

Chicago Commission on Human Relations

2010 Annual Report

Including Twenty Year Overview

Table of Contents

MISSION	2
TWENTY YEAR OVERVIEW	3
ADJUDICATION DIVISION.....	9
Trends in Discrimination Claims.....	12
Substantial Evidence Findings	13
Rulings After Administrative Hearings	14
Employment Discrimination Rulings	15
Public Accommodation Discrimination Rulings	17
Housing Discrimination Rulings	18
Hearing Stage Activity	19
Status of Investigation Backlog	19
COMMUNITY RELATIONS DIVISION.....	21
Advisory Councils	21
Intergroup Relations	26
Special Programs and Events	30
BOARD OF COMMISSIONERS.....	31
ADVISORY COUNCIL MEMBERS.....	32
TASK FORCE MEMBERS	33
CCHR STAFF.....	34

MISSION

The Chicago Commission on Human Relations (CCHR) is charged with enforcing the Chicago Human Rights Ordinance and the Chicago Fair Housing Ordinance. The Commission investigates discrimination complaints, and then if there is substantial evidence of a violation, the Commission conducts an administrative hearing and issues a ruling, which may impose fines, damages, and injunctive relief if a violation was proved. Under the City's Hate Crimes Law, the agency aids hate crime victims. CCHR also employs proactive programs of education, intervention, and constituency building to discourage bigotry and bring people from different groups together.

The Commission is organized into two divisions which report to the Office of the Chair, Adjudication, and Community Relations, as depicted in the organizational chart that follows. This report will detail each of those divisions.

TWENTY YEAR OVERVIEW OF THE CHICAGO COMMISSION ON HUMAN RELATIONS 1990 - 2010

1990s

1990 Chicago Human Rights and Fair Housing Ordinances were amended to include legal enforcement powers. Amendments also established eight advisory councils. Clarence N. Wood named Chair and Commissioner.

Roseland Pullman Kensington (RPK) Task Force formed after African-American customers boycotted Korean merchants in Roseland and South Chicago due to adverse treatment.

Commission worked with Jewish and Arab groups to quell tensions after unrest in the Middle East between Israel and Palestinians resulted in Israeli soldiers shooting twenty Palestinians in Jerusalem.

1991 Human Relations Day Celebrated by the Commission

1st Annual Gay and Lesbian Hall of Fame was held, the only municipally sponsored program of its kind in the country.

Advisory Council on African Affairs co-sponsored the Black Family Reunion Celebration celebrating the strengths and traditional values of the African-American family.

Advisory Council on Women conducts the first-ever sexual harassment workshop for City employees.

1992 Bias Free City Campaign promoted increased awareness of human relations in the City of Chicago. Local celebrities including Michael Jordan and Ramsey Lewis voiced their support for a Bias Free Chicago.

1st Annual 7th Grade Essay Contest held awarding prizes to the best essays on “How I Can Improve Human Relations.”

The Commission’s television show, “Truth in Action” premiered on cable television.

Commission released “*When World’s Collide: Culture Conflict and Reported Hate Crimes in Chicago*,” the first report to examine where and why hate crimes are committed over a period of six years.

“Day of Unity”, the first multicultural outdoor event held in Burnham Park, featured ten hours of free multi-cultural programming to bring Chicagoans together across all racial, religious, ethnic, and other lines of differences.

Board of Commissioners vote to support the joint resolution of the Advisory Council on Veterans Affairs and the Advisory Council on Gay and Lesbian Issues calling for an immediate end to the ban on lesbians and gays in the military.

Advisory Council on Latino Affairs instituted the 1st Annual Latino Business Opportunities Conference which promoted access to city contracts and services for Latino business owners.

The first ruling by the Commission finding sexual orientation discrimination resulted in a fine against an employer who fired an employee due to her sexual orientation, along with an order to pay damages to compensate for lost pay. *Pearson v. NJW Officer Personnel Services*, CCHR No. 91-E-126 (Sept. 16, 1992).

1993-94 Mayor Richard M. Daley became first large city mayor to declare the month of October Lesbian and Gay History Month.

Advisory Council on Women spearheaded the development of the first comprehensive sexual harassment policy for City of Chicago employees.

Advisory Council on Latino Affairs worked to ease tensions between the Latino and African American communities at Farragut Career Academy. This work led to the formation of the Lawndale Coalition.

Commission works to prevent riotous behavior during the Chicago Bulls first championship run. In the worse violence of the six championship years, three people died, 20 were shot, and 200 stores were looted primarily on the South and West sides of the City.

Advisory Council on Immigrant and Refugee Affairs releases the “New Residents Guidebook.”

1995 Unity in Diversity Task Force is developed in Beverly following hate crimes targeting neighborhood elementary school.

1996 In *Richardson v. Chicago Area Council, Boy Scouts of America*, CCHR No. 92-E-80, the Commission found that Complainant was not hired based on his sexual orientation. This decision was ultimately overturned in 2003 (see page 11).

Commission presented with \$3,500 donation by Korean American community to assist in the rebuilding efforts of African American churches that were burned down in the South during a series of racial attacks.

1997 Lenard Clark, Jr., black, was severely beaten by white males in the Armour Square community. A Better Community (ABC) Human Relations Task Force was created after the incident to break down racial barriers and create partnerships in the Armour Square, Bridgeport and Chinatown neighborhoods.

The Commission awarded \$50,000 in emotional distress damages in *Sheppard v. Jacobs*, CCHR No. 94-H-162 (July 16, 1997). This award represented the highest amount of emotional distress damages awarded to date in a case before the Commission.

In *Steward v. Campbell's Cleaning Service*, CCHR No. 96-E-170 (June 18, 1997), the Commission awarded a Complainant front pay for the first time.

1998 1st Annual Asian American Festival was co-sponsored by the Advisory Council on Asian Affairs.

Commission intervenes to prevent racial disturbances following arrest of Jeremiah Mearday, and African-American man who was allegedly the victim of police brutality.

1999 Following a series of hate crimes perpetrated by Benjamin Nathaniel Smith, a follower of the World Church of the Creator, a faith known for its white supremacist views; the Commission organized a rally against hate at Indian Boundary Park.

In *Smith, Torres & Walker v. Wilmette Real Estate & Mgt. Co.*, CCHR Nos. 95-H-159 and 98-H-44/63 (April 13, 1999), the Commission issues order holding that the prohibition of discrimination based on source of income under the Chicago Fair Housing Ordinance includes Section 8 vouchers.

2000s

2000 Commission launches its anti-discrimination “Metropolitan Chicago Pledge” Campaign.

Due to violent clashes between Palestinians and Israelis in the Middle East, Commission staff consulted with Jewish and Palestinian leaders to ease tensions in the city.

Advisory Council on Asian Affairs advocated for keeping Asian-American contractors included in the City of Chicago MBE program, after federal litigation forced the city to suspend Asian contractors from the program.

Commission develops the Austin Initiative, a community and business human relations partnership to improve relations between Asian and Arab merchants and African American consumers in the Austin neighborhood.

2001 Highest number of hate crimes ever reported in Chicago among Arab-American residents and those perceived to be Arab in the wake of the

September 11 terrorist attacks on the World Trade Center and the Pentagon. Fifty such hate crimes were reported in the two-week period following the attacks.

International Human Relations Council Task Force was formed in response to petty crimes against Arab-Americans on the southwest side and the arson which destroyed the Arab-American Action Network community service center.

2002 Chicago Human Rights and Fair Housing Ordinances amended to prohibit discrimination based on gender identity.

Commission organized a Special Committee for the Homeless to examine and develop mechanisms to address prejudice and discrimination against the homeless and people who are perceived to be homeless.

Unity Day expands to Unity Month, celebrated annually in September.

2003 Advisory Council on Veterans Affairs and the Advisory Council on Lesbian, Gay, Bisexual and Transgender Issues 1st Annual Salute to LGBT veterans.

