation and the executive order will be a part of all program responsibility. All employees of the Department are required to be aware of and to carry out this responsibility.

The Affirmative Action Office, under the direction of the Secretary of Public Welfare, has the responsibility to coordinate Department compliance activities, to oversee and monitor performance of program and field staffs in the area of compliance, and to act in a consultative and advisory role.



## DUTIES AND RESPONSIBILITIES OF DEPARTMENT AND PROGRAM STAFF

The Office of Manpower will conduct an aggressive program to insure that well-qualified individuals are employed by the Department and that all personnel procedures are carried out without discrimination. In cooperation with the Affirmative Action Office, affirmative action certificates and exit interview forms will permit a review of all proposed and completed personnel actions to insure that employees and recruited, promoted, or separated without discrimination, either overt or covert. Work force composition and census data will be regularly reviewed. A copy of the affirmative action certificate will be filed with the employee's record at his place of employment. This program will not alter the operation or enforcement of the Compilation of Rules for Personnel Administration or existing Civil Service Rules and regulations. Nothing in this procedure alters the existing policy of the Department to employ well-qualified individuals.

Licensing and approving activities of the Department will be carried out in such a manner as to prohibit discrimination in facilities licensed or approved. Failure to comply with this requirement is reason for suspension, denial, or revocation of a license or approval. Units responsible for licensing activities will include in their regulations and procedures, steps to prevent discrimination and review methods to insure compliance. These procedures will have the same force and power as procedures affecting the health and safety of institutional residents.

All contracts with vendors and grant-in-aid agencies will require the contractor to have a written policy and practices to prohibit discrimination in all activities in accordance with the Governor's Executive Order No. 1972-1. This applies to all contracts for purchase of materials, services, or for construction, as outlined by the Pennsylvania Human Relations Commission and to grants to municipal or other agencies and to recipients of grants-in-aid.

Program units that provide direct service to individual citizens of the Commonwealth must insure non-discrimination through periodic review and display, in prominent places, the Department notice to clients informing them that complaints concerning discrimination can be forwarded through the nearest regional office compliance personnel. The notice clearly indicates the address to which the complaint should be sent.

The Affirmative Action Office and the program and regional offices of the Department must periodically review compliance activities with direct service providers and the overall performance in the compliance field of each program and region.

## DUTIES AND RESPONSIBILITIES OF THE AFFIRMATIVE ACTION OFFICE

The Office will act as the consultative, advisory, and administrative arm of the Department in the area of Civil Rights. The Office will, through the program and regional offices, insure compliance, advise the offices of their status, and establish guidelines for Title VI and other compliance reviews.

The Affirmative Action Office will:

1. Inspect and report to the Secretary the status of compliance of each program and field unit to applicable Federal and State legislation, regulations and orders.
2. Review, compile, and recommend revisions to all Department procedures related to civil rights, including licensing, purchasing, and contract regulations, to insure the elimination of discrimination. Direct contact with program and regional offices will be maintained.
3. Act as reviewing officer for all civil rights complaints made to program and regional offices, including referrals from Department staff involved in licensing, certifying or supervising facilities, for possible referral to the legal staff.
4. Act as consultant to all Department staff on civil rights problems.
5. In cooperation with Regional and Program Deputies, monitor the selection of and conduct training programs for field and program compliance staff to assist them to recognize the investigate possible violations of civil rights legislation and regulations.
6. Initiate for the Secretary's approval required legal or administrative action upon the finding of non-compliance.
7. Prepare all required Department, State, and Federal reports concerning civil rights compliance.
8. Act as liaison with the Regional Office for Civil Rights of the U, S, Department of Health, Education and Welfare, the Pennsylvania Human Relations Commission, and other State and Federal Agencies in the field of Civil rights.
9. Arrange social awareness training for personnel at all levels.

### OTHER ACTION

Bulletin No. 848, Supplement No. 4 is obsolete.

BULLETIN NO. 776, Supplement No. 6

Subject: Departmental Equal Opportunity/Affirmative Action Policy

To: OFFICE, BUREAU AND DIVISION HEADS  
REGIONAL DEPUTIES  
INSTITUTIONAL SUPERINTENDENTS  
COUNTY AND DISTRICT OFFICES

From: Frank S. Beal  
Secretary of Public Welfare

PURPOSE

To distribute a revised version of the Department's Equal Opportunity/Affirmative Action policy.

POLICY

In the administration of its various human services programs designed to provide economic, medical and social aid to all eligible persons in need, it is the policy of the Department of Public Welfare that this aid be provided without regard to the race, color, religious creed, national origin, age, sex, disability, union membership or the affectional or sexual preference of its clients.

DISCUSSION

Basically, legislation and directives mandate that no person in the Commonwealth of Pennsylvania shall, on the grounds of any of the above, be excluded either overtly or covertly from participation in, or be denied the benefits or otherwise be subjected to discrimination under any program or activity of this Department. Neither shall any person be excluded on such grounds from employment and advancement opportunities for which he/she may qualify. I, as Secretary of Public Welfare, support this policy without reservation.

All available and possible legal means to hire or upgrade members of minority groups, such as the above, and women, must be explored and adapted toward the goal of eradicating past injustices and inequities.

I wish to impress upon all employees of the Department that each must be increasingly aware of their legal and moral obligations in every aspect of their programs and day-to-day duties. Compliance with existing civil rights legislation will be part of all program responsibility. Compliance is an integral part of the management function of the Department and is everybody's business. Program staffs are charged with the efficiency and effectiveness of compliance within each program. The Director of the Affirmative Action Office will coordinate the Department's activities in this area by overseeing and monitoring the performance of program and field staffs in the area of compliance. He is located at 410 Health and Welfare Building, Harrisburg, telephone 787-1126, network (447)-1126. Direct communication between the Affirmative Action Office and all program and field staffs shall be maintained, to effect continuous and uniform direction of the compliance program.

