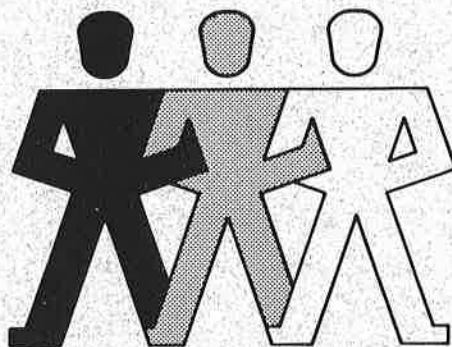


City of Chicago Commission on Human Relations

ANNUAL REPORT 1990 – 1991



*“a new ordinance, a new charge,
a common vision”*

Richard M. Daley
Mayor



Clarence N. Wood
Chair / Commissioner



CITY OF CHICAGO OFFICE OF THE MAYOR

Richard M. Daley
Mayor



May, 1991

G R E E T I N G S

This year marks the first anniversary of the Chicago Commission on Human Relations under the new City of Chicago Human Relations Ordinance. It has been a year of extraordinary growth and strategic achievements, in which the Commission has responded to the needs of Chicagoans by focussing on the common concerns of all of our diverse communities, rather than our differences.

Utilizing the ordinance, the Commission has developed a strong Adjudication Division; reorganized and created a pro-active Education and Intergroup Relations Division to promote greater understanding and alleviate tensions between communities; and established a linkage to various communities through eight advisory councils.

I am proud of the role my administration played in strengthening the Human Relations Ordinance and also of the Commission's role in its implementation. As we enter the second year, we remain committed to broadening our scope of operations and adding to our base of services and capabilities to build a strong and effective force against discrimination and bigotry.

Sincerely,


Mayor





City of Chicago
Richard M. Daley, Mayor

**Commission on
Human Relations**

Clarence N. Wood
Chairman/Commissioner

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**MESSAGE FROM CLARENCE N. WOOD
CHAIR/COMMISSIONER**

May, 1991

Citizens of Chicago:

In 1989, The Chicago Community Trust Human Relations Task Force released a **Report on Race, Ethnic, and Religious Tensions in Chicago**, that confirmed that Chicago "is no less a city of segregated neighborhoods than it was 20 years ago" and that prejudice, bigotry and discrimination remain tragic realities in our lives. Mayor Richard M. Daley read the report and asked me to study the Commission on Human Relations to help determine how it could better serve the city and its citizens. At the time the Commission on Human Relations was often called a "tiger with no teeth." Over time, politics and circumstance had diluted its mission and effectiveness. The study found that if the Commission was ever to become an effective intergroup relations agency, the structure needed to be changed. Instead of always "putting out fires," the Commission needed to be able to prevent them.

A year ago, Mayor Richard M. Daley, restructured the City of Chicago Commission on Human Relations. The new Commission was charged with administering and enforcing the Chicago Human Rights Ordinance and the Chicago Fair Housing Ordinance, the provisions of which guarantee that "all persons be free from discrimination in the areas of housing, employment, credit and bonding, and access to public accommodations." The Commission investigates, mediates and adjudicates any and all acts of discrimination on the basis of race, color, sex, age, religion, disability, national origin, ancestry, sexual orientation, marital status, parental status, military discharge status and source of income.

The Commission not only responds to acts of discrimination, it works to improve intergroup relations in an attempt to end all acts of discrimination. The center of the Commission's pro-active approach is the Education and Intergroup Relations Division. This division provides educational workshops, tension reduction and mediation; assists community groups and governmental agencies in developing effective human relations programs; and specializes in community crisis intervention.

The Commission is also empowered to hold public hearings, conduct research, issue publications and make recommendations to the Mayor, City Council and other governmental agencies regarding human relations issues.

We think that this year has been a successful beginning. Our new structure provided the resources and manpower to respond to crises efficiently and effectively as well as work to prevent the crises. The Commission on Human Relations has been successful in quelling some of the tensions.

However, we must acknowledge that the task we face is overwhelming. Racism, bigotry, discrimination, sexism, homophobia and prejudice are part of the fabric of this city and this nation, affecting all of our lives. Even as we work to create a bias free society, there are signs of greater tribalization and balkanization driving us apart. Better human relations should be the goal of every Chicagoan. The educational, corporate, philanthropic, real estate, financial and public sectors should dedicate themselves to the creation and maintenance of an open, interactive and integrated Chicago; one that does indeed "work" for all of its peoples. The "new" City of Chicago Commission on Human Relations has the potential to continue to be a catalyst for change, but it can not and must not stand alone.

We need your commitment and support.

A handwritten signature in black ink, appearing to read "Clarence N. Wood". The signature is written in a cursive style and is positioned above a horizontal line.

Clarence N. Wood
Chair/Commissioner

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INTRODUCTION: THE YEAR IN REVIEW

It has been an invigorating year for the Chicago Commission on Human Relations. Since the 1979 dismantling of the Commission, when its budget and staff were slashed to a quarter of what they had been before, the Commission has now completed a decade-long rebuilding process, with a revitalized Chicago Human Rights Ordinance and a larger staff of professionals. The Commission now looks into the 1990s with a single-minded focus: to eliminate discrimination, prejudice and bigotry in Chicago.

From May 6, 1990, to May 6, 1991, the Commission redefined its response to discrimination and intergroup tensions. Fortified with the new powers given to the Commission by Mayor Richard M. Daley and the Chicago City Council, the Commission has expanded its assault on discrimination with new tactics designed to show that the Commission expects Chicagoans to be fair and respectful in their dealings with each other. The Commission wants everyone in Chicago to understand that if we believe some person or institution is discriminating against others, we will pursue that charge with all the means these new powers allow.

Consolidation Brings New Challenges

On May 6, 1990, the Commission began its first year as a new, powerful anti-discrimination agency. After a long series of City Council debates and votes, the Council voted on March 21 to strengthen the Chicago Human Rights Ordinance. This amendment granted the Commission new enforcement powers against discrimination, reunited the Commission with its Fair Housing Division (a part of the Department of Housing since Mayor Byrne's administration), and brought the various advisory commissions and committees under the Commission's auspices. The Commission then worked to bring together the groups who supported and opposed the consolidation so that a united war against discrimination could be waged.

Chair/Commissioner Clarence Wood then began to assemble the team that would put the Commission in the forefront of human relations issues in Chicago. With the merger of the councils and the reuniting of the Fair Housing unit with the Commission, the staff of the Commission tripled between May of 1990 and May of 1991. But more than merely increasing the number of workers, the Commission gained a new echelon of human relations professionals from varying backgrounds, but all with common experience fighting discrimination.

Much needed legal expertise was gained with the hiring of three attorneys skilled in civil rights work as Deputy Commissioner, Director of Human Rights Compliance, and Executive Assistant to the Chair/Commissioner. The expansion of the Adjudication Division allowed investigators to handle hundreds of new discrimination cases this year. The Education & Intergroup Relations Division's staff more than doubled, making it possible to cover many more sections of the city in reducing manifestations of prejudice. The merging of the Advisory Councils with the Commission has increased their ability to reach out to their communities. The Research and Public Information units became professionalized, so that they could more effectively reach the public with information on intergroup relations in Chicago.

Enforcement Powers Put to Use

The Commission's new enforcement powers went into effect on May 6, 1990. In the year between that date and May 6, 1991, the Commission took in 366 cases alleging discrimination

in the areas of employment, housing, access to public accommodations, and credit and bonding. For the first time, the Commission was allowed to award damages, in addition to assessing fines in Administrative Hearings, allowing for real relief to victims of discrimination. The Commission's first Administrative Hearings came in the spring of 1991, with rulings from the Commission's Board of Commissioners expected in the summer. Few of the Commission's cases have yet reached the Administrative Hearing stage, but many were settled along the way.

New procedures were implemented to allow those alleging discrimination to obtain redress. The Adjudication Division was expanded and trained in the use of the Commission's new abilities, including the use of subpoenas to compel the release of documents and testimony. Outreach was conducted to instruct attorneys and anti-discrimination advocates in the Commission's new powers. At Human Relations Day in January of 1991, seminars in discrimination law were held to teach others how to pursue discrimination cases with the Commission. The Commission was encouraged by the strengthening of alliances with not-for-profit groups like the Chicago Lawyers' Committee for Civil Rights Under Law, and the American Jewish Congress which work to find free attorneys for victims of discrimination.

Hate Becomes Manifest

When tensions rose between Arabs and African Americans after a white West Side store owner posted a "No Arabs" sign in his store window in April, the Commission went in to ease tensions. But conflicts between African American residents and outside merchants soon became manifest throughout the city. The Commission worked throughout the year to persuade both African Americans and Arab Americans to agree to a plan to address both merchant and resident grievances. In July, African Americans and Korean merchants in Roseland and South Chicago struggled over an African American boycott of the Korean businesses; a covenant was soon signed between the two groups with the Commission's help.

Racial crimes also continued to plague the city. In August, white tavern patrons in Bridgeport assaulted four African Americans from Joliet. And in September, white teens were charged with burning a cross on a biracial family's lawn on the North Side. In both cases, the Commission's Education & Intergroup Relations Unit was called in to help calm fears and create a supportive environment for victims of racism. About two hundred such incidents occupied the Commission's staff between May 1990 and May 1991.

International politics spilled into the streets of Chicago after Israeli soldiers shot 20 Palestinians in Jerusalem in October, some Arab Americans allegedly expressed their rage by spraypainting synagogues with Palestine Liberation Organization flags and slogans. The Commission worked with Jewish and Arab groups to quell further outrages committed in the name of political expression. The outbreak of hostilities with Iraq was immediately followed by a rash of anti-Middle Eastern and anti-Jewish hate crimes, mostly threats but a few violent actions. The Commission, working with its advisory councils, blanketed Chicago with messages urging peace within Chicago while the war raged.

As the new school year started, the Commission responded to an explosion of school-based tension. Across the city, students at high schools, elementary schools and colleges struggled with racial issues. The Education & Intergroup Relations Unit brought its unique brand of medicine to troubled schools like Farragut Career Academy and the University of Illinois at Chicago, working behind the scenes to discourage tension and resolve underlying issues. Similar attention was given to the University of Chicago in March and April of 1991, where gay

students were targeted for violence by a group calling itself the "Brotherhood of the Iron Fist."

While the acts of bigotry in these cases were frightening, the unified community response against them was always encouraging. To assist in this response, the Commission expanded its Community Assistance Program, a network of individuals in communities who can respond to crises when they occur. And in October, the Commission announced the impending creation of four new 10-member Dispute Resolution Task Forces, each assigned to a region (North, Loop/West, Southwest, Southeast) and responsible for mobilizing communities against hate crimes when they occur.

