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*Chicago Commission on*  
HUMAN RELATIONS



2013

Annual Report



## Mission

The Chicago Commission on Human Relations (CCHR) is charged with enforcing the Chicago Human Rights Ordinance and the Chicago Fair Housing Ordinance. The Commission investigates complaints to determine whether discrimination may have occurred, and uses its enforcement powers to punish acts of discrimination. Under the City's Hate Crimes Law, the agency aids hate crime victims. CCHR also employs proactive programs of education, intervention, and constituency building to discourage bigotry and bring people from different groups together.



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## Message from the Commissioner

The Chicago Commission on Human Relations (CCHR) is dedicated to addressing bias and discrimination and thus affirmatively impacting the lives of all Chicagoans. In 2013 our goal was to broaden our audience and expand the number of people served. Commission staff increased outreach to the many communities we serve and expanded how we communicate the importance of civil rights to include art and history as seen in the Dr. Martin Luther King Jr. traveling photo exhibit.



With the Mayor's support, we worked with City Council to increase fines for discrimination as a means to deter discrimination and conduct that fractures communities, as well as clarify our authority to award punitive damages in cases where discrimination is wanton, and in reckless disregard of the law. We further enhanced our working partnerships with other governmental legal agencies. In 2013 we entered into a memorandum of understanding with the National Labor Review Board and renewed our partnership with the U.S. Department of Justice Office of Special Counsel for Immigration-Related Unfair Employment Practices.

This year, we streamlined our investigation process to improve efficiency and reduce the number of pending complaints. And to improve accessibility to our services, we created a complaint filing system processed entirely through email that allows individuals to file complaints at their convenience. Increased efficiency has allowed us to close twenty percent more cases than last year while experiencing an increase in the number of complaints received.

Serving hate crime victims and addressing community tensions also remain high priorities for the CCHR. Proactively, Commission staff reaches out to schools and other community organizations to prevent violence by delivering anti-bullying workshops to youth and adults. Trainings incorporate mediation and peace circle techniques in workshops facilitated throughout the City to help develop mutual understanding within communities, and foster cohesion rather than conflict.

This year, the Commission went above and beyond expectations, closing an unprecedented number of discrimination cases and reaching out to more communities than ever before. We are all proud of our accomplishments and are honored to continue to serve our city so that all Chicagoans may live free of bias and discrimination.

Sincerely,

A handwritten signature in black ink that reads "Mona Noriega". The signature is fluid and cursive, with a large loop at the end of the last name.

Mona Noriega  
Chairman and Commissioner



CCHR staff meets with a delegation from Uganda.

## **Chicago Commission on Human Relations Overview**

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

It is the policy of the City of Chicago to assure full and equal opportunity to all residents. The Chicago Commission on Human Relations (CCHR) serves as the City's civil rights department and enforces the Chicago Human Rights and Fair Housing Ordinances that prohibit discrimination. Under the City's hate crime law, the CCHR also assists hate crime victims and develops and conducts pro-active programs to educate and prevent incidents of bias and hate.

### **Board of Commissioners**

The CCHR Board of Commissioners is appointed by the Mayor of the City of Chicago and serves as the public leadership and community voice. The board receives reports on the work of the department from staff, and helps staff improve services to the public. The board also makes

final rulings in all fully litigated discrimination cases. The Board may adopt the hearing officer's recommendations in full, reject or modify them consistent with applicable law, or remand cases for further hearing.

### **Office of the Chair**

The Office of the Chair develops and directs the implementation of policies and manages the day to day operations of the department. It is also responsible for all fiscal, personnel, media, and public relations functions for the organization. The chair of the Commission on Human Relations also serves as the commissioner of the department.