Following a recently decided U.S. Supreme Court case, The Illinois Appellate reversed the Commission's earlier finding of sexual orientation discrimination, *Richardson v. Chicago Area Council, Boy Scouts of America*, CCHR No. 92-E-80, and held that, as a religious organization, the Boy Scouts could refuse to hire a gay man for a professional scouting position, based on the Boy Scouts' First Amendment right of expressive association.

2004 Illinois Appellate Court confirms that Section 8 vouchers are a source of income. *Godinez v. Sullivan-Lackey*, 815 N.E.2d 822 (Ill.App.2004)

Advisory Council on Latino Affairs initiated the first forum on "How is Gentrification Impacting the Latino Community."

2005 After several Asian women were sexually assaulted on the north side, the Advisory Council on Asian Affairs worked closely with Chicago Police Department to alert residents and overcome language barriers, which assisted

in the apprehension of the offender.

Advisory Council on Latino Affairs initiated the first forum on the “Status of Immigration in the Latino Community.”

The Commission released “*The Differential Impact of Gentrification on Communities in Chicago*,” a study by Loyola University Center for Urban Research and Learning on gentrification in Chicago.

Through the work of the Advisory Council on African Affairs, City Council enacted an ordinance commemorating Jean Baptiste Pointe DuSable as founder of the City of Chicago.

The Adjudication Review Committee of the Board of Commissioners is appointed by Chairman/Commissioner Wood. The committee, composed of law professors, board members and staff was charged to examine the Commission’s investigation and adjudication processes. Through its efforts, new procedures were implemented which helped to significantly reduce the agency’s substantial case backlog.

2006 Advisory Council on Latino Affairs initiated the first forum on “Preschool for All” and its impact in the Latino Community.

2007 Advisory Council on Veteran’s Affairs established the City of Chicago Veterans Resource Office which provides veterans a direct link to city services, as well as federal and state programs and benefits.

Advisory Council on Arab Affairs organized the 1st annual Arabesque Festival in Daley Plaza celebrating the rich cultural heritage of the Arab community in Chicago.

Advisory Council on Latino Affairs initiated its first forums on “Know Your Rights” forum at Truman College and Wilbur Wright College.

2008 Dana V. Starks named as Chairman and Commissioner.

2009 In *Warren & Elbert v. Lofton & Lofton Management et al*, CCHR No. 07-P-

62/63/92 (July 15, 2009), the Commission entered the first ruling finding gender identity discrimination.

In *Lockwood v. Professional Neurological Services, Ltd.*, CCHR No. 06-E-89, the Commission found parental status discrimination in employment for the first time. The ruling gained national attention for addressing workplace discrimination against parents and other caregivers not always fully covered by discrimination laws.

The Board of Commissioners passed a resolution in support of the Advisory Council on Lesbian, Gay, and Transgender Issues own resolution supporting Illinois House Bill 2234, "Illinois Religious Freedom Protection and Civil Unions Act".

The Board of Commissioners passed a resolution recommending that the Chicago City Council adopt a resolution in support of H.R. 1913, the "Local Law Enforcement Hate Crimes Prevention Act," the Federal Hate Crimes Bill,

2010

Through 2010, the Commission received 8,633 discrimination complaints resulting in 3,348 settlements, 239 rulings after administrative hearings, 132 rulings finding that a violation occurred. \$84,046 in fines imposed, and \$3,731,792 in monetary relief ordered paid to prevailing complainants.

The Board of Commissioners passed a resolution in support of the U.S. Justice Department's lawsuit legally challenging the State of Arizona's S.B. 1070, "Support Our Law Enforcement and Safe Neighborhoods Act" as an intrusion on the federal government's power to regulate immigration. The Act, among other things, requires a law enforcement officer to question those they suspect are illegal immigrants and allows a law if the officer has "probable cause" to believe that the person has committed any public offense that makes the person removable from the United States.

ADJUDICATION DIVISION

Summary of Filing and Adjudication Activity

The table below summarizes complaint filing and adjudication activity during 2010 in the four categories of discrimination complaints accepted under the City's ordinances. The 2010 figures are compared to those for 2009.

Case Activity Summary	Housing 2010 / 2009		Employment 2010 / 2009		Public Accommodation 2010 / 2009		Credit 2010 / 2009		TOTAL 2010 / 2009	
COMPLAINTS FILED	52	60	123	115	121	84	3	0	299	259
Staff-Assisted	42	32	84	97	76	52			202	181
Self-Prepared	10	28	39	18	45	32	3	0	97	78
CASES FORWARDED TO HEARING STAGE	11	15	12	12	14	35			37	62
Substantial Evidence	11	15	12	11	14	35			37	61
Default (at investigation stage)	0	0	0	1	0	0			0	1
CASES CLOSED	51	64	114	108	115	109	2	0	282	281
Settled	15	26	24	24	36	37	1		76	87
Complainant Withdrew Case	9	8	25	17	24	7	1		59	32
Complainant Failed to Cooperate	1	7	13	5	6	2			20	14
Lack of Jurisdiction	2	3	0	2	2	4			4	9
No Substantial Evidence	23	19	45	56	42	53			110	128
Ruling After Hearing	1	1	7	4	5	6			13	11
REQUESTS FOR REVIEW after involuntary dismissal	6	3	6	9	11	9			23	21
Denied	5	3	5	9	9	8			19	20
Granted	1	0	1	0	2	1			4	1

Discrimination Bases Claimed in New Complaints

The percentage figures in the table below show the percentage of *complaints* filed in 2010 which contained a claim of discrimination on the basis named. A complaint may claim discrimination on more than one basis (e.g. sex and age) arising out of the facts alleged. Thus the number of claims usually exceeds the number of complaints.

PROTECTED CLASS	Housing	%	Employment	%	Public Accom.	%	Credit	%	Total Claims	%
Race	2	4%	62	50%	72	60%	2	67%	138	46%
Color	1	2%	6	5%	12	10%	1	33%	20	7%
National Origin	2	4%	16	13%	2	2%			20	7%
Ancestry	3	6%	8	6%					11	4%
Religion	2	4%	4	3%	1	1%			7	2%
Sex	6	12%	34	28%	9	7%	1	33%	50	17%
Sexual Orientation	1	2%	14	11%	31	26%	2	67%	48	16%
Gender Identity			1	1%	11	9%			12	4%
Marital Status	6	12%	3	2%					9	3%
Parental Status	10	19%	10	8%	1	1%			21	7%
Age	4	8%	23	19%	1	1%			28	9%
Disability	15	29%	14	11%	19	16%			47	16%
Source of Income	19	37%	1	1%	1	1%	1	33%	22	7%
Military Discharge										
Retaliation	n/a	n/a	7	6%	3	2%			10	3%
TOTAL COMPLAINTS	52		123		121		3		299	

Trends in Discrimination Claims

In 2010, 41% of new complaints concerned employment, 41% concerned public accommodations, 17% concerned housing, and 1% concerned credit transactions. New discrimination complaints filed in 2010 rose 15% over 2009, primarily in the public accommodation category.

Race remained the most frequently named discrimination basis overall (46% of complaints) and in the employment and public accommodation areas at 50% and 60% respectively. However, only two new housing discrimination complaints filed in 2010 were based on race. National origin and ancestry discrimination claims in employment and public accommodations returned to their more typical 2008 levels in 2010 after an increase in 2009. National origin was named as a basis in 13% of new employment discrimination complaints and 7% of all new complaints. Ancestry was named in 6% of employment discrimination complaints and 4% of new complaints overall.

New sex discrimination claims were only slightly below the higher level seen in 2009, appearing in 28% of employment discrimination complaints and 17% of all new complaints in 2010. Sexual harassment and pregnancy were frequent aspects of these claims. Age discrimination claims fell back slightly from the higher levels of 2009 but remained at twice the overall level of 2008. Age was named as a basis in 19% of employment discrimination complaints and 9% of all new complaints in 2010.