The Commission also cemented alliances with civic groups such as the American Jewish Congress and the Chicago Lawyers' Committee for Civil Rights Under Law, both of whom have agreed to help find attorneys who will represent victims of hate crime in civil lawsuits. In one such case, the Commission worked with the Lawyers' Committee in a suit which resulted in a \$475,000 judgment against a white man who was convicted of assaulting an African American man.

And as 1990 ended, the Commission was heartened by the City Council's passage of the Chicago Hate Crimes Ordinance. For the first time, the Chicago City Council made hate crimes illegal under city law and detailed penalties. This revised ordinance also called upon the Commission to work with the Chicago Police Department and the Office of the State's Attorney in assessing patterns of hate violence and assisting victims. The Commission was also authorized to hold community hearings on hate crimes and hate-based tensions, and to initiate programs to reduce such tensions.

Commission Celebrates Human Relations

A celebration of all of these changes took place on Human Relations Day on January 17. The Commission held seminars on discrimination, and a banquet luncheon was attended by more than 400 officials, community leaders and other concerned citizens. Mayor Daley and Chair/Commissioner Wood spoke out against war-related violence in Chicago, as the war against Iraq had begun. The Commission's highest award, the Thomas and Eleanor Wright Award, was presented to the Rev. Dr. Sid L. Mohn, the executive director of Travelers and Immigrants Aid of Chicago and a champion of the homeless, persons with AIDS and victims of repression in Central America.

The Commission's Human Relations Awards were presented to Horizons Community Services, a gay and lesbian social service agency; Julia Stasch of Stein & Co., a leader in minority and women-owned business development; Anna Mustafa of the Southwest Community Congress, a longtime education activist; the Illinois Gay and Lesbian Task Force, for its work in government; Dr. Howard B. Levy, the chairman of Mount Sinai Hospital's Pediatric Department and a crusader for sex education programs; the Organization of the NorthEast (ONE), for its work in housing; Thomas B. Vazquez, host of the cable show "Veterans Forum"; Leilani Smith of the National Conference of Christians and Jews, for her work in religion; and the Mexican Fine Arts Museum, for its nonprofit work.

With all of the changes in the law and in the staff of the Commission, it was an exhilarating year for our 46-year-old agency. After such a critical year, the new Commission on Human Relations is now working to galvanize Chicago against acts of prejudice and bigotry. We have a new mission, and a new Commission on Human Relations. We look forward to the 1990s, which we hope to be a decade of change and harmony for the citizens of Chicago.

ADJUDICATION

The revitalized Chicago Human Rights Ordinance and the Chicago Fair Housing Ordinance give the Commission on Human Relations a broad mandate to investigate, mediate and adjudicate complaints of discrimination in Chicago. Under the new Chicago Hate Crimes Ordinance, the Commission also has the responsibility of assisting victims when hate crimes occur. The implementation of these two mandates is the province of the Adjudication Division.

The Commission has the power to investigate complaints of discrimination in Chicago covering the areas of **employment, housing, credit and bonding and access to places of public accommodation** where the alleged act of discrimination is based on one of 13 "protected classes": **race, sex, color, age, religion, disability, national origin, ancestry, sexual orientation, marital status, parental status, military discharge status, and source of income.** The Commission receives thousands of telephone calls a year alleging discrimination of these kinds.

The Adjudication Division investigates complaints of discrimination, using its new subpoena power if necessary to compel testimony and the production of documents. Investigators usually go to the job site, apartment complex or public accommodation in question and interview other workers, building owners or management personnel to assess whether or not there is substantial evidence that a violation of one of the discrimination ordinances occurred. If, after an investigation, the Executive Compliance Staff of the Commission finds substantial evidence of a violation, an independent conciliator hired by the Commission will attempt to mediate the dispute to the satisfaction of all parties. If conciliation fails, the case proceeds to an Administrative Hearing, the Commission's equivalent of a trial. At the hearing, both parties present their case to a Hearing Officer who makes recommended findings of fact and appropriate relief after the hearing. The Board of Commissioners makes the final rulings in all cases.

If, in an Administrative Hearing, an employer is found to have violated the Human Rights Ordinance, a fine between \$100 and \$500 will be levied, with each day of violation constituting a separate offense. One of the most important new provisions of this ordinance is that victims of discrimination can also receive "make-whole" relief. Respondents may be ordered to cease the illegal conduct complained of; to pay actual damages for injury or loss; to hire, reinstate or upgrade the Complainant with or without back pay; to admit the Complainant to a public accommodation; to extend to the Complainant the full and equal enjoyment of the services or housing accommodations of the Respondent; to pay to the Complainant the cost, including reasonable attorney's fees, incurred in pursuing the complaint; and to take such other action as may be necessary to make the Complainant whole. Since Respondents often have attorneys and those alleging discrimination often do not, the Commission refers complainants to several non-profit groups who may provide free legal representation.

The Adjudication Division also responds to hate crimes, those criminal acts committed out of prejudice. Under the Chicago Hate Crimes Ordinance, the City Council declared such acts illegal and punishable by fines and imprisonment under city law. The Human Relations Officers in the Adjudication Division work with the victims, helping them understand the criminal justice system and referring them to community support groups. The Education & Intergroup Relations Division organizes the community against such acts of intolerance and works closely with the Adjudication Division in fighting hate crimes.

The Adjudication Division is split into two units: Fair Housing, which handles all housing complaints, and Human Rights, which handles hate crimes victim assistance and complaints of discrimination in employment, public accommodation, and credit and bonding. The Division's work for 1990 in these areas is described on the following pages.

The Commission's Adjudication Division is directed by Deputy Commissioner Constance Bauer. Prior to joining the staff of the Commission in 1990, Bauer was an attorney with the law firm of Sachnoff & Weaver, Ltd.

The Human Rights Unit of the Adjudication Division is directed by Miriam I. Pickus, who, like Bauer, was an attorney with Sachnoff & Weaver before taking the directorship. Pickus is also co-chair of the Lesbian and Gay Bar Association of Chicago.

The Fair Housing Unit of the Adjudication Division is directed by Willie F. Granderson. The Fair Housing unit of the Adjudication Division returned to the Commission after the consolidation in May 1990. Granderson has directed this unit since 1979, and has worked for the City since 1968.

SUMMARY OF ALL DISCRIMINATION CASES FILED
MAY 6, 1990 TO MAY 6, 1991

NUMBER OF CASES RECEIVED FILED	366
NUMBER OF CASES DISMISSED	119
LACK OF JURISDICTION	11
FAILURE TO COOPERATE	28
LACK OF SUBSTANTIAL EVIDENCE	70
WITHDRAWN BY COMPLAINANT	7
OTHER	3
NUMBER OF CONCILIATIONS HELD*	126
NUMBER OF ADMINISTRATIVE HEARINGS	1
NUMBER OF REQUESTS FOR REVIEW	4
NUMBER OF REQUESTS GRANTED	0
SETTLEMENTS	78

*In some cases, more than one Conciliation Conference was held.

EMPLOYMENT

Intergroup tensions often arise over economics. At the heart of economic disparity issues is the issue of discrimination in employment. Throughout American history, certain groups -- women, racial and religious minorities, persons with disabilities, and many others -- have been systematically discriminated against by employers and their agents. When access to jobs and promotions are denied to members of these groups, resentment against "the system" grows and tension mounts.

Under the Human Rights Ordinance, the Commission on Human Relations has been empowered to investigate and resolve certain complaints of employment discrimination. Most frequently, these cases involve alleged discrimination based on a person's race, sex, age, disability or sexual orientation, but the other protected classes are represented as well.

Within Chicago's city limits, all employers, whether public or private and regardless of the number of employees, as well as all labor organizations and employment agencies, are subject to the Commission's jurisdiction under the Human Rights Ordinance. With a few limited exceptions, all employers are prohibited from using criteria in hiring, classification, grading, promotion, discharge, discipline, compensation, and other terms and conditions of employment that discriminate on the basis of an individual's membership in one of the thirteen protected classes. An employer also has a duty to make reasonable efforts to accommodate an employee's religious beliefs and practices, including observance of religious holidays, and to reasonably accommodate an otherwise qualified individual with a disability.

The Commission received hundreds of telephone calls regarding employment discrimination, and took 162 written complaints of alleged discrimination in employment between May 6, 1990 and May 6, 1991. Of those complaints, about a third took place in the Loop and Near North Side areas, and the rest were spread throughout the city. About half of those alleging discrimination were African American, but members of most of the other protected classes filed complaints as well. Though discriminatory discharges were alleged more than any other act of discrimination, sexual harassment and intimidation were also commonly alleged. Most complaints were filed against private employers.

EMPLOYMENT COMPLAINTS FROM MAY 6, 1990 TO MAY 6, 1991

TABLE 1. EMPLOYMENT CASE SUMMARY

NUMBER OF CASES FILED	162
NUMBER OF DISMISSED CASES	45
LACK OF JURISDICTION	10
FAILURE TO COOPERATE	14
LACK OF SUBSTANTIAL EVIDENCE	15
WITHDRAWN BY COMPLAINANT	5
OTHER	1
NUMBER OF CONCILIATIONS*	2
NUMBER OF ADMINISTRATIVE HEARINGS	1
NUMBER OF REQUESTS FOR REVIEW	2
NUMBER OF REQUESTS GRANTED	0
SETTLEMENTS	1

*In some cases, more than one Conciliation Conference was held.

TABLE 2. RACE OF COMPLAINANT

RACE OF COMPLAINANT	NUMBER	PERCENTAGE
WHITE	40	24.7
BLACK/AFRICAN AMERICAN	82	50.6
ASIAN/PACIFIC ISLANDER	4	2.5
MIDDLE EASTERN	5	3.1
HISPANIC	29	17.9
WHITE/HISPANIC	1	0.6
AMERICAN INDIAN	1	0.6
TOTAL	162	100.0

TABLE 3. ACTION OF ALLEGED DISCRIMINATION

ACTION OF ALLEGED DISCRIMINATION	NUMBER	PERCENTAGE
DISCHARGE	78	48.1
WAGES	15	9.2
SEXUAL HARASSMENT	15	9.2
HARASSMENT (OTHER THAN SEX)	15	9.2
LAY OFF	6	3.7
UNION/EMPLOYMENT AGREEMENT	4	2.5
JOB CLASSIFICATION	3	1.8
ADVERTISING	1	0.6
PROMOTION DENIED	14	8.6
REFERRAL	1	0.6
HIRING REFUSED	3	1.8
DEMOTION	4	2.5
BENEFITS	7	4.3
UNION REPRESENTATION	2	1.2
INTIMIDATION/REPRISAL	37	22.8
TRAINING/APPRENTICESHIP	2	1.2
SENIORITY	7	9.2
RECALL	0	0.0
TENURE DENIED	0	0.0
OTHER TERMS AND CONDITIONS	29	17.9

NOTE: Some Complainants claim more than one action where discrimination is alleged to have occurred. Percentage is based on a percentage of the total complaints (162) between May 6, 1990 and May 6, 1991 and so the percentages add up to more than 100 %.

