

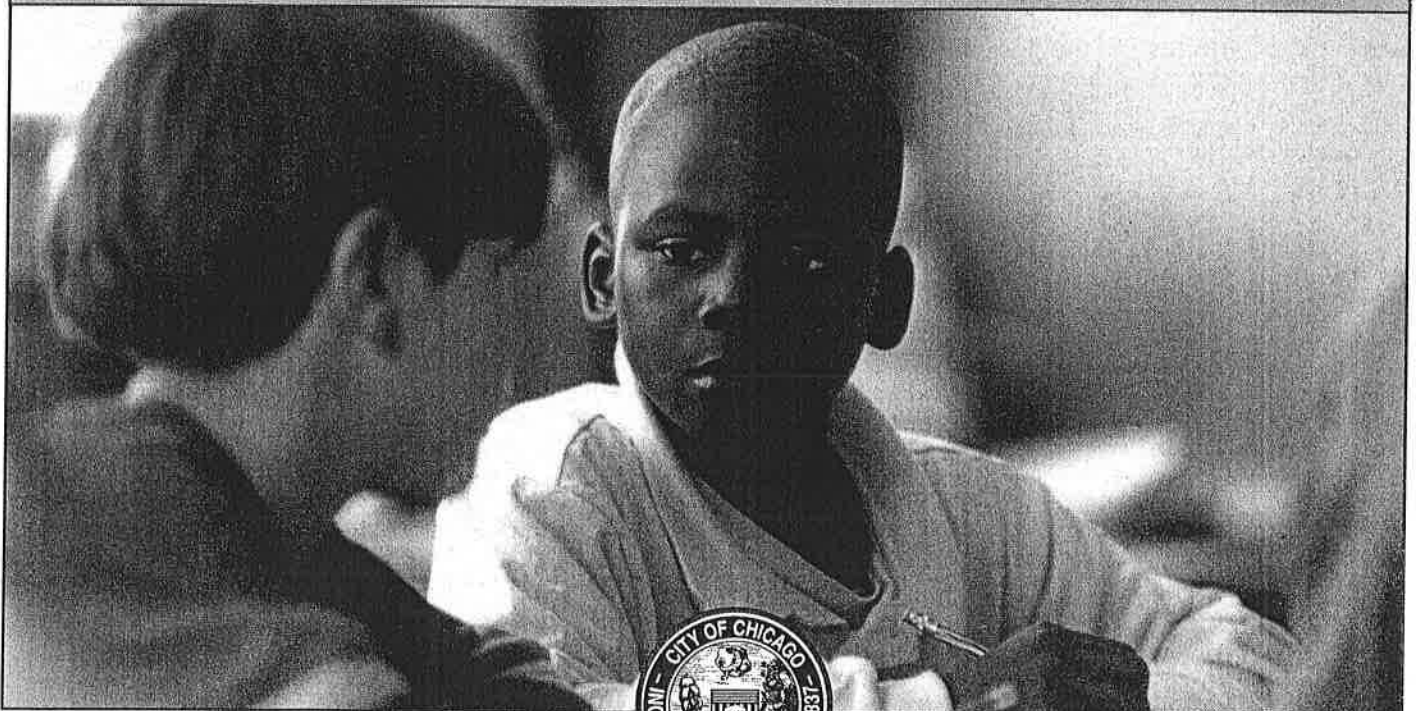


*City of Chicago
Commission on Human Relations*

2001 ANNUAL REPORT

"THE CHICAGO COMMISSION ON HUMAN RELATIONS WAS THE TESTING
GROUND IN AMERICA FOR THE FIRST AND LARGEST OFFICIAL CITY
HUMAN RELATIONS PROGRAM."

— FROM 1947-1951 REPORT



Richard M. Daley, Mayor
City of Chicago



Clarence N. Wood, Chairman
Commission on Human Relations



1951/2001 Anniversary Report: An Explanatory Note

" . . . vintage photographs and text [are] reproduced here from the Commission's 1947-1951 Report, its first five-year report. The Year 2001 marked the 50th anniversary of that pioneer publication.

"The Report you are reading contains words and images from 1951 and 2001, separated, although they appear here side-by-side, by 50 years in the struggle for civil and human rights. We are positioning the material in this manner motivated by the hope that connections will be suggested between the Commission's work past and present. Readers are left to develop their own conclusions as to how far we have come and how far we have left to go before Chicago becomes bias-free. However, the many points of intersection spanning across a half-century will most likely strike you as startling, eye-opening, and familiar all at the same time, as they did me."

—Clarence N. Wood, from Chairman's Message



City of Chicago
Commission on Human Relations

2001 Annual Report

Richard M. Daley, Mayor
City of Chicago

Clarence N. Wood, Chairman
Chicago Commission on Human Relations

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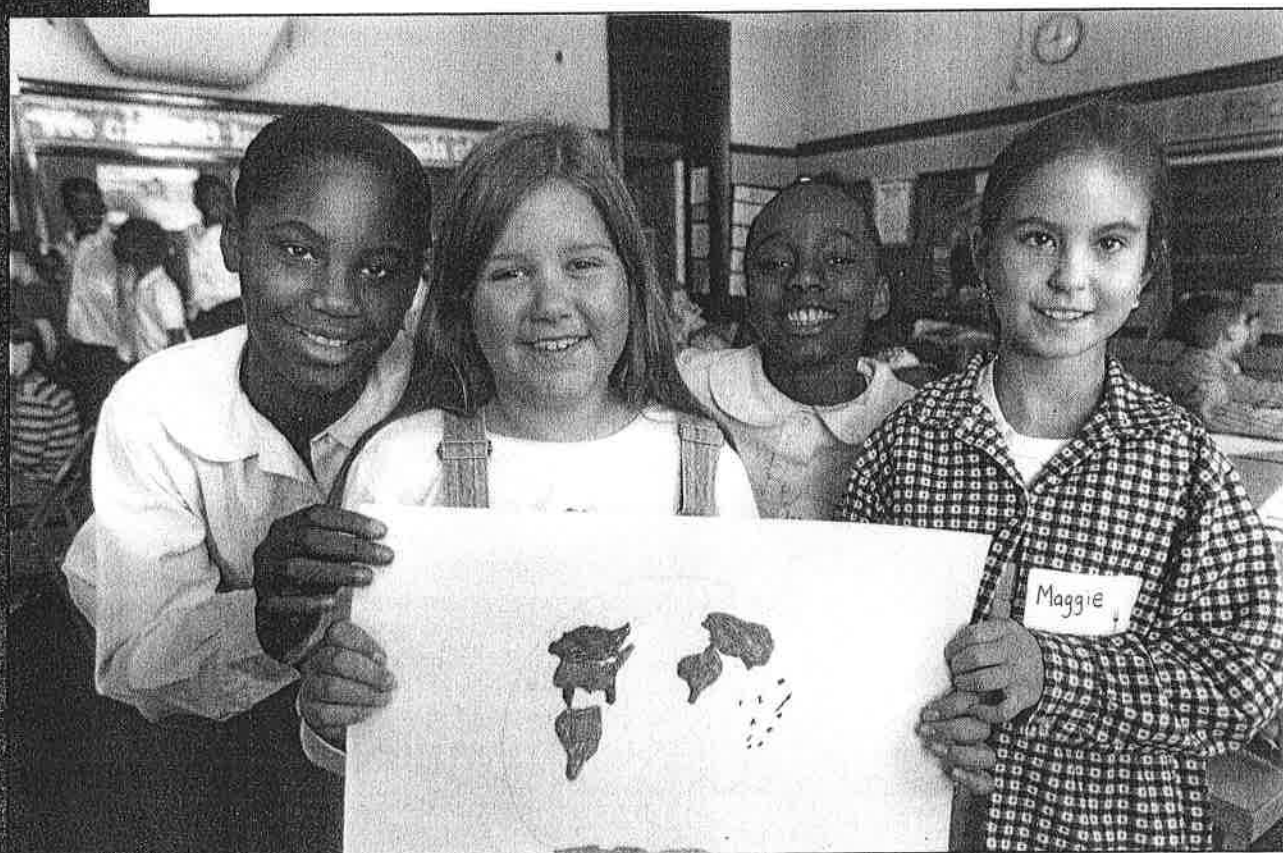


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The People of Chicago



1951

“This is about the people of Chicago. This time it’s not the railroads, the packing houses, the machine tool plants and the steel mills, but the people. The people of Chicago are living out the answer to the big question of the twentieth century—can people of different races, religions, national backgrounds live closely together in peace and harmony? Can differences between individuals be not only tolerated, but appreciated? Can equality of opportunity be guaranteed to all? Can a city act in the knowledge that a threat to the freedom and dignity and rights of one individual is a threat to every individual?”

“Chicago is a powerful sample of world movement and mingling. Nowhere is there such a diversity of the human race. Chicago has the character of the Midlands, with the polyglot population of a sea coast town. Following the French Canadians and the English Yankees, succeeding waves of European immigrants settled here—German, Scandinavian, Irish, Italian, Polish, Greek. Jews from central Europe and later from eastern Europe added still another ingredient to the melting pot. Most of the descendants of these settlers have lost their foreign identity and regard themselves simply as Americans. But cultural differences and prejudices sometimes still demarcate these groups. More importantly, Chicago has more than 510,000 Negro Americans, about 30,000 Mexican Americans and some 14,000 Japanese Americans. These groups are the chief target of prejudice against minorities.

“*The Measure of Democracy.* These are the people—all colors, types and sizes, from different layers of society, having all degrees of education, worshipping their God in a score of different ways. They rub elbows and shoulders, and at the same time they rub customs, hates, fears, prides, and loyalties. Chicago is a confluence of human currents which produces a thousand whirlpools and eddies. What goes on here has wide implications and significance not only for the rest of America but for the world. Today the eyes of the world are on Chicago’s people. For just as Chicago has been the measure of the industrial might and wealth of America, so it is today the measure of America’s democracy.

“The South African Editor, Rene M. DeVilliers, describes Chicago as it looks to an observant foreigner. (Chicago Daily News, August 11, 1952.)

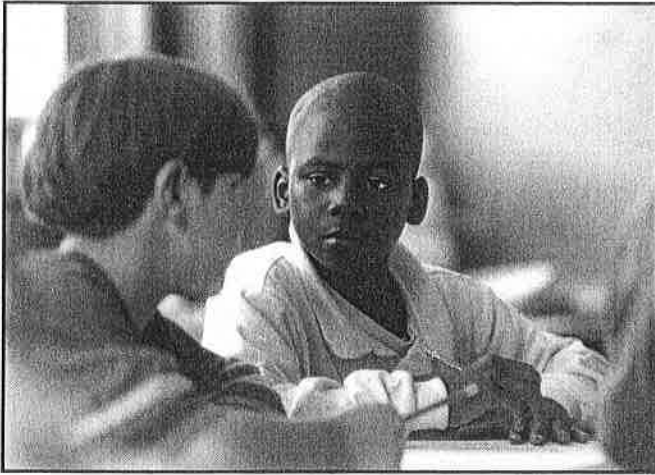
‘In this microcosm an agglomeration of races seems to be hammering out a way of living together interestingly and positively.

‘And if in the process there is a good deal of violence and graft and corruption, the main direction is obviously right, and the bad will some day be replaced by the good.

‘If that happens, as I’m sure it will, Chicago may yet show the world how people of different creeds and races can live together happily and build successfully.’

“*Not by Accident.* The good omens of successful human relations that Mr. DeVilliers found in Chicago are not appearing by accident. Hundreds of people are giving skillful leadership to a positive human relations program. Many thousands more are providing the impulse to put that program across, and hundreds of thousands are learning to be friends with their neighbors.”