Sexual orientation discrimination claims rose in 2010 after some decline in the years since the State of Illinois added a prohibition of sexual orientation discrimination to its Human Rights Act. Employment discrimination claims based on sexual orientation doubled from seven to fourteen and were found in 11% of new employment discrimination complaints.

Disability discrimination claims continued to decline from earlier high levels, appearing in 16% of new complaints in 2010 compared to 23% in 2009 and 33% in 2008. Disability was cited as a basis in 11% of new employment discrimination complaints and 29% of new housing discrimination complaints in 2010, showing that discrimination based on disability remains a strong area of concern among complaint filers.

In the housing area, source of income remained the most frequently named basis, and most of these claims involve refusal to rent to the holder of a "Section 8" housing choice voucher—a type of discrimination prohibited only by the Chicago Fair Housing Ordinance among the civil rights laws applicable in Chicago. However, the number of new source of income discrimination claims reached only half the level of 2009, while the number of parental status and marital status discrimination claims in the housing area more than doubled from 2009 levels.

Parental status discrimination claims in the employment area rose from three such claims in 2009 to ten in 2010. A contributing factor may have been the news media’s attention to the Commission’s finding of parental status discrimination and award of significant damages in *Lockwood v. Professional Neurological Services, Ltd.*, CCHR No. 06-E-89 (June 17, 2009).

As in previous years, complaints are often based on a combination of these protected classifications, especially in housing and employment cases.

Substantial Evidence Findings

During 2010, 37 complaints proceeded to the administrative hearing stage after a finding of substantial evidence that an ordinance violation had occurred. This represents 14% of 272 dispositions of cases at the investigation stage and 25% of the 147 full investigations completed with a formal decision as to whether there was substantial evidence. Another 125 cases were settled or dismissed for other reasons before a determination regarding substantial evidence was reached.

A finding of substantial evidence is a preliminary legal ruling which means there is sufficient evidence, if believed, to support a final ruling that an ordinance violation occurred. A substantial evidence finding allows a case to advance to the administrative hearing process and a Board of Commissioners ruling on liability and relief. In order to obtain relief, it remains the responsibility of the complainant to prove the case at a public administrative hearing, where any respondent not held in default is allowed to present a defense.

The breakdown of completed full investigations by case type and result appears in the table below, with the 2009 figures presented for comparison:

Findings after Full Investigations	Housing		Employment		Public Accommodation		TOTAL	
	2010	2009	2010	2009	2010	2009	2010	2009
Substantial Evidence	11	15	12	11	14	35	37	61
No Substantial Evidence	23	19	45	56	42	53	110	128
TOTAL COMPLETED FULL INVESTIGATIONS	34	34	57	67	56	88	147	189

The table below illustrates the flow of complaints from the investigation stage to the hearing stage in recent years. It also illustrates the proportion of pending cases in each stage of adjudication. Between 2006 and 2009 a relatively high number of cases proceeded to the hearing and final ruling process after investigation. As the number of cases advancing to the hearing stage fell back to more typical levels, the number pending in the hearing stage soon dropped accordingly. These levels can vary because it is difficult to predict how many complaints will be filed or how many cases will be active in the hearing stage during a given period of time.

Stages of Complaints	2005	2006	2007	2008	2009	2010
Pending Complaints (at year-end)	737	514	356	284	259	256
In Investigation Stage	703	464	303	224	209	220
In Hearing Stage	34	50	53	60	50	36
New Complaints	357	220	272	247	259	299
Complaints Forwarded to Hearing	45	67	56	73	62	37

Settlement is voluntary between the parties. When cases settle, the respondents do not admit liability and the Commission does not determine whether a violation actually occurred. The Commission is not a party to the settlement and does not require or advocate particular settlement terms. However, Commission staff, independent mediators, and hearing officers do encourage parties to try to settle their dispute and are prepared to facilitate the process. The Commission is authorized to order parties to participate in a confidential settlement conference conducted by one of its independent mediators. The Commission typically does this after a substantial evidence finding but before appointment of a hearing officer, if there appears to be settlement potential. In 2010, the Commission held 29 such settlement conferences. About half resulted in a settlement closure—the typical proportion over time. To illustrate, in 2010 a total of 76 or 27% of closed cases were resolved by settlement compared to 3% (9 cases) concluded with liability findings and orders of relief after a hearing. This compares with 31% resolved by settlement and 1.5% (4 cases) by liability findings and relief in 2009.

Rulings After Administrative Hearings

In 2010, the Board of Commissioners issued 19 written rulings after public administrative hearings on discrimination complaints. The 2010 rulings are summarized below.

Administrative hearings are held before independent hearing officers appointed by the Commission from a pre-selected roster of attorneys with expertise in civil rights law and litigation. The hearing officer manages the pre-hearing process, assesses credibility, makes findings of fact, and issues a recommended decision which the Board considers as the basis for its final ruling on liability and relief. If a prevailing complainant was represented by an attorney, a second recommended and final ruling determines the amount of the complainant’s attorney fees and related costs which the respondent will be ordered to pay.

These Board rulings are written legal opinions which explain the basis for each decision. They are available to the public and establish precedents for future Commission decisions. The *Board Rulings Digest* is a Commission publication listing all Board rulings entered after administrative hearings.

Thirteen of the 2010 rulings were in favor of complainants—seven finding liability and ordering relief plus six determining the amount of attorney fees after an initial liability ruling. Six rulings were in favor of respondents, finding no liability and dismissing the case.

Employment Discrimination Rulings

Lockwood v. Professional Neurological Services, Ltd., CCHR No. 06-E-89 (Jan. 20, 2010)
Parental Status

In 2009, the Board found parental status discrimination in the terms and conditions of employment where an employer discharged a sales representative who was the parent of two children after a single absence from work. In 2010, the Board ordered payment of Complainant's attorney fees of \$87,655.61 and costs of \$1,662.32. This case is currently under review in the Circuit Court.

Shores v. Charles Nelson d/b/a Black Hawk Plumbing, CCHR No. 07-E-87 (Feb. 17, 2010)
Sexual Harassment

After an order of default, an employee established a *prima facie* case of sexual harassment based on evidence that the company owner exposed himself in her presence, propositioned her, asked her to not come to work for several days when she rebuffed his advances, then ultimately locked her out of the company. The employee failed to prove discrimination based on her religion where the company owner was merely critical of her religion and church activities. The Board awarded damages of \$80,000 as back pay and \$2,000 for emotional distress, and imposed a fine of \$500.

Harper v. Cambridge Systematics, Inc. et al., CCHR No. 04-E-86 (Feb. 17, 2010)
Sexual Harassment

Based on the hearing officer's assessment of witness credibility, the Board found no sexual harassment where an employee failed to prove that her male co-workers grabbed their genitals in her presence in an inappropriate and offensive way and that she was prohibited by management from reporting any such problems. The Board added that, even if these incidents were credible, such conduct was not sufficiently severe or pervasive to have created a hostile work environment.

Ramirez v. Mexicana Airlines and Pliego, CCHR No. 04-E-159 (Mar. 17, 2010)
Sexual Orientation

Based on the hearing officer's assessment of witness credibility as well as lack of sufficient severity or pervasiveness, the Board found no hostile environment based on sexual orientation where a gay employee claimed his supervisor made seven disparaging comments over an eight month period and gave another employee, but not Complainant, tickets to a soccer game. The employee failed to prove he was laid off because of his sexual orientation where he did not show he was known or perceived by the decision-makers to be homosexual and where the employer provided a non-discriminatory explanation why he was selected for layoff.

Johnson v. Anthony Gowder Designs, Inc., CCHR No. 05-E-17 (June 16, 2010)

Age

The Board found that a floral designer failed to prove his age was a factor in the decision to reduce his status from full time to freelance after hip replacement surgery.

The owners' explanations that the decision was reluctantly made due to the financial condition of the business and need to reduce costs were found credible and not pretextual, as were their decisions to retain full time staff that had managerial skills. Age-related comments of the business owners were held insufficient to establish age-based animus or show that the employee's age motivated their decisions.

