


Impact of 2020 Census based on the services provided by PHRC on communities across PA

**PA Human Relations Commission
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Historically, the census has excluded certain communities at disproportionately high rates, including people of color, urban and rural low-income households, and young children. These groups –are often referred to as “hard-to-count”. When communities are undercounted, they are deprived of equal political representation and access to resources for these groups and their communities.

Furthermore, federal agencies rely on census data to monitor discrimination and implement civil rights laws that protect voting rights, equal employment opportunity, and more.

- ***For example, census data was a powerful tool for overcoming the nation’s legacy of slavery, racism and discrimination. School desegregation, in the wake of Brown v. Board of Education, relied on race and ethnicity census data to facilitate integrated learning environments.***

Another example is found under Section 4 of the Voting Rights Act (VRA), Latinos are included as a “language minority group.” Section 203 of the VRA requires that language assistance in a designated group’s first language be provided through the electoral process if they make up “more than 10,000 or over 5 percent of total voting-age citizens in a single political subdivision” to help ensure their full political participation. Without an accurate count of the Latino population, some political subdivisions may not receive the necessary language assistance.

PHRA Protected Classes

- **RACE**
- **SEX**
- **AGE (40 and above)**
 - **NOTE: Not in public accommodations or PFEOA**
- **RELIGIOUS CREED**
- **COLOR**
- **ANCESTRY**
- **NATIONAL ORIGIN**
- **DISABILITY**
 - **NOTE: In employment, non job-related**
 - **Known relationship or association with a person with a disability**
 - **User, trainer or handler of guide or support animals**
- **GED (employment only)**
- **FAMILIAL STATUS (housing only)**

Complaints by Subject Area

Fiscal Year- 2017-2018

Subject Area	Number of Cases	% of Total Cases
Employment	943	78%
Housing	180	15%
Public Accommodations	51	4%
Education	34	3%
Commercial Property	0	0%
Total	1,208	

Basis of Complaints

Retaliation	25.8%
Disability	23.9%
Age	13.5%
Sex	13.5%
Race/Color	12.7%
National Origin	3.1%
Ancestry	1.9%
Multiple Class	1.8%
Religion	1.4%
Other	1.4%

Ancestry

	<i>Employment</i>	<i>Housing</i>	<i>Public Acc.</i>	<i>Education</i>	Total
American	1			1	2
Hispanic	38	4	1		43
Latino	4				4
Puerto Rican	4				4
Samoan			1		1
Palestinian	3				3
Acadian/Cajun	1				1
Total	51	4	2	1	58

National Origin

	<i>Employment</i>	<i>Housing</i>	<i>Public Acc.</i>	<i>Education</i>	Total
Africa				1	1
Albania	3				3
Algeria	2				2
Bahamas	1				1
Benin	3				3
Cameroon	2				2
China	3				3
Croatia	2				2
Dominican Republic	4	1	1		6
Ethiopia	2				2
Ghana	1		1		2
Haiti	10				10
India	3	1			4
Islam Republic of Iran	5				5
Iraq	3				3


National Origin (cont.)

	<i>Employment</i>	<i>Housing</i>	<i>Public Acc.</i>	<i>Education</i>	Total
Jamaica	2				2
Liberia	2				2
Mali	1				1
Mexico	1				1
Morocco				1	1
Palestinian Territory	1				1
Philippines	2				2
Puerto Rico	7	3			10
Russian Federation	1		3		4
Saudi Arabia		2			2
Sudan				4	4
Sri Lanka	2				2
Ukraine		1	1		2
United States	7	2			9
Zimbabwe	2				2

- *What all this means for people's everyday lives?*

To start, more time in traffic, insufficient community health centers, classrooms would be even more overcrowded and there would continue to be perpetuation of social inequalities and socioeconomical disparities.

The Pennsylvania Human Relations Commission supports the evaluation of census questions on race and ethnicity, especially at a time of continued and broad demographic change. However, I am deeply concerned with any changes that would diminish the accuracy and quality of any data that is collected for civil rights purposes.



“We should strive to secure accurate and comprehensive race and ethnicity data in the 2020 census, because of its significance in the monitoring and implementation of civil rights laws and to avoid the perpetuation of social inequalities.”

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▶ Thank you! To Contact Us:

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