—From 1947–1951 Report



Mission Statement

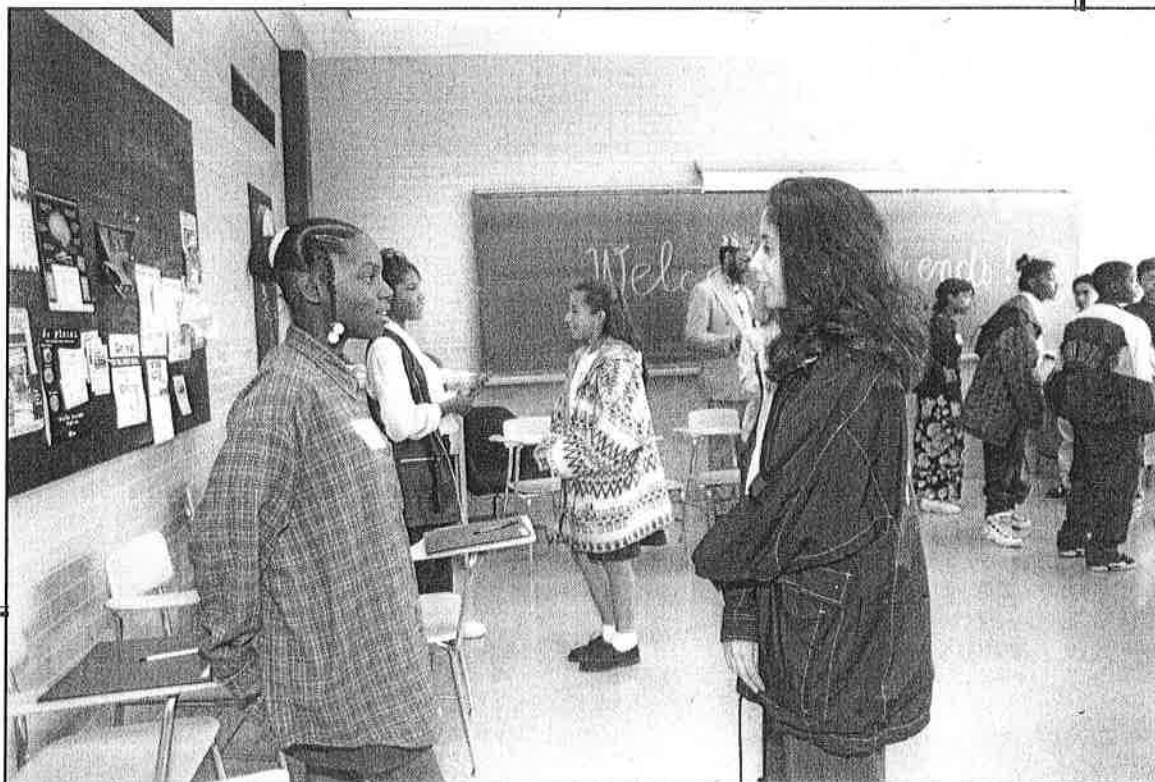
City of Chicago Commission on Human Relations

“The Chicago Commission on Human Relations was established to eradicate discrimination, bigotry, and prejudice in the City of Chicago. Since May 6, 1990, the Commission has been charged with administering and enforcing the Chicago Human Rights Ordinance and the Chicago Fair Housing Ordinance, and their provisions guaranteeing that all persons be free from discrimination in the areas of housing, employment, credit and bonding, and access to public places. The Commission investigates, mediates, and adjudicates such discrimination based on race, color, sex, age, religion, disability, national origin, ancestry, sexual orientation, marital status, parental status, military discharge status, and source of income.

“The Commission also assists victims of bias (hate) crimes and helps them and their communities respond to such acts of hatred. An Education, Outreach and Intergroup Relations Unit assists governmental agencies and community groups in developing effective fair housing and human relations programs, and is at the forefront of community crisis intervention. This unit works to improve intergroup relations through the provision of educational workshops, tension reduction, and mediation. The Commission is empowered to hold public hearings, conduct research, issue publications, and make recommendations to the Mayor and City Council on the state of human relations in Chicago. The Commission has eight Councils that act as advisors to the Commission regarding the special needs and concerns of the Immigrant and Refugee, Veteran, Gay, Lesbian, Bisexual and Transgender, Asian-American, African-American, Arab-American, Latino, and Women’s Communities.”

- From *Chicago Commission on Human Relations
Enabling Ordinance (1990)*

1951





OFFICE OF THE MAYOR
CITY OF CHICAGO

April 15, 2002



RICHARD M. DALEY
MAYOR

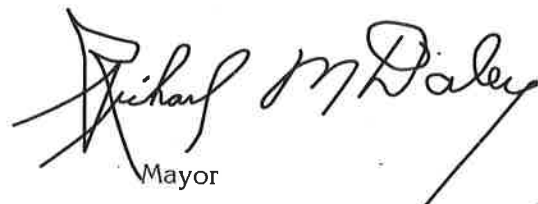
As Mayor and on behalf of the City of Chicago, I am pleased to contribute to the 2001 Report of the Commission on Human Relations.

I want to congratulate the Commission on Human Relations for its many efforts to ensure that Chicago meets the challenge of its great cultural diversity and for striving to make Chicago a bias-free city. The Commission and its staff have done an excellent job in creating a front-line defense against hatred in our city. These public servants are going out into diverse communities and the city at large to open dialogue and build relationships.

Discrimination has no place in Chicago and we must recognize our city's diversity as one of its greatest strengths. As the Commission on Human Relations closes out 12 years of service under the City of Chicago Human Relations Ordinance, it will continue to be guided by this important principle while conducting programs to foster greater racial and ethnic harmony in our communities.

Thank you for sharing my commitment to make Chicago a better place to live and to work for everyone.

Sincerely,


Mayor



Clarence N. Wood
Chairman

Chairman's Message

"The City Council finds that prejudice and the practice of discrimination against any individual or group . . . menace peace and public welfare. The City Council further finds that it is necessary to promote peace and good order and to eliminate such prejudice and discrimination by establishing an agency that will investigate complaints of discrimination, enforce civil rights ordinances, and promote harmony and understanding among various segments of society . . ."

- From Enabling Ordinance for the Commission

The passage above, quoted from the Chicago Human Rights Ordinance, resonates anew after September 11. The Ordinance reorganized and empowered the Commission in 1990. Governmental bodies like the Commission continue directing their energies to strengthen a sense of connectedness among people from different backgrounds. However, the need for better human relations is more acute now than it was before, given the spirit of the times in which we live. So much depends on Chicagoans answering the call for neighborliness, mutual respect, tolerance, civility, and understanding.

Where and when these behaviors are lacking, "peace and good order" are threatened. There the Commission's real work begins.

Welcome to this accounting of the Year 2001 work of the Chicago Commission on Human Relations (CCHR).

The City of Chicago has never stopped being challenged to help people live together peacefully and productively. You will find proof of that fact in the evocative vintage photographs and text reproduced here from the Commission's 1947-1951 Report, its first five-year report. The year 2001 marked the 50th anniversary of that pioneer publication.

The Report you are reading contains words and images from 1951 and 2001, separated, although they appear here side-by-side, by 50 years in the struggle for civil and human rights. We are positioning the material in this manner motivated by the hope that connections will be suggested between the Commission's work past and present. Readers are left to develop their own conclusions as to how far we have come and how far we have left to go before Chicago becomes bias free. However, the many points of intersection spanning across a half-century will most likely strike you as startling, eye-opening, and familiar all at the same time, as they did me.

One overriding point of departure comes immediately to mind: The Commission of 1951 was by and large designed to deal with issues of black Chicago/white Chicago. In contrast, the work of our present day agency cannot help but be shaped by a more complex population mix, which includes the concerns of such groups as new immigrants to our city, the disability community, and the LGBT (lesbian, gay, bisexual, transgender) community.

In 2001 as in 1951, reaching out to assist hate crime victims and mobilize against community tensions that spark hate crime continued to be one of our most crucial charges. In 2001, hate crimes reported in Chicago (215) climbed over the 200 mark. In the month of September 2001 alone, a shocking spike in reported hate crimes again reminded us of the potentially volatile impact of events which occur far from our city.

Discrimination is not only wrong, in Chicago it's against the law. When the books were closed, the Commission logged 408 new discrimination complaints which included complaints in employment (182), public accommodations (116), housing (108), and credit (2).

Starting in 2001, filing discrimination complaints was made easier because the CCHR, through the work of its Advisory Council on Immigrant and Refugee Affairs, translated its *Adjudication Fact Sheet* into 19 languages, ranging from Amharic to Vietnamese. Also, filing procedures were amended to allow people to file discrimination complaints through the mail for the first time.

Evidence indicates that Chicago is challenged by a "parallel war" at the same time as the nation responds to the Attacks on America. Our protections against terrorism need be accompanied by creative pro-active initiatives to strengthen understanding of and appreciation for people of difference.

In 2001, CCHR initiatives gained ground to advance this goal. Among them:

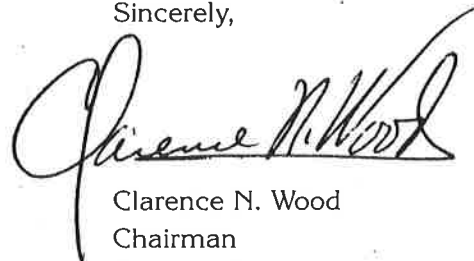
The Commission, in partnership with the Human Relations Foundation of Chicago, released a ten-year update of The Chicago Community Trust Human Relations Task Force Report on Race, Ethnic, and Religious Tensions in Chicago. Entitled *Human Relations in Metropolitan Chicago 2000*, the update found that racism was more covert than 10 years ago; that systemic discriminatory practices continue; and that 90% of those polled said it was "very important" to do something to ameliorate racial, ethnic, and religious tensions. The report was prepared and issued prior to September 11th.

Unity Month (September) entered its 10th year as a partnership between the CCHR and the Human Relations Foundation. In 2001, nearly 100 activities were presented by the sponsors and major institutional partners in addition to grassroots community organizations.

I encourage your reading of this Report for a detailed view of the challenges and accomplishments of 2001 as well as for glimpses of the Chicago of 50 years ago striving for better human relations.

Against an ebb-and-flow background of progress alternating with setbacks, the Commission nevertheless moved closer to Mayor Daley's goal of achieving a bias-free city, a place where hate and discrimination have no grasp.

Sincerely,



Clarence N. Wood
Chairman

Chicago Commission on Human Relations

The Commission in Communities

Chicago's nickname, "City of Neighborhoods," is a widely recognized marker for the city's tradition of diversity. In recent years, a new wave of immigration has infused the City of Neighborhoods with even more diverse races, nationalities, religions, and ways of life, making it critical that the Commission on Human Relations deliver services that are positive, creative, and inclusive. Promoting respect for and appreciation of the diverse cultures that make up Chicago is always the bottom line—and a message whose dissemination in communities the City takes very seriously. These services fell into the following areas for the period covered by this Report:

- The Commission helped victims of hate crime and intervened in specific communities where tensions seethed;
- It offered educational activities and special events citywide as a deterrent to bigotry;
- The CCHR provided advocacy for special constituencies through eight advisory councils, whose volunteer members were appointed by the Mayor and approved by the Chicago City Council. As stipulated in the Commission's Enabling Ordinance, the advisory councils represent the African, Arab, Asian, Gay and Lesbian, Immigrant and Refugee, Latino, Veterans', and Women's communities;
- The Commission analyzed hate crime data, which it received from the Chicago Police Department, to pinpoint trends and trouble spots on which it should concentrate CCHR staff attention.

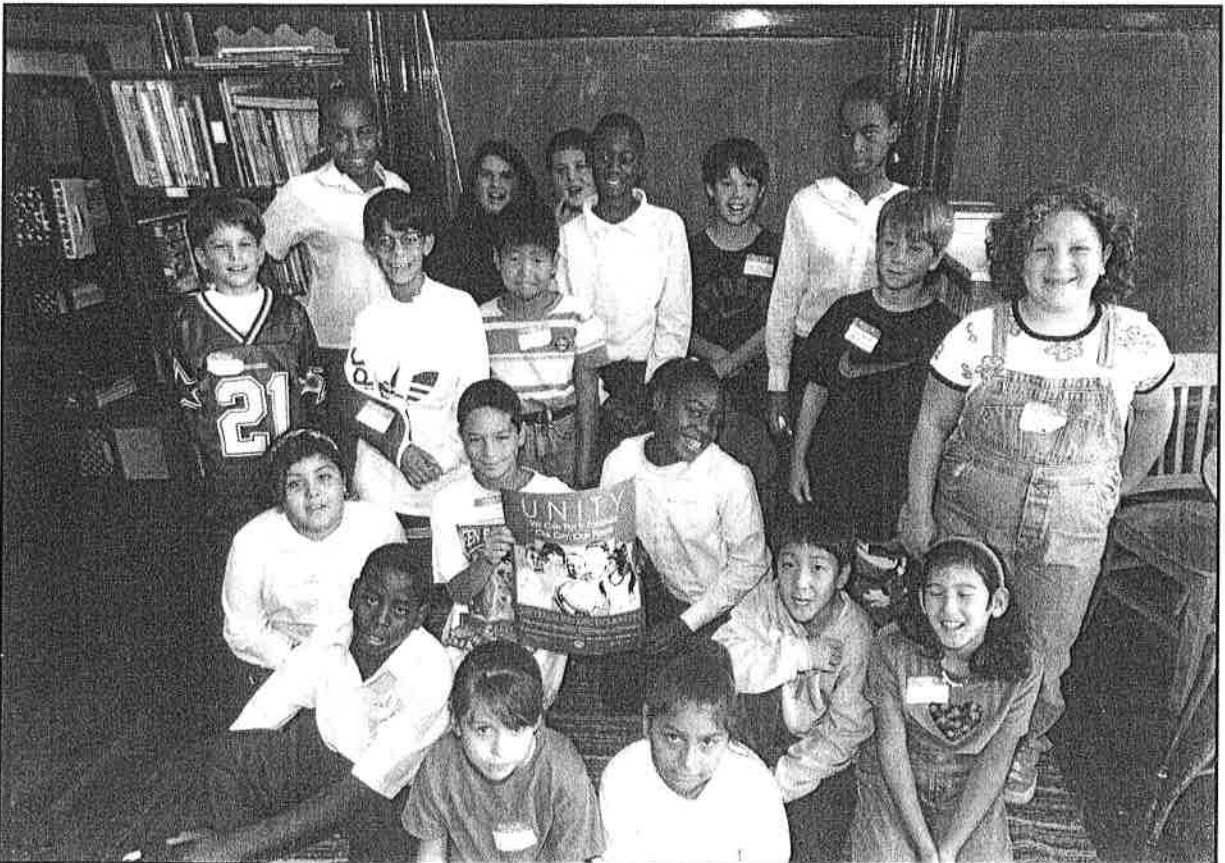


Tension Reduction

After hate crimes are committed, the Commission, in conjunction with the Civil Rights Unit of the Chicago Police Department and the State's Attorney's Office, is on hand to support hate crime victims. CCHR staff and concerned volunteer members from the local community accompany hate crime victims to court hearings, visit hate crime victims at home, and provide referrals to legal aid and other support services.

