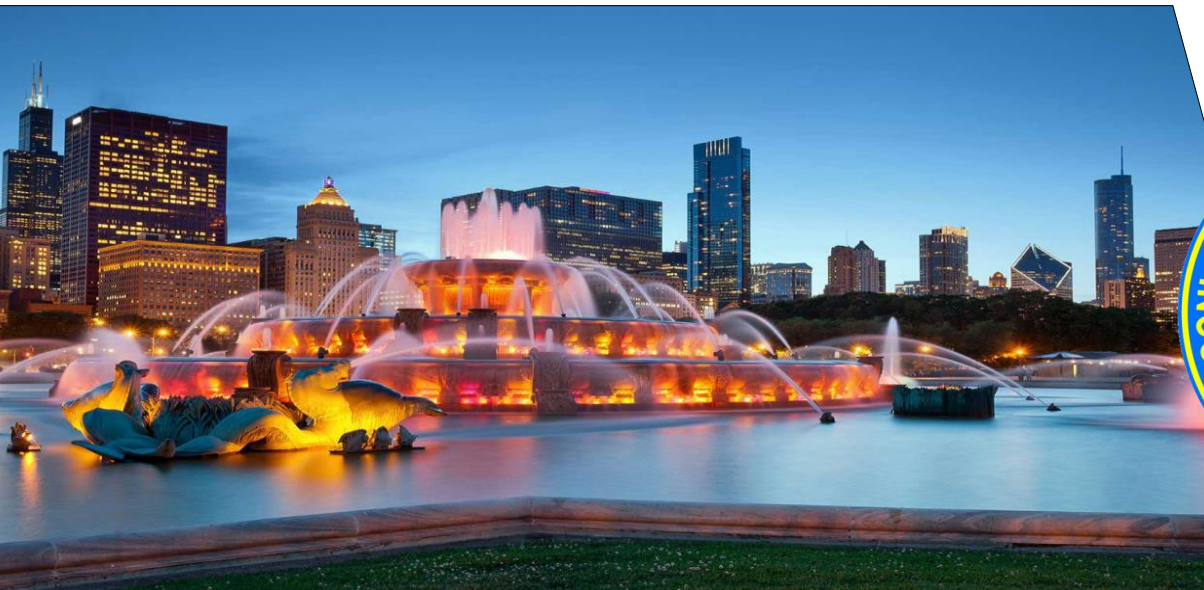




C|C|H|R

Chicago Commission on
HUMAN RELATIONS

2018 ANNUAL REPORT





COMMISSION ON HUMAN RELATIONS ENABLING ORDINANCE

The City Council finds that prejudice and the practice of discrimination against any individual or group because of race, color, sex, gender identity, age, religion, disability, national origin, ancestry, sexual orientation, marital status, parental status, military status, lawful source of income, and credit history (as to employment only), or criminal history (as to employment only) menace peace and public welfare. (2-120-480)

MISSION STATEMENT

The Chicago Commission on Human Relations (CCHR) is charged with enforcing the Chicago Human Rights Ordinance and the Chicago Fair Housing Ordinance. The CCHR investigates complaints to determine whether discrimination may have occurred, and uses its enforcement powers to punish acts of discrimination. 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.

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30 YEAR ANNIVERSARY OF THE PASSAGE OF THE CHICAGO HUMAN RIGHTS ORDINANCE



Courtesy of Windy City Times

On December 21, 1988, the City Council passed the Chicago Human Rights Ordinance. The ordinance created a new Commission on Human Relations with enhanced legal powers to issue subpoenas and hold administrative hearings where fines and injunctive relief can be ordered, and monetary damages awarded to victims.

What has often been overlooked in the discussion of this history, is the tireless efforts of leaders of the LGBT community who fought for over fifteen years to make this ordinance a reality. Prior to 1988, there were civil rights protections in place for many, as state and federal laws filled the void left by municipal ordinances which offered little protection or enforcement powers.

Yet, for gays and lesbians in Chicago, none of these laws provided protection against discrimination based on sexual orientation. A supervisor could walk into the workplace and fire a worker if he suspected the employee was gay. Gay couples could be attacked on the street, and there were no hate crime laws to adequately punish the offenders and provide some measure of safety to the community.

Through the efforts of these courageous activists, business leaders, and many elected officials, we are proud that the Chicago Human Rights and Fair Housing Ordinances are now two of the strongest municipal civil rights ordinances in the country, providing protection for 16 protected classes, armed with strong enforcement powers to punish acts of discrimination and redress the wrongs inflicted upon its victims. To those visionaries, we say thank you, and consider it an honor to enforce these powerful tools you helped craft for us.



OFFICE OF THE MAYOR CITY OF CHICAGO

Dear Fellow Chicagoans,

Eight years ago, I became mayor with a clear mandate to ensure equality and dignity for all Chicagoans, no matter who they are, where they came from, or who they love.

Since that time, under the leadership of Chicago Commission on Human Relations (CCHR) Chair and Commissioner Mona Noriega, we have worked to create the strongest and most comprehensive anti-discrimination ordinances in the country.

In addition to enforcing the Chicago Human Rights Ordinance and the Chicago Fair Housing Ordinance, CCHR has developed programs across education, intervention and community.

Our work has taken us into neighborhoods and communities, touching the lives of countless Chicagoans of all ages and backgrounds, from protecting hotel workers, to mediating community tensions, affirming the lives of our transgender and intersex community, along with scores of investigations into housing and racial discrimination.

As we move into the future together, Chicago will continue to fight for our values and vision as a welcoming and inclusive city for all people, and continue to stand as the best place in the world to call home.

Sincerely,

Mayor Rahm Emanuel





COMMISSION ON HUMAN RELATIONS CITY OF CHICAGO



Greetings! Welcome to the Chicago Commission on Human Relations' (CCHR) 2018 Annual Report. In the pages to follow, we hope to give you a glimpse of the work of the agency over the past year, as we pushed the limits of our legal muscles to punish acts of discrimination and engaged the powers of advocacy and education to fight hate and bias in our communities. While we are privileged to live in a city that welcomes and celebrates diversity, we realize we must do more, and do it better to ensure every Chicagoan is free to enjoy all the benefits of living in our world-class city.

In 2018, the politics of division resulted in tragic and deadly violence, demonstrating the risks of pitting one group against another. Hate motivated killings at the Tree of Life Synagogue in Pittsburgh and a Kroger grocery store in Kentucky caused us to wonder where we are heading as a nation. Yet, we were encouraged by the positive responses from across the country to these acts of hate which showed the haters that they do not represent the majority view.

At the same time, the momentum of the #MeToo Movement carried over into 2018, keeping the important issue of sexual harassment in the forefront and out of the shadows. Many women, and men who long lived with the pain and guilt of these horrible experiences were empowered to come forward and seek justice. Here at the CCHR, this was reflected in an 88% increase in new sexual harassment complaints over the two-year period of 2017-2018, as compared to the previous six-year period of 2011-2016.

In 2018, we worked with Mayor Emanuel and the City Council to further strengthen the city's civil rights laws through a series of important amendments. First, we helped to create the Hotel Workers' Ordinance to provide protection for hotel workers from sexual harassment. We also pushed for legislation to protect workers from retaliation for making complaints about discrimination in the workplace. The CCHR also successfully advocated for an extension of time for victims to file discrimination complaints with our agency, from 180 days to 300.

The CCHR also took action to address the problem of discrimination against holders of Housing Choice Vouchers (commonly referred to as Section 8). Complaints alleging discrimination by HCV holders has long been the most claimed basis for housing discrimination filed with the CCHR. To analyze the prevalence of the problem and develop solutions to address it, the CCHR commissioned a fair housing testing study and education program. The goal of this initiative is to help stop the hundreds of unlawful rejections of otherwise qualified voucher holders by landlords across the city every year.

The CCHR remains committed to make our city more inclusive and equitable for all. We urge you to join us in this important work. Thank you.

