



LEHIGH COUNTY HUMAN RELATIONS COMMISSION  
(LCHRC)  
MEETING MINUTES  
January 14, 2025

The meeting of the LCHRC was held at 6:00 p.m. by Zoom video conference. A recording of this meeting is available at <https://www.lehighcounty.org/Departments/Community-Economic-Development/Human-Relations-Commission>.

**ATTENDING**

Joanna Armstrong (JA), Angela Baio (AB), Amy Beck (AmB), Michael Blicher Jr. (MB), Liz Bradbury (LB), Tony Branco (TB), Andrew Gildner (AG), Guillermo Lopez Jr. (GL), Joyce Moore (JM), Luis A. Perez Jr. (LP), Christopher Raad (CR), Pas Simpson (PS), Tony Swartz (TS) and Carmen Bell (CB) ex-officio non-voting advisor

Also in attendance representing Lehigh County: Catherine Roseberry (CR), Assistant Solicitor

County Staff: Absent: Frank Kane (FK) and Cyndi King (CK)

Public: None

**ABSENT –**

**AGENDA ITEMS**

Call to order at 6:01 p.m. by LB.

Roll call by LB.

Announcement that the meeting is recorded for public record by LB. LB reminded the Commissioners they must turn on their cameras when there is a vote. Quorum is present.

LB called for review and approval of minutes from December 10, 2024 meeting. No questions or concerns; motion for approval by TB, seconded by JM. Unanimous voice approval to approve and accept the minutes.

No public present for comment on non-agenda items.

## **OLD BUSINESS**

### **Complaint Form**

Complaint form and procedures have been completed and were forwarded to the IT Department (Ticket # 51264). LB hopes those items will be posted to the website by the end of the month knowing there are no guarantees on this timeline because of the volume of work already assigned to that department. Once those items are posted, LB will feel confident and hopes the rest of the Board will, too, to tell people that they can go to the website and file a complaint.

### **Keynote Training**

LB emailed the Board the pdf and the recording which she also put on YouTube so the LCHRC Commissioners could view it. LB admitted that the recording was a “first-take” to which JM said the recording was “great” but suggested LB consider doing another take to make it smoother. TS wanted to make the distinction between individuals making a complaint because the presentation is a half-hour and businesses and other entities – groups of organizations which would be asking what this ordinance does. TS suggested creating a version of the recording which would be ten-minutes or less. TS raised a concern over the prerequisites for filing a complaint (whether it occurs in Lehigh County, the 180-days to consider, and discrimination based upon specific protected classes) because that appears almost 17-minutes into the presentation and TS stated it would need to be moved toward the very beginning. LB envisions individuals and not organizations simply going to the website and filing out a complaint form because the steps to file are clearly stated in the procedures immediately following the complaint form. LB discussed the procedures for a complainant to file a complaint. TB lauded the presentation but asked LB to review slide #7 and discussed “unqualified workers.” LB stated that a “person who is unqualified or who is not doing a job well cannot claim the reason they were fired was because of discrimination. The employer would have to demonstrate that the person was unqualified for their job if the person is making a complaint based on a protected class.” JM added that she, too, was confused by

the “unqualified workers” portion of Slide #7. LB decided to remove that statement from the slide.

## **NEW BUSINESS**

### **Training**

LB wants to do trainings about this law.

Allentown Human Relations Commission would like trainings on how to investigate instances of complaints. LB will create a PowerPoint-style training for this matter by the end of January 2025.

The Commission will also create a PowerPoint to explain The Lehigh County Human Relations Ordinance and what it does to businesses and municipalities located within Lehigh County.

LB is asking for volunteers to assist by adding to the skeleton of the training she creates and then polishing it up making certain that all aspects are clear. She would like this prepared by the beginning of January after which it will be reviewed by Law. 1/3, 1/6/ or 1/7 are available evenings to volunteer via Zoom. LP and CB volunteered.

### **Logo**

The Commission needs its own logo. LB suggested calling in the public such as schools or the entire community or just the Commission to submit possible logos. LB asked for discussion. JM agreed that it is wonderful outreach to have a contest or to invite people from the community. She added, “What better way to let people know that [the Commission] exists?” TS asked what direction the Commission would provide if it offered a contest? LB offered to show logos [created for and used by other communities]. TS asked whether the logo would represent a particular statement or a philosophy? LB replied, “No. It would just be The Lehigh County Human Relations Commission logo. But [it] could also demonstrate Equality. We would have to make that decision based on the people who present the logo.” Discussion ensued. GL sent the group a logo which LB described as having “ribbons with three different colors in it and “Lehigh County Human Relations” in the shape of the state of Pennsylvania. AB suggested a media advisory be sent if the contest is opened up to Lehigh County schools. LB reinforced that no one will be paid to create the logo. It will be a prestigious reward to have been the creator of [The Lehigh County Human Relations

Commission's] logo. LB asked for volunteers to spearhead an outreach committee. LP volunteered as Co-Chair such committee. MB volunteered and CR was volunteered.

## **CLOSING AGENDA ITEMS**

### **Citizens Input (on Non-Agenda items) - none**

### **LCHRC Announcements**

LB attended the United Way Age-Friendly Lehigh Valley event which CB lead last month. CB spoke briefly about Age-Friendly L.V. being in its second year of a three-year progress report involving Lehigh and Northampton Counties which included public input on items and topics which need to be improved upon to further increase the age-friendliness of our areas. An AARP speaker spoke about aspects of age-friendly communities and goals to achieving positive results. The PA Department of Aging had two speakers who spoke about Pennsylvania as an age-friendly state. CB helped to write the application and the letter of commitment which awaits the Governor's signature to become official. Outreach is being conducted to determine whether other communities across the Commonwealth want to join this network. An Olympic athlete provided a powerful inspirational moment highlighting the importance of persevering which reinforced the Age-Friendly initiative of creating the community [where] you want to live.

### **Motion to Adjourn**

LB called for a motion to adjourn; TB made the motion. LP seconded that motion. Unanimous voice approval. Meeting adjourned.

Respectfully submitted,

Cynthia L. King