Commission staff were often called upon to become engaged in communities when tensions erupted, with or without the presence of outright hate crimes. This was best illustrated after the September 11th Attacks on America. The Commission's Advisory Council on Arab Affairs became a sounding board for public concern when harassment and retaliatory acting out ran rampant against persons of Arab or Muslim identity or those perceived to be Arabs or Muslims. In response to mounting tensions, the Commission:

- Distributed over 40,500 flyers in English, Spanish, and Arabic to adult and youth neighborhood organizations, faith groups, schools, and chambers of commerce. The flyers explained what a hate crime was and what to do if one were a hate crime victim or a witness;
- Created and distributed 200 handouts for teachers and youth workers, entitled *Advice for Assisting Students and Reducing Ethnic Tension During the Current Crisis*;
- Convened a total of 15 workshops, 60 presentations, and 120 community meetings to increase understanding of the Arab-American community and culture as well as the Islamic faith. These sessions involved adult members of neighborhood-based organizations, college and university presidents, faculty members, and student leaders, in addition to youth enrolled in elementary and high schools and participants in youth organizations.



ON BIGOTRY

"THOSE WHO ARE IN NO HURRY TO SEE PEOPLE OF VARIOUS RACES LIVING TOGETHER HARMONIOUSLY SAY **YOU CAN'T CHANGE HUMAN NATURE**. BUT IT ISN'T A MATTER OF INSTINCT TO DISTRUST THE PERSON WHO IS DIFFERENT. THIS IS SOMETHING HANDED DOWN FROM THE ELDERS. AN OUTDATED NOTION PASSED ALONG LIKE AN ILL-FITTING SUIT. BIGOTRY IS LEARNED. AND IT CAN BE UNLEARNED, OR SIMPLY NOT TAUGHT."

— FROM 1947-1951 REPORT



Educational Activities

Educating against bigotry has the force of law in Chicago because it is stipulated in the Human Rights Ordinance that enabled the Commission. In 2001, the Commission stepped up its pro-active focus on education to prevent the growth of tensions and animosities which may lead to hate crime and discrimination.

Throughout the year, an estimated 14,280 Chicagoans engaged in bias-reducing activities presented by the CCHR's community relations staff. Staff also worked with the leadership of organizations that serve large populations, thereby greatly expanding the number of people impacted by anti-bias educational and mediation services. Included among the organizations served were: Local School Councils, Chicago Alternative Policing beats, YouthNets, primary and secondary schools, District Advisory Councils, chambers of commerce, faith groups, and institutions of higher learning. Focused primarily on youth, these activities were as follows:

- A total of 54 workshops, with 2,750 participants, which provided information on exclusion awareness and skills-building for interacting in a diverse city;
- A total of 95 presentations, with 3,900 persons in attendance. These sessions explained what a hate crime was and outlined how to respond to bias crime in one's community;
- A total of 225 community meetings, attended by over 7,630 people, which increased public awareness of hate crimes and the work of the Commission.

The Citywide 7th Grade Human Relations Student Essay Contest, in its ninth year of CCHR sponsorship, attracted participation from 60 public and private schools and 5,000 students. The students based their essays on the theme, *How I Can Improve Human Relations in Chicago*. Shell Oil Company generously funded an awards ceremony, which was emceed by Tammy Souza from NBC 5 Chicago News, at The Peggy Notebaert Nature Museum. Twenty winning students, their teachers, and principals were recognized. The top three winners were: Colleen Smith, from St. John Fisher School; Karen Lum, from Healy Elementary School; and Natalia Hryniw, from St. Nicholas Ukrainian Cathedral Catholic School.

Finally, a lakefront walk and rally called *Chicago's Youth . . . Taking Steps Toward Unity* attracted 800 ethnically and racially diverse participants. Headlined by local media personalities including David Navarro from FOX Chicago, Candi from B96, and various performers, this event was a part of the *Unity Month* celebration in September.



Special Events

In 1997, the Commission began coordinating five Mayoral receptions formerly managed by the Mayor's Office of Special Events: *African-American History Month* (February), *Arab Heritage Month* (November), *Asian Pacific Heritage Month* (May), *Gay & Lesbian Pride Month* (June), and *Veterans Month* (November). All are hosted at The Chicago Cultural Center.

The Mayor and CCHR Chairman Clarence N. Wood believed that the presence of eight Advisory Councils under the Commission's umbrella made these events a natural fit with the work of the Commission. In 2001, the receptions became invigorated to achieve the original mission with which they were charged: To celebrate the highlighted culture/group through an inclusive event and an audience that is representative of all of Chicago or at least as many ethnic, cultural, and religious groups as possible.

To date, the Mayor hosts eight Mayoral receptions through the CCHR. They are, in addition to those named above: *Hispanic Heritage Month* (September–October), *Immigrant and Refugee Week* (inaugurated October, 2001), and *Women's History Month* (March).

At the top of the year, the Commission convened its *57th Annual Luncheon and Human Relations Awards Presentation* on January 25, 2001 at the Palmer House Hilton Hotel. FOX Chicago anchor/commentator Walter Jacobson emceed the program. An audience of more than 500 people—members of grassroots organizations as well as civil rights, community, and corporate leaders—celebrated four individuals and one organization for their successes in improving intergroup understanding and cooperation in Chicago. Dr. John J. Garvey, Brooke M. Wiseman, and The Lira Ensemble received the *Human Relations*



Awardees with vintage Human Relations Awards

Award. Audrey Peebles and Sister Sheila Lyne each received the Commission's highest honor, the *Thomas and Eleanor Wright Award*. Dr. Manning Marable, a Columbia University professor and a prominent author and scholar of the politics and history of race in America, served as keynote speaker.

Back in the summer of 1992, the Commission partnered with the Human Relations Foundation of Chicago, now an affiliate of Jane Addams Hull House Association, to develop "Unity Day." The idea was to bring Chicagoans together, despite backgrounds and cultures, to celebrate their differences. By 2001, *Unity Month* celebrated its tenth consecutive year in September and had come to embrace the metropolitan area. The cosponsors, along with various presenters, scheduled more than 100 citywide events. Presenters, such as the University of Illinois at Chicago (UIC), the Chicago Department of Aviation, the Field Museum, the Cook County State's Attorney's Office, John F. Kennedy High School, CYC Fellowship House, and the Unity Coalition of the South Suburbs, ran the gamut from public to private and large to small. Activities ranged from art exhibits and workshops to cultural performances and religious services, spanning from the *Interfaith Service and Taste of the World Reception* at O'Hare International Airport (the first of two September 5th receptions opening Unity Month) to programs exploring musical connections between American Indian and Czechoslovak cultures. Mayor Daley helped launch the month with remarks at a September 5th UIC reception.



Year 2001 Awardees

Public Affairs

Municipal TV Channel 23 cablecasted such CCHR special events as the Human Relations Awards Presentation, the Citywide 7th Grade Human Relations Student Essay Contest awards ceremony, and the Chicago Gay and Lesbian Hall of Fame. Starting in October *Truth in Action*, a public affairs program hosted by Clarence N. Wood, was incorporated into Mayor Daley's news magazine-format *Chicago Works* show. Segments profiled the Chicago Humanities Festival XII, the Center for New Community, the Jewish United Fund/Jewish Federation of Metropolitan Chicago, prominent Arab Americans, and the 2001 Human Relations Awardees, as well as *Religious Holiday Symbols on Chicago's Front Porch* (the Daley Center) and the Balzekas Museum of Lithuanian Culture.

Advisory Councils

The CCHR Advisory Council on African Affairs, along with other Advisory Councils of the Commission, designed events oriented toward reducing intergroup tensions, which brought together area businesses with community residents and community-based organizations. The African Council, in cooperation with the Arab, Asian, Immigrant and Refugee, and Latino Councils, staged three **Business Owner** workshops in the Austin community. Presenters from the departments of Consumer Services, Revenue, CAPS, the Chicago Police, and the Commission responded to small-business needs and addressed concerns about City of Chicago regulating agencies. The Council, as part of the same team, presented a **Unity Breakfast** two days after September 11th, at which an Arab-, Asian-, and African-American business owner each gave presentations on operating a successful business in Austin. In addition, the Council worked closely with the Department of Consumer Services to increase taxicab service to minority communities of Chicago through compliance with the "one-call-a-day" provision of the taxicab ordinance. The African Council also assisted in the awarding 200 free medallions to minority companies who agreed to provide at least 50% of their service in minority communities, coordinating with minority- and African-owned taxicab affiliations as they worked to comply with ordinance requirements.

Proud to be American

Proud to celebrate our Arab heritage

Arab Heritage Month
November 2001 · Chicago

The CCHR Advisory Council on Arab Affairs worked with both the Arab Muslim and the Muslim communities at large toward having the City of Chicago officially recognize Islamic holidays and American-Muslim contributions to the City. The Arab Council was successful in securing annual recognition through an **Islamic Display** inaugurated on December 14, 2001 at the Daley Center. The Council also produced an **Arab Cultural Month Calendar of Events** (November), headlined "Proud to be American." After the September 11th Attacks on America, an immediate backlash took place against Chicago's Arab and Muslim communities. Using flyers, radio and TV appearances, newspaper interviews, and personal contact with community-based organizations and leaders, the Council reached out to inform these constituencies on what to do when confronted by hate crimes and acts of discrimination. The Council remained in close liaison with the Office of Police Superintendent Terry Hillard to ensure community protection. It also worked closely with the Chicago Public Schools' Office of Language and Cultural Education in developing and conducting training workshops designed for social studies teachers.

1951

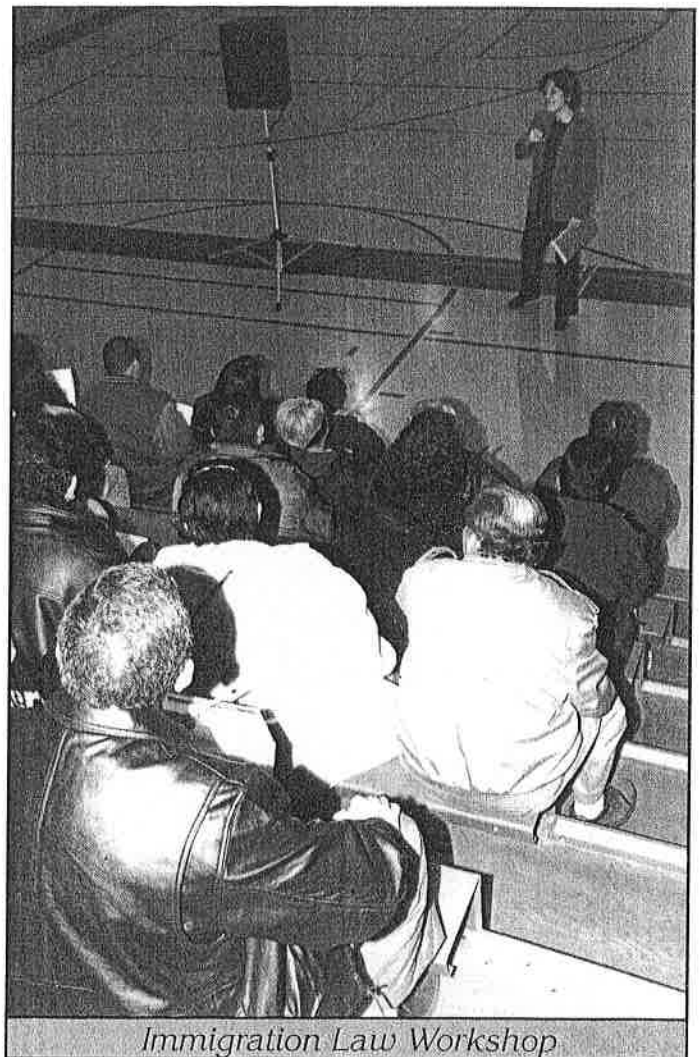
WHEN MEDIA ASSIST

"IN CHICAGO IN 1919, THE PRESS REFLECTED AND ENHANCED THE MISUNDERSTANDING AND HYSTERIA THAT GRIPPED THE CITY IN A RACIAL RIOT. A FAR DIFFERENT ROLE HAS BEEN PLAYED BY THE PRESS DURING THE PAST FEW YEARS IN REPORTING INCIDENTS OF RACIAL TENSION. NEWSMEN THEMSELVES HAVE BECOME EXTREMELY CONSCIOUS OF THE IMPACT THAT NEWS HAS ON THE COMMUNITY. THEY UNDERSTAND THAT THE NEWS, IN THE WAY IT IS REPORTED, CAN BE FORCE FOR GOOD OR ILL IN A TENSE SITUATION."