Very truly yours,

Mona Noriega
Chair and Commissioner

INVESTIGATING DISCRIMINATION

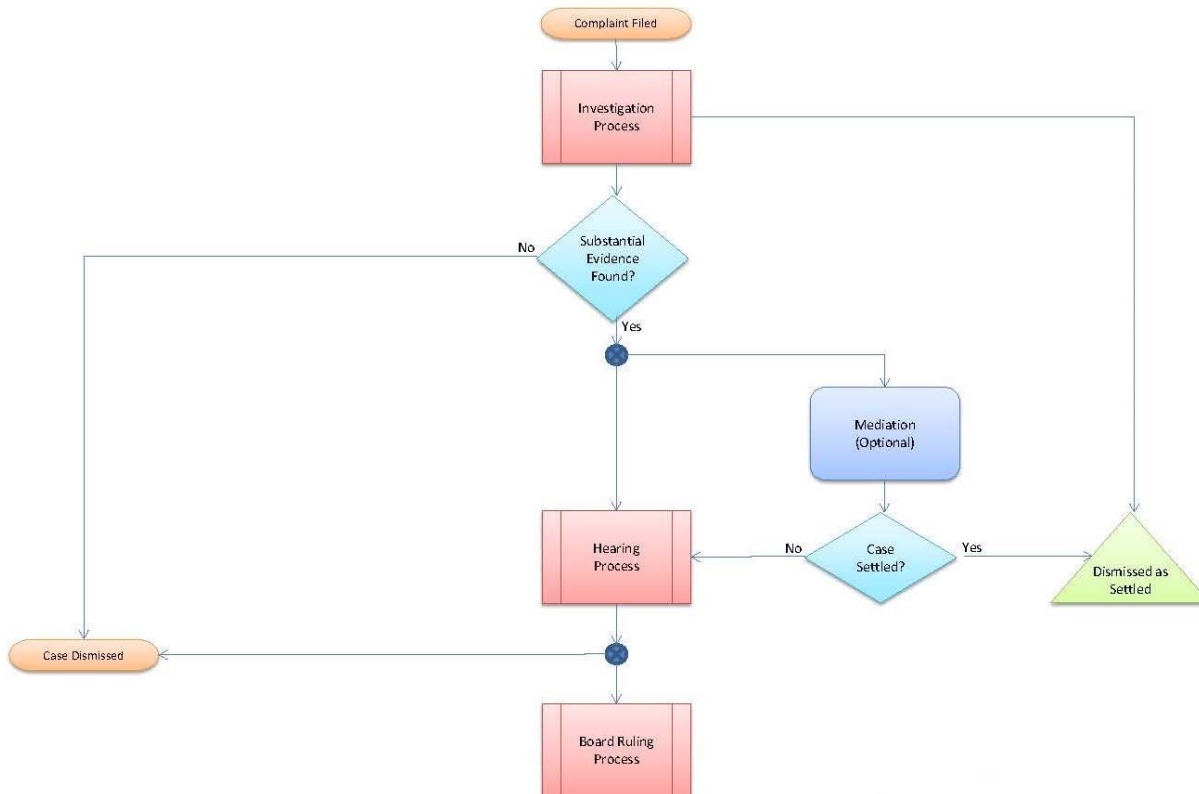
In the City of Chicago, the Human Rights Ordinance and Fair Housing Ordinance are the civil rights laws established by the city to protect all within its boundaries. As the civil rights agency for the city, the CCHR is responsible for enforcing these important laws. The ordinances provide the agency with broad enforcement powers to investigate and make legal determinations of liability in employment, housing, public accommodations, credit, and bonding based on sixteen areas, or protected classes: race, color, ancestry, national origin, religion, disability, age (over 40), sex, sexual orientation, gender identity, marital status, parental status, military status, source of income, credit history (employment only), and criminal history (employment only).

A person who believes that they have been discriminated against in violation of one of these two ordinances can file a complaint with the CCHR if the alleged discriminatory act took place in Chicago, and the complaint is filed within 300 days of the person being made aware of the discriminatory act. Complaints may be filed in person, by email, or by fax.

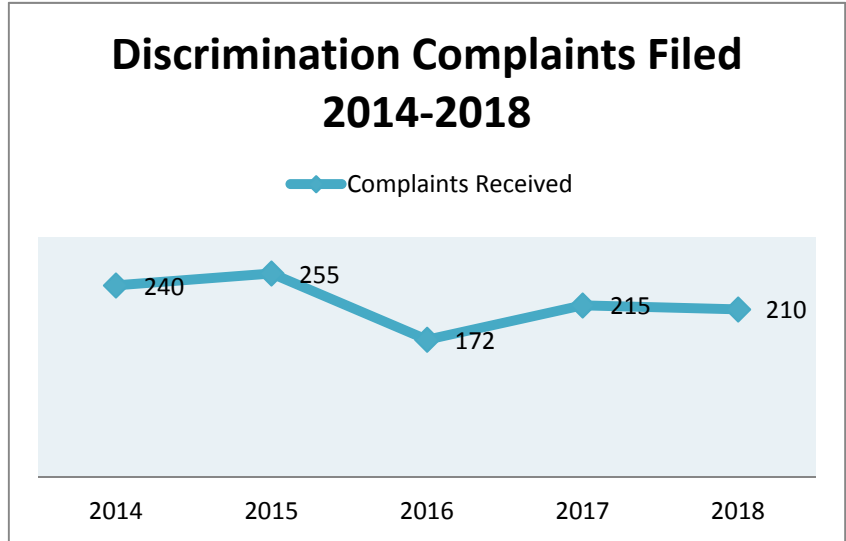
The Process

There are several stages to the investigation and adjudication (rendering of a legal decision) of a complaint as illustrated in the flowchart below.

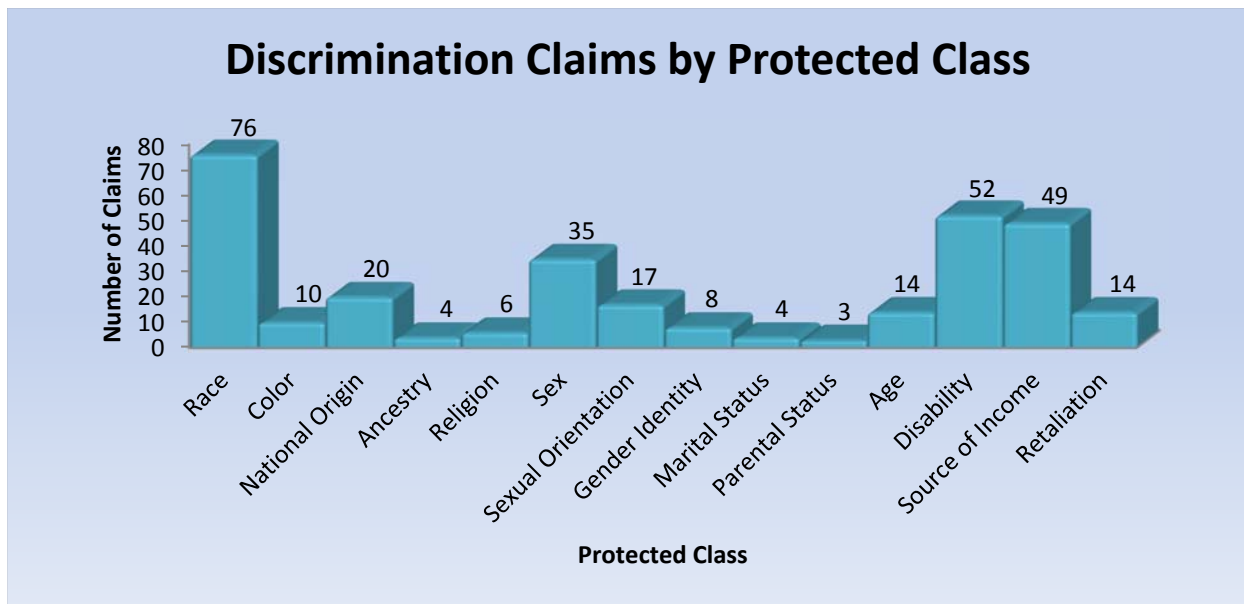
Chicago Commission on Human Relations' Investigation & Adjudication Process



Each step is described in detail in the following pages. If the investigation of a discrimination complaint reveals substantial evidence of an ordinance violation, the CCHR will conduct an administrative hearing. Following the hearing, the hearing officer will prepare a recommended ruling which is presented to the CCHR Board of Commissioners for review. If the Board of Commissioners rules that discrimination has occurred, violators can be ordered to:



- Pay fines to the City of Chicago, up to \$1,000 per violation.
- Take specific actions to address discriminatory practices (injunctive relief).
- Pay damages to the Complainant for out-of-pocket losses and emotional distress.
- Pay punitive damages to the Complainant in appropriate cases.
- Pay the Complainant’s attorney fees.



TRENDS IN DISCRIMINATION CLAIMS

In 2018, the CCHR received roughly the same overall number of complaints as 2017, though with certain key differences in the focus and distribution of those complaints. The CCHR received a total of 210 complaints of discrimination, compared to 215 for 2017. It should be noted that from 2016 to 2017, the CCHR saw a roughly 20% increase in the overall number of complaints received. In 2018, the CCHR was able to maintain that level of complaint numbers.

Notably, housing discrimination complaints were up by approximately 17% over 2017. Of the housing complaints received, the vast majority of those, 51 out of 77, allege discrimination based on source of income. This increase in housing complaints, and the focus of those complaints on source of income, may be attributable to increased local media coverage and outreach by the CCHR and local advocacy groups on the issue of housing discrimination against Housing Choice Voucher holders.

Public accommodations complaints were up by approximately 15%, from 2017. With the implementation of the new disability access regulations in 2017, the CCHR expects to see this number continue to increase. The new regulations brought the City's rules regarding disability access for public accommodations in line with the federal guidelines for the Americans with Disabilities Act. Throughout 2017 and 2018, CCHR staff conducted significant outreach to raise awareness of the City's new disability access standards.



