

# IMPACT REPORT

Teaching youth to understand their civil rights and develop the skills necessary to resist pressures that lead to violence.

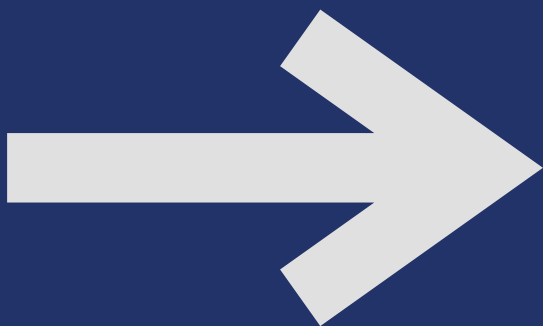


2024

## YOUTH AMBASSADOR PROGRAM



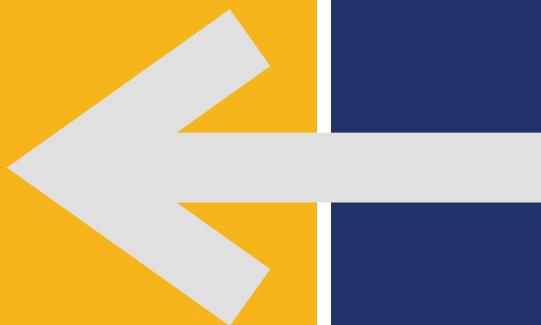
**CIVIL  
RIGHTS**



**BIAS  
TRAINING**



**MEDIA  
TRAINING**



**CONFLICT  
RESOLUTION**



# PCHR

The Philadelphia Commission on Human Relations (PCHR) is the City's official civil rights agency. PCHR's mission is to fight discrimination, ensure equality, and build strong communities. PCHR works to enforce anti-discrimination laws, especially the City's Fair Practices Ordinance, investigate complaints of discrimination and violations of civil rights laws, resolve community conflicts through dialogue and other dispute resolution methods, and educate the public on their legal rights and responsibilities.

## YOUTH AMBASSADOR PROGRAM



During a 4-week intensive program, 15 young people participated in the PCHR Youth Ambassador Program. Through a partnership with the Youth Conflict Specialist program at Temple University, the Youth Ambassadors learned to understand the City's civil rights laws and other protections against discrimination. They also expanded on the skills they learned as Conflict Specialists to address community tensions and neighbor conflicts.

They received training in:

- legal protections against discrimination; and
- bias awareness and how to stand up against hate.

They also:

- participated in the “Put Them Jaws Down!” Gun Violence Summit; and
- met with members of Philadelphia's Interagency Civil Rights Taskforce to hear about the importance of partnerships in creating peace.

Lastly, through a partnership with PhillyCAM, the Youth Ambassadors were trained in media literacy, culminating in a short podcast on Civil Rights and Conflict Resolution.



## TYPES OF DISCRIMINATION

- **Direct Discrimination:** Intentionally treating someone less favorably than others because of their protected class.
- **Unlawful Harassment:** Unwelcome conduct based on a person's protected class that would be intimidating, hostile or offensive to a reasonable person.
- **Hostile Work Environment:** Unlawful harassment that is so significant that it interferes with a person's ability to do their work.
- **Disparate Impact:** When a neutral policy has a disproportionately adverse impact on people in a protected class.
- **Retaliation:** Action taken against an individual for opposing discriminatory activity or exercising their legal rights.