TABLE 4. BASES OF CLAIMS

PROTECTED CLASSES	NUMBER	PERCENTAGE
RACE	66	40.7
COLOR	8	4.9
SEX	40	24.6
AGE (OVER 40)	16	9.8
RELIGION	5	3.1
DISABILITY	23	14.2
NATIONAL ORIGIN	28	17.3
ANCESTRY	2	1.2
SEXUAL ORIENTATION	19	11.7
MARITAL STATUS	2	1.2
PARENTAL STATUS	0	0.0
MILITARY DISCHARGE STATUS	0	0.0
SOURCE OF INCOME	0	0.0
RETALIATION	12	7.4

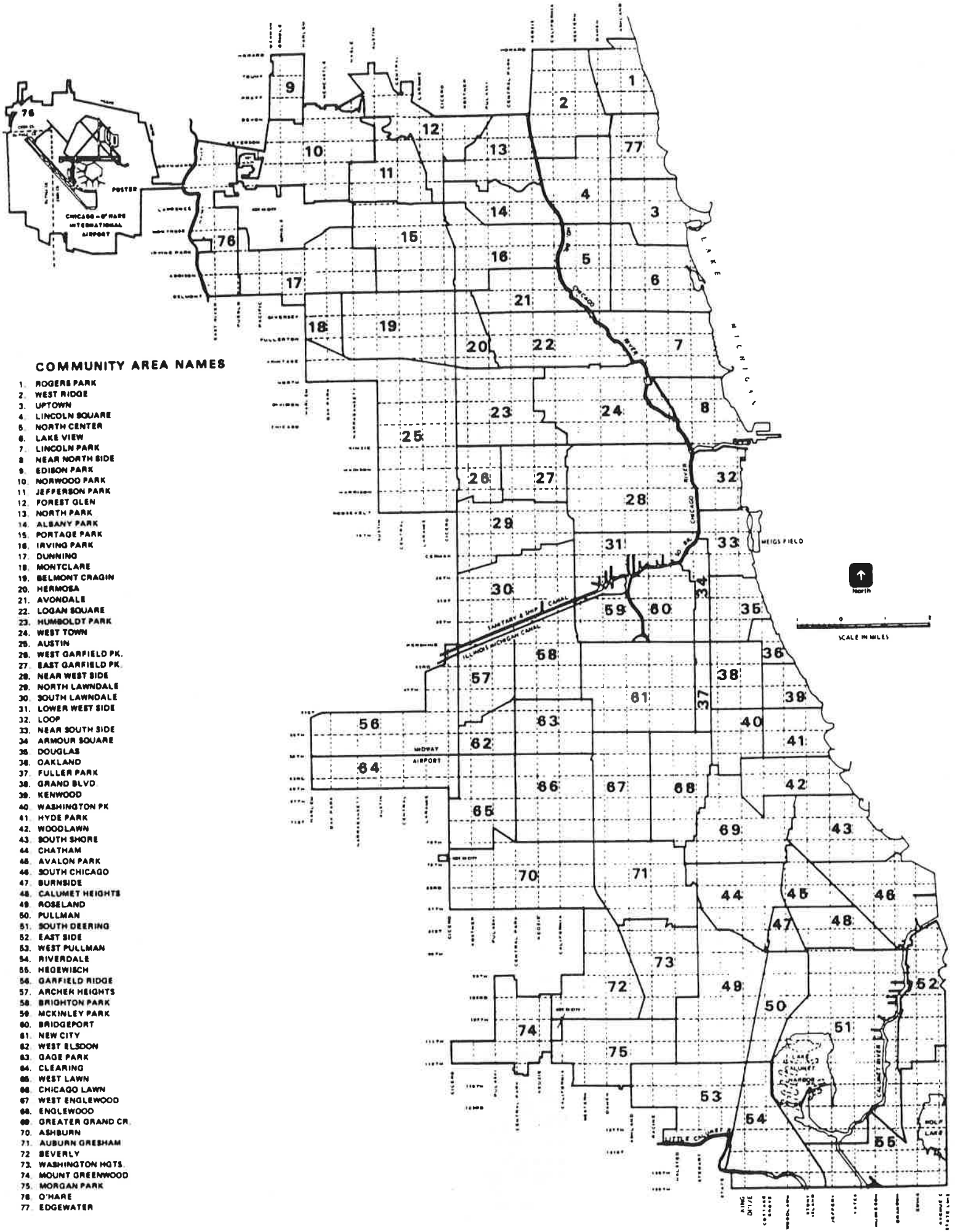
NOTE: Some Complainants alleged discrimination based on more than one protected class. The percentage is the percent of the number of Complaints (162) from May 6, 1990 to May 6, 1991 and so the percentages add up to more than 100% and so the percentages add up to more than 100%.

TABLE 5. TYPE OF INSTITUTION CHARGED WITH DISCRIMINATION

TYPE OF INSTITUTION	NUMBER	PERCENTAGE
PRIVATE EMPLOYER	117	72.2
LOCAL GOVERNMENT	28	17.3
STATE GOVERNMENT	3	1.9
EDUCATIONAL INSTITUTION	3	1.9
PRIVATE EMPLOYMENT AGENCY	9	5.5
OTHER	2	1.2
TOTAL	162	100.0

TABLE 6. EMPLOYMENT DISCRIMINATION COMPLAINTS BY COMMUNITY AREA

COMMUNITY AREA	NUMBER	COMMUNITY AREA	NUMBER
1. Rogers Park	0	41. Hyde Park	0
2. West Ridge	2	42. Woodlawn	1
3. Uptown	7	43. South Shore	0
4. Lincoln Square	1	44. Chatham	0
5. North Center	0	45. Avalon Park	0
6. Lake View	2	46. South Chicago	0
7. Lincoln Park	6	47. Burnside	0
8. Near North Side	25	48. Calumet Heights	0
9. Edison Park	0	49. Roseland	0
10. Norwood Park	0	50. Pullman	0
11. Jefferson Park	0	51. South Deering	0
12. Forest Glen	0	52. East Side	0
13. North Park	3	53. West Pullman	0
14. Albany Park	1	54. Riverdale	1
15. Portage Park	1	55. Hegewisch	0
16. Irving Park	2	56. Garfield Ridge	1
17. Dunning	0	57. Archer Heights	1
18. Montclare	0	58. Brighton Park	1
19. Belmont Cragin	4	59. McKinley Park	1
20. Hermosa	2	60. Bridgeport	3
21. Avondale	1	61. New City	1
22. Logan Square	1	62. West Elsdon	0
23. Humboldt Park	1	63. Gage Park	0
24. West Town	1	64. Clearing	0
25. Austin	2	65. West Lawn	1
26. West Garfield Park	1	66. Chicago Lawn	0
27. East Garfield Park	0	67. West Englewood	0
28. Near West Side	16	68. Englewood	0
29. North Lawndale	1	69. Greater Grand Crossing	0
30. South Lawndale	6	70. Ashburn	2
31. Lower West Side	3	71. Auburn Gresham	2
32. Loop	40	72. Beverly	1
33. Near South Side	4	73. Washington Heights	0
34. Armour Square	1	74. Mount Greenwood	0
35. Douglas	0	75. Morgan Park	1
36. Oakland	0	76. O'Hare	8
37. Fuller Park	0	77. Edgewater	0
38. Grand Boulevard	1	99. Outside City Limits	1
39. Kenwood	0		
40. Washington Park	1		
		TOTAL	162



COMMUNITY AREA NAMES

1. ROGERS PARK
2. WEST RIDGE
3. UPTOWN
4. LINCOLN SQUARE
5. NORTH CENTER
6. LAKE VIEW
7. LINCOLN PARK
8. NEAR NORTH SIDE
9. EDISON PARK
10. NORWOOD PARK
11. JEFFERSON PARK
12. FOREST GLEN
13. NORTH PARK
14. ALBANY PARK
15. PORTAGE PARK
16. IRVING PARK
17. DUNNING
18. MONTCLARE
19. BELMONT CRAGIN
20. HERMOSA
21. AVONDALE
22. LOGAN SQUARE
23. HUMBOLDT PARK
24. WEST TOWN
25. AUSTIN
26. WEST GARFIELD PK.
27. EAST GARFIELD PK.
28. NEAR WEST SIDE
29. NORTH LAWNDALE
30. SOUTH LAWNDALE
31. LOWER WEST SIDE
32. LOOP
33. NEAR SOUTH SIDE
34. ARMOUR SQUARE
36. DOUGLAS
38. OAKLAND
37. FULLER PARK
38. GRAND BLVD
38. KENWOOD
40. WASHINGTON PK
41. HYDE PARK
42. WOODLAWN
43. SOUTH SHORE
44. CHATHAM
46. AVALON PARK
46. SOUTH CHICAGO
47. BURNSIDE
48. CALUMET HEIGHTS
49. ROSELAND
50. PULLMAN
51. SOUTH DEERING
52. EAST SIDE
53. WEST PULLMAN
54. RIVERDALE
55. HEGEWISCH
56. GARFIELD RIDGE
57. ARCHER HEIGHTS
58. BRIGHTON PARK
59. MCKINLEY PARK
60. BRIDGEPORT
61. NEW CITY
62. WEST ELSDON
63. GAGE PARK
64. CLEARING
65. WEST LAWN
66. CHICAGO LAWN
67. WEST ENGLEWOOD
68. ENGLEWOOD
69. GREATER GRAND CR.
70. ASHBURN
71. AUBURN GRESHAM
72. BEVERLY
73. WASHINGTON HQTS.
74. MOUNT GREENWOOD
75. MORGAN PARK
76. O'HARE
77. EDGEWATER

PUBLIC ACCOMMODATIONS

In the Human Rights Ordinance, the Chicago City Council declared that all persons should have equal access to public services within the jurisdiction of the City of Chicago. Without question, all Chicagoans expect to have the right to fully enjoy Chicago's parks, restaurants and other venues. Stores, government agencies, transportation companies and other providers are expected to be open to all. But even though "For Whites Only" signs have disappeared, persons belonging to certain groups are too often denied their fair and equal access. Without that access to such common meeting points and services, some Chicagoans will never feel comfortable seeking out services from all places in Chicago.

The Commission seeks to rectify this situation by investigating and adjudicating complaints of discrimination in public places. With few exceptions, it is unlawful to withhold, deny, curtail, limit or in any manner discriminate concerning the full use of a public accommodation by any individual because of a person's membership in any of the protected classes. Public accommodations include any person, business or institution owning, operating or controlling any not-for-profit or for-profit place that sells, leases, offers or provides any product, facility or service to the public, whether for a fee or not. Clubs and associations are covered if they have more than 400 members, provide regular meal service, and receive regular payments from or on behalf of non-members for the furtherance of trade or business. Violators may be ordered to pay fines and damages, as well as to cease discriminatory conduct.