Sian v. Rod's Auto & Transmission Center, CCHR No. 07-E-46 (June 16, 2010)

Disability

The Board found that a maintenance worker failed to prove his employment was terminated due to disability after he was injured on the job. The employee failed to prove the business owner knew or believed he had an ongoing medical condition. The Board found credible the owner's explanation that the employee failed to return to work or call in for two weeks, and the employee did not prove that others were not discharged under these circumstances. The owner proved he was downsizing due to loss of business and did not replace the employee.

Flores v. A Taste of Heaven et al., CCHR No. 06-E-32 (Aug. 18, 2010)

Age, National Origin, Sex

After an order of default, a Mexican-American kitchen employee proved a *prima facie* case that the restaurant owner harassed and discharged her based on age, sex, and national origin when he subjected her to repeated, unwelcome derogatory slurs and insults such as calling her a "stupid Mexican" and "old lady," then finally discharged her stating, "I don't need her work because she's already old. And I don't like Mexicans. I don't like Mexicans in my business." The Board found this conduct sufficiently severe and pervasive to establish a hostile work environment. The Board ordered payment of \$6,750 as back pay, \$20,000 as emotional distress damages and \$25,000 as punitive damages. It imposed fines of \$250 each against the business and the owner individually. Earlier in this case, the Board issued an interlocutory ruling affirming that the hearing officer was not required to step down based on Respondents' claim that he was prejudiced against them.

Day v. Chicago Transit Authority et al., CCHR No. 05-E-115 (Oct. 20, 2010)

Sexual Orientation

The Board found sexual orientation discrimination where an employee's supervisor subjected him to a hostile work environment after determining he is gay and CTA took inadequate corrective action after the employee reported the harassment under established policies. Among other conduct, the supervisor berated and heckled Complainant in front of other employees declaring, "God told Adam to walk with Eve and not Steve" and "all homosexuals will go to hell." She showed photos of men "on the down-low," demanding to know whether Complainant knew them, and led other employees in ridiculing Complainant through comments and gestures. The Board awarded \$10,360 in out-of-pocket damages for medical and related expenses and emotional distress damages of \$75,000. Punitive damages of \$6,000 were assessed against the supervisor only. CTA was ordered to train its staff about laws and

internal policies prohibiting discrimination with a focus on workplace harassment based on sexual orientation. CTA and the supervisor were each fined \$500.

Mendez v. El Rey del Taco & Burrito, CCHR No. 09-E-16 (Oct. 20, 2010)

Race, Ancestry

The Board found no discrimination based on race or ancestry against a Puerto Rican woman who failed to prove she was treated differently when she attempted to apply for a posted waitress position. When Complainant went to the restaurant to apply, she was told there were no written applications and she should leave her name and phone number. The evidence did not establish that another woman she observed at the restaurant was completing an application form for the position. The testimony of the restaurant's owner and the waitresses on duty credibly established that written job applications were not used and none were available. Instead, staff were instructed to take an applicant's name and number if the owner was not present.

Public Accommodation Discrimination Rulings

Cotten v. Addiction Sports Bar & Lounge, CCHR No. 08-P-68 (Feb. 17, 2010)

Disability

In 2009, the Board found disability discrimination and ordered relief where a restaurant entrance was not wheelchair accessible due to steps and the Respondent failed to prove it was an undue hardship to provide an accessible entrance. In 2010, the Board ordered payment of Complainant's attorney fees of \$2,156.25 and costs of \$52.58.

Cotten v. La Luce Restaurant, Inc., CCHR No. 08-P-34 (Apr. 21, 2010)

Disability

The Board found disability discrimination where a wheelchair user could not enter a restaurant due to a step, the only alternative offered was for staff to lift his wheelchair over the barrier, and the restaurant did not present sufficient evidence to prove undue hardship. The Board awarded emotional distress damages of \$800, imposed a fine of \$500, and ordered the business to take action to become accessible to wheelchair users and document any undue hardship if unable to be fully accessible.

On October 20, 2010, the Board ordered payment of Complainant's attorney fees of \$2,915. The case is under Circuit Court review.

Warren and Elbert v. Lofton & Lofton Management d/b/a McDonald's, et.al., CCHR No. 07-P-62/63/92 (May 19, 2010)

Sexual Orientation, Gender Identity

In 2008, the Board found sexual orientation and gender identity discrimination and ordered relief where a restaurant's security guard harassed gay and transgender customers by ridiculing their appearance and sexual orientation. In 2010, the Board ordered payment of Complainants' attorney fees of \$9,750 and costs of \$846.50.

Cotten v. CCI Industries, Inc., CCHR No. 07-P-109 (May 19, 2010)

Disability

In 2009, the Board found disability discrimination and ordered relief where the entrance to a retail showroom was not wheelchair accessible and Respondent failed to prove it was an undue hardship to provide an accessible entrance. In 2010, the Board ordered payment of Complainant's attorney fees of \$4541.25 and costs of \$7.36.

Cotten v. Arnold's Restaurant, CCHR No. 08-P-24, (Aug. 18, 2010)

Disability

The Board found disability discrimination where a restaurant's restrooms were not accessible to a wheelchair user who ordered food, due to narrow entrance doors. Undue hardship was not proved and no alternative accommodation or prior notice was provided. The Board awarded emotional distress damages of \$500, imposed a fine of \$250, and ordered injunctive relief to make the premises wheelchair accessible to the extent possible without undue hardship. Attorney fees are pending.

Stephens v. L & P Foods et al., CCHR No. 08-P-43 (Dec. 15, 2010)

Race, Parental Status

The Board found no race or parental status discrimination against an African-American woman whose minor daughter was barred from a store's showroom. The store consistently applied its posted policy prohibiting children under 18 from entering the showroom unless small enough to be placed in a shopping cart and providing seating for children near the entrance under supervision of security officers. A no-children policy in these circumstances does not discriminate against parents with children. Complainant's white friend was allowed into the showroom with her daughter because she had placed her in a shopping cart; the store's customers were predominantly African-American; and Respondents' testimony that Complainant was offered the shopping cart option but refused was found credible.

Housing Discrimination Rulings

Hutchison v. Iftekaruddin, CCHR No. 08-H-21 (Feb. 17, 2010)

Source of Income

The Board found source of income discrimination where a landlord told Complainant's representative that he would not rent to her because of "bad experiences with Section 8" and the hearing officer found the landlord's other explanations not credible. The Board awarded Complainant \$2,500 in emotional distress damages plus \$1,500 in punitive damages, and imposed a fine of \$500.

On June 16, 2010, Respondent was ordered to pay Complainant's attorney fees of \$8,114.06 and costs of \$30.

Rankin v. 6954 N. Sheridan, Inc., DLG Management, et al., CCHR No. 08-H-49 (Aug. 18, 2010)

Source of Income

The Board found that a property manager refused to rent an apartment to a Section 8 voucher holder, stating that the owner did not accept Section 8 recipients in the building. The building owner, management company, and rental agent were all held liable for source of income discrimination. The Board awarded out-of-pocket damages of \$850 to cover higher heating costs in the apartment. Complainant eventually found, \$1,500 in emotional distress damages, and \$3,000 in punitive damages at \$1,000 per Respondent. As injunctive relief, the Board ordered that non-discrimination notices be placed in future rental housing advertisements of the management company. Each of the three Respondents was fined \$500.

Hearing Stage Activity

After two years with an unusually high number of cases in the hearing process following a substantial evidence finding, the Commission completed the adjudication of 50 such cases. Thus at the end of 2010, this docket had reached a more manageable level of 36 complaints pending at the hearing stage, compared with 50 at the end of 2009. Five of these cases were scheduled for a settlement conference with one of the Commission's independent mediators after a substantial evidence finding but preliminary to appointment of a hearing officer. Another 31 complaints were either in the hearing process or awaiting decision after a hearing.

During 2010, the Commission held 94 scheduled proceedings in cases at the hearing stage, including 20 administrative hearings, 45 pre-hearing conferences, and 29 settlement conferences. As noted above, 19 Board of Commissioners rulings were issued adjudicating these cases after an administrative hearing.