— FROM 1947-1951 REPORT

The CCHR Advisory Council on Asian Affairs worked on initiatives responding to September 11th in partnership with the Arab Council. The Asian Council took the lead in convening a *Community Alert* session at the Commission's offices shortly after the Attacks on America, in which spokespersons from diverse communities appealed for the media's assistance to reach victims of hate crime and harassment. Media cooperation helped spread the word about appropriate responses to hate crime and harassment and went a long way toward informing the public about potential dangers during a troubled time. In addition, the Asian Council persuaded Muslim students to testify at Chicago Public Schools hearings about their vulnerability to retaliatory attacks. The Council cosponsored the *4th Annual Asian Festival*, a six-day showcase for the performing arts and a products expo, which gave 30,000 attendees at Daley Plaza an appreciation for the tremendous diversity within Asian communities. Also during *Asian Pacific Heritage Month* (May), the Council produced a *Calendar of Events* with assistance from AT&T. That same month, the Council established its *FoundAsian Awards* recognizing individuals of Asian descent; the inaugural winners, Arun Sampanthivat and Jackie Shen, were both cited for excellence in culinary arts. The Council designed a presentation for *Unity Month* entitled *Our Stories: An Overview of Asian-American Experiences*, which offered non-Asians a stereotype-free introduction to its communities. Finally, the Council initiated a speakers bureau, using its own members to improve understanding of Asian Americans through public lectures and presentations.

The CCHR Advisory Council on Gay and Lesbian Issues has been instrumental in working with community leaders and City officials to expand coverage under the class of "sex" in Chicago's Human Rights Ordinance to include the perceived sex of individuals. The Ordinance as amended would clarify existing law to expressly prohibit discrimination against transgendered individuals. The Council helped coordinate the transfer of City-owned real estate to Horizons Community Services for development of a community center for the lesbian, gay, bisexual, and transgender (LGBT) communities. Additionally, the Council was part of a coalition that placed a bid for the Gay Games in 2006. Chicago did not win this first-time bid, but prospects for being selected as the host site in 2010 look bright. Also, the Council assisted in planning a Chicago Department of Public Health program to address substance use and abuse in the LGBT communities. The Council joined in workshops supporting marriage for same-sex couples as well as activities on behalf of HB101, which would amend the Illinois Human Rights Act to include sexual orientation as a protected class. Once again, the Council recognized the contributions of individuals and organizations to the city through its annual *Chicago Gay and Lesbian Hall of Fame*, and helped coordinate *Chicago LGBT Pride Festivities* during June. The 2001 *Hall of Fame* inductees, 12 individuals and one group, were: Lora Branch, Robert Castillo, Keith Elliott, Frank Goley (posthumous), Bob Maddox, Chuck Hyde, Antonio David Jimenez, Michael A. Leppen, Ellen A. Meyers, Kathryn Munzer, Chicago Gay Men's Chorus, Sara Feigenholtz, and Studs Terkel (both inducted as "Friends of the Community").



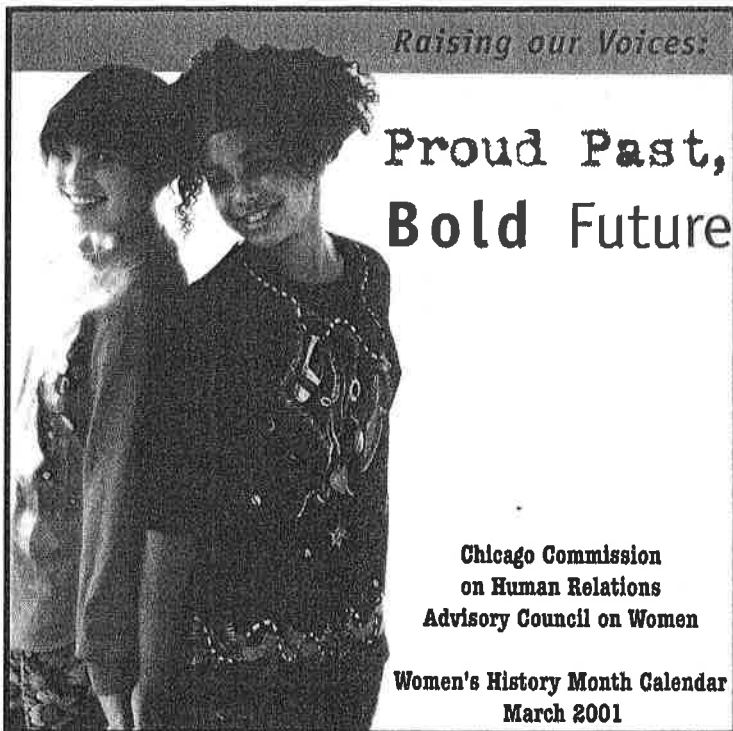
Immigration Law Workshop



The CCHR Advisory Council on Immigrant and Refugee Affairs, in cooperation with other Advisory Councils of the Commission, helped coordinate a series of six *Know Your Rights* forums/workshops, announced by Mayor Daley and held at sites around the city. Over 2,400 persons obtained counsel about their rights under law, received warnings from the City's Department of Consumer Services about phony immigration consultants, and left with helpful literature including a resource list of service agencies. Participants learned about the Legal Immigration and Family Equity Act, the Chicago Human Rights and Fair Housing Ordinances, and the City's Hate Crime Laws. A separate forum focused on post-September 11th immigration policy. A *New Residents Resource Guide* was produced to provide background information on city living for persons from other cultures and was translated into various languages. Under Council leadership, the Commission's *Adjudication Fact Sheet* was translated into 19 languages and thereby made user-friendly for immigrants. In addition, the Council took the lead in organizing City Council hearings on the issues of disabled immigrants and secured a resolution calling for more services accommodating this constituency. Finally, the Council helped inaugurate the celebration of October 22–26 as *Immigrant and Refugee Week in Chicago*. Mayor Daley honored the occasion with a reception during which October 24th was also proclaimed *United Nations Day*; over 400 persons from widely diverse backgrounds attended.

The CCHR Advisory Council on Latino Affairs hosted, with numerous cooperating organizations, the *7th Latino Business Opportunities Conference*. The 400 business owners in attendance were informed about available contracts and business-development opportunities in the public and private sectors. The Latino Council collaborated with other Commission staff to alleviate tensions between day workers and business owners on the North Side of the city, an effort which led to the beginning of an initiative for a more permanent workers center. In October, the Council collaborated with the Human Relations Foundation of Chicago and *¡Exito!* newspaper to host a town hall meeting on race relations after the September 11th Attacks on America, entitled *Who Is More American Than Me?*

The CCHR Advisory Council on Veterans' Affairs defended the need for healthcare services benefiting veterans in the Chicago area through testimony given at City and Congressional hearings in addition to outspoken public advocacy. Council members



also worked with the annual *Homeless Veterans Standdown* Committee, resulting in an event which provided needed resources and services to over 600 veterans. Through the *Veterans Referral Team*, a partnership between local veterans organizations and city, county, state, and federal veterans agencies, representatives met monthly for information sharing and to make referrals for veterans in need. The Council hosted an annual town hall meeting and a veterans expo, events at which information about benefits was provided to a combined total of 500 constituents. Finally, the Council helped organize public tributes and commemorations for special occasions such as *Memorial Day*, the 59th anniversary of the Battle of Midway, the 50th anniversary of the outbreak of the Korean War, *Veterans Day*, and *Pearl Harbor Day*.

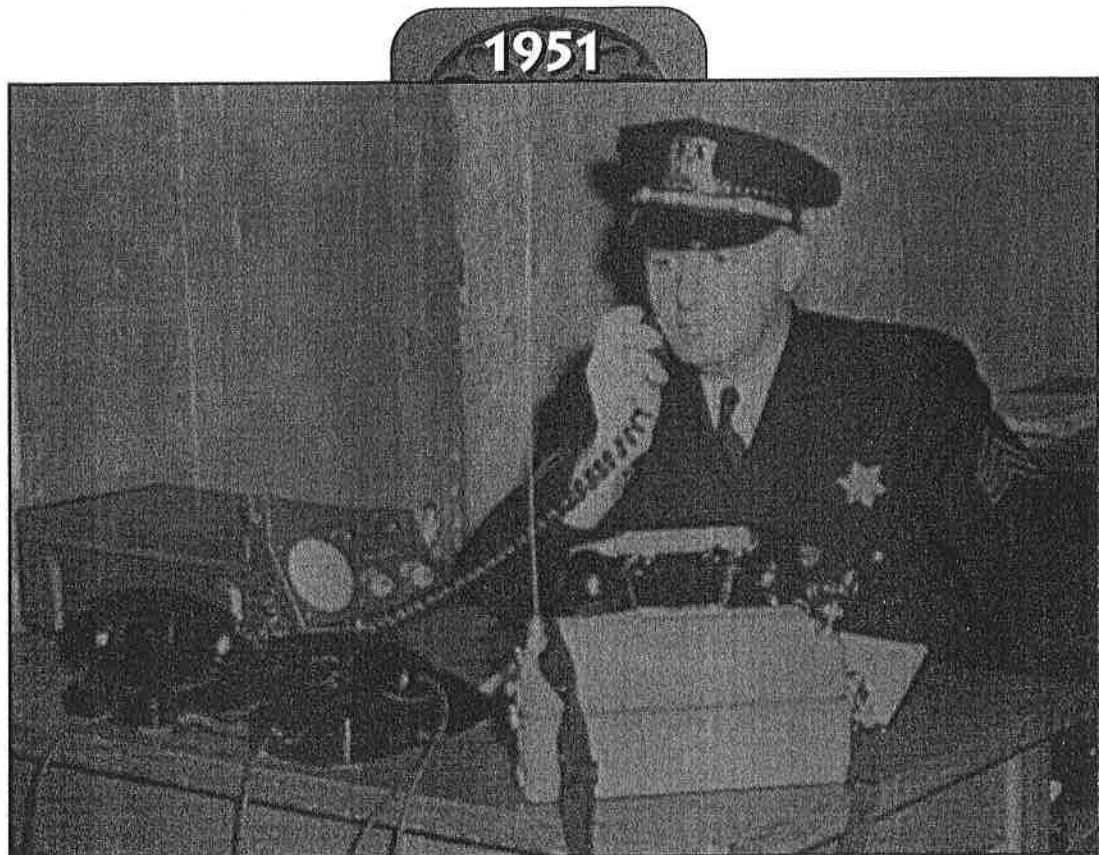
The CCHR Advisory Council on Women collaborated with other agencies to improve women's safety, based on the gender's disproportionate standing as victims of domestic violence and sexual assault. As a member of the Governor's Commission on the Status of Women, the Council supported passage of The Gender Violence Act, which would allow victims of sex-based violence to sue their attackers in civil court. The Council also supported efforts by the City's Department of Human Services to sensitize and educate service providers about domestic violence issues in Asian communities. The Council spearheaded a forum on communities of color affected by gender violence. In addition, the Council sponsored a community meeting on Section 8 housing discrimination in Uptown, Rogers Park, and Edgewater, in cooperation with the Organization of the Northeast and Chicago Health Outreach. This meeting resulted in the Council's partnership with the Chicago Department of Public Housing: A public education project was planned to provide women (especially women with children) seeking affordable housing with information on fair housing rights and protect them from discrimination. The Council cosponsored cultural programs with The Chicago Public Library, the Women's Center at DePaul University, the Office of Women's Affairs at the University of Illinois at Chicago, and the Chicago Council on Urban Affairs (a partial list). The Council also produced a *Women's History Month Calendar of Events*, which highlighted the work of women's groups and informed Chicagoans about the contributions of women to society.

What is a Hate Crime?

A person commits a hate crime when, because of the victim's actual or perceived race, color, creed, ancestry, nationality, religion, sexual orientation, gender or disability (including HIV status), he or she commits any of the following acts:

- Assault or Aggravated Assault
- Battery or Aggravated Battery
- Criminal Damage to Property
- Criminal Trespass to Real Property
- Criminal Trespass to Vehicle
- Misdemeanor Theft
- Mob Action
- Disorderly Conduct
- Telephone Harassment

The law requires that the specific hate motive must be established in order to charge an individual with the additional felony charge of Hate Crime. If persons are victimized in any of the ways listed above, it is imperative that they tell the police why they feel that hatred was the motivating factor. Information such as oral and/or written statements of the offender(s), a pattern of incidents in a given area or directed against a certain person or group, or any other factors to substantiate a hate motive must be given to the police. Once the hate motive is established, the police incident report will be assigned to the Chicago Police Department's Civil Rights Section for further investigation in collaboration with the appropriate Area Detective Division.