The Commission handled 34 cases of alleged public accommodation discrimination between May 6, 1990 and May 6, 1991. Of those cases, 11 were alleged against local government agencies, and 23 against private businesses such as stores, restaurants and clubs.

CREDIT AND BONDING

Without access to loans and credit, minorities and other groups that suffer discrimination cannot fend for themselves in the world of finance, whether in business, housing or consumer purchasing. In the past, Chicago lenders routinely would not offer credit and bonds to minorities, by redlining and other illegal practices common. Though much of the blatant discrimination has disappeared, more subtle discriminatory practices still occur. Without full and equal access to needed funds, many groups who suffer discrimination will be unable to establish their own economic base.

The Human Rights Ordinance prohibits discrimination in granting, denying, extending or terminating credit, or in the terms and conditions of bonding based on a person's membership in one of the thirteen protected classes. All persons and institutions involved in aspects of credit and bonding transactions taking place in Chicago are covered.

The Commission did not receive any complaints alleging discrimination in credit or bonding between May 6, 1990 and May 6, 1991. The Commission expects more cases will be filed when Chicagoans learn more about the Human Rights Ordinance's provisions.

PUBLIC ACCOMMODATION COMPLAINTS
FROM MAY 6, 1990 TO MAY 6, 1991

TABLE 1. PUBLIC ACCOMMODATION CASE SUMMARY

NUMBER OF CASES FILED	35
NUMBER OF DISMISSED CASES	6
LACK OF JURISDICTION	0
FAILURE TO COOPERATE	2
LACK OF SUBSTANTIAL EVIDENCE	3
WITHDRAWN BY COMPLAINANT	1
OTHER	0
NUMBER OF CONCILIATIONS*	11
NUMBER OF ADMINISTRATIVE HEARINGS	0
NUMBER OF REQUESTS FOR REVIEW	0
NUMBER OF REQUESTS GRANTED	0
SETTLEMENTS	2

*In some cases, more than one conciliation Conference was held.

HOUSING

Chicago has a reputation for being America's most segregated city, a reputation which has shown little sign of disappearing. Neighborhoods are changing rapidly, with residents of all races moving all over the city, but signs of racist practices still exist. Discriminatory acts that were thought to be things of the past--blockbusting, racial steering, advertising that suggests that no minorities are allowed--are still occurring in Chicago.

To help Chicago integrate without tension, while still maintaining the "City of Neighborhoods" atmosphere, the Commission's Fair Housing staff rigorously pursues claims of housing discrimination. This staff returned to the Commission on Human Relations after a decade-long absence when the Chicago Fair Housing Ordinance was amended to take effect in May 1990.

This Ordinance was originally passed in 1963, and since that date some 5500 complaints alleging unfair housing practices have been filed with the Fair Housing Division. Since its passage, the Ordinance has been amended many times. Today, with limited exceptions, it prohibits housing discrimination on the basis of a person's membership in one of the thirteen protected classes by any company or individual involved in the selling, renting or leasing of housing accommodations, regardless of the number of units in a housing accommodation.

Under the Fair Housing Ordinance, practices such as steering, panic peddling and circulating discriminatory advertising are unlawful. Refusing to sell, rent or lease housing and refusing examination of listings based on discriminatory criteria are also not allowed, as is using such criteria in the terms, conditions, privileges or furnishing of financing or services relating to the sale, rental, lease or occupancy of residential real estate. The Fair Housing Ordinance allows those victims of discrimination to collect damages and obtain housing that might otherwise be denied.

Of the complaints filed since the Ordinance's inception, about two-thirds have been settled either in the field or in conciliation. In less than a fifth of the cases, there was found to be no evidence of discrimination.

The Fair Housing Division also attempts to answer questions from both tenants and landlords regarding the Chicago Residential Landlord/Tenant Ordinance which was passed by the City Council in November 1986. This ordinance spells out the rights and responsibilities that both tenants and landlords have in residential housing. The division, in addition to answering questions, attempts to mediate disputes that arise between landlords and their tenants.

Between May 6, 1990 and May 6, 1991, the Fair Housing Division handled 169 new cases of alleged Fair Housing Ordinance discrimination. The complaints received by Fair Housing come from all over Chicago, and from all groups of citizens. Most were settled through conciliation, with monetary settlements and attorneys fees of more than \$40,000 gained for persons alleging discrimination. Fair Housing also handled 1,292 complaints under the Landlord/Tenant Ordinance, and obtained or saved nearly \$80,000 for tenants under this ordinance.

HOUSING COMPLAINTS FROM MAY 6, 1990 TO MAY 6, 1991

TABLE 1: HOUSING CASE SUMMARY

FAIR HOUSING ORDINANCE CASES	
NUMBER OF CASES RECEIVED	169
NUMBER OF CASES DISMISSED	68
LACK OF JURISDICTION	1
FAILURE TO COOPERATE	12
LACK OF SUBSTANTIAL EVIDENCE	52
WITHDRAWN BY COMPLAINANT	1
OTHER	2
NUMBER OF CONCILIATIONS*	113
NUMBER OF ADMINISTRATIVE HEARINGS	0
NUMBER OF REQUESTS FOR REVIEW	2
NUMBER OF REQUESTS GRANTED	0
SETTLEMENTS	61
LANDLORD-TENANT ORDINANCE CASES	
NUMBER OF CASES	1292
ILLEGAL EVICTIONS	126
UTILITY PROBLEMS RESOLVED	155
MINOR REPAIRS MADE	16
HOUSING OBTAINED	46
SECURITY DEPOSITS AND FEES REFUNDED	142
AMOUNT OF MONIES	\$78,777.88

*In some cases, more than one Conciliation Conference was held.

TABLE 2. RACE OF COMPLAINANT IN FAIR HOUSING ORDINANCE CASES

RACE OF COMPLAINANT	NUMBER	PERCENTAGE
WHITE	42	24.8
BLACK/AFRICAN AMERICAN	88	52.1
ASIAN/PACIFIC ISLANDER	10	5.9
MIDDLE EASTERN	0	0
HISPANIC	24	14.2
OTHER	5	3.0
TOTAL	169	100.0

TABLE 3. ACTION OF ALLEGED DISCRIMINATION IN FAIR HOUSING ORDINANCE CASES

ACTION OF ALLEGED DISCRIMINATION	NUMBER	PERCENTAGE
REFUSAL TO SELL HOUSING	0	0.0
REFUSAL TO RENT HOUSING	47	27.8
LEASE TERMINATION	15	8.9
TERMS AND CONDITIONS	45	26.6
REFUSAL TO LET EXAMINE LISTINGS	0	0.0
REFUSAL TO REFUND FEES	58	34.3
DISCRIMINATORY RENT INCREASE	3	1.8
DISCRIMINATORY LENDING	1	0.6
TOTAL	169	100.0

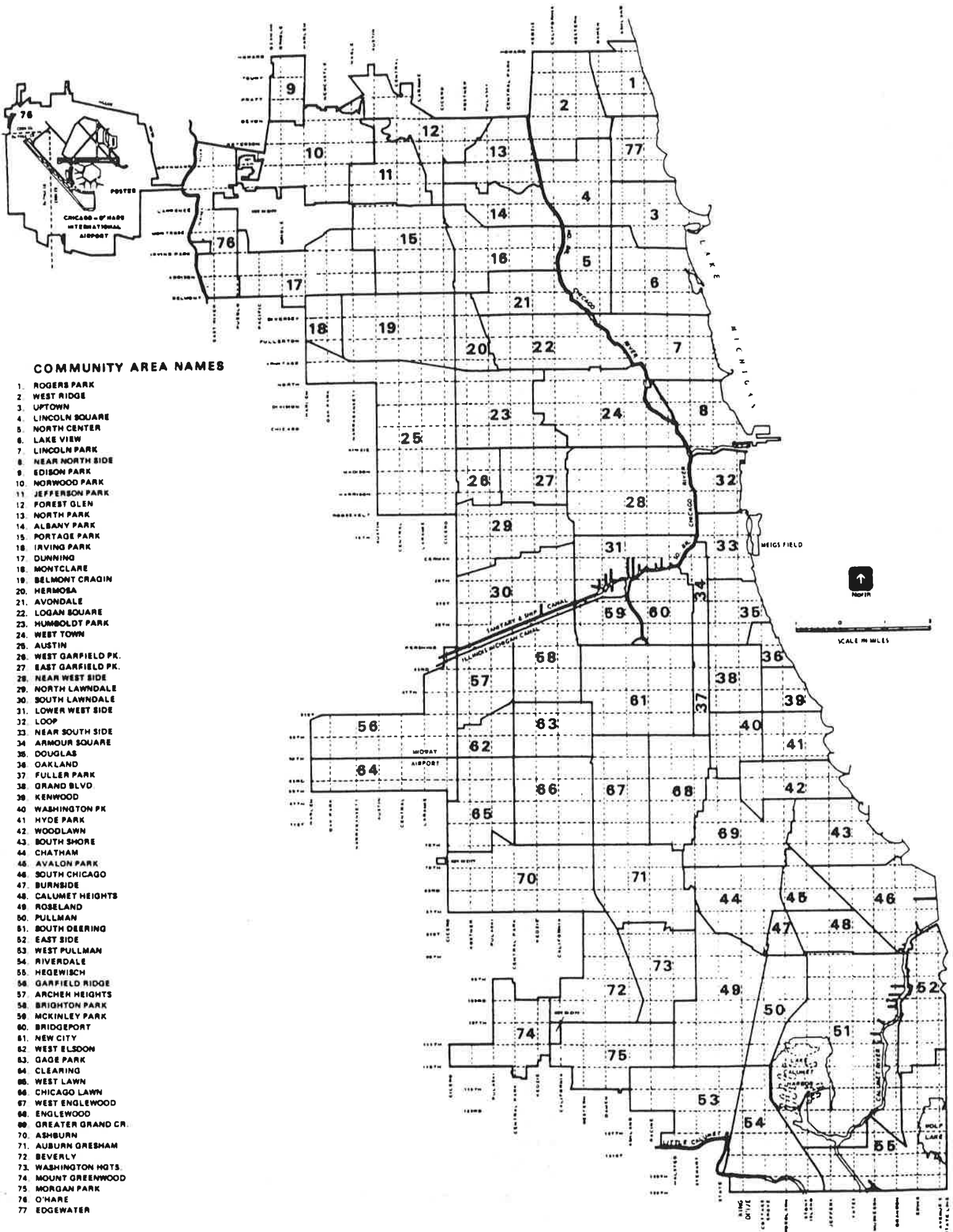
TABLE 4. BASES OF CLAIMS IN FAIR HOUSING ORDINANCE CASES

PROTECTED CLASSES	NUMBER	PERCENTAGE
RACE	61	36.1
COLOR	1	0.6
SEX	72	42.6
AGE (OVER 40)	2	1.2
RELIGION	3	1.8
DISABILITY	8	4.7
NATIONAL ORIGIN	32	18.9
ANCESTRY	5	2.9
SEXUAL ORIENTATION	9	5.3
MARITAL STATUS	74	43.7
PARENTAL STATUS	33	19.5
MILITARY DISCHARGE STATUS	0	0.0
SOURCE OF INCOME	8	4.7

NOTE: Some Complainants alleged discrimination based on more than one protected class or action. The percentage is the percent of the number of Complaints (169) from May 6, 1990 to May 6, 1991 and so the percentages add up to more than 100%.