EMPLOYMENT

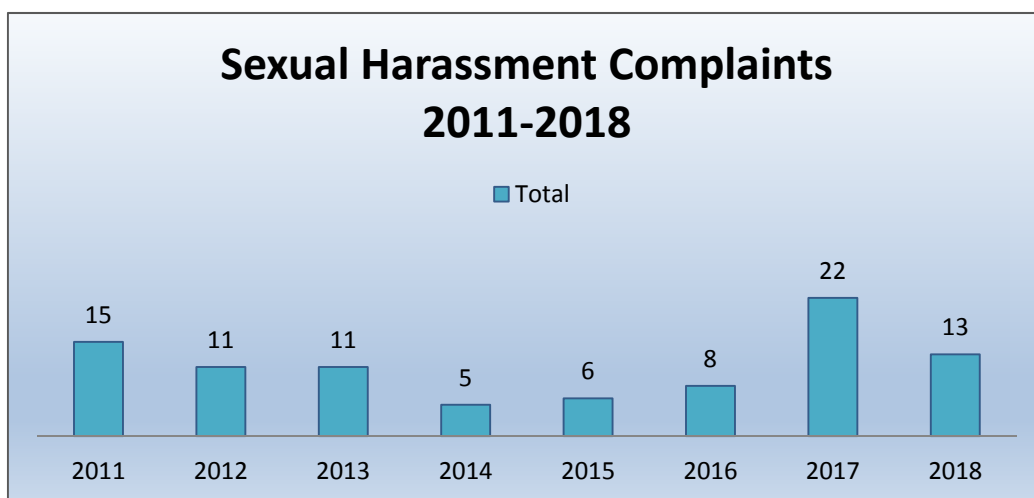


As noted above, 2018 was a somewhat unusual year in that employment discrimination complaints did not comprise the bulk of the total complaints received at the Commission. Historically, the CCHR receives its highest number of complaints based on employment discrimination. However, between 2017 and 2018, employment discrimination complaints received by the CCHR were down by approximately 25%. This decrease could be attributable to several factors, including employers developing better internal policies to identify possible discriminatory practices before they escalate to the point that an employee

files a complaint. The decrease in employment discrimination complaints also appears to be part of a larger trend in Illinois and nation-wide, which has seen an overall decline in complaints received by the Illinois Department of Human Rights (down approximately 17% from 2017 to 2018) and the EEOC (down approximately 10%).

One noteworthy statistic is regarding the number of employment discrimination complaints received by the CCHR in which some form of sexual harassment is alleged. From 2011 through 2016, the number of sexual harassment complaints received by the CCHR remained consistent, with those complaints typically representing between 7% and 14% of the total employment discrimination complaints received. In 2017, however, that number jumped to 22% of employment discrimination complaints received. The increased national dialogue in 2017 around issues of discrimination and harassment, particularly regarding high-profile cases of sexual harassment and the #MeToo movement, may have played a role in the increase in complaints claiming sexual harassment.

In 2018, while the CCHR received 13 employment discrimination complaints alleging sexual harassment, as opposed to 22 in 2017, that number still represented roughly 20% of the total employment discrimination complaints received – an increase over years prior to 2017.



In 2018, the CCHR received roughly 25% fewer employment discrimination complaints as compared to 2017. This was an unexpected outcome, particularly given the media attention on the #MeToo Movement and the focus on issues of discrimination and harassment in the national dialogue.

DISCRIMINATION
 SHAME FEAR HARASSMENT
 SEXISM #MeToo RAPE
 ASSAULT INTIMIDATION
 SILENCE
 HELPLESS



In fact, as compared to 2017, the CCHR actually received fewer complaints of sexual harassment. This likely speaks to the fact that despite the increased attention on sexual harassment, many victims still do not feel empowered to report sexual harassment and fear the consequences of reporting if they chose to come forward.



HOUSING

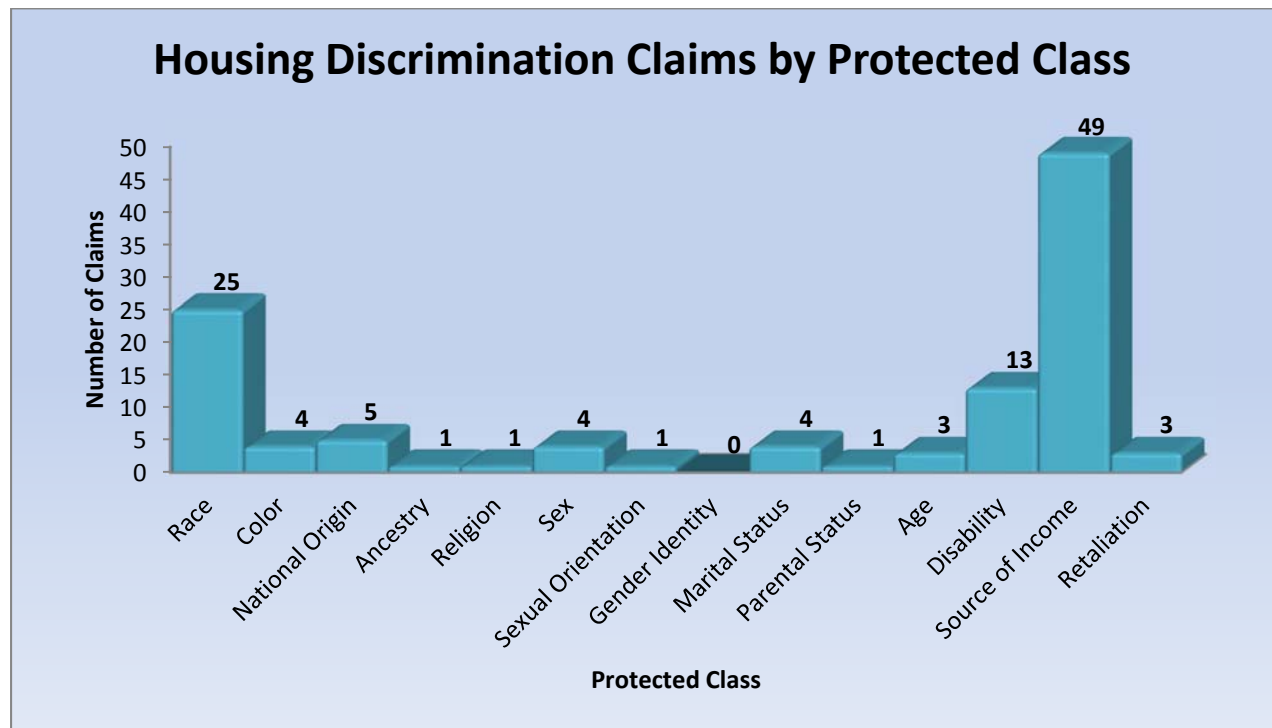
In 2018, the Commission received 77 complaints alleging housing discrimination. This number represents an increase of about 17% from 2017, when 64 such complaints were filed. As has been the trend for the past several years, the vast majority of the 77 housing complaints – 49 complaints (or 64%) – alleged source of income discrimination,



Courtesy of Rosalind Russell

most of which involved Housing Choice Vouchers, also known as Section 8 Vouchers. In 2018, the Commission worked to address the prevalence of source of income discrimination in housing through targeted outreach to landlords and property managers. These efforts are described in the community outreach section of this report.

Beyond source of income, race and disability discrimination were the next most frequent claims in the area of housing, with 32% and 17% respectively of the overall housing discrimination complaints. All other types of discrimination were claimed in 6% or fewer of new housing discrimination complaints.



Fair Housing Testing and Training Project Report

In 2018, the CCHR released a report, prepared by the Chicago Lawyers Committee for Civil Rights (the Lawyers' Committee), on discrimination against Housing Choice Voucher (HCV) holders (commonly referred to as Section 8). The Lawyers' Committee utilized paired testing to test for source of income discrimination based on HCVs and race discrimination in six different areas of the city. The testing revealed discrimination against HCV holders, and particularly African-American HCV holders in the neighborhoods where the tests were conducted. Most often the discrimination took the form of refusal to rent a housing unit. In addition to finding discrimination against the testers with HCVs, the tests also revealed that HCV holders, in particular African-American HCV holders, are often subjected to differential treatment when seeking housing opportunities. Following the testing component of the program, fair housing training was provided in these communities for landlords, property managers and real estate professionals.

To view the full report, go to www.cityofchicago.gov/humanrelations.

Fair Housing Laws FOR Chicago Housing Providers

A webinar presented by Chicago Lawyers' Committee for Civil Rights
with support from the Chicago Commission on Human Relations and Illinois Legal Aid Online

Wednesday, April 25
Noon - 1:00 PM

Register at:

<https://tinyurl.com/fhwebinar>

**This webinar is free
of charge.**

After registering, you will receive an email confirmation with instructions to join the webinar.



Experts from Chicago Lawyers' Committee will present an overview of the fair housing laws that Chicago housing providers should know when renting to tenants. A Q&A session will follow the presentation.