Status of Investigation Backlog

The Commission has been concerned for some years about the length of time it has taken to complete the investigation of complaints. Backlogged investigations reached a peak in 2004. From 2005 through 2009, the Commission steadily reduced the volume and age of pending investigations as well as the size of investigator caseloads. By the end of 2009, the number of pending investigations was reduced to 209 compared to 796 at the end of 2004.

The number pending for more than one year was reduced from 528 to 48 over the same five-year period, and the average individual investigator caseload dropped from 72 to 26.

In 2010, the Commission completed investigations at rates comparable to 2009. However, due to an increase in new complaint filings, the average investigator caseload rose slightly from 26 to 28 cases, with the number of investigations over a year old also rising from 48 to 62. The Commission will monitor this situation closely in 2011, in an effort to avoid another buildup of backlogged investigations. However, at this point, most complaints are being investigated and resolved much more promptly than in past years. In 2010, a majority (53%) of investigation dispositions were reached within 180 days of the filing of the complaint and 78% were reached within one year of filing. Although 26% of pending

investigations were over a year old entering 2011, this figure still reflects sustained improvement over the last several years.

COMMUNITY RELATIONS DIVISION

The Community Relations Division consists of eight Advisory Councils and the Intergroup Relations Unit as described below.

Advisory Councils

The Advisory Councils address matters of special concern to racial, social, cultural or ethnic groups that have been or are subjected to discrimination as a result of membership in such a group. The Councils act as liaisons between city government and community organizations to promote cooperation and enhance service to these communities. Councils also assist the Commission in designing education and enforcement programs to implement policies in the Chicago Human Rights Ordinance. Further, the Councils assist the Commission by reviewing existing programs, conducting research, and reporting findings with regard to the specific needs of the community.

Summary of 2010 Council Activity

Advisory Council on African Affairs

The African Council worked with Chicago's Haitian community by bringing together over thirty leaders of Haitian organizations to organize a response to the devastating earthquake of January 11, 2010. The Council also co-sponsored three Temporary Protective Status workshops with the Chicago office of the United States Citizenship and Immigration Service and other organizations to help Haitian nationals in Chicago learn how to change their immigration status so they could work to help support relief efforts at home.

In March and September, the African Council co-sponsored Breaking Barriers and Building Bridges of Hope where over 300 young men received mentoring and support services from African American men. The Council also continued in its support of the 8th Annual Du Sable Essay Contest. This year the students were asked why a lakefront park should be built to honor DuSable. Council members judged the essays and assisted the winning students in their participation in the 2010 City of Chicago Birthday celebration held at the Chicago History Museum.

The Council also assisted the Friends of DuSable in the planning and presentation of the DuSable Bridge dedication. On October 16, 2010, the former Michigan Avenue Bridge was renamed in honor of Jean Baptiste Pointe DuSable, founder of Chicago.

Advisory Council on Arab Affairs

The Advisory Council on Arab Affairs strives to educate Chicagoans about the customs, traditions, and culture of our city's diverse Arab population. In Chicago there are approximately 10,000 Arab residents whose ancestry can be traced to one of twenty-two different Arab countries. Chicagoans of Arab descent represent different religious faiths primarily Islam and Christianity. Arabs, like other minority groups continue to suffer discrimination and hate due in part to long-standing stereotypes that devalue Arabs and

dismisses the community's important contributions to our country and our city. Fighting these stereotypes and providing factual information about its people remains the Council's primary mission.

With this goal in mind, in 2010 the Arab Advisory Council focused most of its efforts on education through cultural immersion, and what better vehicle for doing so than the 4th Annual *Chicago Arabesque festival*. Held June 24 – June 26, 2010, *Chicago Arabesque* is a non-religious, non-political festival that promotes public awareness, understanding and appreciation of the rich cultural heritage of the Arab world. Representing more than twenty Arab countries, the festival seeks to introduce Americans to the rich diversity of the Arab World through workshops, calligraphy, artisan demonstrations, activity booths, Arab cuisine and a souq (bazaar). The festival is held in the heart of downtown at Daley Plaza, and drew a culturally diverse audience of nearly 40,000 Chicagoans over the course of the three fun-filled days of music, dance, art, cultural exhibits, and food. The highlight of the festival took place on its final day, Saturday June 26, 2010 as former Mayor Richard M. Daley stopped by to greet the crowd and visit the many cultural booths and exhibits while taking pictures with hundreds of excited guests.

Also in June, the council joined with the Amman and Casablanca Committees of Chicago Sister Cities International to host its first Father's Day Hefleh June 20, 2010 at the Chicago Cultural Center. The event featured L'Orchestre Chabab Al Andalous from Morocco who performed classical Maghrebi music invoking the Andalusian Spanish history of the Arab world. The concert was followed by debkeh dancing, and coffee with traditional Arab sweets.

For those who enjoy a night on beautiful Lake Michigan taking in the world's most amazing skyline, the Council hosted its 3rd Annual Fundraising Boat Cruise July 28, 2010. The cruise offers the opportunity for guests to meet new friends and take advantage of a great networking opportunity to establish or further develop important business relationships while enjoying traditional Arab music and cuisine. Funds raised from this sold-out event are used to support the Council's Arab Heritage Month programs.

Advisory Council on Asian Affairs

During 2010, the Advisory Council on Asian Affairs continued its efforts to raise awareness and promote a more "complete count" of Asian Americans in the 2010 U.S. Census. The Council's Census Committee worked to bring together several non-profit, Asian American community based organizations and over twenty Asian American corporate affinity groups to help provide resources and improve capacity for outreach work. The Committee also engaged the City Colleges of Chicago (Truman College in particular) and the Chicago Park District to help mobilize venue space and other resources for dozens of Asian American community organizations to conduct Census outreach activities during the "Week of Action" in March.

In April, the Asian council sponsored Chicago's first, comprehensive Asian American Disabilities Business Forum, bringing together a collaboration of local stakeholders including: city, state, federal, non-profit community service and educational agencies under one roof to provide information on anti-discrimination and public accommodation laws, public

benefits assistance and employment training programs for disabled individuals, and economic assistance programs for small business to help make improvements in access and better serve the disabled community. The Council's objective was to help educate small business owners, chambers of commerce and non-profit social service agencies (serving the APA community) about disability issues and resources available to help APA members overcome disability challenges.

The Council also partnered with the Asian American Coalition of Chicago and the Organization of Chinese Americans (Chicago Chapter) to help kickoff Asian American Heritage Month. By joining hands with other community stakeholders, the Council was also able to uncover more community resources and corporate sponsorships to help underwrite the productions of the 2010 APA Heritage Month Calendar and the Mayor's Asian Heritage Month Reception.

Lastly, the Council collaborated with local APA community organizations to help translate the CCHR Fact Sheet/brochure into twenty Asian languages, which are all available on the Council's web page.

Advisory Council on Immigrant and Refugee Affairs

The Advisory Council on Immigrant and Refugee Affairs works hard to represent the interests and concerns of Chicago's immigrant and refugee community. Through its member volunteers, the council helps to identify services and programs, and develops policy recommendations on behalf of the city's newest residents.

In 2010, the Council collaborated with the Jane Addams Hull-House Museum to produce the 2010-2011 edition of the "Chicago New Resident Resource Guide". This information-packed booklet contains over 300 pages of helpful information about government and non-for profit services and contact information for hundreds of organizations and agencies throughout the city. The guide also includes a detachable "Know Your Rights" card which provides useful tips about U.S. immigration laws. 10,000 copies of the guide were distributed through public libraries, aldermanic offices, community organizations, and City Hall.

In addition to publishing the guide, the Council also takes information out directly to the community by conducting "Know Your Rights Forums." On July 31, 2010, the Council co-hosted one of these forums in Pilsen in partnership with the League of United American Citizens (LULAC) and Casa Michoacan. The forum provided information about housing and employment discrimination, workplace rights, and immigration laws.