TABLE 5. HOUSING DISCRIMINATION COMPLAINTS BY COMMUNITY AREA

COMMUNITY AREA	NUMBER	COMMUNITY AREA	NUMBER
1. Rogers Park	13	41. Hyde Park	2
2. West Ridge	9	42. Woodlawn	0
3. Uptown	8	43. South Shore	2
4. Lincoln Square	2	44. Chatham	1
5. North Center	4	45. Avalon Park	0
6. Lake View	4	46. South Chicago	6
7. Lincoln Park	8	47. Burnside	0
8. Near North Side	5	48. Calumet Heights	0
9. Edison Park	1	49. Roseland	2
10. Norwood Park	1	50. Pullman	0
11. Jefferson Park	1	51. South Deering	1
12. Forest Glen	0	52. East Side	0
13. North Park	5	53. West Pullman	2
14. Albany Park	5	54. Riverdale	0
15. Portage Park	1	55. Hegewisch	0
16. Irving Park	3	56. Garfield Ridge	1
17. Dunning	2	57. Archer Heights	0
18. Montclare	0	58. Brighton Park	1
19. Belmont Cragin	4	59. McKinley Park	2
20. Hermosa	2	60. Bridgeport	1
21. Avondale	0	61. New City	1
22. Logan Square	7	62. West Elsdon	0
23. Humboldt Park	6	63. Gage Park	2
24. West Town	3	64. Clearing	1
25. Austin	6	65. West Lawn	1
26. West Garfield Park	0	66. Chicago Lawn	8
27. East Garfield Park	1	67. West Englewood	0
28. Near West Side	2	68. Englewood	1
29. North Lawndale	1	69. Greater Grand Crossing	4
30. South Lawndale	1	70. Ashburn	0
31. Lower West Side	3	71. Auburn Gresham	2
32. Loop	1	72. Beverly	0
33. Near South Side	0	73. Washington Heights	1
34. Armour Square	0	74. Mount Greenwood	0
35. Douglas	0	75. Morgan Park	0
36. Oakland	0	76. O'Hare	1
37. Fuller Park	0	77. Edgewater	13
38. Grand Boulevard	2		
39. Kenwood	0		
40. Washington Park	2		
		TOTAL	169



COMMUNITY AREA NAMES

1. ROGERS PARK
2. WEST RIDGE
3. UPTOWN
4. LINCOLN SQUARE
5. NORTH CENTER
6. LAKE VIEW
7. LINCOLN PARK
8. NEAR NORTH SIDE
9. EDISON PARK
10. NORWOOD PARK
11. JEFFERSON PARK
12. FOREST GLEN
13. NORTH PARK
14. ALBANY PARK
15. PORTAGE PARK
16. IRVING PARK
17. DUNNING
18. MONTCLARE
19. BELMONT CRAIGIN
20. HERMOSA
21. AVONDALE
22. LOGAN SQUARE
23. HUMBOLDT PARK
24. WEST TOWN
25. AUSTIN
26. WEST GARFIELD PK.
27. EAST GARFIELD PK.
28. NEAR WEST SIDE
29. NORTH LAWDALE
30. SOUTH LAWDALE
31. LOWER WEST SIDE
32. LOOP
33. NEAR SOUTH SIDE
34. ARMOUR SQUARE
35. DOUGLAS
36. OAKLAND
37. FULLER PARK
38. GRAND BLVD
39. KENWOOD
40. WASHINGTON PK
41. HYDE PARK
42. WOODLAWN
43. SOUTH SHORE
44. CHATHAM
45. AVALON PARK
46. SOUTH CHICAGO
47. BURNSIDE
48. CALUMET HEIGHTS
49. ROSELAND
50. PULLMAN
51. SOUTH DEERING
52. EAST SIDE
53. WEST PULLMAN
54. RIVERDALE
55. HEGEWISCH
56. GARFIELD RIDGE
57. ARCHER HEIGHTS
58. BRIGHTON PARK
59. MCKINLEY PARK
60. BRIDGEPORT
61. NEW CITY
62. WEST ELSDON
63. GAGE PARK
64. CLEARING
65. WEST LAWN
66. CHICAGO LAWN
67. WEST ENGLEWOOD
68. ENGLEWOOD
69. GREATER GRAND CR.
70. ASHBURN
71. AUBURN GRESHAM
72. BEVERLY
73. WASHINGTON HQTs.
74. MOUNT GREENWOOD
75. MORGAN PARK
76. O'HARE
77. EDGEWATER

HATE CRIMES

Hate crimes are among the most scarring of all crimes. Victims are chosen not because of who they are but because of what they represent. The intent is often to make victims feel isolated, intimidated and afraid; sometimes it is also to try to make others with the same characteristics feel that way. Without support, victims may accede to the demands of their attackers, staying away from communities in which they believe they are not welcome or refraining from activities which they would otherwise participate.

The Commission works to help victims cope with hate crimes, which most often are motivated by a victim's race, religion, national origin or sexual orientation. The Adjudication Division helps victims by tracking criminal cases against offenders through the courts, linking victims with non-profit groups willing to help them pursue civil cases against their attackers, and working with the Education & Intergroup Relations Division to ensure community support.

The Commission's work in this area was codified in the Chicago Hate Crimes Ordinance passed by the City Council in December 1990, which took effect in January. The new ordinance makes assault, telephone harassment and certain acts against property illegal if based on actual or perceived race, color, sex, religion, national origin, age, ancestry, sexual orientation, or mental or physical disability. Violators of the ordinance can be fined \$500 and/or imprisoned for up to six months, and may also have to pay restitution or perform community service.

As the ordinance commands, the Commission works closely with the Civil Rights Division of the Chicago Police Department. That unit works with other police units to investigate allegations of hate crimes. The Commission does not conduct its own investigation into Hate Crimes. However, when hate crimes occur, the Civil Rights Division alerts the Commission so that the Adjudication staff members can then contact victims and offer assistance to them. Working with the Office of the State's Attorney, Adjudication staffers follow the cases through the courts. The Commission does not participate in the prosecution of the case; that is entirely the province of the State's Attorney's Office. Rather, the Adjudication Staff keeps in contact with the victims throughout the many steps of the court process, alerting them to all court dates so they may pursue their cases and keeping them interested in pursuing the case through what may be month of delays. This is essential because a judge may grant an alleged offender several continuances (holding a case over until a defense can be prepared), but if the victim fails to appear without being excused, a case may be dismissed.

Even after a criminal case is complete, the Commission also works with non-profit groups to secure legal representation for some victims so that they may pursue a civil case for damages against offenders. The Commission has developed an arrangement whereby the Commission refers all victims of hate crimes to the Chicago Lawyers' Committee for Civil Rights Under Law and the American Jewish Congress, and these groups work to locate free attorneys for these victims. In a landmark case under the Civil Ethnic Intimidation Act, the Commission helped the Lawyers' Committee gain an African-American man an award of \$475,000 in damages against his white attacker.

The Adjudication Division, along with the Commission's Research Unit, keeps records of all alleged hate crimes that are reported to them through the police every year. For 1990, the Commission on Human Relations reported 213 alleged hate crimes, a number up significantly from 185 in 1989, but more in line with the average of 223 reported per year in the last half decade.

EDUCATION & INTERGROUP RELATIONS

In recognition of the role of education in promoting and enhancing respect, understanding, goodwill and cooperation among peoples of different races, ethnic groups and cultures, CCHR has created the Education and Intergroup Relations Division. This division is headed by Deputy Commissioner David Morris.

The Education & Intergroup Relations Division (E&I) is the eyes and ears of the Commission on Human Relations. As the Adjudication Division investigates complaints of discrimination and monitors hate crimes, E&I develops networks to ascertain where discrimination and hate are likely to occur before they strike. E&I then makes certain the community has adequate support systems in place to assist the victims and prevent recurrences of such acts of bigotry. By making contact with all elements of the communities to which they are assigned, E&I staff can discover prejudicial tensions before they erupt and mobilize the community against them.

E&I staff members work to teach Chicagoans how to fight discrimination in their neighborhoods. By educating them about the Human Rights and Fair Housing Ordinances, the Division promotes citizen involvement against prejudice and bigotry. When disputes arise, the Division sends teams of staff persons out to help in diffusing the tension.

The Division's staffers establish working relationships with all elements of each Community Area. Staff members reach out to political leadership (aldermen, ward committeemen), public safety (police, fire, health), education (school personnel, libraries), recreation (park districts, YMCAs, clubs), religious leaders (ministers, rabbis, priests), and general community services (community-based organizations, business organizations).

E&I has divided Chicago into four regions. Region I covers the area north of North Avenue. Region II covers the area between North Avenue and Pershing Road. Region III covers the area south of Pershing Road and west of Halsted Street. Region IV covers the area south of Pershing Road and east of Halsted Street.

Each region is assigned a team consisting of an Intergroup Relations Specialist, an Education Specialist, and an Outreach Specialist. Each region also has a 10-member Dispute Resolution Task Force composed of concerned citizens who react to hate crimes when they occur and help victims in need. The four regions and their unique problems are described on the following pages.

REGION I: THE NORTH SIDE

Region I extends north of North Avenue, and includes some of Chicago's most diverse and changing neighborhoods. It contains the port-of-entry neighborhoods of Uptown, Rogers Park and Albany Park, where new Southeast Asian and Soviet Jewish immigrants mix with longtime African American and Scandinavian residents. Lincoln Park, a predominantly poor minority community in the 1960s, has become a gentrified haven for affluent whites. Albany Park has had an influx of Korean residents and merchants along the Lawrence Avenue corridor. Latinos have moved into the previously all-white Logan Square and Avondale, with many of the earlier residents moving northwest into the white ethnic areas near O'Hare International Airport. African Americans from the West Side have started to move north into those areas as well.