1951

DECLINE IN VIOLENCE

HERE IS THE STORY OF WHAT WAS DONE TO BRING ABOUT THE DECLINE BY APPROXIMATELY 50% OF HIT-AND-RUN ATTACKS AGAINST PROPERTY.

LIGHTHOUSE SYSTEM. ONE OF THE FIRST TASKS WAS TO LEARN WHAT WAS HAPPENING; OR BETTER STILL, TO LEARN ABOUT IT BEFORE IT HAPPENED. AND HERE MR. CITIZEN PLAYED HIS PART. THE CORNER STOREKEEPER AND THE CLERGYMAN, THE SETTLEMENT WORKER AND THE UNION MEMBER, THE P.T.A. MOTHER AND THE NEWSPAPER REPORTER—THESE AND MANY MORE BECAME A PART OF THE COMMISSION'S LIGHTHOUSE SYSTEM. 'REPORT IT TO THE COMMISSION,' WAS THE FIRST-AID TREATMENT PRESCRIBED FOR COMMUNITIES SUFFERING FROM TENSION OR TALK OF TENSION, INCIDENT OR RUMOR OF INCIDENT.

"THE FOLLOWING IS THE COMMISSION'S RECORD OF HIT-AND-RUN ATTACKS OCCURRING IN CHICAGO SURROUNDING THE MOVEMENT (EITHER ACTUAL, POTENTIAL OR RUMORED) OF NON-WHITE FAMILIES INTO THESE COMMUNITIES:

	1948	1949	1950	1951
BOMBING	2	0	0	2
ARSON	15	8	11	4
ATTEMPTED ARSON	15	8	3	3
STONINGS	35	24	18	22
MALICIOUS MISCHIEF	11	16	9	11
TOTAL ATTACKS AGAINST PROPERTY	78	56	41	42

"THE COMMISSION'S STAFF WENT TO WORK ON ALL THESE CALLS. ANYTHING REQUIRING POLICE ATTENTION WAS IMMEDIATELY RELAYED TO THE PROPER OFFICIALS. RUMORS WERE CAREFULLY CHECKED, TRACED TO THE SOURCE, AND WHERE UNFOUNDED, ACCURATE INFORMATION WAS SUBSTITUTED FOR FANCY AND EXAGGERATION. WHERE THE PROBLEM DID NOT YET REQUIRE POLICE ACTION, COMMISSION STAFF MEMBERS WENT TO WORK TO SEE TO IT THAT IT NEVER BECAME ONE WHICH DID.

"TO KNOW WHEN A FAMILY WAS MOVING INTO A NEW COMMUNITY WAS IN MOST INSTANCES ENOUGH TO PREVENT TROUBLE . . ."

- FROM 1947-1951 REPORT



Analysis: --- ---

Year 2001 Fluctuations in Reported Hate Crime Numbers

The City's Enabling Ordinance charges the Commission to "keep statistics on hate crimes to determine if such crimes are part of a pattern or if, due to hate or hate-based tensions . . . further hate crimes or escalation of tensions [is] likely to occur if remedial action is not taken." Almost three-quarters of the way through, the year 2001 was shaping up to have the lowest number of hate crimes in five years. Then, the number of reported hate crimes, particularly those against Arabs or those perceived to be Arab, skyrocketed in the wake of the attacks on the World Trade Center and the Pentagon.

Though the total number of reported hate crimes had remained above 200 in the years 1997, 1998, and 1999, the totals were falling by a few percentage points each year. Then, in 2000, the total dropped by 10%, from 202 in 1999, to 182. For the first several months of 2001, the average monthly totals were about average for the same months in previous years. In August 2001, the monthly total fell 33% from August 2000, from 21 to 14. September 2001 was on track to becoming an average month as well, with six hate crimes reported between September 1 and September 10.

During September 2001, however, there was a total of 56 reported hate crimes—compared to 14 during an average September. From September 11 through September 30 alone, there were 50 reported hate crimes: 41 based on national origin (typically one of the least likely bases of hate crimes), six based on race (typically the most likely basis of hate crimes), and three based on religion. Communities which typically see a high number of race-based hate crimes reported a sharp decline in those crimes and a corresponding increase in hate crimes based on national origin. For example, the community of Ashburn on the city's Southwest Side reported nine hate crimes in 2000. All of them were based on race. From September 11 to September 30 alone, Ashburn reported seven hate crimes—all of them based on national origin. Every victim was Arab or perceived to be Arab.

Then, just one month later, just as quickly as the hate crime numbers rose, they plummeted. In October, the number of reported hate crimes dropped by over 50%. By month's end, the reported number, 23, was one less than October 2000. The Commission believes that this sharp decrease can be attributed to combined efforts: (1) continued and sustained outreach by its Community Relations staff; (2) education and public service efforts by the Chicago Police Department; and (3) local and national appeals for peace and calm.

While 2001 ended with a record-high number of reported hate crimes, the Commission noted that the spate of accelerated hatred and intolerance lasted for a fairly short time.

COMMUNITY ALERT

" . . . national tragedy demands level heads among all Chicagoans. Choose civility over ignorance!"

Speak up against individuals who are targeting an entire group of people as scapegoats and using this national tragedy as an excuse to commit that crimes.

CALL
THE COMMISSION ON HUMAN RELATIONS
(312) 744-4111

The Commission can work with you to slope hate crimes and bigotry in your community!

Richard M. Daley
Mayor
City of Chicago



Clarence N. Wood
Chairman
Chicago Commission
on Human Relations

Post-September 11 flyer

Breakdown:

Hate Crimes Reported in 2001

Charge

Simple Assault	44 Cases
Simple Battery	48 Cases
Criminal Property Damage	53 Cases
Aggravated Battery	19 Cases
Robbery	4 Cases
Intimidation	1 Cases
Theft	3 Cases
Arson	6 Cases
Arson Threat	7 Cases
Criminal Trespass	1 Cases
Bomb Threat	3 Cases
Unlawful Weapon	1 Cases
Other	1 Cases
Total	215 Cases

Basis

Racial	63 Cases
Sexual Orientation	44 Cases
Religious	31 Cases
National Origin	76 Cases
Gender	1 Cases
Disability	0 Cases
Total	215 Cases

إعلان تحذير للجالية

تتطلب المساءة القومية التي حلت بنا من كل مواطن قسي مدينة شيكاغو الحصافة والتفكير الصائب. أختار التهذيب والتحضر على الفظاظة والجهل.

أهلي شيكاغو، ليس هناك من سبب يدعو لأن تكونوا كيش القداء، أو أن تسمحوا للبعث بالاعتداء عليكم. الرجاء التبليغ فوراً عن أي حادث اعتداء أو إبالة بالاتصال:

- (1) بمخفر الشرطة في منطقتك أو الاتصال بالرقم 911
- (2) مفوضية شيكاغو للعلاقات الإنسانية. (312) 744-4111

على طلبة الجامعات والمعاهد الإبلاغ عن هذه الحوادث إلى عميد الطلبة أو إلى مكتب شؤون الطلبة.

على طلبة المدارس الثانوية الإبلاغ عن مثل هذه الحوادث إلى مدرسيهم، ومدراءهم، والمرشدين الاجتماعيين في مدارسهم.

ريتشارد م. دالي
عمدة مدينة شيكاغو
مدينة شيكاغو



كلارنس وود
الرئيس
مفوضية شيكاغو
للعلاقات الإنسانية

Community Alert flyer in Arabic

1951

POLICE-CCHR COOPERATION

"THE DAY-TO-DAY RELATIONSHIP ESTABLISHED BETWEEN THE HUMAN RELATIONS POLICE SECTION AND THE COMMISSION, BY MEANS OF WHICH ALL INCIDENTS COMING TO THE ATTENTION OF EITHER ARE RELAYED TO THE OTHER, HAS PROVED EXTREMELY HELPFUL, AND THE MAIN WAY THE PULSE OF THE CITY IS RECORDED."

—FROM 1947-1951 REPORT

Race

Of the 63 racially motivated hate crimes:

Black victim in 35 cases
11 White offenders
23 Unknown offenders
1 Latino offender

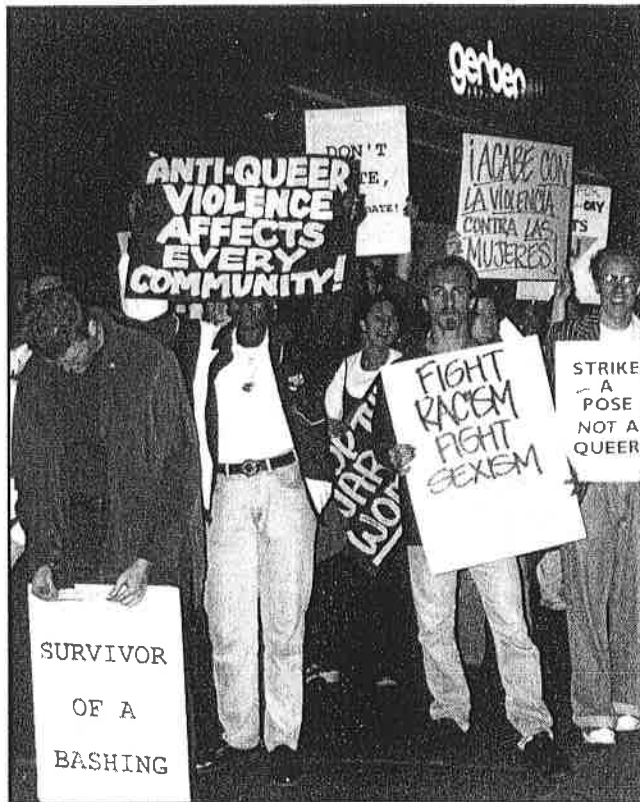
White victim in 11 cases
3 Black offenders
6 Unknown offenders
2 White offenders

Latino victim in 4 cases
1 White offender
3 Unknown offenders

Asian victim in 6 cases
1 White offender
5 Unknown offenders

Institutional victim in 3 cases
3 Unknown offenders

Other racial victim(s) in 2 cases
2 Unknown offenders



"A student was spit on by a 16 year-old White youth. When asked why he spit, the youth replied, 'because you're a . . . Jew.' At trial, the youth admitted that he picked on our student because of the way he dressed and knew that he was a student at the 'Rabbi School.' He was sentenced to community service due to his age."

*— Rabbi Noson Dubovick
Telshe Yeshiva Chicago, Albany Park*

Religion

The incident occurred because victim(s) was/or was perceived to be/or was part of a group including:

Jewish individual or institution in 14 cases
Islamic individual or institution in 12 cases
Other individual or institution in 5 cases

Offender Ethnicity:

Unknown offender involved in 25 cases
White offender involved in 3 cases
Black offender involved in 1 case
Asian offender involved in 1 case

Sexual Orientation

The incident occurred because victim(s) was/or was perceived to be/or was part of a group in the following:

Gay or Lesbian in 44 cases

Victim and Offender Gender:

Male offender and male victim in 22 cases
Unknown offender and male victim in 11 cases
Male offender and female victim in 4 cases
Unknown offender and institutional victim in 3 cases
Unknown offender and female victim in 4 cases

Offender Race:

Black offender in 8 cases
White offender in 4 cases
Unknown offender in 25 cases
Latino offender in 5 cases
Asian offender in 2 cases

“While our church is located in a college neighborhood, [one must not assume everyone is liberal or tolerant]. Regardless of the community, many young heterosexual men go through a macho stage where they feel they must prove their masculinity, and that’s often by hurting others.”

— Reverend Shane DeSautels

Resurrection Church, Hyde Park

(where, in a series of incidents, a Rainbow flag was stolen and set on fire)

National Origin

The incident occurred because victim(s) was/or was perceived to be/or was part of a group including:

Latino in 10 cases
Bosnian in 2 cases
Black in 3 cases
Arab victim or institution in 60 cases*
Unknown in 1 case

Offender Ethnicity:

White in 19 cases
Native American in 1 case
Asian in 1 case
Black in 14 cases
Latino in 6 cases
Unknown in 35 cases

Gender

The incident occurred because victim(s) was/or was perceived to be/or was part of a group including:

Female in 1 case

Victim and Offender Gender:

Female victim and male offender in 1 case

**Not all of these incidents were related to September 11.
In fact, some took place prior to that date.*

Age of Offenders in All Hate Crimes

Age of Offender unknown in 130 cases

17–25 years in 33 cases

26–59 years in 41 cases

Under age 16 in 10 cases

60 plus in 1 case

Year to Date Dispositions:

While an incident may initially be classified as a hate crime, subsequent investigations may alter this status. There are three possible dispositions that determine the final outcome of a hate crime investigation: (1) *Bonafide Cases* show that facts and evidence support the charge on which a given hate crime report was based; (2) *Undetermined Cases* show that there are insufficient facts to support the conclusion of a hate crime; and (3) *Unfounded Cases* show that the facts and evidence do not support the charge of a hate crime having been committed. Some dispositions are determined fairly quickly while others take weeks or months at a time to decide.