The Council hosted a second forum in honor of United Nations Day and Immigrant and Refugee Week on October 19, 2010 entitled, "Immigration: the Facts and the Future." This forum addressed the controversial subject of immigration reform through the eyes of the panelists who represented a diverse group of agencies servicing immigrant and refugees in Chicago. This timely and lively discussion was moderated by Jerome McDonnell, host of "Worldview" on Chicago Public Radio, WBEZ 91.5 F.M.

Advisory Council on Latino Affairs

In 2010, the Advisory Council on Latino Affairs successfully partnered with a variety of community based organizations and governmental entities to provide programs and educational outreach efforts throughout the city.

The Council held its annual “Know Your Rights” forum at Wright College, on April 4, 2010. This year’s forum again focused on housing and foreclosures and featured representatives from state and local government agencies as well as community organizations. The event was covered by CAN-TV and Telemundo.

The Council also participated in “Latino Mental Health Literacy” at the Adler School of Professional Psychology during its annual Social Justice Conference in June. Additionally, the Council helped to develop and conduct the “Latino Behavioral Health Conference” at the Chicago School of Professional Psychology in October 2010. Council members provided testimony on Latino Health Issues at a public health hearing conducted by the United States Department of Public Health.

The Council held its annual Mayor’s Hispanic Heritage Month Reception on September 28, 2010, during which the Council honored several Latino leaders for their dedication and community service.

The Council continues to monitor developments in immigration policy, and provided testimony before the City Council Committee on Human Relations concerning Arizona’s recently enacted public safety statute concerning undocumented residents. The Council also worked with CCHR to conduct a forum on accessibility issues for the disabled, and provided testimony at the hearings of the ABA Latino Regional Committee on this issue.

Advisory Council on Lesbian, Gay, Bisexual and Transgender Issues

In 2010, the Advisory Council on Lesbian, Gay, Bisexual and Transgender (LGBT) Issues worked to improve communications and relations between the Chicago Police Department and the LGBT communities. The initial step was a meeting between the Department, the Mayor’s Office, and the Advisory Council, where police issues were aired. That was followed by a City Council hearing that created a forum where Latino LGBT voices could be heard about crimes motivated by homophobia and “transphobia” (transgender phobia). The Advisory Council then sponsored police forums in Lakeview and Humboldt Park.

The Council also co-sponsored a violence prevention forum organized by Affinity Community Services and Erasing the Distance, an organization that educates communities about mental health in non-traditional and creative ways. The forum featured an in depth discussion on violence, how violence affects individuals and their communities, and how to prevent violence. The forum was followed by a theatrical performance of six personal stories of individuals affected by mental illness and violence.

Throughout the year, the Council continued its efforts to educate the general population of Chicago about the city’s LGBT communities. The Council’s major events of the year

included Mayor Daley's annual Pride Month Reception, the City of Chicago's 7th annual Salute to LGBT Veterans, and the 20th annual induction ceremony for the Chicago Gay and Lesbian Hall of Fame. In addition, the Web site for the Chicago Gay and Lesbian Hall of Fame has become an important educational resource for students, especially local high school students, and it is fulfilling the Council's mission to dispel stereotypes about the communities. The web site receives an average of 3,100 distinct visitors per month with an average of 4,149 visits and 123,364 hits per month.

In March, the Council Director met with representatives from Israel including Mike Hamel, Chairperson of the National Association of GLBT in Israel, which is Israel's oldest LGBT organization. The Israeli consulate hopes to form a partnership with the LGBT communities in Chicago to promote mutually beneficial initiatives and projects. The Council Director also assisted staff members from the Chicago Convention and Tourism Bureau in preparing and presenting Chicago's successful bid to host the 2013 global convention of the International Gay and Lesbian Travel Association.

Advisory Council on Veterans Affairs

In 2010, the Council, recognizing that this year marked the 60th anniversary of the start of the Korean War, organized two events to commemorate the occasion, the first a public remembrance ceremony at Daley Plaza, and a private luncheon for Korean War Veterans at the Union League Club of Chicago. In September, the Council co-sponsored the 8th Annual Salute to LGBT Veterans in Daley Plaza.

Additionally, the Council continued its work to help returning veterans find employment. The Council worked closely with the City's Veterans Outreach Committee to advance the City's goal of hiring more veterans. The Council also met with numerous organizations involved with job training and job placement for veterans and built working relationships with business organizations that are looking and willing to employ veterans. This effort has led to the Council being able to give numerous referrals to veterans seeking employment.

The Council was a member of Chicago's Complete Count Committee for the 2010 Census. The Council led the effort to insure members of Chicago's veteran community participated in the census. A Census 2010 outreach program was established by the Council that included the offices of the U.S. Department of Veterans Affairs, Illinois Department of Veterans Affairs and National Veteran Service Organizations which provided easy access to take part in the census.

The Council planned and hosted the Mayor's Reception celebrating the veteran's community in Chicago. Over 300 guests attended the event, which was held at the Chicago Cultural Center.

Advisory Council on Women

The Advisory Council on Women worked on a wide-range of issues to educate and empower Chicago's women. The Advisory Council on Women worked on a wide-range of issues and sponsored educational programs to promote gender equality and eliminate

practices that have any form of harassment, prejudice or discrimination against women, such as breast cancer awareness, domestic violence, homelessness, and other important issues that impact women.

In March, the Council hosted the Mayor's Women's History Month Reception and celebration of the 99th Anniversary of International Women's Day (IWD). IWD is a global recognition of the economic, political and social achievements of women. By recommendation of the Council, Mayor Daley presented the 2010 SAGE Awards for leadership to Joy V. Cunningham, Justice of the Illinois Appellate Court; Grace Dickler, Presiding Judge of the Domestic Violence Division of the Circuit Court of Cook County; and Francine Soliunas, Attorney, Assistant Dean, Chicago Kent College of Law. Mayor Daley welcomed more than 500 people including Timothy Evans, Chief Judge Circuit Court of Cook County.

The Council partnered with the Women's Bureau of the United States Department of Labor, the Illinois Department of Human Rights, and the Cook County Women's Commission to celebrate the 90th Anniversary of Women's Equality Day on August 16, 2010. The celebration included a performance by women from the public and private sector on "From Suffragettes to Lilly Ledbetter," a timeline of women's rights.

In an effort to improve municipal relations and support for single mothers in Chicago, the Council also worked collaboratively with the Eleanor Foundation to form the Mayor's Single Mother's Task Force to address how to improve support for single mothers in Chicago. Additionally, the Council worked with Project Single Moms, a national advocacy group, to provide awareness of community resources, access to training, and educational workshops to single mothers and their children. The Council also planned and participated in the "Women Who Rule the World Conference" which was held in August.

In October, the Council hosted a powerful discussion with Lilly Ledbetter a champion of equal pay for women and all people. Ledbetter shared her story on the equal pay lawsuit which led to the Lilly Ledbetter Fair Pay Act signed by President Obama in 2009. During the forum Governor Pat Quinn proclaimed, October 14, 2010, Ledbetter Day in Illinois.

Intergroup Relations

Chicago, like other large urban cities experiences conflicts and community tensions that are often fueled by misunderstanding and fear in areas undergoing change based on race, class or culture. This change may be a byproduct of gentrification, immigration, and even the relocation of public housing residents into new communities.

The Intergroup Relations Unit (IGR) of the Commission on Human Relations works to resolve and prevent racial, ethnic, religious and other tensions based on difference. The unit also assists hate crime victims and provides educational workshops to address issues of discrimination and hate while promoting intergroup understanding. IGR staff also work to promote the Commission's services, providing information on the Chicago Human Rights and Fair Housing Ordinances as well as procedures on how to file discrimination complaints. Many of these conflicts included tensions at or near schools.