### **Adjudication**

The Adjudication Division of the CCHR enforces the Chicago Human Rights and Fair Housing Ordinances by investigating and adjudicating complaints of discrimination in housing, employment, public accommodations, credit and bonding. Persons who feel they have been discriminated against in Chicago because of membership in one or more of the following fifteen protected categories may file a complaint with the Commission: race, sex, color, age, religion, disability, national origin, ancestry, sexual orientation, gender identity, marital status, parental status, military discharge status, credit history (in employment only), and source of income.

The CCHR conducts administrative hearings if the investigation reveals substantial evidence of an ordinance violation. If the Board of Commissioners rules that discrimination has occurred, violators can be ordered to pay damages and fines to the city, or the board can order injunctive relief.

### **Inter-Group Relations**

The CCHR's Inter-Group Relations Division (IGR) mediates conflicts, advocates on behalf of victims of hate crimes, and proactively works to prevent discrimination through the delivery

of educational programs, in schools and communities most at risk for violence based on bias and stereotypes.

### **Advisory Councils**

The Advisory Councils to the Commission on Human Relations help to identify and address practices and actions which have a discriminatory impact on their respective constituency groups. In addition, the councils serve as liaisons between city government and the community to promote cooperation and enhance services. Councils also provide assistance in designing educational and enforcement programs for the Commission. Members of the advisory councils are appointed by the Mayor to serve as volunteers representing their respective communities. The CCHR currently has two advisory councils, the Equity Council and the Veterans Council.

### **Board of Commissioners**

The Chicago Commission on Human Relations Board of Commissioners serves as the public leadership and community voice of the department. The board receives reports on the work of the department from staff, and helps staff improve services to the public. The board also reviews and recommends policies to address issues of discrimination and prejudice. Finally, the board makes the final rulings in all fully litigated discrimination cases after reviewing the recommended ruling of the hearing officer who conducted the administrative hearing. The Board may adopt the hearing officer's recommendation in full, reject or modify it consistent with applicable law, or remand the case for further hearing.

2013 was a very rare year for the board in terms of the number of legal decisions brought before it for review. While there were 33 cases forwarded to the administrative hearing stage, most of these cases were resolved by settlement agreements. There were only two rulings made pursuant to administrative hearings, both of which were rulings on attorney fees.

*Sleper v. Maduff & Maduff LLC*, CCHR No. 06-E-90 (Feb. 20, 2013)  
Sex Discrimination (Pregnancy)

The Board ordered the respondents to pay the complainant's attorney fees of \$87,194.25 and costs of \$1,253.70. In a prior ruling on May 16, 2012, the Board found pregnancy-related sex discrimination where a law firm discharged a female associate while she was on maternity leave. The firm hired a male associate to replace her, and one partner commented that the firm was through hiring women because "they get pregnant and go off on maternity leave." The Board rejected as pretextual the claim that Complainant was terminated for poor attitude and low billable hours, finding that other associates had comparable billing hours or were argumentative with partners, but did not become pregnant and were not terminated or disciplined. The Board awarded \$2,500 in emotional distress damages and \$9,466.45 in back pay, and ordered Respondent to pay a \$500 fine.

*Jones v. Lagniappe – A Creole Cajun Joynt, LL, et al.*, CCHR No.10-E-40 (May 15, 2013)  
Sex Discrimination (Sexual Harassment)

The Board ordered the respondents to pay the complaint's requested attorney fees of \$26,100 and costs of \$455. In a prior ruling on December 19, 2012, the Board found in favor of the complainant on her claim of sexual harassment by the owner of the restaurant where she was employed, imposed fines of \$500 each against the owner and the business, and ordered the respondent to pay \$19,550 in damages to the complainant.