January 1–December 31, 2001 Final Dispositions

Bonafide—96 cases

Undetermined—50 cases

Unfounded—41 cases

“In dealing with ‘special circumstances’ that lead to a sudden increase of hate crimes in a certain community, it is absolutely vital to have the support and awareness of the community’s involvement. After the September 11 tragedy, three wards experienced an alarming increase in hate crimes, particularly against Arabs or those perceived to be Arab. Once he became aware of this, 40th Ward Alderman Patrick O’Connor responded by inquiring of our office any additional information we could provide. This kind of attention by our city’s elected officials sends a clear message that crimes against individuals merely because they are different will not be tolerated.”

*—Kenneth Gunn, First Deputy Commissioner
Chicago Commission on Human Relations*

Hate Crimes by Community Area

	Community Area	Natl. Origin	Race	Religion	Gender	Sexual Orientation	Disability	2001 Total	2000
1	Rogers Park	2	1	0	0	2	0	5	6
2	West Ridge	5	1	4	0	2	0	12	10
3	Uptown	1	1	0	0	6	0	8	2
4	Lincoln Square	2	1	1	0	0	0	4	4
5	North Center	0	0	0	0	3	0	3	1
6	Lake View	0	3	1	0	9	0	13	11
7	Lincoln Park	1	2	2	0	1	0	6	1
8	Near North Side	4	6	1	0	2	0	13	6
9	Edison Park	0	0	1	0	0	0	1	0
10	Norwood Park	0	2	0	0	1	0	3	1
11	Jefferson Park	1	0	0	0	0	0	1	2
12	Forest Glen	0	0	0	0	0	0	0	0
13	North Park	0	1	5	0	0	0	6	1
14	Albany Park	0	0	0	0	0	0	0	1
15	Portage Park	2	1	1	0	0	0	4	2
16	Irving Park	4	1	1	0	1	0	7	3
17	Dunning	0	0	0	0	0	0	0	5
18	Montclare	0	1	0	0	0	0	1	1
19	Belmont Cragin	3	0	0	0	0	0	3	4
20	Hermosa	2	0	0	0	0	0	2	1
21	Avondale	1	1	1	0	1	0	4	3
22	Logan Square	2	2	1	0	1	0	6	2
23	Humboldt Park	2	0	0	0	0	0	2	1
24	West Town	6	4	0	1	3	0	14	1
25	Austin	1	0	0	0	0	0	1	4
26	West Garfield Park	0	0	0	0	0	0	0	0

	Community Area	Natl. Origin	Race	Religion	Gender	Sexual Orientation	Disability	2001 Total	2000
27	East Garfield Park	0	0	0	0	0	0	0	3
28	Near West Side	0	1	0	0	0	0	1	3
29	North Lawndale	1	1	0	0	0	0	2	1
30	South Lawndale	2	4	0	0	0	0	6	6
31	Lower West Side	1	1	0	0	1	0	3	2
32	Loop	0	1	2	0	1	0	4	7
33	Near South Side	0	0	0	0	0	0	0	1
34	Armour Square	0	1	0	0	0	0	1	1
35	Douglas	1	1	0	0	0	0	2	3
36	Oakland	0	0	0	0	0	0	0	1
37	Fuller Park	1	0	0	0	0	0	1	3
38	Grand Boulevard	2	1	1	0	1	0	5	4
39	Kenwood	1	0	0	0	0	0	1	1
40	Washington Park	0	0	0	0	0	0	0	0
41	Hyde Park	0	0	0	0	2	0	2	2
42	Woodlawn	0	0	0	0	1	0	1	1
43	South Shore	1	1	0	0	0	0	2	2
44	Chatham	0	0	0	0	0	0	0	0
45	Avalon Park	0	0	0	0	0	0	0	0
46	South Chicago	0	0	0	0	0	0	0	2
47	Burnside	0	0	0	0	0	0	0	0
48	Calumet Heights	0	0	0	0	0	0	0	0
49	Roseland	0	0	0	0	0	0	0	0
50	Pullman	0	0	0	0	0	0	0	0
51	South Deering	0	1	1	0	0	0	2	1
52	East Side	0	0	0	0	0	0	0	4
53	West Pullman	1	1	0	0	0	0	2	2

	Community Area	Natl. Origin	Race	Religion	Gender	Sexual Orientation	Disability	2001 Total	2000
54	Riverdale	0	0	0	0	0	0	0	0
55	Hegewisch	0	1	0	0	0	0	1	3
56	Garfield Ridge	2	1	0	0	0	0	3	6
57	Archer Heights	0	0	0	0	0	0	0	0
58	Brighton Park	0	0	0	0	0	0	0	2
59	McKinley Park	0	0	0	0	0	0	0	1
60	Bridgeport	0	2	1	0	0	0	3	3
61	New City	1	1	0	0	1	0	3	5
62	West Elston	1	0	0	0	0	0	1	1
63	Gage Park	1	0	0	0	0	0	1	2
64	Clearing	1	0	2	0	0	0	3	3
65	West Lawn	0	0	0	0	0	0	0	4
66	Chicago Lawn	2	1	1	0	0	0	4	2
67	West Englewood	1	0	0	0	0	0	1	3
68	Englewood	1	0	0	0	2	0	3	2
69	Greater Grand Crossing	3	0	0	0	0	0	3	1
70	Ashburn	7	5	0	0	0	0	12	9
71	Auburn Gresham	1	0	0	0	0	0	1	1
72	Beverly	0	1	0	0	1	0	2	1
73	Washington Heights	1	0	0	0	0	0	1	1
74	Mount Greenwood	1	3	0	0	0	0	4	2
75	Morgan Park	0	2	0	0	0	0	2	4
76	O'Hare	1	1	3	0	0	0	5	1
77	Edgewater	2	3	1	0	2	0	8	2
	TOTALS	76	63	31	1	44	0	215	182

Hate Crimes by Ward

Ward	National Origin	Race	Religion	Gender	Sexual Orientation	Disability	2001 Total	2000
1	5	4	0	0	0	0	9	1
2	1	1	0	0	0	0	2	5
3	4	2	1	0	0	0	7	8
4	1	0	0	0	1	0	2	2
5	0	0	0	0	2	0	2	4
6	0	0	0	0	1	0	1	0
7	1	1	0	0	0	0	2	2
8	0	0	0	0	0	0	0	1
9	0	0	0	0	0	0	0	0
10	0	2	1	0	0	0	3	9
11	0	3	1	0	0	0	4	5
12	1	1	0	0	0	0	2	4
13	4	2	2	0	0	0	8	7
14	3	0	2	0	0	0	5	4
15	0	1	0	0	0	0	1	3
16	1	0	0	0	3	0	4	3
17	2	0	0	0	0	0	2	1
18	4	3	0	0	0	0	7	8
19	0	6	0	0	1	0	7	6
20	3	0	0	0	1	0	4	2
21	1	0	0	0	0	0	1	3
22	2	3	0	0	0	0	5	3
23	3	1	0	0	0	0	4	8

Ward	National Origin	Race	Religion	Gender	Sexual Orientation	Disability	2001 Total	2000
24	1	1	0	0	0	0	2	4
25	1	1	0	0	1	0	3	2
26	2	1	1	0	3	0	7	3
27	3	2	0	1	2	0	8	0
28	1	1	0	0	0	0	2	2
29	0	0	0	0	0	0	0	2
30	5	1	1	0	0	0	7	1
31	3	0	0	0	0	0	3	1
32	1	1	0	0	5	0	7	1
33	0	2	0	0	1	0	3	5
34	1	1	0	0	0	0	2	2
35	0	1	1	0	0	0	2	2
36	1	1	0	0	0	0	2	5
37	1	0	0	0	0	0	1	3
38	1	1	1	0	0	0	3	4
39	0	0	5	0	0	0	5	1
40	4	1	1	0	1	0	7	7
41	1	3	4	0	1	0	9	2
42	3	6	3	0	2	0	14	15
43	1	1	2	0	1	0	5	1
44	0	1	1	0	5	0	7	11
45	3	0	0	0	0	0	3	3
46	1	2	0	0	4	0	7	1
47	0	2	0	0	5	0	7	0
48	0	1	0	0	3	0	4	1
49	1	0	0	0	1	0	2	4
50	5	2	4	0	0	0	10	10
Totals	76	63	31	1	44	0	215	182

Cases Filed with Adjudication Unit

The City's Enabling Ordinance of 1990 gave the reorganized Commission on Human Relations subpoena powers and the power of legal enforcement. After that date, the orders of the Commission's Adjudication Unit carried the weight of the law behind them, unlike those of the Commission of 50 years ago, which relied on voluntary compliance in response to discriminatory actions. The cooperation of the alleged discriminator in any case where discrimination was alleged became mandatory.

The job of the Adjudication Unit is:

- to investigate complaints;
- to settle cases, if possible;
- to determine, after investigation and hearing, whether there was discrimination in violation of the City of Chicago ordinances;
- to order remedies if the complainant proves at a hearing that discrimination has occurred.

The Adjudication Unit, however, is neutral. It does not serve as either side's lawyer or advisor. It is not a prosecutor. It does not take the side of either the complainant (the person who filed the complaint) or the respondent (the alleged discriminator).

Discriminated Against In Chicago?



Call the City of
Chicago Commission
on Human Relations
at
312.744.4111 (Voice)
or
312.744.1088 (TTY)

What Discrimination Is

To win a discrimination case, a complainant must be able to prove by a preponderance of the evidence that

- The complainant was subjected to unfavorable treatment by a covered individual, business or government agency (the respondent);
- This conduct was based on the complainant's status in one or more of these 13 protected categories:

Race	Sex	Source of Income
Color	Disability	Religion
Sexual Orientation	Age	Marital Status
Ancestry	Parental Status	Military Discharge Status
National Origin;		
- The conduct was in one of four covered areas:

Housing	Public Accommodation
Employment	Credit Transactions;
- The injury took place in the City of Chicago;
- The complainant filed the complaint within 180 days of the date of the alleged discriminatory action;
- The complainant was treated differently because of his or her protected status, and not for other legitimate, non-discriminatory reasons.

1951



FAIR EMPLOYMENT

"IN ORDER TO IMPLEMENT THE CHICAGO FAIR EMPLOYMENT PRACTICES ORDINANCE, THE CHICAGO COMMISSION RECEIVES COMPLAINTS OF DISCRIMINATION IN EMPLOYMENT, INVESTIGATES THESE COMPLAINTS AND SEEKS VOLUNTARY COMPLIANCE WITH THE ORDINANCE. IF THIS FAILS THE CIVIL RIGHTS UNIT OF THE CITY LAW DEPARTMENT MAY ENTER THE SITUATION AT THE POINT OF ANY POSSIBLE LEGAL ACTION. THIS PROCEDURE WAS WORKED OUT IN

COOPERATION WITH THE CITY LAW DEPARTMENT IN 1946. AT LEAST TWO CASES HAVE BEEN BROUGHT BEFORE THE COURTS UNDER THIS PROCEDURE BUT THE COMPLAINANTS WITHDREW THE CHARGES AND THE COURT CASES WERE DROPPED FOLLOWING ASSURANCE BY THE COMPANIES THAT THEY WOULD CORRECT THEIR DISCRIMINATORY PRACTICES."

-FROM 1947-1951 REPORT

How Cases Proceed

People who believe they meet that criteria set forth above must file written complaints with the Commission. Once they do so, the Commission has the respondent provide a written answer as well as supporting documentation and information. The Commission then investigates the case. When the investigation begins, the investigator will interview the complainant, the respondent(s), and, usually, witnesses. The investigator will also gather documents and information, including information concerning other people who may be comparable to the complainant.

The investigator will also talk with the parties about whether they wish to try to settle the case before the investigation is completed. Settlement is voluntary.

If the case does not settle (or otherwise close), the investigator will complete the investigation. Commission senior staff will then review a written summary of the investigation to determine whether or not there is substantial evidence of discrimination. A finding of "substantial evidence" does not mean that the complainant has won the case, only that there is enough evidence to proceed further. If it finds that there is not substantial evidence, it dismisses the case (the complainant may request a review of that decision). If the Commission finds that there is substantial evidence, it holds a mandatory settlement conference. If the parties do not reach a settlement agreement, the Commission then holds an Administrative Hearing. The hearing is a trial, but somewhat less formal than in court. A Hearing Officer, who is an attorney, presides over the hearing and manages the hearing process. Based upon the Hearing Officer's recommendation and the rest of the hearing record, the Commission's Board of Commissioners makes the final determination about whether the complainant has proved that the respondent has violated the Chicago Human Rights or Chicago Fair Housing Ordinance.