Reducing Tensions in Our Neighborhoods

The IGR unit is regularly called upon in times of crisis to intercede where violence may have occurred or has the potential for occurring between individuals and groups. Many of these conflicts occur in or around schools, and in communities between residents, neighbors and even gangs. While most community conflicts are based on race, religion, national origin, and economic status, staff has also been called upon to respond to tensions based on age where senior citizens have been harassed, and on disability where the mental illness of one or both of the parties has been a factor in the conflict. These community tensions can include neighbor to neighbor tensions, landlord-tenant disputes, gang related violence, and disputes between community groups.

IGR works to identify key stakeholders and leaders in communities in conflict to discuss concerns and develop solutions. The unit also provides educational workshops to communities on conflict resolution techniques to eliminate tensions, and conducts extensive outreach to raise awareness and improve human relations. In 2010, IGR responded to 40 community tensions. The unit also made 191 presentations, attended 150 community meetings, and hosted a variety of other programs throughout the city.

Hate Crime Victim Assistance

In addition to its work with community tensions, IGR staff provide assistance to hate crime victims citywide. This support includes accompanying victims through the criminal court process helping them understand the legal procedures and explaining to them what to expect each step of the way. As hate crimes can be very traumatic for the victim, the emotional support provided by the IGR staff is very important. Staff also work to mobilize community support for the victims, and make social service referrals. Equally important, IGR staff work directly with the State's Attorney's Office and the Police Department to ensure that hate crime charges are pursued whenever possible, and perpetrators are punished to the full extent of the law. In 2010, IGR assisted victims of 55 reported hate crimes.

Education

The Commission's Education Program under IGR worked in 2010 to provide educational programming to City of Chicago employees and community residents. The program provided human relations-based trainings, workshops, and presentations to City of Chicago employees, community-based organizations, schools and universities, and sister agencies. Further, the Education staff consulted with these agencies to suggest strategic "best practices" for improving human relations and building pluralistic environments.

In 2010, forty-three (43) workshops were facilitated within the City of Chicago through onsite programming and monthly New Employee Orientation Training (offered through Human Resources), and New Employee Orientation Training (offered for seasonal hires in Aviation). Over 1,614 employees received a form of human relations-based education. Further, forty-one (41) workshops and presentations addressing human relations issues were facilitated within Chicagoland communities, reaching 795 residents.

The Education staff also provided various forms of consulting, strategic planning, and guidance to numerous City of Chicago departments and sister agencies (i.e. Chicago Housing Authority, Chicago Public Schools, City Colleges of Chicago).

The Education staff also conducted the ***Seventh Grade Human Relations Student Essay Contest***, which was open to all seventh graders attending parochial, public and private schools in the city of Chicago. The top twenty finalists were honored during a formal award ceremony and luncheon in May, 2010.

Faith Based Initiatives

The Faith Based Initiative staff worked with other departments and organizations on the following programs to better educate the community about their human rights, civil rights and civil liberties. These programs included: “One Nation, One Chicago Interfaith Breakfast”; over a dozen “Psychology First Aid Ministerial Sessions”; numerous “Ministerial Dialogues” (regarding street organizations); “Teen Summit 2011”; “North Lawndale Ministerial Safety Initiative Spring Break 2011”; “Mayor’s Office City’s After Incident Task Force”, and the “Chicago Metropolis 2020 Initiative”.

Community Task Forces

Often after managing a community conflict, IGR staff work with community residents to develop community-based Task Forces, which help foster long term improved human relations for the community. Community Task Forces are comprised of diverse groups of dedicated and caring residents with one common goal of making neighborhoods better places to live for all of their residents. Here is a brief description of the Chicago Human Relations Task Forces:

A Better Community (ABC) Human Relations Task Force

ABC was created in 1997, immediately following the unfortunate beating of Leonard Clark in the Armour Square community. Local community leaders along with the Commission Human Relations formed a human relations group to create partnerships and break down barriers in the surrounding communities. The acronym ABC originally stood for Armour, Bridgeport, and Chinatown. Over the years, the task force has expanded to include the surrounding communities of Pilsen, Canaryville, Back-Of-The-Yards, Wentworth Gardens, and McKinley Park. Members also include representatives from the Chinese American Service League, the Bridgeport Boys and Girls Club, and CAPS.

International Human Relations Council (IHRC)

The IHRC is a citizen-led initiative supported by the Chicago Commission on Human Relations and the Chicago Lawyers’ Committee for Civil Rights under the Law. The Council’s mission is to promote respect and understanding of people’s differences and commonalities, which will ultimately diminish barriers and establish united communities. The group works to foster unity among residents on the southwest side of Chicago.

Each year the IHRC sponsors the Unity Fest Picnic in Marquette Park, which is held in conjunction with the City of Chicago’s annual celebration of ‘Unity’ during September.

Additionally, the IHRC sponsors Chicago Dinners, which brings residents together to engage in dialogues about human relations and community issues, while “breaking bread” together. The group also hosts an Iftar dinner during the holy month of Ramadan.

North Side Task Force (NSTF)

NSTF is a proactive initiative which was formed in 2003 by a group of interested and committed community leaders who responded to the call of the Commission’s mission. The NSTF works to promote respect for individual differences, foster cultural awareness and eliminate hate crimes and all forms of bias on Chicago’s north side, which includes communities such as Rogers Park, Uptown, Albany Park, Logan Square, Edgewater, West Ridge, Portage Park, Belmont Cragin, Lincoln Park, Lakeview, Jefferson Park, and Dunning.

Roseland/Pullman/Kensington (RPK) Human Relations Council

RPK was formed by the Chicago Commission on Human Relations in May 1998, after several area religious leaders requested assistance in bringing the Roseland, Pullman and Kensington neighborhoods together to eliminate the racial barriers and increase communication.

This group sponsors various programs on human relations that are of interest to its local communities, such as: Unity Forums, Unity Business Luncheons and Unity breakfasts, receptions. The members work closely with local businesses and organizations, which help support the Council’s events and efforts in the community.

Unity in Diversity Task Force

Unity in Diversity is a grass roots community organization that responds to racial and ethnic tensions and organizes programs to celebrate diversity in the neighborhoods of Beverly, Morgan Park and Mount Greenwood. The organization addresses causes of intolerance and promotes healing through a low-key approach to issues which includes knocking on doors with announcements and alerts, posting flyers, inviting residents to meetings, initiating lawn vigils to show support for victims of violence, soliciting reactions and feedback to issues, and involving other local community grassroots organizations as part of their outreach efforts.

Youth Task Force (YTF)

The Youth Task Force strives to promote unity and understanding between Chicago’s youth through education, sensitivity training, and inter-cultural exchanges. The YTF works in cooperation with CCHR and its affiliates, as well as public and private educational institutions, community-based youth organizations, non-profit foundations, and other youth-based organizations that share similar goals of fostering a united multi-ethnic and multi-racial youth community. The Task Force is composed of diverse Chicago youth ranging from ages 15-25 years of age. Members work in conjunction with CCHR’s North and South Region Task Forces.

The goals of the Task Force include assisting in the mobilization of Chicago's youth to educate, mediate, and work proactively to improve the state of human relations in the city. It also seeks to eradicate all forms of racism, discrimination, stereotypes, and biased behavior among Chicago's youth population. The YTF also works to spread awareness and make connections between agencies that support causes that affect Chicago youth.