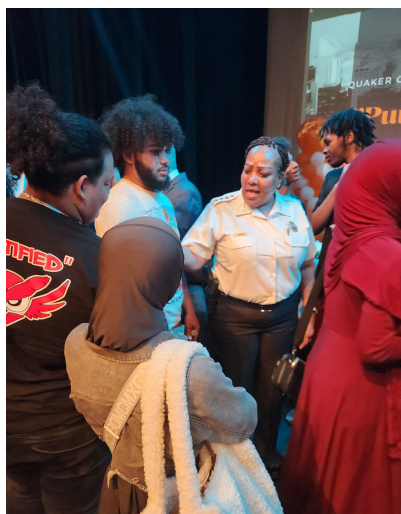


## PROTECTED CLASSES

- Race
- Ethnicity
- Color
- Sex
- Marital Status
- Disability
- Familial Status
- Retaliation
- Domestic/Sexual Violence
- Religion
- Ancestry
- Pregnancy
- Gender Identity
- Genetic Information
- Breastfeeding
- Sexual Orientation
- National Origin
- Age







On Tuesday, April 30, 2024, the Youth Ambassador's attended the "Put Them Jaws Down" Gun Violence Summit.

There, they were able to engage with a panel of experts that included: Police Commissioner Kevin Bethel, Sheriff Rochelle Bilal, District Attorney Larry Krasner, Director of the Mayor's Office of Black Male Engagement, Abu Edwards, and former prosecutor and trial attorney and gun violence survivor Kevin Harden.

The Summit was co-sponsored by the Quaker City Alumnae Chapter of Delta Sigma Theta, Inc.





**YOUTH AMBASSADORS  
THOUGHTS ON THE  
SUMMIT**



[The panel]  
showed a genuine  
concern instead  
of lecturing down.



**The DA talked about voting as a way to improve gun violence, but the school system puts books in your face [not about how to vote]. They just say do it. How do you [vote]? [What is the process?]**



**They really  
listened to us.**



**Hearing about Kevin and his  
story was inspiring.  
He found a way to persevere.**



**I like that serious people in the community were there and explained about themselves.**

# WHAT IS BIAS?

Bias is a disproportionate weight in favor or against an idea or thing, usually in a way that is inaccurate, closed-minded, prejudicial, or unfair.

## TYPES OF MICRO-AGGRESSIONS

### Micro-assault

- conscious & intentional
  - e.g. overt name-calling, expression of hate towards a group

### Micro-insult

- un/conscious, un/intentional, or non/verbal communication
  - e.g. crossing the street when a person of color approaches; saying, "not bad for a girl" to a female athlete

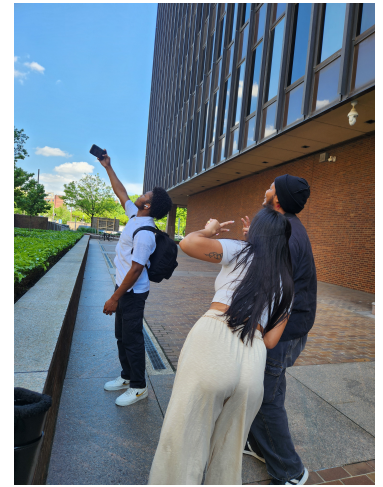
### Micro-invalidatation

- communication that subtly excludes or negates another's thoughts, feelings, or experiences
  - e.g. asking an Asian American where their people are from





# W E E K 3



The Youth Ambassadors met with members of the Philadelphia Interagency Civil Rights Response Team, held at the FBI headquarters.

Members include local, state, and federal law enforcement and other community partners.





Youth Ambassadors received media training at PhillyCAM.

They took their knowledge of Civil Rights and Conflict Resolution and made a podcast project that included 2 10-minutes segments on the respective topic.

When they weren't on camera, our Youth Ambassadors were working behind the scenes as producers and directing.

To view the video, please scan the QR code below.





# W E E K 4





# CLOSING CEREMONY



The Youth Ambassadors Program ended with a graduation ceremony at City Hall in the Mayor's Reception Room.

The Youth Ambassadors heard from (from top left) Kia Ghee, Executive Director of PCHR, Shania Bennett, Director of the Mayor's Office of Youth Engagement, Kevin Harden, former prosecutor and gun violence survivor, (bottom from left) Randy Duque, Deputy Director of PCHR, Tricia Jones of Temple University, and Laura Deutch of PhillyCAM.



SCAN ME

For more photos, scan the QR code.



# CLOSING CEREMONY



SCAN ME