What a Complainant Can Receive

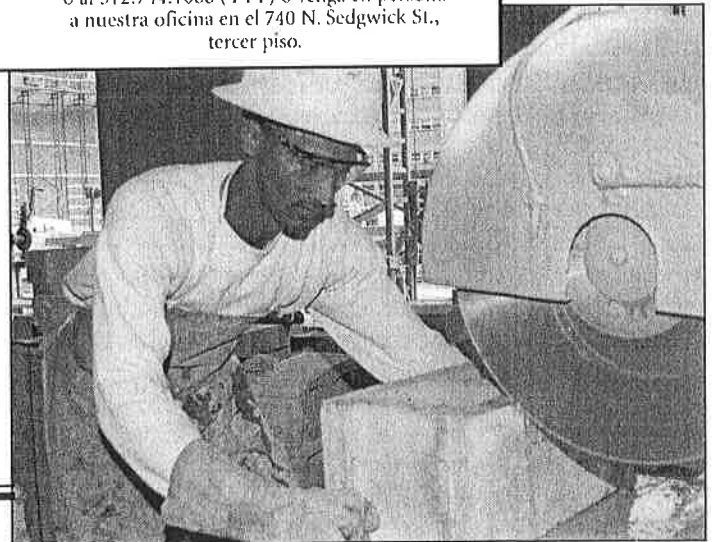
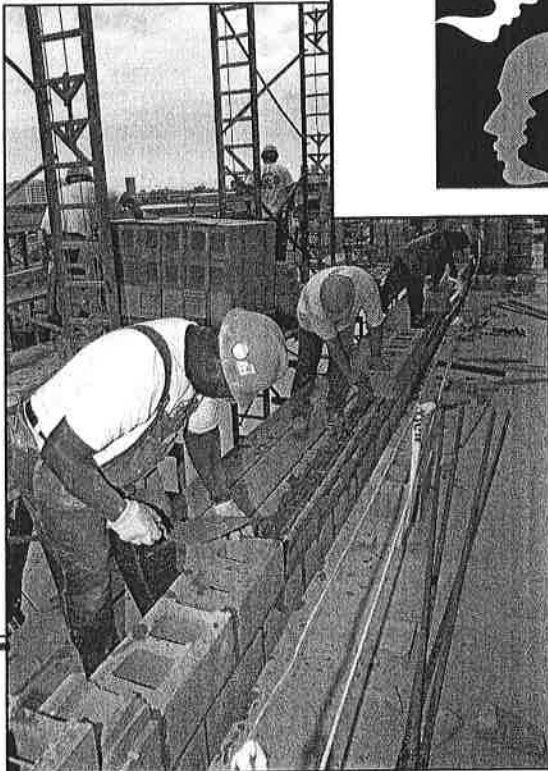
If the respondent is found liable after the Administrative Hearing, the Commission may award the complainant one or more of the following types of relief, based on evidence of damages the complainant has presented:

- Out-of-Pocket Damages: Reimbursement for financial losses resulting from the discrimination, such as back pay if denied a job, or moving costs if forced out of an apartment;
- Emotional Distress Damages: Compensation for the distress that the complainant proved was caused by the discrimination;
- Injunctive Relief: Orders directing the respondent to do or not to do something, such as ceasing a discriminatory policy or installing a wheelchair ramp;
- Attorney's Fees and Costs: Payment for the reasonable work the complainant's attorney performed on the case;
- Punitive Damages: Payment to complainant if respondent's conduct was found to be willful, wanton, or done in reckless disregard of the complainant's rights;
- Fine: Payment to the City of Chicago for violation of the Human Rights Ordinance or Fair Housing Ordinance.

¿Ha Sufrido Discriminación En Chicago?

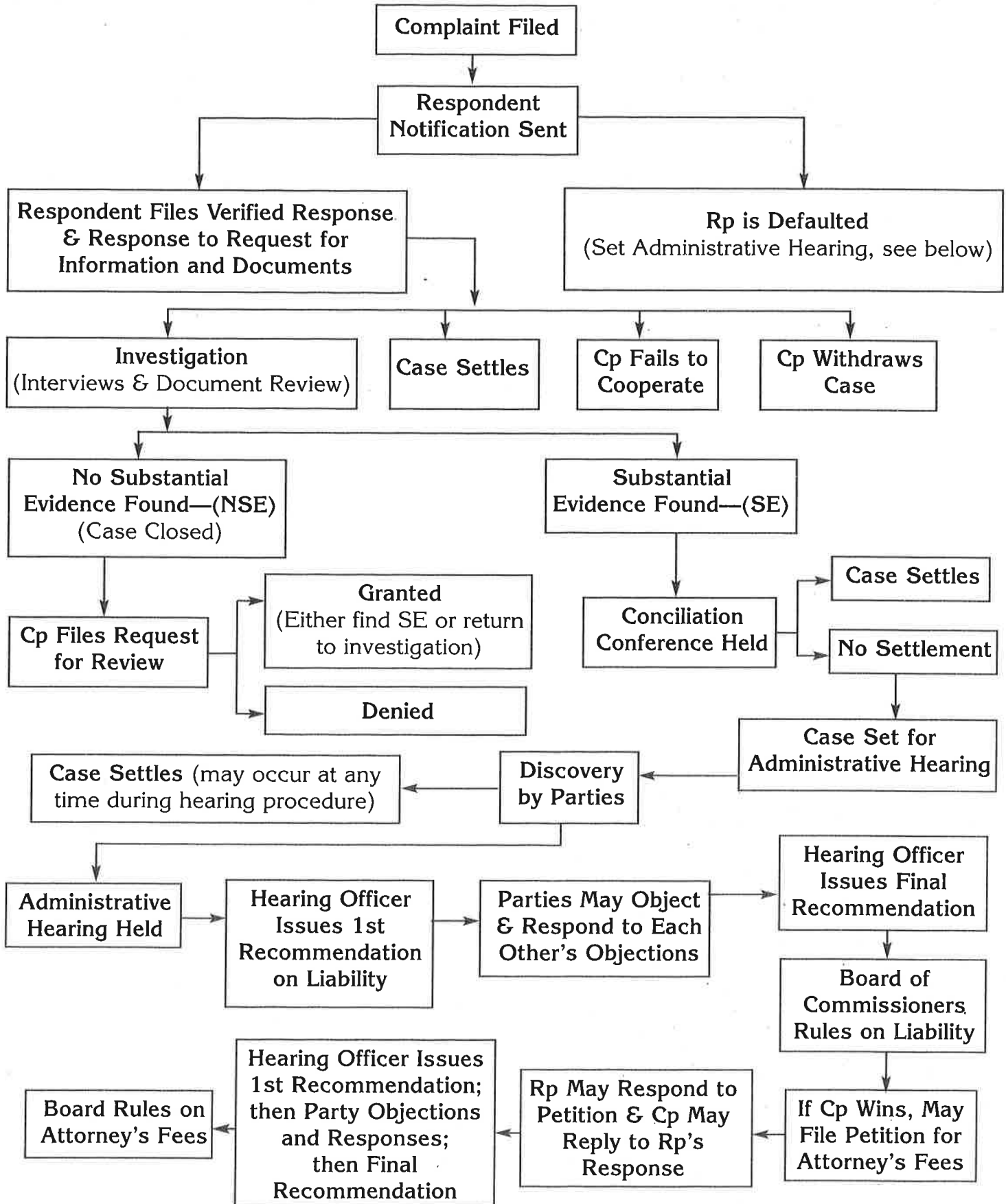


¿Cree usted haber sido discriminado en la vivienda, empleo, lugares públicos, o al solicitar crédito en la Ciudad de Chicago? Esta discriminación pudo haber sido basada en su raza, color, sexo, edad, religión, discapacidad, origen nacional, orientación sexual, estado civil, su fuente de ingresos, el hecho de tener hijos, o su categoría de descargo del ejército. De ser así, llame a la Comisión de Relaciones Humanas de la Ciudad de Chicago al 312.744.4111 (voz), ó al 312.744.1088 (TTY) o venga en persona a nuestra oficina en el 740 N. Sedgwick St., tercer piso.



Case Process

Note: Cp=Complainant Rp=Respondent



Summary of Actions Taken by the Chicago Commission on Human Relations Adjudication Unit

Details about several of these charts are provided in the rest of this report

Complaints Filed					
	EMP	PA	HSG	Credit	TOTAL
Number of Cases Filed	182	117	108	2	409

Cases Closed					
	EMP	PA	HSG	TOTAL	
Total Closed	202	93	154	449	
Settled	63	48	69	180	40%
No Substantial Evidence	58	14	19	91	20%
Failure to Cooperate	24	7	35	66	15%
Withdrawn	31	9	24	64	14%
"Other" (includes Rulings after Hearings)	22	5	7	34	8%
Lack of Jurisdiction	4	10	0	14	3%

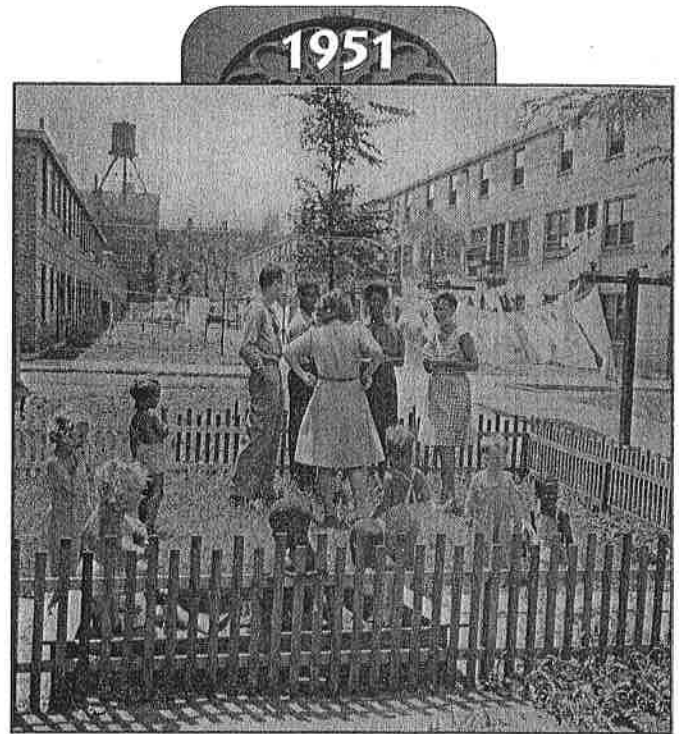
Substantial Evidence Found				
	EMP	PA	HSG	TOTAL
Substantial Evidence Found	21	3	10	34

Defaults Entered				
	EMP	PA	HSG	TOTAL
Respondents Defaulted	0	3	3	6

Requests for Review				
	EMP	PA	HSG	TOTAL
Requests for Review Filed	15	9	5	29
Requests for Review Granted	4	2	0	6

In some cases, complainants claim more than one type of discrimination. Accordingly, percentages are based on the total number of bases claimed, and not the total number of complaints filed. Percentages for each category equal approximately 100%.

EMP = Employment
PA = Public Accommodation
HSG= Housing



Bases of Claims for Cases Filed

Protected Classes	EMP		PA		HSG		TOTAL	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
Race	67	26%	64	37%	31	22%	162	28%
Color	4	2%	8	5%	4	3%	16	3%
Sex	50	19%	14	8%	8	6%	72	13%
Age	33	13%	2	1%	9	6%	44	8%
Religion	10	4%	6	4%	5	3%	21	4%
Disability	24	9%	30	18%	20	14%	74	13%
National Origin	20	8%	16	9%	6	4%	42	7%
Ancestry	6	2%	10	6%	0	0%	16	3%
Sexual Orientation	33	13%	7	4%	9	6%	49	8%
Marital Status	2	1%	1	.5%	5	3%	8	1%
Parental Status	3	1%	1	.5%	11	8%	15	3%
Military Discharge Status	0	0%	0	0%	0	0%	0	0
Source of Income	1	.4%	4	2%	35	24%	40	7%
Retaliation	6	2%	8	5%	N/A		14	2%
Total Number of Bases Claimed	259		171		143		573	

Substantial Evidence Determinations

2001	EMP	PA	HSG	TOTAL
No Substantial Evidence Found	58 73%	14 82%	19 66%	91 73%
Substantial Evidence Found	21 27%	3 18%	10 34%	34 27%

The percentages above are measured from only those cases in which an NSE or an SE finding was made. They are not percentages from all cases which the Commission completed in 2001. For example, the percentages do not consider the cases which were settled or withdrawn before an NSE or SE finding could be made.

Average Time Cases Spend in the Investigative Sta

The chart below indicates the average amount of time a case spends in the investigative stage. That is the time starting from when the case is filed until the first of: a substantial evidence finding; a default order; or a dismissal (such as settled, withdrawn or a no substantial evidence finding). It does not measure time spent after a case proceeds to a conciliation conference and/or an administrative hearing.