Serious racial tension has accompanied these changes, and the Region I team had to respond to many crises in 1990. Coalitions of concerned community residents and clergy were formed in several areas of the city to respond on a local level to bias incidents and neighborhood tensions. In the Galewood/Montclare area, some of the African American residents in that predominantly white community had minor vandalism done to their property (bb gun pellets shot at their windows, paint splashed on one man's house, threatening notes); however, bb gun pellets were also shot at several white residents homes, as well. The Galewood Montclare clergy and community organizations were informed of the situation and responded with visits to the residents and to the police expressing their concern.

In the North Center community, a bi-racial family had a cross burned on their lawn. A coalition of concerned local residents and clergy circulated a petition denouncing the act, and with the Commission staff assistance, formed a neighborhood organization dedicated in part to preventing any future occurrences of similar incidents in the area. The group is still following the court case and is providing on-going support for the family, which still lives in the neighborhood.

Gang tension crossed racial lines in Uptown, where Vietnamese and Cambodian gangs, already clashing with each other, have come into conflict with two African American gangs. Other gangs were involved in many incidents of gay-bashing near the Lakefront throughout the year. Commission staff have worked with a variety of groups in the Uptown area attempting to defuse future tensions.

Anti-Semitic threats and vandalism continue to trouble the heavily Jewish Rogers Park area, with neo-Nazi individuals expressing pro-Hitler views in letters and phone calls. A different kind of anti-Jewish activity came in October when Arab youths allegedly vented outrage at the killings of Palestinians by Israeli troops in Jerusalem by vandalizing synagogues. Working with the Commission, both Jews and Arabs denounced the vandalism.

During the first six months of 1991, the Regional Staff have worked to build a working coalition of Task Force members drawn from across the area to work on a community level to respond to these tensions and provide at the regional or neighborhood level in on-going volunteer activities with the Commission, and over 150 community organizations and social service agencies have been contacted and offered to participate in the Community Assistance/Program (CAP) support network.

REGION II: THE LOOP AND THE WEST SIDE

Region II contains the broadest range of incomes imaginable in Chicago. It contains the area from North Avenue south to Pershing Road, contains the Loop, which continues to encroach upon the areas around it, displacing more poor and minority residents. The neighborhoods' west of the Loop are the poorest in Chicago, and are almost completely African American. Bridgeport has always been an island among these areas, but it too is integrating with Asians from Chinatown and Latinos from Pilsen.

In Bridgeport, four African Americans from Joliet reported being assaulted after stopping to use a telephone in a tavern in August. After this and other incidents of white racism, the Region II team organized local clergy and others into a task force to respond to these incidents in the future.

Tension at schools has occupied much of the team's attention. At Farragut Career Academy, Latinos and African Americans became embroiled in gang and racial attacks that threatened all the students. At Talcott Elementary School and Roberto Clemente High School, disagreements between administrators, staff, students and parents took on racial overtones. At Loyola University, a professor's comment about an African American student outraged some community members. And at the University of Illinois at Chicago, minority student concerns over racism resulted in demonstrations and sit-ins. In each case, E&I team members worked with school officials, parents and students to help resolve underlying issues that led to tensions.

On the West Side, tensions between Arab merchants and African American residents reached a boil in mid-1990, so Commission staffers worked to forge an alliance between the two groups. In West and East Garfield, the tensions seems to be between the Korean merchants and the African American consumers. As in the North Lawndale situation, Commission staffers , with the assistance of Region II Human Relations Task Force, are working to develop a proactive approach to bring the two groups together.

The same situation exist in the North Austin community. This community have gone through a population change from primarily white community to a predominantly African American, the conflicts are not only merchant/consumer but also racial. The Commission staffers are working with the local community based organizations to minimized the racial tensions.

After hours of intensive work, all the sectors involved so far, are cooperating to a plan of collective cooperation to address health and safety as well as racial and consumer/merchant conflicts throughout the Region.

REGION III: THE SOUTHWEST SIDE

Region III, the area south of Pershing Road and west of Halsted Street, contains communities hard hit by a problem high on Chicago's unfinished agenda: severe residential segregation with corresponding patterns of resegregation. Many residents and communities fell prey to the Southwest Side's unique combination of unscrupulous realtors, organized hate group activity, racial division, political opportunism, suspicion and misperception. But problems are not confined to the area around Marquette Park, once home to American Nazi Party and Ku Klux Klan rallies. Hispanic movement south from Little Village and income disparities between African Americans and whites in Beverly have also threatened to spur racial incidents. As such, some community areas in Region III regularly lead the city in numbers of reported hate crimes.

Because of this, the area also contains some of the most effective community, business and religious group alliances for responding to racial violence. Many racial assaults occur each year, and the Region III team has helped build coalitions of religious and civic groups to respond to crises. In part due to these efforts, local neo-Nazis were quiet this year. In May 1991, the Commission sponsored a bias crime training session with resident and community groups in an attempt to head off the violence.

The Middle East conflict hit the area when a synagogue was vandalized with the letters "PLO" and Palestinian flags in November. During the war with Iraq, Arabs were harassed and threatened. Commission staffers blanketed the area with anti-discrimination information and helped residents combat such acts.

The Region III team also joined with community groups to encourage legislation to reduce the area's high home foreclosure rate and counter discriminatory practices which led to white flight and neighborhood destruction. Community forums were held this spring to foster economic cooperation between racial groups. Helped organize community meeting in Wrightwood to diffuse tensions following interracial shooting; organized merchant-consumer forums in Englewood; set-up and facilitated bias crime training in Chicago Lawn; set up neighborhood meetings in Back of the Yards to improve relations between African American, Mexican and white ethnic neighbors. In working to eliminate underlying causes of tension and acts of racial violence, the Commission and residents hope to create a new image of a Southwest Side capable of accepting diversity and change.

REGION IV: THE SOUTHEAST SIDE

Region IV, the area south of Pershing Road and east of Halsted Street, has some of the longest standing racial tensions in the city. Integrated Hyde Park and the African American neighborhoods of Kenwood and Douglas continue to struggle over their extreme disparity in income, feeding the racial tension that has existed there since African Americans were displaced in the building of the World's Fair a century ago. Other African American areas such as Roseland and Chatham are struggling to keep a healthy economic base or end up like Oakland and Woodlawn. New sources of tension in the area include competition for power between Hispanics and whites in the East Side neighborhood, and panic peddling near the site of the proposed Lake Calumet airport which may displace more residents of the area.

In Region IV, the staff organized various local communities and held five forums through the region to inform residents of the mission and functions of the new Chicago Commission on Human Relations.

In response to racial tensions in the business strip of Roseland, where African Americans organized a boycott last July to protest Korean business practices, the Commission was instrumental in persuading the leaders of both groups to sit down and sign a covenant to resolve the complaints. Additionally, in April 1991, the Commission sponsored a Coming Together Conference... "One Greater Roseland." It was attended by more than 100 residents, and brought to the table many of the local leaders to help formulate a vision of a community that will be unified and inclusive. Similarly, forums between African American consumers and Asian merchants were held in conjunction with Region III.

The University of Chicago suffered a recurrence of anti-gay violence from a group calling itself the "Brotherhood of the Iron Fist"; a similar group targeted gays in 1987. The Region IV staff offered assistance to the victims with whom they worked very closely throughout this ordeal to insure that vicious attacks will not reoccur. Staff monitored gay rallies and spoke to the gay students to inform them of their rights within the jurisdiction of the City of Chicago and designed flyer to publicly condemn anti-gay activities.

In Hyde Park, the Region IV team has participated in meetings with residents to calm fears over African American youth activities near the Hyde Park Theater; encouraged residents to develop a relationship with local merchants to jointly address the theater and the youth issues. The Commission on Human Relations has encouraged the creation of more resources for teenagers in the area so that tensions over youth violence may be reduced.

Prejudice Reduction Programs have been emphasized in local high schools such as Bowen and Kenwood, where white and minority students clashes have spilled over into the community.

A Task Force composed of community representatives from various ethnic and racial backgrounds has been organized. Members meet monthly at various sites in the southeast side and are presently involved in preventing and resolving merchants/consumers disputes. In addition, the Task Force is also addressing human relations issues of local youth.

In the various communities, over 120 CAP volunteers have been identified and stand ready to assist CCHR staff in preventing bias crimes from occurring and helping victims whenever these incidents occur.

OTHER E&I PROGRAMS

The Education & Intergroup Relations Division also operates the following programs:

COMMUNITY ASSISTANCE PROGRAM: The CAP is a network of community organizations and individuals who are available for mobilization to formulate a community-wide response to hate crimes or intergroup tensions that occur across Chicago. The responses may consist of advocacy for hate crime victims, issuance of statements or petitions denouncing hate crimes and bigotry in their communities, or visits to the State's Attorney's Office and the Chicago Police Department to urge swift handling of hate crime cases.

HUMAN RELATIONS EDUCATION DEPARTMENT'S PROGRAM:

This program uses various types of workshops designed mainly for elementary and high school students, faculty and staff. These workshops largely consist of reading materials, activities, discussion, lecture and audio-visual aids. All materials are designed to reduce and heighten awareness of racism, bigotry and discrimination aimed at varied racial/ethnic groups. The Education Department's workshops are most often presented in schools where racial tensions are high, however, they are also used as a proactive tool in areas that are not experiencing overt problems. During this program year, Human Relations Education Department held 106 workshops, reaching 3,137 City of Chicago residents.

Another educational component of the Commission's Education Department has been to inform citizens about unscrupulous real estate practices, such as panic peddling and racial steering, that contribute to the continued segregation of Chicago's neighborhoods. Thirty such workshops, known as Fair Housing Workshops were held for 658 participants throughout Chicago.

IRCA AND SLIAG RESPONSE: This special E&I unit coordinates the City of Chicago's response to the Immigration Reform and Control Act of 1986 (IRCA). The unit prepares requests for reimbursement for funds under the State Legalization Impact Assistance Grant (SLIAG), which assists eligible legalized aliens with public aid, education and health programs. The IRCA/SLIAG unit works with community organizations to ensure that those eligible for the program have access to the city services to which they are entitled.

Under IRCA, the City of Chicago is entitled to compensation for certain services used by legalization applicants. By obtaining data on eligible legalized aliens in Chicago and working closely with other city and state agencies, the IRCA/SLIAG unit collected a total of \$2.5 million in reimbursement for public health costs between 1987 and 1990.

This unit was headed by Director of Planning, Research and Development Roberto Cornelio throughout 1990. In early 1991, Cornelio was appointed Acting Director of the Advisory Council on Latino Affairs.

THE BOARD OF COMMISSIONERS AND ADVISORY COUNCILS

The Commission on Human Relations' Board of Commissioners is the City of Chicago's official forum for discussion and action on issues of intergroup relations. Throughout most of its 43-year history, the Board of Commissioners has taken the lead in speaking out against racial violence and discriminatory practices, and promoting positive relations between Chicago's diverse communities. From the integration battles of the 1940s and 1950s to the West Side riots of the late 1960s, the Commissioners attempted to quell tensions before racism exploded into violence. The Board of Commissioners still performs that function today.

