

THOMAS HARDIMAN AND DISCRIMINATION

Highlights:

- Thomas Hardiman helped lead organizations with discriminatory policies.

Hardiman Helped Lead Organizations With Discriminatory Policies

HARDIMAN SERVED IN EXECUTIVE POSITIONS FOR BIG BROTHERS BIG SISTERS OF GREATER PITTSBURGH WHILE IT EMPLOYED DISCRIMINATORY VOLUNTEER POLICIES

2000 – 2018: Hardiman Served In Executive Positions For Big Brothers Big Sisters Of Greater Pittsburgh

2000: Hardiman Was Listed As President Of Big Brothers Big Sisters Of Greater Pittsburgh.

Form 990 for period ending December 2000

Download

17 STATEMENT(S) 6, 7, 8
BIG BROTHERS BIG SISTERS OF GREATER PITTSBURGH INC. STATEMENTS OF 13439 1

BIG BROTHERS BIG SISTERS OF GREATER PITT 25-6074707

FORM 990 PART V - LIST OF OFFICERS, DIRECTORS, TRUSTEES AND KEY EMPLOYEES STATEMENT 9

NAME AND ADDRESS	TITLE AND AVRG HRS/WK	COMPEN-SATION	EMPLOYEE BEN PLAN EXPENSE CONTRIB ACCOUNT
KENNETH ROSS, OWNER/OPERATOR ROSS DEVELOPMENT, 5909 PENN CIRCLE SOUTH PITTSBURGH, PA 15206	CHAIRMAN 0	0	0
WALTER F. JENKINS 35 WINDSOR ROAD PITTSBURGH, PA 15215	EXEC. DIR. 40	60,647.	3,040.
PHILLIP J. D'ANTONIO 315 ENEVIEW DRIVE MCNURRAY, PA 15137	PROG. DIR. 40	52,062.	3,080.
THOMAS M. HARDIMAN, ESQ. REED SMITH LLP, 435SIXTH AVENUE PITTSBURGH, PA 15219	PRESIDENT 12	0.	0.

[ProPublica, Accessed [9/19/20](#)]

2018: Hardiman Was Listed As A Board Member Of Big Brothers Big Sisters Of Greater Pittsburgh.

Form 990 for period ending June 2018

Download

Form 990 2018 BIG BROTHERS BIG SISTERS OF GREATER PITTSBURGH, INC. 25-6074707 page 7

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below)	(C) Position (do not check more than one box, unless stated otherwise)	(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
(1) WALTER F. JENKINS BOARD MEMBER	1.00	X	0.	0.	0.
(2) STEVE COBURN BOARD MEMBER	1.00	X	0.	0.	0.
(3) STEVEN C. BRESNER BOARD MEMBER	1.00	X	0.	0.	0.
(4) THOMAS M. HARDIMAN BOARD MEMBER	1.00	X	0.	0.	0.

[ProPublica, Accessed [9/19/20](#)]

2018: Pittsburgh Public School Board Raised Concerns That Big Brother Big Sisters Of Greater Pittsburgh's Policies Could "Cater To The Bigotry" Of Parents

2018: Pittsburgh Public School Board Raised Concerns Big Brothers Big Sisters Of Greater Pittsburgh's Policies Could "Cater To The Bigotry" Of Parents Who Do Not Want Their Child Paired With A Volunteer Of Certain Religious Or Sexual Orientations. According to the Pittsburgh Post-Gazette, "Big Brothers Big Sisters of Greater Pittsburgh asks prospective volunteers about things like their sexual orientation, their religion and their mental health, all in an effort, leaders say, to make the most impactful pairings possible when it comes to 'bigs' and their young 'littles.' [...] At an

agenda review meeting last week, school board member Moira Kaleida said she was concerned after hearing about the questions asked during the Big Brothers Big Sisters screening process that they could be discriminatory to potential volunteers or ‘cater to the bigotry’ of people who may not want their child to spend time with someone of a certain sexual orientation or who practices a certain religion. ‘I’m sorry, that is against our policy,’ she said this week. ‘That’s not what we do here.’” [Pittsburgh Post-Gazette, 9/19/18]

Big Brothers Big Sisters Of Greater Pittsburgh’s CEO Jan Glick Contended That Questions About A Volunteers Sexual Orientation And Religion Were Not Based On Discrimination, But Rather, Helping Match Volunteers With Compatible Children. According to the Pittsburgh Post-Gazette, “Ms. Glick said all potential volunteers with Big Brothers Big Sisters go through an extensive, two-hour interview process after completing an application. They are asked about such things as religion and sexual orientation, but screeners tell the candidates in advance that they are not required to answer those personal questions and it in no way affects whether they are selected to become a mentor. The line of questioning is not new, but the organization could not immediately say Tuesday when the practice began. ‘It’s going to help us make good choices,’ Ms. Glick said. ‘I do understand the sensitivity around the questions, but I think it’s very important to understand the context in which they’re asked. That’s the key. All of this was taken out of context.’ In the past, she said, the organization has gotten requests from young people for mentors with certain qualities. For instance, a young boy who had recently come out as gay specifically requested a gay man to be his big brother and help guide him through that shared experience. ‘We do not discriminate,’ she said.” [Pittsburgh Post-Gazette, 9/19/18]