**Mona Noriega**  
*Chair and Commissioner*

Donald E. Allen  
Joanna Borowiec  
Salvador A. Cicero  
Naderh H. Elrabadi  
Tiffany Ferguson  
Rochelle Grimbau  
Andrew S. Kang  
Jaz Park

Ray J. Koenig, III  
Juan Carlos Linares  
Samuel Miller, Jr.  
Leisa Y. Mosley  
Majdel S. Musa  
David J. Mussatt  
Stephanie Kanter  
Nabeela Rasheed



Commissioner Nabeela Rasheed (first on the left) discussed civil rights of women in her native Pakistan. Martin Castro (eighth from the left), Chairman of the U.S. Civil Rights Commission and the Chair of the Illinois Human Rights Commission discussed the status of civil rights in the nation and State of Illinois at the July, 2013 CCHR Board of Commissioners meeting.



Chairman Noriega poses for a picture with Board Commissioner Juan Carlos Linares, Special Projects Director of the Latin United Community Housing Association (LUCHA) at the organization's kickoff for Borinqueen Bella, a project to rehabilitate four affordable housing buildings that represents 47 units of affordable rental housing in the Humboldt Park Neighborhood.



From left to right, Karen Wallace, Director of Human Rights Compliance (Employment), Sara Bales, Deputy Commissioner of Adjudication, and JoAnn Newsome, Director of Human Rights Compliance (Housing) share a moment at Bale's retirement party. Bales worked with the Commission for 15 years, first serving as the Director of Fair Housing and later as a Deputy Commissioner.

## Adjudication

The CCHR executes City of Chicago policy which strongly opposes discrimination, and is careful to impose the powerful remedies available under Chicago’s ordinances, only when justified by the evidence and applicable law.

The CCHR enforces the Chicago Human Rights Ordinance and the Chicago Fair Housing Ordinance by –

- Receiving and investigating formal complaints filed by members of the public.
- Facilitating the settlement of cases where possible.
- Determining, after investigation and a public administrative hearing, whether prohibited discrimination occurred.
- Ordering remedies if discrimination is proved.

The Human Rights Ordinance prohibits discrimination in employment, public accommodations, credit transactions, and bonding. The Chicago Fair Housing Ordinance prohibits housing discrimination. The discrimination must be based on one or more of these 15 protected categories:

Race	Disability	Marital Status
Sex	National Origin	Military Discharge Status
Age (over 40)	Gender Identity	Religion
Color	Source of Income	Parental Status
Sexual Orientation	Ancestry	Credit History (employment only)

The discriminatory conduct must have occurred in the City of Chicago. A discrimination complaint must be filed within *180 days* of the alleged discriminatory action.

When discrimination is proved at an administrative hearing, the Board of Commissioners can order the offender to –

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



CCHR provided a presentation on Employment Discrimination under the Chicago Human Rights Ordinance for the National Labor Relations Board (NLRB). Pictured from left to right are NLRB Supervising Attorney Jessica Muth, CCHR Compliance Director Karen Wallace, and CCHR Investigator, Connie Simonelli.

### **New Measures to Strengthen Enforcement Powers**

On November 26, 2013, the Chicago City Council approved new amendments to the city's Human Rights and Fair Housing Ordinances. One of the added provisions provides statutory authority for the Chicago Commission on Human Relations to award punitive damages in cases of discrimination where the individual or entity was found to have acted maliciously or in reckless disregard of a person's rights. The amendments became effective December 6, 2013.

In introducing the legislation November 13, 2013, Mayor Emmanuel stated, "This amendment will make it clear to all parties in cases filed with the Commission that the city does have the authority to award punitive damages." He added, "Punitive damages are an important tool to address blatant discrimination where the offender has acted in reckless disregard of the law. They serve as strong deterrent to discrimination."

In addition to the punitive damages provision, another change allows the Commission to issue fines for the filing of frivolous discrimination complaints. Complaints will be deemed

frivolous if the Commission concludes, based on objective facts, that a complaint is clearly frivolous, vexatious, or brought primarily for the purposes of harassment. The fines for filing frivolous complaints will range from \$250 - \$1,000 per occurrence.