Special Programs and Events

While Chicago continues to be a “City of Neighborhoods” this sometimes makes it difficult for many residents to have experiences and make connections with others from different racial, ethnic, economic and other backgrounds. For this reason, the Commission continues to create opportunities to bring people together to promote unity and combat bias. Through a number of special programs and events held throughout the city, thousands of Chicagoans are brought together for positive interaction which helps to reduce prejudice and dispel myths and stereotypes. Here is a brief listing of many of the Commission’s special programs and events, in addition to the numerous programs hosted by the Commission’s Advisory Councils and Task Forces as previously noted:

Commission on Human Relations Awards and Luncheon
Unity Month Programs
Unity Walk and Peace Rally
Mayor Daley’s Heritage Month Receptions
Ethnic Heritage Month Programs
Gay and Lesbian Hall of Fame
7th Grade City-Wide Human Relations Essay Contest

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Edwin B. Silverman, PhD

Audrena A. Spence

Michael Towns

Jose A. Velgara

Bernarda Wong

ADVISORY COUNCIL MEMBERS (as of 12/31/10)

Council on African Affairs

Patience Adigbli	Anghesom Atsbaha	Michael J. Bracey	Asrat E. Gmeskel
Andrea M. Knowles	Kokouvi B. Mensanh	Gregory Nimpson	Haroon Rashid
Michael Towns*	Ernest Tucker		

Council on Arab Affairs

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Darlene G. Attiah	Saida Callahan	Majdel Musa +	Jihad Saleh+

Council on Asian Affairs

Jatinder S. Bedi	Dr. Myrna P. Garcia	Bala R. Ghimire	Vida Gosrisirikul
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Ricky M. Lam	Lynn K. Oda	Don Sakamoto	Khamphoui Singvongsa
Chaffee Tran	Dr. Soo-Lyon Yon		

Council on Immigrant and Refugee Affairs

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Azita M. Mojarad	Mark A. Rodriguez	Dr. Edwin B. Silverman*	Befekadu T. Retta
Gabija Steponenaite			

Council on Latino Affairs

Martin Artega	Pablo Acosta	Yolanda DeAnda	Rodolfo D. Espinoza
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Ana Gil-Garcia, Ph.D.	Marlo I. Irizarry-Valadez	Roberto Montaño	Adriana B. Morales
Stewart Muñoz	Rosalba Priego	LuzMaria B. Solis	Grant E. Vitale
Mirtha E. Quintana-Toomey			

Council on Lesbian, Gay, Bisexual and Transgender Issues

Graylon B. Alcaraz	Katherine M.T. Ast	Aaron G. Bowen	Robert P. Castillo
Gary Chichester	William B. Kelley	Elizabeth A. Kelly*	Deborah L. Mell
John Pennycuff	Lawrence E. Perea	Lourdes M. Rodriguez	Catherine J. Sikora
Kevin G. Smith	Kevin E. Tindell	Adrian E. Williams	Robert G. Zuley

Council on Veterans Affairs

Ronald J. Baltierra	John Barry, Sr.	Joe Bazil	Philip Chan
James Darby	Jerry J. Field	Robert M. Malnik	Roger McGill
Samuel Miller, Jr.*	Rick Murray	Eric Myers	Fred Randazzo
Lizette Rhone	Kevin Rushing	Carlos Saladino	Theodore Saunders, Jr.
Mark Stroud, Jr.	Katherine West		

Council on Women

Gemma B. Allen	Jenny L. Brandhorst	Sharon A. Buchanan	Merri Dee
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Juanita Santillan	Antoinette P. Taylor	Katherine M. Tully	Cynthia M. Washington
Linda B. Walton-Todd	Jill Zwick		

*Council Chair

+Honorary Member

TASK FORCE MEMBERS

A Better Community (ABC)

Thieu Dang	Milton Dixon	Susan Ng-Harroun	Ricky Lam
David Lee	Theresa Odum	Mary-Ellen Ratkovich	Ivy Siu
Andrew Wawrzyniak	Sharon Wilcher	Diann Wright	Bernie Wong
Ester Wong	Preston Woo		

International Human Relations Council (IHRC)

Hatem Abudayyeh	Khawla Ahmad	John Boelter	Alejandra Cabrera	Jennifer Dowling	Jana Estell
Fatima Abu-Eid	Linda Ewing	Veronica Goodman	Quaid Hassan	Andrea Hood	Robert Heskin
Carl Hurdlik	Tina James	Khadijah Kemp	Francoise Johnson	Amal Khateeb	Bahir Khalil
Ted Lally	Adriana Morales	Luis Mendoza	Sultan Muhammad	Mercedes Nodal	Cammille Odeh
Hector Rico	Walter Repuszka	Sylvia Robinson	Joshua Salter	Artena Samuels	Cherri Stepney
Rami Nashashibi	Anthony Tramil	Anthi Stellatos	David Zverow	Nelly Valencia	Valerie Reynolds
Betsy Schuman-Moore	Nick Kollias Palhtar				

North Side Task Force (NTSF)

Joe Angelastri	Syed Wahaj Ahmed	Robert Agnoli	Ed Bannon	George Borovik
Mahmoud Bambouyani	Rebeca Cusano	John Clifford	Marla Flora	Mayra Gomez
Leonardo Jimenez	Edward Johnson	Jin Lee	Angel Kindo	Martha Name
Mario Rezaï	Betsy Schuman-Moore	Jill Gimshaw	Zehra Qadric	

Roseland/Pullman/Kensington Human Relations Council (RPK)

Ald. Carrie Austin	Ald. Anthony Beale	Clyde El Amin	Felicia Hooker-Sanders
Patrick Brannon	Jennie Betton	Ledall Edwards	Mike Shymanski
Audrena Spence	Gwen Hughes	Marlene Paige	Suzanne Cheefus
Michelle Cash	Rev. Mark Krylowicz	Ted Stalnos	Kelly Moore
Paul Luu	Jan Bailey	Jean Oden	Francoise Johnson
Rae Smith	Tom Shepherd	Charles Gregersen	Pat Oravetus
Ruby L. Larkin	Marsha Eaglin	Rev. Ernest Peterson	Michael Duck
Bernadette Duck			

S.E.C.C.	Historic Pullman Foundation	Metropolitan Family Services
Olive-Harvey College	5 th District, Chicago Police Department	Pullman Elementary School
St. Anthony Church	Rosemoor Community Association	Pullman Civic Organization
St. John DeLaSalle Church	Calumet Area Industrial Commission	Roseland Business Development Council

Unity in Diversity Task Force

Charlie Butler	Ellen Bedore	Sari Breslin	Augustus Braswell	Linda Cooper
Chris DeJan	Kathy Fredricks	Steve Flowers	Barb Burke Green	Eilenn Fay Garnet
Jewel Hamilton	Raymond Hill	Ellyn Hershman	Francoise Johnson	Edna Jones
Marcus Jones	Claire Karcher	Ensign Leininger	Allan Lindrup	Betsy Perrine
Simon Piller	Carol Piller	Sue Rishworth	Rev. Rod Reinhart	Butch Rishworth
Frances Sowa	Judi Smith	Laura Spizzirri	Anne Schaible	David Stephens
Adrienne Topic	Mike Wolf	Lenore Wolf	Morris Webb	Tony Thompson

West Haven (U.F.I)

Clifton Cooper	Michael Cunningham	Oji Eggleston	Ernest Gates	Keith Jackson
John Joseph	Lisa Jones	Heather Jamison	Fred Jones	Paul Mortel
Crystal Palmer	Mike Quinlan	Albert D. Tyson	Jewel Ware	Darolisovei Robinson
Wilma Ward	Richard Williams			

Youth Task Force

Saeb Ahsan	Sireze Booker	Jeremy Carter	Anabelle Doulas	Kristen Gietz	Erica Gonzalez
Jeremy Harper	Coleen Kent	Angela Kim	Kathleen Lee	Tiffany Liao	Kimi Mayomi
John Mixer	Simonne Seymore	Jonathan Suarez	David Villanueva	William Whitfield	Liz Wolf
Victoria Yan	Jialong Yu				

CCHR STAFF (as of December 31, 2010)

Iris Archilla

Sara Joan Bales

Kacy Burwell

Aracelis Castaneda

Cynthia Cato

Angela Crawford

Juan Cruz

Refugio Gonzales

William Greaves

Kenneth Gunn

Wessie Johnson

Kristen Lee

Lourdes Martinez

Pablo Medina

Harriett Motley

Jo Ann Newsom

Mona Noriega

Peter Oakley

Albert Robinson

Arnold Romeo

Steve Salvato

William Schmutz

Jennifer Scott

Dola Sowande

Karen Wallace

Norman White

Kripal Zala