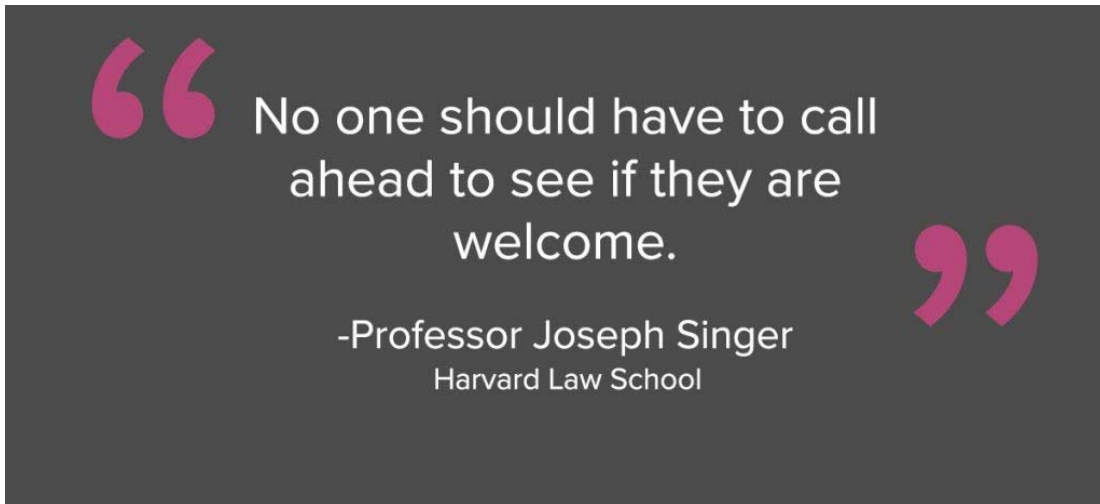
Topics will include:

- Who is protected under the federal, state, and local laws
- The Housing Choice Voucher program
- Providing accommodations for people with disabilities

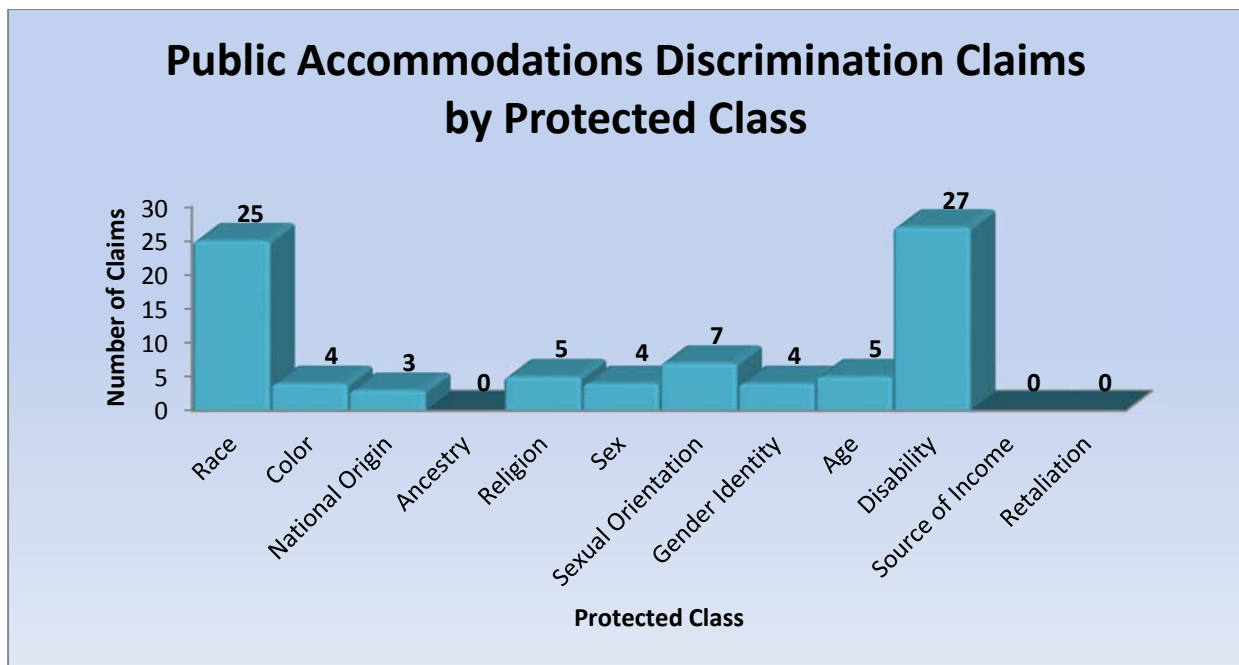
Contact rschwartz@clccrul.org or 312-888-4196 with any questions or if you require interpretation or special accommodations.



PUBLIC ACCOMMODATIONS



Out of the 62 public accommodation complaints received in 2018, disability was the most cited basis of discrimination, included in 43% of all complaints received under this category, which is typical of complaints filed in prior years. The next most cited basis of discrimination, closely behind disability, was race, which was cited in 40% of the public accommodation complaints received by the Commission. The remaining types of discrimination were claimed in 10% or fewer of public accommodation complaints received by the Commission.



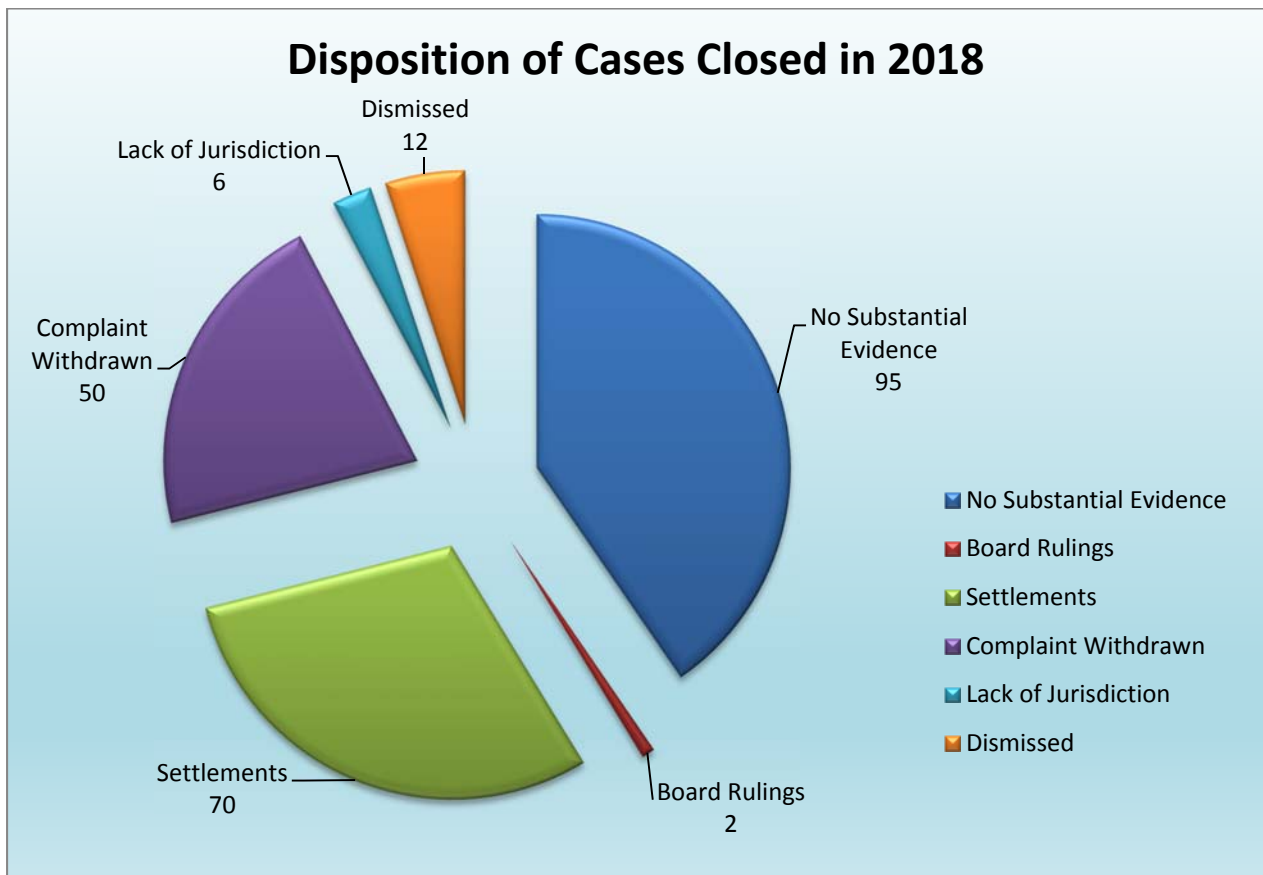
RESOLUTION OF COMPLAINTS

Substantial Evidence Determination



During 2018, 40 complaints advanced to the administrative hearing stage after a finding of substantial evidence that an ordinance violation had occurred. This represents 20% of the 202 dispositions of cases at the investigation stage.