	EMP	PA	HSG	OVERALL
2000-AVERAGE TIME in months	24.9	9.4	19.1	20.1
2001-AVERAGE TIME in months	20.8	9.6	21.1	18.5

In 2001, the average time that a case spent in the investigative stage decreased by over two months. This is due to the Commission's two-year push to complete work on its backlog, especially cases open over two years. As the chart below shows, the Commission has completed the vast majority of its cases which were filed before January 1, 2000 and has a low percentage of cases open more than two years.

	As of February 1, 2001	As of February 1, 2002
Number of Cases Filed Before January 1, 2000	310	60
Percentage of Open Cases Filed Before January 1, 2000	61	12.5
Percentage of Open Cases * Open for Two Years or More	25	12.5

* As of 2/1/01, these were cases filed before 1999; as of 2/1/02, these were cases filed before 2000.

PUBLIC ACCOMMODATION

" ILLINOIS LAW SINCE 1885 HAS GUARANTEED THE RIGHT OF ALL PERSONS TO EQUAL SERVICE TO RESTAURANTS, HOTELS, TAVERNS, STORES, THEATRES, AND SKATING RINKS, AND OTHER PLACES OF PUBLIC ACCOMMODATIONS AND AMUSEMENT. BUT THE LAW HAS NOT ALWAYS BEEN OBSERVED.

"THE COMMISSION UNDERTOOK A PROGRAM OF EDUCATION AND NEGOTIATION WITH MANAGEMENT, EXPLAINING THE LAW. COMPLAINTS RECEIVED BY THE COMMISSION WERE DISCUSSED WITH MANAGEMENT. WHERE IGNORANCE OF THE LAW WAS PLEADED INFORMATION REGARDING THE STATUTE WAS MADE AVAILABLE. WHERE A SINGLE EMPLOYEE WAS AT FAULT STEPS WERE TAKEN TO AVOID RECURRENCE. WHERE MANAGEMENT EXPRESSED FEAR THAT TRADE WOULD SUFFER UNDER AN OPEN POLICY, THE COMMISSION PROVIDED CASE HISTORIES OF SUCCESSFUL COMPLIANCE. THE FEW PATRONS WHO URGED SEGREGATION, THE COMMISSION POINTED OUT, DID NOT REPRESENT COMMUNITY OPINION."

— FROM 1947-1951 REPORT

1951



Summary of Administrative Hearing Actions

Rulings for Respondents (Rp)	3
Rulings for Complainants (Cp)	6
Damages Awarded to Cp	\$ 29,617.50
Fines Awarded to City	\$ 2,025.00
Attorney's Fees Rulings	3
Fees & Costs Awarded to Cp	\$ 33,984.00
Number of Hearings Held in 2001	9

(Rulings on several of these are not due until 2002.)

Summary of Liability Rulings Made After Administrative Hearings

EMPLOYMENT

Matthews v. Hinckley & Schmitt, 98-E-206 (1-17-01)

Complainant was found not to have carried her burden to show that she was not given a starting date, after being offered a job, due to her disability, especially where Respondent was found to have been willing to make the limited modifications needed to accommodate her.

Thomas v. Chicago Dept. of Public Health, et al., 97-E-221 (7-18-01)

Respondents were found not liable for promoting a Caucasian and an Hispanic over African-American Complainant where Complainant could not show that the reasons Respondent gave for choosing the others over him were pretextual.

HOUSING

Godard v. McConnell, 97-H-64 (1-17-01)

In default case, CCHR found Respondent liable for not allowing Complainant to apply for an apartment because Complainant has children. Because Complainant testified that Respondent was only one of dozens of landlords who may have discriminated against her and so caused her emotional distress, \$400 of her distress was found attributable to Respondent. The Commission fined Respondent \$25.

Leadership Council for Metropolitan Open Communities v. Souchet, 98-H-107 (1-17-01)

Respondent was found liable for treating African-American applicants and testers differently from white ones. Complainant, a fair housing organization, was awarded about \$3,100 of damages for frustration of its mission to compensate it for costs of testing and preparation. Respondent ordered to refrain from such discrimination; to pay \$2,920 for future tests of her practices; to attend fair housing training; to develop uniform leasing practices; and to keep written records of vacancies and rentals. Complainant is to monitor these activities. Where Respondent lied to African-American testers and may have tried to lie to the Commission and where other damages were low, \$500 of punitive damages were assessed against Respondent. Respondent was also fined \$500.

Pudelek/Weinmann v. Bridgeview Garden Condominium Assoc. et al., 99-H-39/53 (4-18-01)

CCHR found Respondents liable for having an "adults-only" policy which they used to discourage Complainant/owners from selling unit to Complainant/buyers who had a child. Respondents were ordered to pay emotional distress damages of \$8,000 to the potential buyers and \$3,000 to the Complainant/sellers. Complainant/buyers were awarded about \$1,500 for items purchased for the condominium unit for which they were ultimately denied; and costs for lost wages and baby-sitting expenses incurred both for finding another condominium and for proceeding with this case. CCHR ordered Respondents to attend fair housing training and ordered them to pay the City a fine of \$500.

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***Sullivan-Lackey v. Godinez,
99-H-89 (7-18-01)***

Landlords who refused to rent to Complainant because she was to pay her rent with a Section 8 voucher and who told testers that they would not accept Section 8 were found liable for source of

income discrimination. CCHR ordered Respondents to pay Complainant \$2,500 in emotional distress damages; the \$25 application fee she paid them; \$2,235 for rent Complainant paid for another apartment in excess of what she would have paid Respondents; and \$850 she had to pay to store her possessions after she was denied the apartment. Respondents were also ordered to pay the City a fine of \$250.

Byrd v. Hyman, 97-H-2 (12-12-01)

Respondent/owner was found liable where his agent/building manager harassed Complainant due to race of her boyfriend and children, as owner had non-delegable duty not to discriminate or to permit discrimination. Respondent was ordered to pay Complainant \$3,500 in emotional distress damages and to pay the City a fine of \$250.

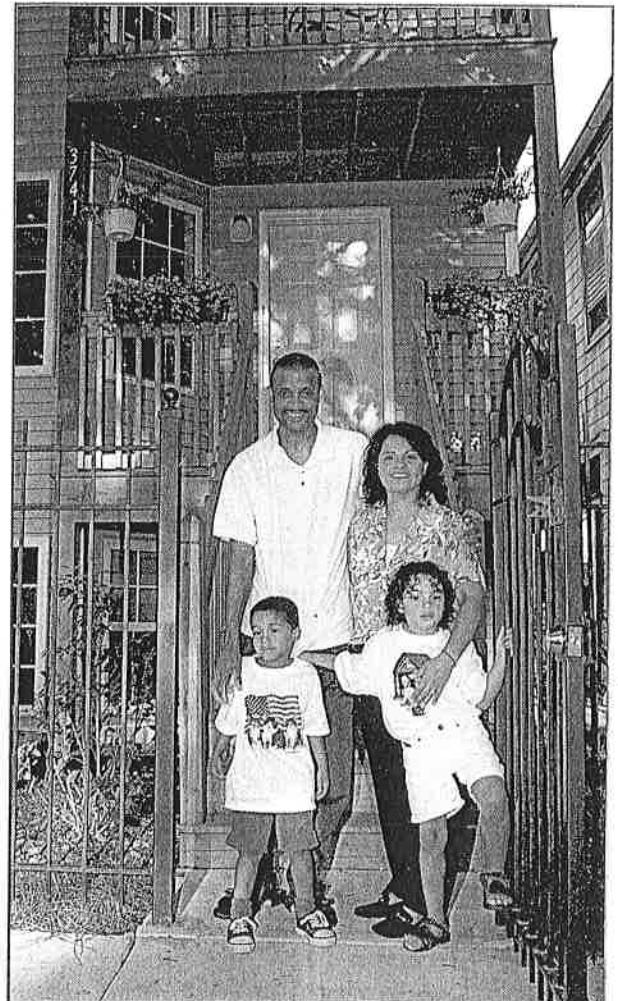
PUBLIC ACCOMMODATION

***Blakemore v. General Parking,
99-PA-120 (2-21-01)***

In default case, Respondent was found liable for discriminating against Complainant due to his race in its provision of services. The Commission ordered Respondent to pay Complainant \$1,000 in emotional distress damages and to pay the City a fine of \$500.

***Doxy v. Chicago Public Library,
99-PA-31 (4-18-01)***

Respondent was found not liable where Complainant's allegations that he was called a "faggot" and referred to as a dancer were found not credible; Respondent's defense that it asked Complainant to leave because his genitals were visible was found credible.



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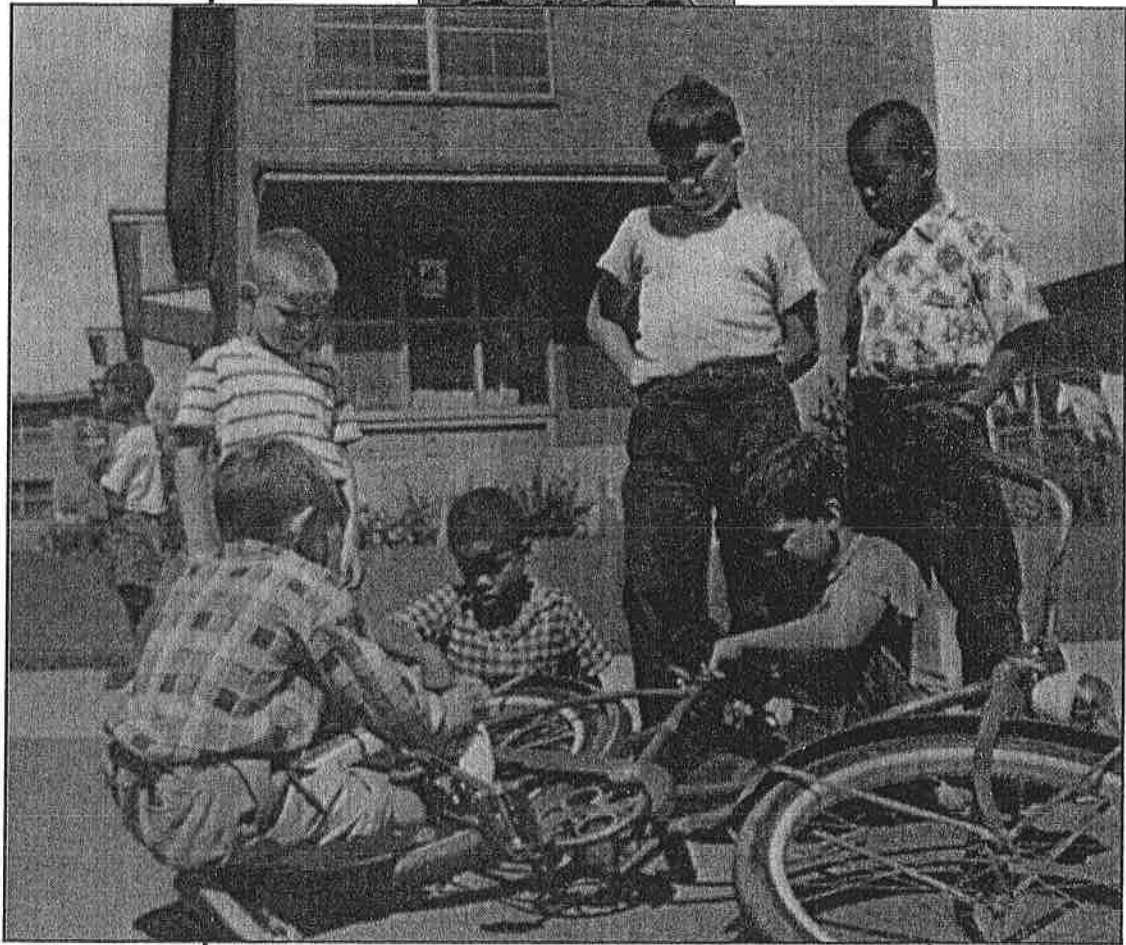
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1951





1951

"TOO OFTEN WE THINK OF DEMOCRACY AS SOME ABSOLUTE IDEAL, ALREADY DESCRIBED AND KNOWN. ACTUALLY, DEMOCRACY IS A PROCESS—IT COMES OUT IN LIVING, IT GROWS, LOSES GROUND, BOUNDS BACK, IS TESTED AND RETESTED, WON, LOST, REWON.

THE EFFORT TO EXTEND THIS DEMOCRATIC PROCESS IS THE MEASURE OF OUR FREEDOM AND MATURITY . . .

"THE PEOPLE OF CHICAGO ARE WORKING AT DEMOCRACY. A PRECIOUS WAY OF LIFE IS AT STAKE IN THIS STRUGGLE TO WIN EQUALITY OF OPPORTUNITY FOR ALL AND FULL RESPECT AND RECOGNITION OF THE DIGNITY AND WORTH OF EVERY HUMAN BEING."

— THOMAS H. WRIGHT
1898-1952
THE COMMISSION'S FIRST
EXECUTIVE DIRECTOR