“Frivolous complaints are an abuse of the civil rights laws of our city which were carefully and thoughtfully created to prevent and punish acts of discrimination which impact the public’s opportunities to obtain housing, jobs, credit, and access public places and services,” said Commissioner Noriega. “These complaints serve to harass others and waste valuable city resources expended to investigate them.”

To further enhance the enforcement powers of the Commission, the City Council also approved the Mayor’s request to increase the level of fines payable to the city from a maximum of \$500 per occurrence to \$1,000. In addition to fines, the Commission may also award compensatory damages, injunctive relief, and attorney’s fees for acts of discrimination. This is the first increase in these fines in more than 20 years.

### **2013 Discrimination Claims**

In 2013, 261 new discrimination complaints were filed, compared to 249 in 2012. The number of new housing discrimination complaints remained high. The 90 housing discrimination complaints filed in 2013 represent a slight 7% decrease from the 97 filed in 2012; however, that is the second largest number of housing discrimination complaints filed in a single year since 2003. The most striking difference in 2013 was the number of public accommodations cases. There were 92 such complaints filed in 2013, compared to 68 in 2012, a 35% increase. There were 76 employment complaints filed in 2013, an 8.5% decrease from the 83 filed in 2012. As a result, the largest proportion of new discrimination complaints in 2013 concerned public accommodations, at just over 35%, while just under 35% concerned housing, 29% concerned employment, and 1% concerned credit transactions. A bonding discrimination case has never been filed at the Commission.



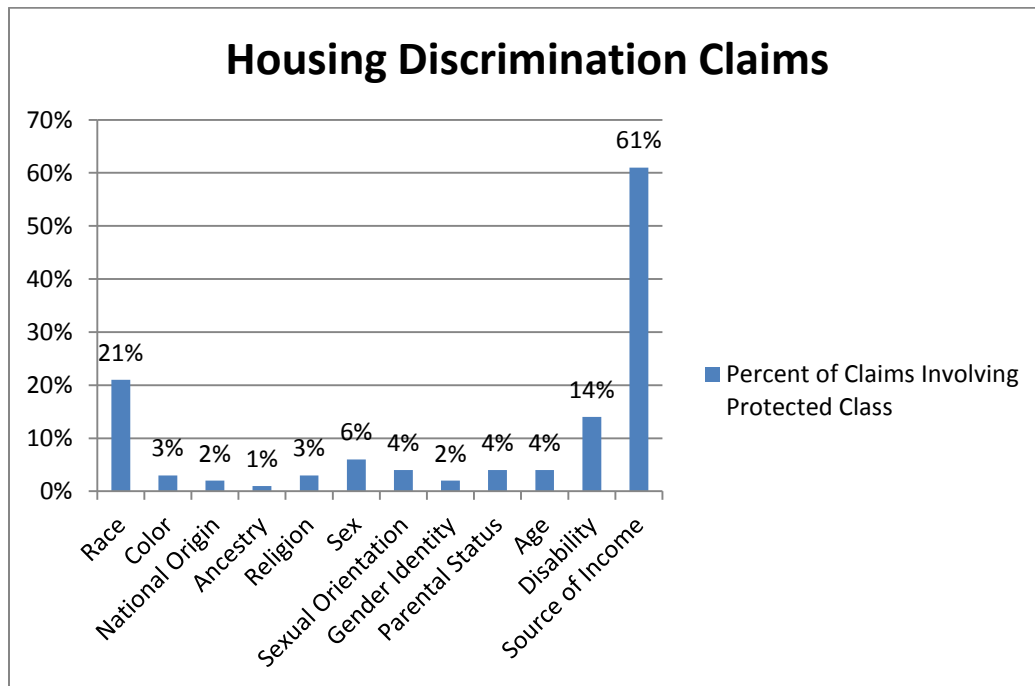
CCHR Human Rights Investigators, Peter Oakley (first from the left) and Steve Salvato (fourth from the left) review an evidentiary video with high school students on Job Shadowing Day.