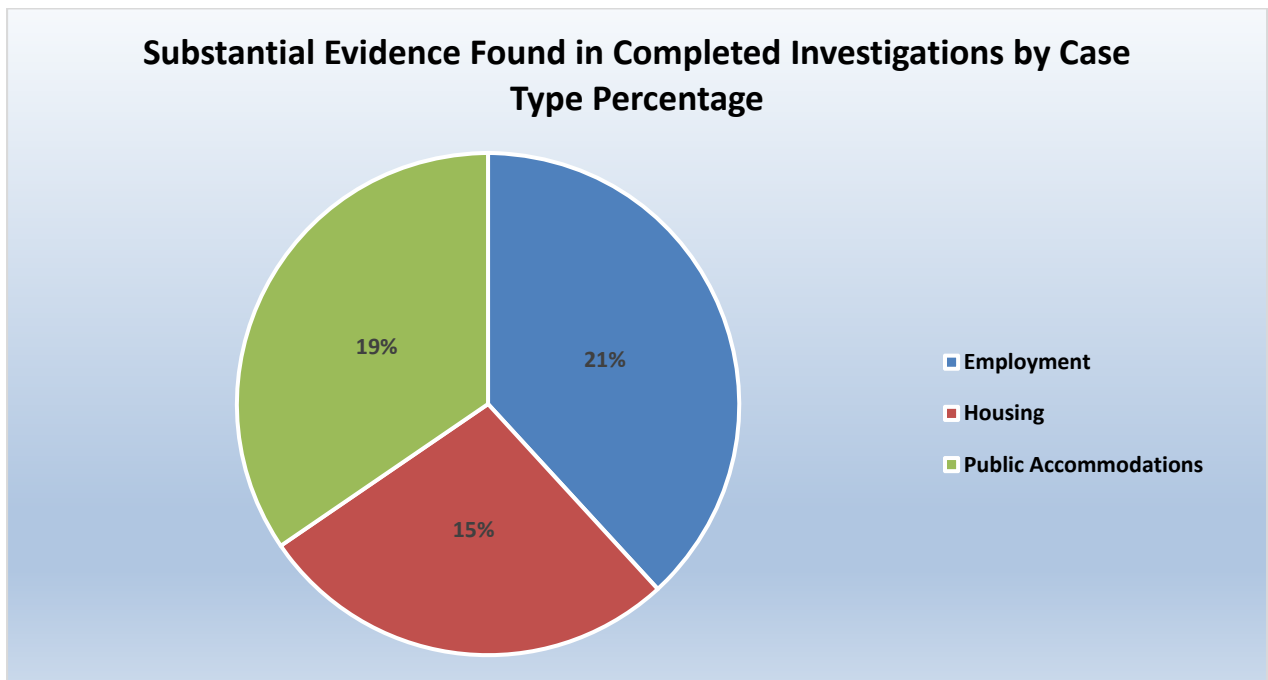
A finding of substantial evidence is a preliminary legal ruling which means there is sufficient evidence, if believed, to support a final ruling that an ordinance violation occurred. A substantial evidence finding allows a case to advance to the administrative hearing process and a Board of Commissioners ruling on liability and relief. 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.





Below is a depiction of 2018 completed investigations by substantial evidence determination and case type.

Findings after Full Investigation



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 at the end of each year. Between 2007 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.

Settlement of Complaints

A substantial number of discrimination cases closed due to settlement between the parties. The Commission values settlement of discrimination complaints consistent with its larger strategy to encourage the voluntary resolution of differences where possible. Settlement may occur prior to completion of a full investigation or after a case has advanced to the hearing process. In 2018, the Commission made greater use of its mediation program. The graph below shows a comparison between settlement activity in 2017 and 2018.

Settlement Activity	2018	2017
Substantial Evidence (SE) Findings	40	39
Settlement Following SE Findings	41	27
Settlement Conferences Held	28	25
Settlements Achieved in Settlement Conferences	26	14

Settlement is voluntary between the parties. When cases settle, the respondents do not admit liability and the Commission does not decide 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 disputes and may 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.

Settlement terms vary, and because the majority of settlements are concluded as private agreements between the parties, the Commission often does not know the terms including the monetary value to complainants. To encourage settlement in the future, the Commission does not announce the terms of particular settlements, although parties may choose to do so if they have not agreed among themselves to keep the terms confidential.

Hearing Stage Activity

In 2018, the Commission advanced a total of 40 cases to the hearing stage, following a finding of substantial evidence. This was roughly the same number advanced to the hearing stage during 2017. As in past years, approximately 20% of the Commission's closed investigations were advanced to the hearing stage.

Of the cases advanced to a hearing in 2018, only 3 actually went to a full hearing in 2018. In 2018, the Commission held 25 settlement conferences before one of the Commission's independent mediators. Of those cases, 14 either settled or were dismissed based on the complainant's failure to cooperate with the process. The remaining cases carried over to the following year. At the end of 2017, 38 cases remained pending in the hearing stage.

BOARD RULINGS



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 attorney fees and related costs the respondent will be ordered to pay.

Board rulings are written legal opinions which explain the basis for the 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. The latest update of the *Board Rulings Digest* is available on the Commission's website or on request from the office.

Housing Discrimination

Hawkins v. Village Green Holding Company, LLC, 14-H-35

The Board found no violation of the Chicago Fair Housing Ordinance where Complainant claimed that Respondent failed to rent an available apartment to her because she would have used a Housing Choice Voucher. The Board found that Complainant failed to present credible testimony to prove direct evidence of discriminatory intent by the Respondent, and there was no circumstantial evidence presented to prove that Respondent acted with discriminatory intent toward Complainant. Moreover, Complainant failed to show that her Housing Choice Voucher could have been used to rent to the apartment in question. Consequently, the Board adopted the Hearing Officer's finding that the Complainant failed to establish liability against the Respondent.

Public Accommodations Discrimination

Russell v. CTA, CCHR Case No. 16-P-49

The Board found that the Chicago Transit Authority violated Complainant's rights under the Chicago Human Rights Ordinance. Complainant, who uses a walker due to a disability, alleged that the CTA failed to accommodate her disability when one of its bus operators refused to lower the bus's ramp for her when she attempted to disembark at her stop. Following a hearing, the Hearing Officer found the CTA liable and ordered the CTA to pay \$10,000 to Complainant for emotional distress, a fine to the City of \$100, and injunctive relief in the form of additional training for CTA bus drivers on when they must lower a bus's ramp for a customer. The Board adopted the Hearing Officer's finding as to liability, as well as injunctive relief, but reduced the Complainant's emotional distress damages award to \$5,500.

NEW POWERS TO FIGHT DISCRIMINATION

Expanded Protection from Retaliation

In 2018, the CCHR - working with the Mayor's Office and the City Council – helped enact two key changes to the Chicago Human Rights and Fair Housing Ordinances. First, in December 2018, the City Council approved a change to the anti-retaliation provisions of the Human Rights and Fair Housing Ordinances. The City's ordinances historically have provided significantly fewer protections to individuals who complain about harassment and discrimination than comparable state and federal laws, such as the Illinois Human Rights Act (IHRA) and Title VII of the Civil Rights Act of 1964 (Title VII). This amendment changes that, and brings the protections offered by the City in line with other laws.

In its original form, the City's anti-retaliation provisions only protected individuals who filed a complaint with the Chicago Commission on Human Relations or who participated in a CCHR investigation. This is much narrower than the anti-retaliation protections in Title VII or the IHRA, which protect individuals who oppose or complain of discrimination, regardless of whether they first filed a complaint with an administrative agency. The CCHR frequently has refused to take retaliation complaints, or has dismissed complaints, where an individual had clearly and unequivocally complained to his or her employer about discrimination, and subsequently been disciplined or discharged. While such a scenario could be a clear-cut case of retaliation under the Title VII or the IHRA, that employee would not have had any recourse under the Chicago Human Rights Ordinance because he or she had not first filed a complaint with the CCHR. This amendment brings the protections offered by the Chicago Human Rights Ordinance in line with the protections of analogous state and federal statutes. With this amendment, the CCHR is able to close this gap in coverage and to expand anti-retaliation protections for all Chicagoans.

Window to File Complaints Extended to 300 Days

In December 2018, the City Council also adopted an amendment to the Chicago Human Rights and Fair Housing Ordinances that extended the time for filing a complaint with the CCHR from 180 days to 300 days. Traditionally, the statute of limitations for the City's Ordinances has tracked the statute of limitations for the Illinois Human Rights Act, which had been 180 days. On August 24, 2018, Governor Rauner signed into law Public Act 100-1066, which extends the statute of limitations to 300 days. This is the same statute of limitations already found in Title VII. In order to maintain consistency with state and federal law, and to give Chicagoans ample opportunities to file their claims, the City Council adopted an amendment extending the statute of limitations in the City's Ordinances from 180 days to 300 days.



Courtesy of OHCHR

HATE VIOLENCE PREVENTION STRATEGIES

The Inter-Group Relations (IGR) unit of the Chicago Commission on Human Relations proactively provides educational workshops and conflict mediation to reduce discrimination, community tensions, and hate, while promoting inter-group understanding. IGR also advocates for victims of hate crimes. 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 due to such factors as gentrification, immigration, and the relocation of public housing residents into new communities.