Big Brothers Big Sisters Of Greater Pittsburgh Revised Its Policies In Response To Pittsburgh Public Schools Concerns

Big Brothers And Big Sisters Revised Their Volunteer Screening Process After Pittsburgh Public Schools Expressed Concerns About Discrimination. According to the Pittsburgh Post-Gazette, “The partnership between Pittsburgh Public Schools and the local chapter of Big Brothers Big Sisters remains intact, after the youth-mentoring organization promised to stop asking volunteers questions about such things as their sexual orientation and religion. The school board Monday approved an agenda item containing new contracts with community groups that provide student support services, bringing the number to more than 90, including Big Brothers Big Sisters of Greater Pittsburgh. At an agenda review meeting earlier this month, board member Moira Kaleida asked to pull the section about Big Brothers Big Sisters for further discussion after hearing that the organization asked potential mentors questions that she feared violated the district’s anti-discrimination policy. In response, Big Brothers Big Sisters of Greater Pittsburgh has agreed to revise its screening process and application documents so questions pertaining to religion, sexual orientation and identity or mental health are removed ‘except as necessary to protect the health and welfare of the mentee,’ district solicitor Ira Weiss said. The organization confirmed the change in a letter to the district Monday.” [Pittsburgh Post-Gazette, 9/25/18]

2000: Big Brothers Big Sisters Of America Defended The Right Of Parents To Select Volunteers Based On Their Race, Religion, Or Sexual Orientation

2000: Big Brothers Big Sisters Of America President Judy Vrendenburgh Said Parents Could Choose Volunteers Based On Sexual Orientation, Religion, Or Race. According to the Indianapolis Star, “The national organization of Big Brothers Big Sisters of America, based in Philadelphia, has a policy that states sexual orientation of a volunteer is a parental decision. ‘We really respect a parent’s desire to decide who is appropriate for his or her child,’ said Judy Vrendenburgh, president of Big Brothers Big Sisters of America. She said a parent can pick a volunteer based on race or religion, too.” [Indianapolis Star, 4/20/00]

2002: Big Brothers Big Sisters Of America Adopted Mandatory Non-Discrimination Policies For Sexual Orientation Amidst Pushback From Right Wing Groups

2002: Big Brothers Big Sisters Of America Began Requiring Its Affiliates To Adhere To A Non-Discrimination Policy For Volunteers’ Sexual Orientation. According to the Associated Press, “Big Brothers Big Sisters of America has told its 490 local affiliates to give openly gay and lesbian volunteers an equal chance to serve as one-on-one mentors to children, incurring the wrath of several conservative groups. The 98-year-old youth organization – devoted to helping children from single-parent homes – says it is undaunted by the criticism, which includes calls for its corporate backers to halt donations. ‘We’re getting incredible, positive support for the action we took,’ the organization’s president, Judy Vrendenburgh,

said Thursday. Big Brothers Big Sisters, or BBBSA, has endorsed nondiscrimination principles for 25 years that cover sexual orientation, race, religion and ethnicity. Only last month, however, did the provision about sexual orientation become mandatory policy for all BBBSA affiliates, a few of which had been rejecting gay volunteers.” [Associated Press, [8/16/02](#)]

The American Family Association And Focus On The Family Said The Mandatory Nondiscrimination Policies “Will Become A Magnet For Homosexuals Who Exploit Opportunities To Engage Young, Impressionable Children With Their Unhealthy Lifestyle.” According to the Associated Press, “Donald Wildmon, chairman of the American Family Association, contends that BBBSA ‘will become a magnet for homosexuals who exploit opportunities to engage young, impressionable children with their unhealthy lifestyle.’ His association’s Web site offers a form letter to be sent to BBBSA’s corporate supporters, asking that they suspend donations until BBBSA ‘repeals this dangerous and troubling policy.’ Another conservative group, Focus on the Family, said its founder, James Dobson, would delete favorable references to BBBSA in future editions of his recent book Bringing Up Boys. Focus on the Family’s psychologist-in-residence, Bill Maier, said BBBSA should realize that ‘matching fatherless boys, starving for attention, with homosexual men is reckless and irresponsible, not to mention a recipe for disaster.’” [Associated Press, [8/16/02](#)]

- **Big Brothers And Big Sisters Of America Touted Their Screening Process, Saying Out Of 220,000 Matches, They Received Fewer Than 10 Abuse Allegations Per Year.** According to the Associated Press, “Like most large-scale youth programs, BBBSA has dealt with occasional sex abuse cases over the years. However, the organization says it has less than 10 abuse allegations per year in a program that currently matches 220,000 children with mentors. ‘We’re absolutely brilliant in screening out any inappropriate person,’ Vredenburgh said. ‘Our track record of protecting the child on the one hand, and positively influencing them on the other – we’re really proud of it.’” [Associated Press, [8/16/02](#)]