- **Employment Discrimination**

Of the 76 employment discrimination complaints filed in 2013, race and sex were the most frequently alleged discrimination bases, each appearing in 38% of the complaints. Following were sexual orientation and age discrimination, each claimed in 13% of the complaints, and disability in 9%. Claims based on the remaining protected classes appeared in 8% or fewer of new employment discrimination complaints.

- Housing Discrimination**

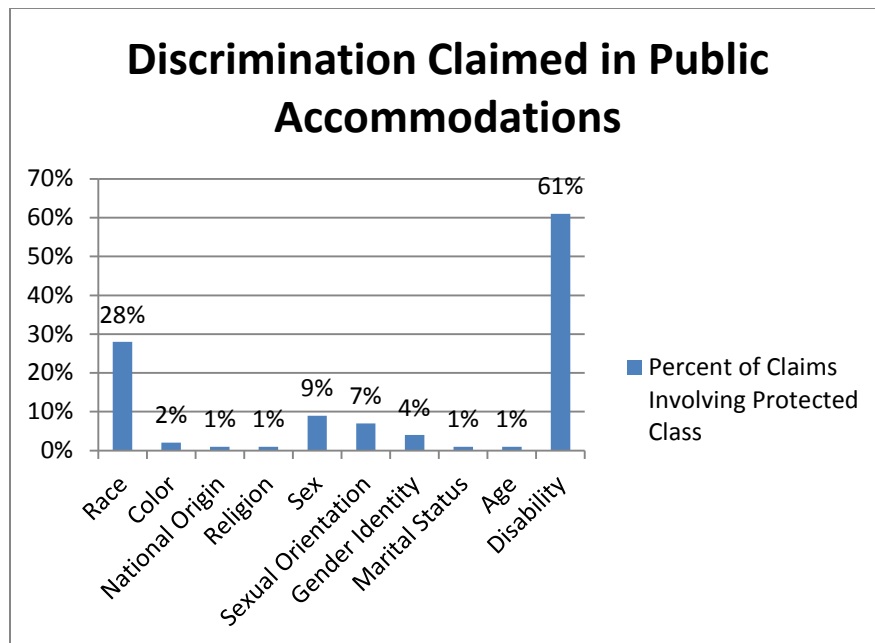
The bulk of the housing discrimination complaints, or 61%, alleged source of income discrimination involving Housing Choice Vouchers, also known as Section 8 Vouchers. Discrimination against low income households who receive these federal subsidies (administered in Chicago through the Chicago Housing Authority) thus continues as a significant fair housing issue. The Fair Housing Ordinance offers the only available legal remedy for this type of discrimination in Chicago. Race discrimination was the next most frequent claim in the housing area, asserted in 21% of the complaints filed in 2013. Next was disability discrimination, claimed in 14% of housing discrimination complaints, followed by sex discrimination in 6%. Other types of discrimination were claimed in 4% or fewer of new housing discrimination complaints.



- Public Accommodation Discrimination**

Sixty-one percent of the public accommodation complaints in 2013 alleged disability discrimination – specifically, denial of full use of a business establishment. The City of Chicago boasts some of the most beautiful architecture in the world, a charming mix of new and old construction and design. Unfortunately, some of the older buildings and street grading are not always conducive to accessibility. The Commission on Human Relations, along with other City departments, is committed to assisting businesses in making their services accessible to everyone, including those with disabilities.