IGR staff members identify and engage community leaders and organizations across the city to discuss problems and develop community-based solutions. IGR is regularly called upon in times of crisis to intercede where conflict or violence has occurred or has the potential for occurring. Many of these conflicts take place in or around schools, and within communities between residents and neighbors.



Hate Crime Advocacy

Hate Crimes relate to a specific group of crimes (referred to as predicate offenses) where hate against the victim's actual or perceived race, color, creed, religion, ancestry, gender, sexual orientation, gender identity, physical or mental disability, or national origin is a motivating factor for the crime. These bias related acts cause unique harm, both to the victim and to the entire community. Hate crimes are not isolated to any one neighborhood, or to one type of victim. They occur throughout the city against all groups of people. While CCHR's proactive educational efforts help to prevent hate crimes, it is important to continue to raise awareness about the harmful nature of these crimes, and their impact on communities.

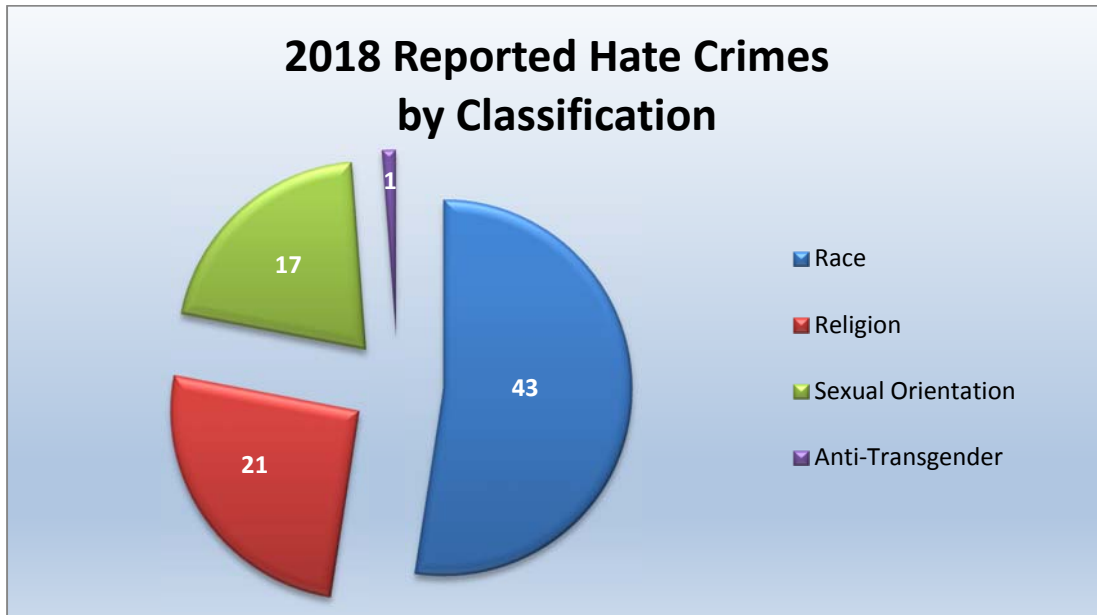
IGR is responsible for this important area of the agency's work and uses a multi-faceted approach to advocate for victims of hate crimes. This includes accompanying victims through the criminal court process and helping them understand how hate crimes are prosecuted. This one-on-one assistance is critical to keeping victims supported and encouraged throughout the duration of proceedings which can take several months or longer. Victim support also requires many hours of coordination between the victim, elected officials, other government agencies, and non-profit and advocacy groups.



IGR also works to mobilize community support for victims, makes social service referrals, and provides referrals for pro bono (free) legal assistance from volunteer private attorneys to sue hate crime offenders in civil court for damages for psychological and physical injuries. Most importantly, IGR works directly with the State's Attorney's Office and the Chicago Police Department (CPD) to ensure that hate crime charges are pursued whenever possible, and perpetrators are punished to the full extent of the law. Finally, IGR also provides workshops on hate crimes to schools and community groups upon request. Working together, residents, law enforcement, government, and community organizations are making great strides in reducing incidents of hate crimes in Chicago.

2018 Reported Hate Crimes

In 2018, there were 82 reported hate crimes in Chicago, an increase from the 74 reported in 2017. Of those reported, 43 were based on race, 21 religion, 17 sexual orientation and 1 anti-transgender (see chart below).¹



While 82 reported hate crimes in the city the size of Chicago may not seem like a cause for alarm when compared to statistics for more violent crimes, the CCHR remains concerned that the incidents reported may only reflect a larger problem of hate crimes that go unreported. Several factors impact the accurate reporting of hate crimes including:

- Fear of retaliation
- Mistrust of police based on historical, cultural or personal reasons
- Fear of deportation for undocumented victims
- Lack of trust or confidence in the criminal justice system
- Fear of having one's sexual orientation made public

The CCHR along with its partners against hate, work to educate and provide support to the community to encourage the reporting of hate crimes. Perpetrators of hate crimes must be held accountable for their actions for hate crimes to be reduced and eliminated in our city.

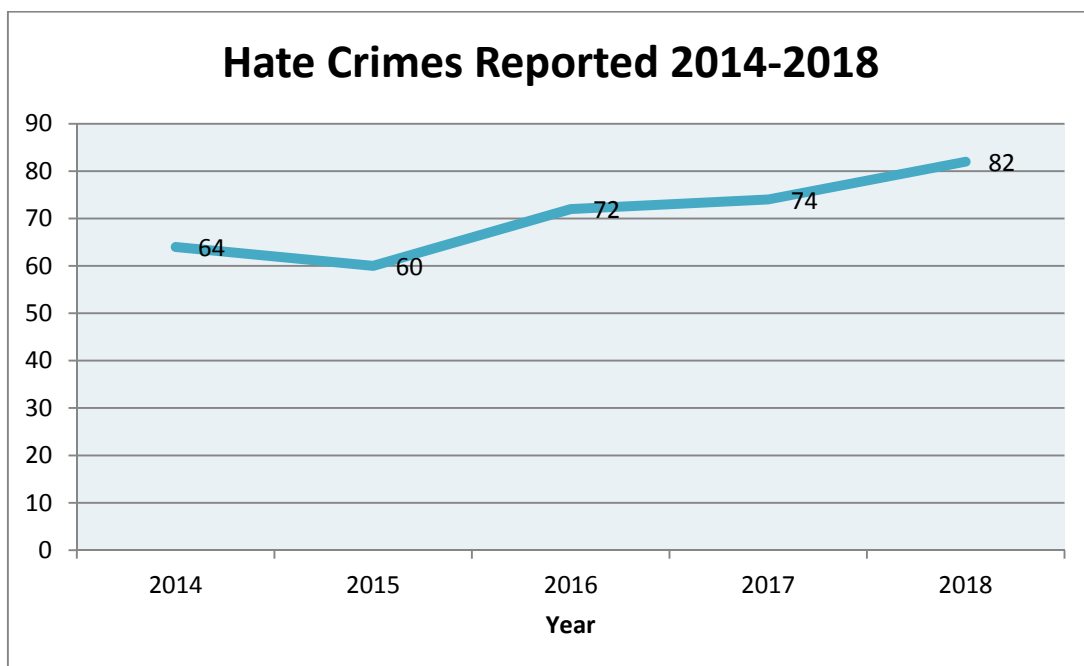
¹ As reported to the CCHR by the Chicago Police Department

The Trump Effect?



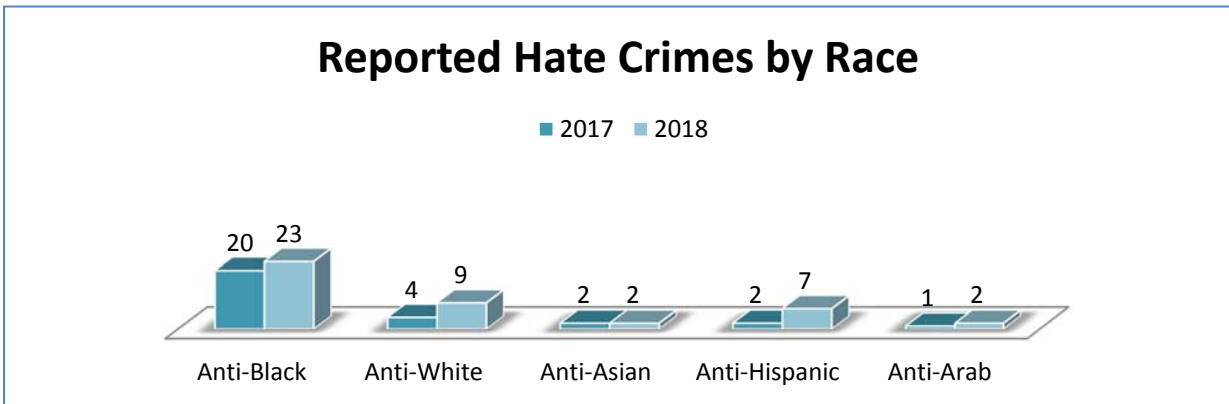
Since the presidential campaign of 2016, Donald Trump has been outspoken in his stance against undocumented immigrants, and Muslims in general. Campaigning on a platform to ban Muslims from the U.S, build a wall at the U.S./Mexico border, and a campaign slogan to “Make America Great Again,” he has energized a conservative base of the population, and alienated many others. It has been argued that his political statements and actions as president have negatively impacted race relations, while empowering white supremacists and hate groups.