Supervisors at all levels will bring the contents of this policy to the attention of all employees. Office, Bureau and Division Chiefs will insure that knowledge of the existence and the contents of this policy have been disseminated to all employees. A copy of this bulletin shall be posted on all appropriate bulletin boards.

#### OTHER ACTION

Please obsolete Bulletin No. 776, Supplement No. 5.

Directory of Council Members

Mable Lou Augustine<sup>1</sup>  
Sexual Minority Representative  
Reading

Joseph Bongiovanni, Jr., Esq.  
General Community Representative  
Philadelphia

Jeanne Boydston  
Assistant to the Deputy Secretary  
Department of Education

Debbie Boyle  
Sexual Minority Representative  
Pittsburgh

Jerry Brennan  
Sexual Minority Representative  
Harrisburg

Janet Cooper  
Sexual Minority Representative  
Lancaster

Sam Deetz  
Sexual Minority Representative  
Lancaster

Randal Forrester  
Persad Center  
Pittsburgh

Rev. Paul Gehrin<sup>2</sup>  
Pennsylvania Council of Churches  
Harrisburg

Dianne Gigler  
Pittsburgh Gay Political Caucus

Barbara Gittings  
Gay Task Force--American Library Association  
Philadelphia

Frances Hanckel<sup>1</sup>  
Sexual Minority Representative  
Philadelphia

Marilyn Hewitt  
Gay Switchboard of Harrisburg

Janice Irvine<sup>1</sup>  
Homophiles of Penn State  
State College

1. Resigned before end of term
2. Appointed September, 1976

Marie Keeney  
Executive Director  
Pennsylvania Commission for Women

Harry Langhorne  
Gay Activist Alliance  
Philadelphia

Walter Lear, M.D.  
Department of Health

David March  
Pittsburgh Gay Political Caucus

Karen Martin  
Sexual Minority Representative  
Philadelphia

Bishop Lyman Ogilby  
Episcopal Church Diocese of Pennsylvania  
Philadelphia

Bob Rains, Esq.  
Department of Justice

Captain Salvador Rodriguez  
State Police  
Harrisburg

Dan Sawyer  
Affirmative Action Bureau  
Harrisburg

Mark Segal  
Gay Raiders  
Philadelphia

Professor Barbara Shore  
Persad, Board Member  
Director, Doctoral Program in Social Work  
University of Pittsburgh

Elisabeth C. Shuster, Esq.  
Pennsylvania Human Relations Commission

Anthony Silvestre (Chair)  
Sexual Minorities Representative  
State College

George William Smith, M.D.  
General Community Representative  
Harrisburg

Representative Norman Berson  
House of Representatives  
Harrisburg

Joseph Snyder  
Department of Public Welfare  
Harrisburg

Lisa White  
Sexual Minority Representative  
Philadelphia

Tom Wiestling  
American Federation of State, County, and Municipal Employees  
Harrisburg

Tom Wilson  
Sexual Minority Representative  
Philadelphia

## Resource List

Pennsylvania Council for Sexual Minorities  
Room 238, Main Capitol Building  
Harrisburg, PA 17120

PDE Task Force on Gay Rights  
Office of the Deputy Secretary  
Box 911  
Harrisburg, PA 17126

Department of Health Advisory Committee on Sexual Minorities  
c/o Walter J. Lear  
1937 New Hope Street  
Norristown, PA 19401

DPW Advisory Committee on Sexual Minorities  
c/o Joseph A. Snyder  
Office of Social Service Program Management  
422 Health and Welfare Bld  
Harrisburg, PA 17120

### Gay Switchboards

Harrisburg (717) 234-0328  
Philadelphia (215) 928-1919  
Philadelphia Lesbian Hotline (215) 729-2001  
Pittsburgh (Gay Alternatives Pittsburgh--Answering Service)  
(412) 363-0594  
State College Gayline (7 PM - 9 PM Daily) (814) 863-0588

### Counseling Centers

Eromin Center Inc., 1735 Naudain Street, Philadelphia, PA  
Persad Center Inc., 5100 Centre Avenue, Suite 226, Shadyside,  
Pittsburgh 15232

### Organizations

There are more than 80 religious, professional and political organizations in the Commonwealth. We are unable to list groups because of space limitations. We suggest contacting the following groups and the switchboards above for more information.

Gay Coordinating Society of Reading, Box 3131, Reading, PA 19603  
Gay League of Lebanon, Box 1431, Lebanon, PA 17022  
Gays United of Lancaster, 3002 Marietta Avenue, Lancaster, PA 17601  
Homophiles of Penn State, Box 218, State College, PA 16801  
Le Hi Ho, Box 1003, Moravian Station, Bethlehem, PA 18018  
Shippensburg Students for Gay Rights, Box 182, Shippensburg, PA 17257



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### Books

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GAY CIVIL RIGHTS SUPPORT STATEMENTS & RESOLUTIONS PACKET. Statements from almost three dozen professional associations and groups in science and medicine, religion, education, law and government, etc. Available for \$2.00 prepaid from National Gay Task Force, 80 Fifth Avenue, New York, N. Y. 10011.

GAY RIGHTS LEGISLATION '76 IN PENNSYLVANIA: BACKGROUND INFORMATION. Available for \$1.50 prepaid from Gay Rights Legislation '76, P. O. Box 15786, Philadelphia, PA 19103.

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