Like every other aspect of the Commission, the Board of Commissioners has gone through major changes in the implementation of the Human Rights Ordinance and the Commission on Human Relations Enabling Ordinance this year. Clarence Wood is now the Chair of the Board of Commissioners, with the goal of creating a link between the Board and the staff of the Commission that did not exist before.

In the restructuring, the Board of Commissioners gained new powers that gave it more ability to address human rights concerns in Chicago. Prior to the merger, the Board had no legal authority to battle discrimination; now it is empowered to hold Administrative Hearings in cases of alleged discrimination that come through the Adjudication Division. The Commissioners also assess fines and award damages for violations of the Human Rights Ordinance and the Fair Housing Ordinance.

The Board's composition is diverse and professional. Its members include religious leaders, lawyers, police, business leaders, and others from all walks of life, including members of many minority groups. Eight new members have joined the Board of Commissioners, the eight new chairs of the Commission on Human Relations Advisory Councils. With this representation, the Board of Commissioners is now more ethnically and religiously diverse and reflective of Chicago's population. This diversity gives it more access and insight to the different communities in Chicago, and creates a more interactive relationship to the Advisory Councils.

The Advisory Councils were officially created with the passage of the Chicago Commission on Human Relations Enabling Ordinance that took effect on May 6. Before the merger, the various Committees and Commissions had extremely varied resources, ranging from no budgeted staff positions to ten. Now they each have equal footing and access to resources.

The Advisory Councils and their directors have recently crafted a set of universal bylaws, reflecting the individual nature of each but establishing some common procedures. With these bylaws and regular meetings, the Advisory Councils will now be able to address the needs of each of their unique communities.

The members of the Board of Commissioners, with parentheses denoting Chairpersons of Advisory Councils, are: Miriam Apter, John J. Balester (Gay and Lesbian Issues), Stanley Balzekas Jr., Dr. Hyo Hyun Byun (Asian Affairs), Clara Day, Phyllis Doering, Anthony T. Finnely*, Dr. Wynetta Frazier (Women), Julio Gonzales (Veterans' Affairs), Demitri Konstantelos, Julian E. Kulas, Rev. Dr. Kwaku Lartey (African Affairs), Margarita Martinez (Latino Affairs), Edward J. Moskal*, Virginia Ojeda, Gerard S. Pitchford, Rabbi Herman E. Schaalman, Rouhy J. Shalabi (Arab Affairs), Rev. Charles S. Spivey Jr., Henry Wilson, Clarence N. Wood (Chairman of Commission), and Cynthia A. Yannias (Immigrant and Refugee Affairs).

* resigned before May 1991

ADVISORY COUNCIL ON AFRICAN AFFAIRS

Though they make up 41 percent of Chicago's population--the largest racial group in the city--Chicago's population of African descent never had a mayoral advisory council or commission until May 6, 1990, when the new Human Rights Ordinance was enacted. The long overdue Advisory Council on African Affairs was staffed and held its first meeting in October, 1990

The council was formed to meet the needs of this disparate group that had been ignored through much of Chicago's history. Members represent Chicagoans of African descent, whether from the African Continent, the Caribbean or native-born. With this broad Pan-African focus, the council plans to tackle a wide variety of issues of concern to all black Chicagoans regardless of their point of origin. Of high concern is the African American community's relationship to other minority groups, where tensions have led to boycotts of Arab and Korean merchants.

Unlike other advisory councils, the Advisory Council on African Affairs works in a community with well-established political leaders and a long history of community group involvement. The council thus hopes to work as a facilitator, giving its constituents access to the Mayor's Office and other city programs as well as strengthening existing programs in the community and city government.

Prior to becoming director of the council, Spruiell White, spent six years as the Illinois Development Director for the United Negro College Fund. Before that he spent 10 years with the Urban League, the last five as president and chief executive officer of the Seattle Urban League.

The members of the Advisory Council on African Affairs are: Patience Adigbli, Roseline Brown, Rev. T.A. Clark, Francis Yvonne Jackson, Sally Johnson, Rev. Dr. Kwaku Lartey (chair), Frank McKeever, Gwendolyn Moreland, Loraine Morgan, Gregory Nimpson, Christian Emeka Nze, Reginald Taylor-Ochoa, Teodoro Palacios, Brendaline Roker, Bessie Russell, Dr. Elkin Sithole, Ernest Tucker, Wanda Wells, Rev. Henry Williamson Jr. and Yittayih Zelalem.

ADVISORY COUNCIL ON ARAB AFFAIRS

The city's Arab community did not have a permanent entity in city government prior to the passage of the Human Rights Ordinance. At that time, the fledgling Interim Commission on Arab Affairs had no funded staff. The passage of the Ordinance gave Arabs an official status equal to that enjoyed by some of Chicago's other minority and protected groups.

The council seeks to heighten awareness of issues central to Arab Americans and immigrants. Anti-Arab sentiment and stereotyping in times of Middle Eastern crisis is of prime concern, as such backlash can be vented on Arabs regardless of their national origin. Just as troubling is anti-immigrant sentiment in general, especially in an economic downturn.

Though Arab issues connote far off Middle Eastern politics to many, this year provided vivid examples of how such issues can hit us in Chicago. When Israeli troops killed 20 Palestinians in Jerusalem, some furthered the outrage by vandalizing a synagogue. The council issued a statement condemning both incidents. At the same time, the council raised questions about the response to the vandalism, dispelling the myth that all Arabs were somehow responsible for the attacks. Similar actions were taken during the war with Iraq, when Arabs were threatened in Chicago.

In early 1991, Salameh Zanayed was appointed director of the council. Zanayed, a Palestinian-born businessman and community leader, was a member of the Advisory Council on Arab Affairs prior to his appointment as director.

The members of the Advisory Council on Arab Affairs are: Adib Abusharif, Hanna Akkawi, Abed Alrazzaq, Yacoub Al-Ubaidi, Issa Bata, Quaseem Blan, Suleiman Fakhouri, Joseph M. Haddad, William J. Haddad, Samir Khalil, Mansour H. Mansour, Farouk Mustafa, Camille Odeh, Khaldoun Ramadan, Bassam Salam, Khalil Shalabi, Rouhy J. Shalabi (chair), Ishan G. Sweiss, Oweis Succari and Ayoub Y. Talhami.

ADVISORY COUNCIL ON ASIAN AFFAIRS

Chicago's Asian population has skyrocketed recently, and so has their political influence. Where there were only 11 Shakman-exempt Asian city employees and no elected officials in Mayor Harold Washington's tenure, there are now 100 Asians in Shakman-exempt appointed and elected positions.

There is no group in Chicago more diverse in national origin than the city's estimated 115,000 Asians. The Advisory Council on Asian Affairs serves as a bridge between dozens of national groups, each with its own language, customs and heritage. Here Chicago's Cambodians, Japanese, Vietnamese, Thai, Koreans and many others come together to solve problems that affect them all. No single community dominates the proceedings, creating an official Asian coalition.

The council provides leadership in the Asian community through its meetings. The council focused on the U.S. Census, trying to assure that all Asians in Chicago were counted whether or not they spoke English. Of concern to the council is "Japan-bashing," where all Asians are targeted for racist attacks due to misperceptions that Japan is destroying the U.S. economy. Other issues include the rise in Asian gangs, police insensitivity, low reporting of hate crimes, and inadequate voter registration.

Rudy Urian, a 15-year veteran of city and state government, was the council's director until he resigned in December 1990 to become the Deputy Fleet Administrator in the Department of General Services. Barton Moy, the assistant director of the former Commission on Asian Affairs and an intergroup relations specialist for the Commission, was appointed acting director in December.

The members of the Advisory Council on Asian Affairs are: Dr. Maria G. Acierto, Gurdev Singh Bhattal, Dr. Tariq Butt, Dr. Hyo Hyun Byun (chair), Dr. Carmelita Carriaga, Rashid Chaudary, Dr. Chang Kyu Choi, Ross Harano, Dr. Robert Hsu, Song W. Kang, Dr. Suk Soon Lee, Vichitra Nayyar, Tam Nguyen, Tuan Nguyen, Sarah Pang, Niranjana S. Shah, Iam Thamasucharit, Dalisay Villalon, Florencio Villegas, Tommy Wong, and William J. Yoshino.

ADVISORY COUNCIL ON GAY AND LESBIAN ISSUES

The U.S. Justice Department reports that of all victims of hate crimes, gay men and lesbians suffer the most attacks. Often, attackers will seek out gay men and lesbians to attack without fear of being stopped. But little is heard about anti-gay violence, not only because of general homophobia but also because many lesbians and gay men fear retaliation if they stand up against such violence.

The Advisory Council on Gay and Lesbian Issues is working to change these perceptions. The council grew out of the Committee on Gay and Lesbian Issues, an entity created by former Mayor Harold Washington but which had no official status through most of its existence. The Human Rights Ordinance gave the new council staff and resources, a precedent-setting inclusion of gay men and lesbians in city government.

Anti-gay, anti-lesbian violence is of prime concern to the council. The Council will also be highlighting gay/lesbian family issues including domestic partnerships, custody, and the plight of lesbian and gay teens who, according to recent studies, have a suicide rate of nearly 30% -- much higher than other segments of the adolescent population. In addition to family issues, access to health care will be a high priority topic of the council. The council will, of course, continue to focus on discrimination-based issues including racism in the gay community, sexism and the heterosexism of society at large.

Jon Simmons, a founding member of the Committee on Gay and Lesbian Issues is the new council's director. Simmons, the former executive director of the Joseph Holmes Dance Theater, has been active in the struggle for gay rights for many years.

The members of the Advisory Council on Gay and Lesbian issues are: John J. Balester (chair), Gary G. Chichester, Chris Cothran, Rhonda Craven, Laurie Dittman*, Thom R. Dombkowski, Genny Alegra Goodrum, Ken Jacobsen Jr., Carol A. Johnson, Nancy J. Katz, William B. Kelley, Chester Lyles, Amy N. Maggio, Ellen O'Donnell, Richard Pfeiffer, Linda Rodgers, Arlene Rodriguez, Julio Rodriguez, Larry Rolla, and Stephanie Stephens. The 21st seat is set aside to represent people with AIDS and HIV-related diseases and also for those individuals who due to fear of discriminatory treatment feel they cannot divulge their homosexuality.

*resigned before May 1991

ADVISORY COUNCIL ON IMMIGRANT AND REFUGEE AFFAIRS

More than most U.S. cities, Chicago has always been a city of immigrants, with new groups arriving every year. But the new arrivals face unique problems: Language barriers and culture differences often slow the new arrivals' progress into city life. And even when such progress is made, new immigrants often must struggle to hold on to their native heritage.