The CCHR stands with Mayor Emmanuel who has stated, “Hate has no place in Chicago,” and we will continue to fight against hate crimes and discrimination, and work to build bridges between all communities.



Race

While reported hate crimes only increased by 5% in 2018, there was a 39% increase in the number of race-based hate crimes reported. Interestingly, the increased numbers were spread across all racial groups. Black victims remain the highest in reported hate crimes of all racial groups. Of the 2018 race-based incidents, 23 were identified as being anti-black, 9 were identified as being anti-white, 7 were identified as being anti-Hispanic, 2 were identified as being anti-Asian, and 2 were identified as anti-Arab.



Hate Attack in the Forest Preserves

In 2018, a video went viral which showed a man verbally assaulting a Puerto Rican woman because she was wearing a T-shirt with a Puerto Rican flag while picnicking in a forest preserve. The assault took place at the Cook County Caldwell Woods Forest Preserve located in the far northwest side of the city. The video created a tremendous public outcry not just because of racist tirade caught on film by the perpetrator, but also because of the lack of action taken to stop the assault by a Cook County Forest Preserve Police Officer.

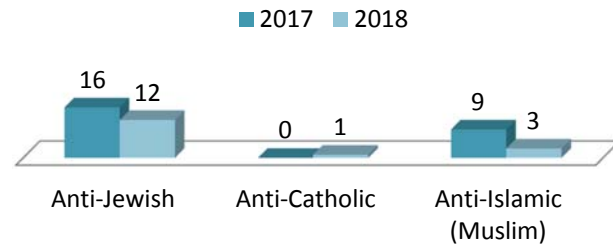
The CCHR learned that the Chicago Police Department (CPD) and its Hate Crimes Unit was not notified of the incident because the Forest Preserves has its own police force. In addition, there was no communication system in place between the two police forces to track incidents that occurred in forests preserves within the city limits. To address this, IGR organized a meeting between both entities to discuss a possible collaboration to report incidents. The Forest Preserves agreed to develop an internal notification that could be shared with the CPD. It also committed to provide sensitivity trainings to Forest Preserves staff with the involvement of the CCHR, the CPD, and other agencies. As a result, on December 14, 2018 CCHR's Hate Crime Unit joined with the Department of Justice (DOJ) to serve as a co-facilitator in a Cultural Awareness Forum for employees of the Forest Preserves.



Religion

In 2018, religious-based incidents decreased 28% from 2017 totals. The Jewish community continues to be the most targeted group in this category, with 12 reported hate crimes, which represented a decrease of 25% from 2017. The most significant drop, however, in reported hate crimes were for the Muslim community with 9 reported in 2017, as compared to 3 in 2018.

Reported Hate Crimes by Religion 2017-2018



Sexual Orientation

There were 17 reported hate crimes based on sexual orientation in 2018, up slightly from 16 in 2017. Of the 2018 LGBTQ based incidents, 14 were identified as anti-gay, 1 was identified as anti-mixed Group, and 2 as anti-transgender. There were no reports against the lesbian community in 2018.²

Taking a Stand Against Hate and Violence

On October 29, 2018, the CCHR joined hundreds of multi-ethnic and multi-religious mourners on the Federal Plaza to speak out against hate and violence at the Tree of Life Synagogue Candlelight Vigil. The vigil was convened in response to three major issues: 1) the murders of 11 Jewish worshippers of the Pittsburgh synagogue who were gunned down by a white supremacist October 27, 2) the October 24 shooting deaths of two African Americans killed by a white man in Jeffersontown, Kentucky, and 3) the ongoing gun violence in the city. Faith leaders and activists joined together to denounce white supremacy, call for unity, and encourage a political response to the violence. Chair/Commissioner Mona Noriega, and Board of Commissioners member, Nabeela Rasheed were two of the featured speakers.



² The Chicago Police Department also reported one hate crime based on gender identity where the victim was transgender.

Workshops and Presentations

Proactive education efforts to prevent hate crimes and intergroup conflicts are a major focus of the work of IGR. Workshops and presentations are provided to schools, community organizations, chambers of commerce, and other groups, for adult audiences and children alike, and can be delivered in English and Spanish. Some of the most popular topics include Hate Crimes, Bullying, Diversity and Inclusion, and Prejudice and Stereotype Reduction.

IGR works closely with many schools across the city reaching students, teachers, administrators, and parents towards the aim of fostering healthy and affirming school environments for students and staff to learn and work. In 2018, IGR provided 70 workshops to both public and private schools, including three new schools, Belmont-Cragin Early Childhood School, Belmont-Cragin Elementary, and Marvin Camras Elementary. IGR is also planning programs with Sullivan High School and Gayle Elementary for 2019.

In addition to schools, IGR conducted workshops with youth on bullying and with seniors on anger management at the YMCA and Mercy Housing. Much of this activity was driven by an increase in the number of complaints involving bullying among residents in senior housing facilities. IGR responded by providing conflict mediation and Peace Circles for seniors to demonstrate healthy and appropriate ways to communicate and resolve conflict.

Our workshops provide an opportunity not only for CCHR to interact with principals, teachers, and other staff, but to positively impact the lives of children and adults while providing important information on CCHR's anti-discrimination protections and services.



Community Tension Intervention



IGR works closely with aldermanic offices, police, schools, and community organizations to facilitate dialog and mediate conflicts. CCHR's ability to respond to community tensions is due in part to having four certified mediators on staff; three of which are assigned specifically to the IGR unit. In 2018, IGR mediated 51 community tensions in neighborhoods across the city. The tensions included inter-personal conflicts between neighbors, allegations of harassment and bullying, and racial conflict in neighborhoods. One neighbor dispute required IGR intervention which included several attempts at mediation for over two years. In another conflict, IGR was required to involve nearly all the residents of a block to quell an ongoing dispute between two families who had been fighting with each other for several years. Through IGR's efforts, conflicts can be resolved without a further escalation of tensions which can result in violence and hate crimes.

Combatting Anti-Muslim Hate

In early 2018, fliers originally started in the United Kingdom calling for violence against Muslims began circulating on social media. The flyers were dubbed "Punish a Muslim Day," and encouraged violence against Muslims on April 3, 2018. Even more disturbing, the message indicated that participants would be awarded points for specific acts of violence against Muslims. The local Muslim community alerted CCHR's IGR Unit, who quickly relayed the information to the Chicago Police Department, CCHR's community partners, and all 50 aldermen as a precautionary measure.

Aware of the stereotypes and continued misunderstanding of the Muslim community, IGR sponsored two screenings of the film, *The Muslim Next Door*. The first screening, co-sponsored by the Council on Arab Islamic Relations (CAIR), was held for city employees at the CCHR. Alderman Joe Moore co-sponsored the second screening at a theater in the 49th Ward where community members were invited to attend. Members of the Muslim community were present at both screenings for question and answer sessions following each showing.

JOIN THE COMMISSION ON HUMAN RELATIONS AND THE COUNCIL ON ARAB ISLAMIC RELATIONS FOR A BROWN BAG VIEWING & DISCUSSION OF THE DOCUMENTARY "THE MUSLIM NEXT DOOR" FEATURED ON KATIE COURIC'S, AMERICA INSIDE OUT

ONE NATION. UNDER DISCUSSION
AMERICA INSIDE OUT
 WITH KATIE COURIC
 NEW EPISODES WEDNESDAYS 10/9c
 NATIONAL GEOGRAPHIC
 #seeitfirst

MAY 30, 2018 1:00 P.M. - 2:15 P.M.
 740 N. SEDGWICK,
 4TH FLOOR BOARD ROOM
 PLEASE RSVP AT 312-744-4874 OR
 EMAIL
 NORMAN.WHITE@CITYOFCHICAGO.ORG

COMMUNITY OUTREACH

While every area of the CCHR's work is important, the department believes community outreach is essential to our mission of addressing issues of discrimination and hate. The CCHR's approach to community outreach calls for full participation by all staff. The issues we address as well as the audiences we reach require a multi-faceted approach to our outreach. Each year, CCHR staff attends over 100 community events and programs such as aldermanic ward programs, CAPS meetings, neighborhood festivals, senior events, pow-wows, Iftars, and many more. We also provide speakers on a wide range of topics including discrimination law, hate crimes, and bullying.



SPECIAL PROJECTS AND INITIATIVES

CCHR Newsletter



In 2018, to further expand our outreach efforts to the community, the CCHR created its new quarterly newsletter, “CCHR a Closer Look.” The newsletter highlights the work of the agency, new changes in the law, and other information which is distributed by email to nearly 1,000 community groups, chambers of commerce, government agencies, and elected officials. The inaugural issue was launched in April 2018, followed by Volume 2 in July, and Volume 3 in October. In 2019, we hope to add another 1,000 contacts to the newsletter distribution list.

Don’t Ignore It, Report It Campaign

The CCHR is aware that many instances of discrimination go unreported for many reasons. To encourage victims of discrimination to take action in response to unlawful acts, in 2018 we ramped up our “Don’t Ignore It, Report It” campaign.

Don’t Ignore It, Report It: Sexual Harassment

The CCHR has been charged with investigating and adjudicating complaints of sexual harassment since 1989. However, since 2017 when the #MeToo Movement really took off, the issue of sexual harassment is finally receiving the national attention it deserves. Here locally in 2018, the CCHR and the City of Chicago partnered with RAINN.org, the National Ad Council, and the National Women’s Law Center to promote an educational campaign to stop sexual harassment. The campaign included educational videos streaming in taxicabs, television spots, and posters. The CCHR was proud to participate in this campaign, and we continue to encourage victims of sexual harassment to contact the CCHR to learn about filing a complaint.



CITY OF CHICAGO

Don't Ignore It – Report It!



Chicago Commission on

**HUMAN
RELATIONS**

Chicago's Discrimination Laws

Hate Crime Victim Assistance

Community Tension Intervention

Call 312-744-4111 or stop by our offices at
740 N. Sedgwick, 4th floor.

You can also visit www.cityofchicago.org/humanrelations
or visit our FB page at <https://www.facebook.com/ChicagoCHR>
cchr@cityofchicago.org

MAYOR RAHM EMANUEL



Don't Ignore It, Report It: Billboards

Also, in 2018 the CCHR's "Don't Ignore It, Report It" campaign was expanded to include electronic billboards encouraging the public to report acts of discrimination. The high-tech billboard ad featured on 59 digital City Information Panels has been an important educational outreach tool. The message, "Discrimination-Don't Ignore It, Report It," seeks to encourage victims of discrimination to reach out to the CCHR for help when encountering discrimination in employment, housing, public accommodations, and credit. The ads began running in October 2018 and will continue into 2019.



CCHR and Civil Rights Partners Co-Host Visits with International Delegations

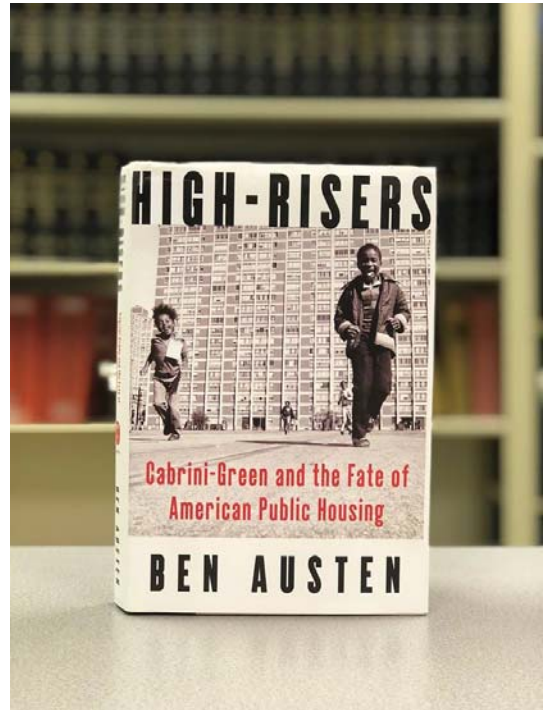
In 2018, the CCHR joined with the Illinois Guardianship and Advocacy Commission and the Cook County Commission on Human Rights to meet with delegations from the Republic of Kyrgyzstan and Latin America. The first visit brought human rights activists and lawyers from Kyrgyzstan to Chicago in May to learn about human rights advocacy in the United States. While CCHR has hosted similar discussions with international delegations previously, this was the first time it was involved in such a meeting with other governmental civil rights agencies. Just a few weeks later, the agencies again joined together to meet with a delegation of human rights activists representing Bolivia, Guatemala, Nicaragua, Peru, Venezuela, and Mexico to exchange ideas on topics such as human and civil rights, criminal justice issues and LGBTQIA rights. These meetings give CCHR the opportunity to share from our experiences while learning about the challenges and successes of our international neighbors. Both visits were arranged in cooperation with WorldChicago.



Brown Bag Discussion Series

To further explore issues of discrimination, bias and hate and how we can work together to address these problems, in 2018 the CCHR kicked off a Brown Bag Discussion series. These discussions bring staff, volunteers, and friends together to explore a variety of topics through book discussions, film screenings, and informal dialogue around the lunch table (well technically, our Board Room table). At one brown bag, we were honored to have Ben Austen, author of the 2018 book, *High-Risers: Cabrini Green and the Fate of American Public Housing* join us for a discussion of the book and his work studying public housing issues in the U.S.

We also collaborated with the Council on Islamic Affairs (CAIR) for a viewing and discussion of the film, *The Muslim Next Door* which had been highlighted in the Katie Couric series, “America Inside Out.” These discussions provide us with an opportunity to see issues from other viewpoints which will help us in our work to further cultural understanding and foster inclusion.



On The Table



On May 5, 2018, the CCHR participated in the “On the Table,” a citywide discussion series sponsored annually by the Chicago Community Trust. This initiative seeks to bring Chicagoans together annually to share a meal and talk about pertinent issues affecting our town. This year, the CCHR convened several discussions at different venues for the event.

Equity Council member Bala Ghimire, owner of the Nepal House Restaurant, hosted a discussion there focusing on the theme, “Uniting the City We Call Home.” The discussion brought together a diverse group of Chicagoans to discuss what home means to them.

COMMUNITY VOICES

Board of Commissioners

The CCHR Board of Commissioners serves as the public leadership and community voice of the department. The board receives reports on the work of the department from staff, and provides valuable input on how to improve our service to the public. The board also reviews and recommends policies to address issues of discrimination and prejudice. Finally, the board makes the final rulings in all fully litigated discrimination cases after reviewing the recommended ruling of the hearing officer who conducted the administrative hearing. The board may adopt the hearing officer’s recommendation in full, reject or modify it consistent with applicable law, or remand the case for further hearing. In 2018, the Board of Commissioners made rulings in three discrimination cases. For a summary of each decision, see page 17.



Equity Council

The CCHR Advisory Council on Equity is comprised of twenty-one leaders appointed by the mayor from Chicago's African descendant, Arab, Asian, and Latino communities. The council works with the CCHR to address practices that have a discriminatory impact on their communities, and its members serve as liaisons between city government and the community to promote cooperation and enhance services. The council works across cultural and ethnic lines to foster improved human relations and fight discrimination against all Chicago residents. In 2018, Equity Council members joined CCHR staff at several community meetings, cultural events, and resource fairs to speak with residents about the services and programs of CCHR and new discrimination protections. The Council also hosted two "On the Table" dinner discussions as part of this annual citywide initiative of the Chicago Community Trust.



Veterans Council

The Veterans Advisory Council continues to serve as a voice for Chicago's veterans through its efforts to advocate for improved services, resources, and support for the men and women who served our country.



Members of the council represent a wide array of veterans' organizations and every branch of the military. The Council meets monthly to discuss issues and concerns while sharing valuable information about new programs and initiatives to benefit the city's veterans. The council also participates in numerous events and programs throughout the year to support veterans' causes, and to disseminate information about city services available to veterans and their families.

TRUST Collective-Chicago

Created in July 2016, the TRUST Collective-Chicago (TRUST) is an independent entity of civically engaged Latinx, Muslim, and/or LGBTQ leaders who came together with CCHR in the wake of the fatal shootings at the Pulse Nightclub, an LGBTQ nightclub in Orlando, Florida. The objective of TRUST (Transforming, Respecting, Unifying, Striving, and Teaching) is to bridge, respect, support, and foster relationships across the Chicago area toward building a unified front and reducing targeted violence and discrimination. TRUST sponsors and participates in a variety of advocacy initiatives including town hall forums on LGBTQ rights, hate crimes, and gun violence.



Neighborhood Taskforces

Over the years, the CCHR has developed a strong network of community partners who have been instrumental in helping to provide support for victims of hate crimes, and working with the CCHR to quell community tensions that arise in their neighborhoods. These partnerships have flourished, and served as the foundations for the creation of several Human Relations Task Forces across the city. Some of these task forces have continued to thrive, becoming their own independent community organizations such as the International Human Relations Council, Unity in Diversity, and the North Side Task Force. Each one continues to work hand in hand with the CCHR to foster peace and unity throughout their respective communities, and to serve as a ready source of assistance to the CCHR to combat hate crimes and respond to community tensions. Some of the activities of the task forces in 2018 included Police/Community Iftars, Unity Picnics, holiday interfaith celebrations, and educational workshops.



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