The problems new immigrants and refugees face in adjusting to Chicago necessitated the creation of an advisory council solely designed to meet their needs. The 21 members of the Advisory Council on Immigrant and Refugee Affairs come from 14 different ethnic groups. The council allows Hispanics to join Poles and Greeks in solving the problems that all immigrants suffer, such as employment discrimination, English deficiencies, the homebound elderly and poor access to health care.

The challenge for the council is to reach out to groups without strong community representation. In recent years, Chicago has seen influxes of such non-traditional immigrants as Albanians, Hmong and Guatemalans, groups without traditional support structures in place. The council tries to act as a bridge to these groups, and to take common problems out of the meeting rooms and into their communities.

The council is helped in these matters by Mary Koblas, the council's director. Before taking the directorship, Koblas was assistant director of planning, research and development for the Commission's immigration unit, where she specialized in immigration policy.

The members of the Advisory Council on Immigrant and Refugee Affairs are: Adam J. Augustynski, Pastor Alfredo De Toro, Pastor George Gage, Mark Gutkovsky, John J. Horodecki, Byron A. Javier, Germaine Malik, Tokumbo "Ben" McCarthy, Margaret McCormick, Daiva R. Meile, Rev. Dr. Sid L. Mohn, Yusef Musellem, Anna Mustafa, Nadja M. Papillon, Romuald J. Poplawski, Barbara Przewdziecka, Pamela J. Seubert, Isaac Y. Toma, Dr. Ho L. Tran, and Cynthia J. Yannias (chair).

ADVISORY COUNCIL ON LATINO AFFAIRS

As recently as the 1960s, Chicago could fairly be defined in black and white, but not any longer. Chicago's Latinos have become a powerful ethnic group, their population increasing fifteen-fold from 1950 to 1988. The more than 500,000 Latinos in the city today have elected four Hispanic aldermen and have representation in all levels of city government. But Latinos in Chicago still face serious shortages of jobs, health care, education and affordable housing.

Before the merger under the Human Rights Ordinance, Mayor Washington's Advisory Commission on Latino Affairs worked to assure that Hispanics received their proportional share of city services and positions. The new Advisory Council on Latino Affairs has pledged to continue this work, and work toward a comprehensive Latino agenda for the city and state governments.

The council, which contains Mexican, Puerto Rican and other Latino members, also has identified housing as a critical area of focus. Though they represent a quarter of the city's poor, Hispanics inhabit only 2 percent of Chicago Housing Authority apartments. Council members helped foster the creation of Latinos United, a community group which is working with CHA and the U.S. Department of Housing and Urban Development officials to ensure affordable housing for poor Hispanics.

Council director Ambrosio Medrano resigned in November 1990 to run successfully for alderman. Roberto Cornelio, who throughout 1990 was the Commission's director of planning, research and development, was named acting director of the council in early 1991.

During the first half of 1991, the Advisory Council on Latino Affairs has reconvened its Latino Health Monitoring Committee, and has begun a process of dialogue and discussion with the City's new Commissioner of Health to address Latino health concerns in the City. In addition, the Council participated in the formation of the Illinois Latino Committee for Fair Redistricting, a non-partisan group that seeks to guarantee a fair redistricting process while maximizing Latino awareness and participation. Also, the Council has formed an Economic and Employment Opportunities committee that will assist City Departments in the effective implementation of the minority set-aside ordinance and expand employment opportunities for Latinos in the City. The Council has also begun to develop a partnership with Chicago's Latino media to facilitate the process of informing Latinos about the protections under the Human Rights Ordinance and to assist the Commission on Human Relations in its education and intergroup relations functions.

The members of the Advisory Council on Latino Affairs are: Raymond C. Arias*, Felipe Ayala, Joseph Berrios, Armando Gomez, Leticia Herrera, John R. Martinez, Margarita Martinez (chair), Juan Mendez, Marcelino Miyares Jr., Kathy Ortiz*, Juan A. Prado, Antonio Prieto, Tomas E. Revollo, Marina Rey, Sally Reyes Lucaci*, Jesse M. Rios, Genero Rodriguez*, Sylvia Rodriguez, Antoinette Sanchez, Helen Valdez, and Jose A. Velgara.

*resigned before May 1991

ADVISORY COUNCIL ON VETERANS' AFFAIRS

With 300,000 veterans, Chicago has the largest concentration of veterans in the nation. By virtue of their service in the U.S. Armed Forces, these men and women are entitled to governmental benefits. But beyond these entitlements, many veterans find themselves in circumstances which require additional support. Veterans make up one-third of America's homeless. Their physical and psychological wounds often require long-term hospitalization, and many thousands of Chicago veterans are unemployed.

To ease the transition to civilian life, Mayor Washington created the Advisory Committee on Veterans' Affairs, which Mayor Daley made into a council under the Commission on Human Relations in May 1990. Because of its unique population, the council acts on a local level, but deals frequently with the federal government. It reaches out to veterans from all sectors of society, recognizing that citizens of every race, gender and religion have served their nation with honor and distinction.

The council advocates for veterans on issues such as homelessness, treatment for the crippling Post-Traumatic Stress Disorder, hospitalization, disability laws, POW-MIAs, Agent Orange and job recruitment. The council also joined Mayor Daley and the City Council in sponsoring a month of events for veterans in November 1990, including the Veterans Unity Conference where veterans' groups from around the state met to address common problems. The war with Iraq brought a new group of veterans home to Chicago, and the council helped in welcoming them home with a parade in May.

Jim Balcer is the director of the Advisory Council on Veterans' Affairs. Balcer is a former U.S. Marine who served in Vietnam from 1968 to 1969.

The members of the Advisory Council on Veterans' Affairs are: Albert D. Chesser, Rochelle Crump, Roy L. Dolgos, Larry Downs, Robert Garner, Julio Gonzales (chair), Carmen Gonzalez, Robert M. Hanley*, Larry C. Heinemann*, Winston E. Kennedy, Lane E. Knox, Joseph D. Kostyk, Charles D. Lee, Col. Frank Marchant (Ret.), Thomas L. Miller, Arthur T. Morimitsu, Victor Perez Sr., Fred V. Randazzo, Laretta L. Romanoski, Theodore D. Saunders, and David K. Sullivan.

resigned before May 1991

ADVISORY COUNCIL ON WOMEN

Although women are half of the population, they continue to be under-represented at all levels of government and feel left out when it comes to the making of decisions critical to their lives. Women and their children are the preponderance of the poor and the majority of the victims of sexual assault, sexual harassment, incest and domestic violence. Women are likely to assume major responsibility for the care of children, work in low-paying jobs, and face extreme difficulty in securing high-paying male-dominated jobs. Yet, public policy on and delivery of services for women in these areas and others are often determined by men. For example, a common practice is to use research based on the male model to define women's health care needs, and less than four percent of philanthropic money is given to organizations serving women.

The Advisory Council on Women was established to ensure that women's perspectives are included in the policy development and decision-making process of city government. To carry out its mandate, the Council gathers information to identify specific problem areas; develops recommendations and implementation strategies for change; provides or facilitates technical assistance to city agencies; and monitors outcome. The Council also works with individuals and representatives of groups concerned with women's issues to find ways to complement and enhance the work they are doing.

Four standing committees, focusing on a variety of issues, facilitate the Council's agenda. They are: Economic Development - assisting women business owners, increasing nontraditional employment, promoting women's economic self-sufficiency; Health and Human Services - identifying gaps in health services, increasing women's access to health care, addressing the problems of homelessness; Community Relations - promoting networking among women and their organizations, developing a clearinghouse on women's issues, creating a referral service, recognizing and honoring women's achievements; Violence Against Women - improving delivery of the city's police, health, housing and human services for victims of violence, campaigning to reduce violence against women.

After serving the Council through its merger with the Commission on Human Relations, director Carol Ronen resigned in November to become the deputy campaign director for Mayor Daley's re-election campaign. Judith Kohler, a Council member and former director of the Illinois Commission on the Status of Women, was appointed Council director in February 1991.

The membership of the Council is multi-racial and multi-ethnic, and reflects a variety of backgrounds and experiences. Members of the public are invited to serve on the four standing committees and contribute valuable time and expertise. The Council members are: Jennifer Artis, Rosetta Daylie, Barbara Engel, Dr. Wynetta Frazier (chair), Vonda Gluck, Guadalupe Gouveia, Hazel King, Adrienne Levantino-Donoghue, Lydia Lewis, Juju Lien, Marguerita Matyas, Bernice Miller, Sue Purrington*, Hedy Ratner, Karen G. Shields, Frances Lopez Skotzko, Lauren Sugerman, Anita M. Villarreal, Marta White and Maurine Woodson.

resigned before May 1991

ADMINISTRATION, PUBLIC RELATIONS, SPECIAL EVENTS AND RESEARCH

While working to reduce tensions and combat discrimination in the city, the Adjudication Division, Education & Intergroup Relations Division and Advisory Councils work closely with the administrative and public relations units of the Commission. These units serve four distinct functions: Administration, Public Information, Special Events and Research.

Administration, headed by Acting Director of Administration Sandra Brown, assures that the day to day business of the Commission operates smoothly. It has facilitated the major changes in the Commission since the merger in May. In that time, the Commission's staff grew from 22 in May 1990 to more than 70 a year later. The consolidation required the remodeling of the Commission's offices at 510 N. Peshtigo Court to make room for the new Advisory Council directors, the expansion of Adjudication and Education & Intergroup Relations, and the arrival of the Fair Housing staff from their former offices in the South Loop. Additionally, Attorney Kenneth Gunn, who serves as Executive Assistant to the Chair, facilitates the management of the Commission. The management work ranges from Advisory Council projects to the required issues of the Chair's office.

Public Information serves as the public's link to the Commission. Requests for information from both the press and the public at large are handled through this office. Public statements by the Commission are also issued by Public Information Officer Angela Dutt.

Special Events coordinates the Commission's public events designed to encourage unity and respect for all groups of Chicago's citizens. Human Relations is celebrated in January, with an awards luncheon, forums and a civil rights lawyer's breakfast, among other events. Jacqueline King coordinates events celebrating the diversity of the city, including events associated with African Heritage Month in February, Women's History Month in March, Asian Heritage Month in April, The Gay and Lesbian Issues Forum in August, Hispanic Heritage Month in September and October, and Veterans Awareness Month in November.

Research analyzes the condition of tensions in Chicago and the Commission's response to it, and issues reports as necessary that deal with such issues. Unit staff members Heda Tercias and Joel Polk work closely with the Commissioner's Office, the Adjudication Division and the Education & Intergroup Relations Division to produce reports on such topics as hate crime and neighborhood tensions. The unit came into existence after the Commission on Human Relations Enabling Ordinance was passed in May of 1990.

BOARD OF COMMISSIONERS

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Henry Wilson
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Cynthia A. Yannias

*resigned before May 1991