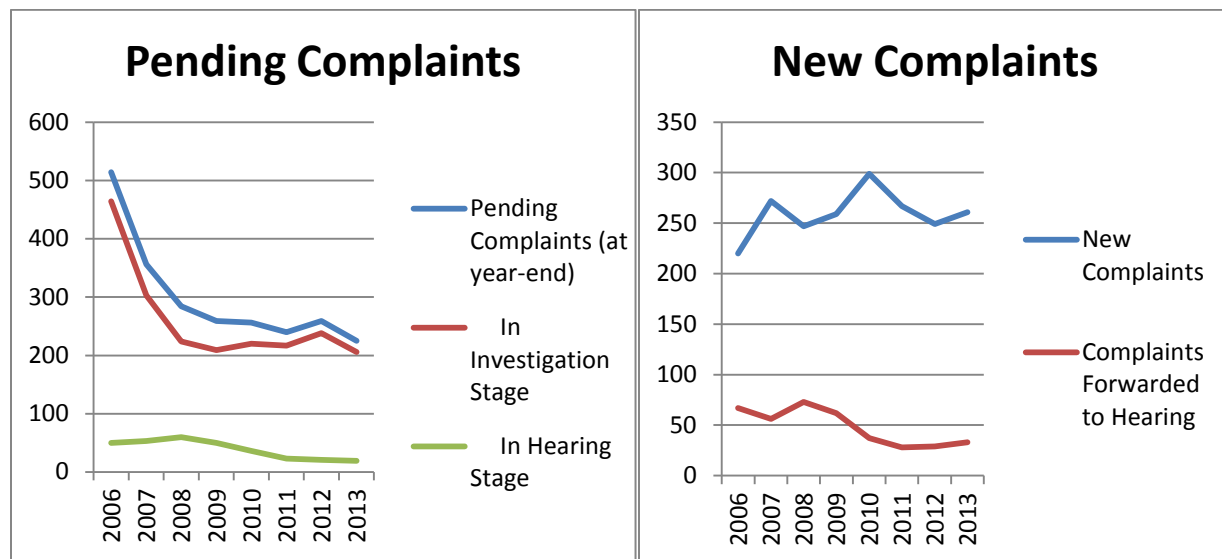
Race was the next largest discrimination basis claimed in public accommodation complaints, at 28%. The next most frequent type of claims in the public accommodation area was sex discrimination at 9% of new complaints. Other types of discrimination were claimed in 7% or fewer of public accommodation complaints.





• **Resolution of Complaints**

People who believe they have been subjected to discrimination as defined in the City of Chicago ordinances file a written complaint with the CCHR. After a complaint is filed, the CCHR notifies each named respondent and sets a deadline to submit a written response and any documents that support the respondent’s position. The complainant also receives a deadline to reply to any response and to submit any documentation that supports the allegations of the complaint. The CCHR will offer the parties the opportunity to try to settle the case before the investigation is completed. Settlement is voluntary. The CCHR does not propose or advocate particular settlement terms, but staff may draft the agreed terms of a settlement for the parties to sign.



STAGES OF COMPLAINTS 2006-2013

A substantial number of discrimination cases close due to settlement between the parties. The Commission values settlement of discrimination complaints consistent with its larger strategy to encourage the voluntary resolution of differences where possible. Settlement may occur prior to completion of a full investigation, or after a case has advanced to the hearing

process. In 2013 a total of 69 or 26% of closed cases were resolved by settlement, compared to 21% in 2012.

Commission staff, independent mediators, and hearing officers encourage parties to try to settle their dispute and are skilled to facilitate the process. The CCHR is authorized to order parties to participate in a confidential settlement conference conducted by one of its independent mediators. The CCHR typically does this after a substantial evidence finding but before appointment of a hearing officer, if there appears to be settlement potential. In 2013, the Commission held nine such settlement conferences, compared to 12 held in 2012.

The charts above illustrate the number of pending complaints and new complaints. Pending complaints refer to all open complaints which have not yet been fully investigated or ruled on through an administrative hearing. The CCHR strives to keep the number of pending complaints down to ensure that new complaints are being investigated in a timely manner. Thus the goal is to always have a lower number of pending complaints than new complaints. As the Pending Complaint chart illustrates, the number of pending complaints have been reduced dramatically since 2006. This demonstrates the improved efficiency of investigations by the Adjudication staff.

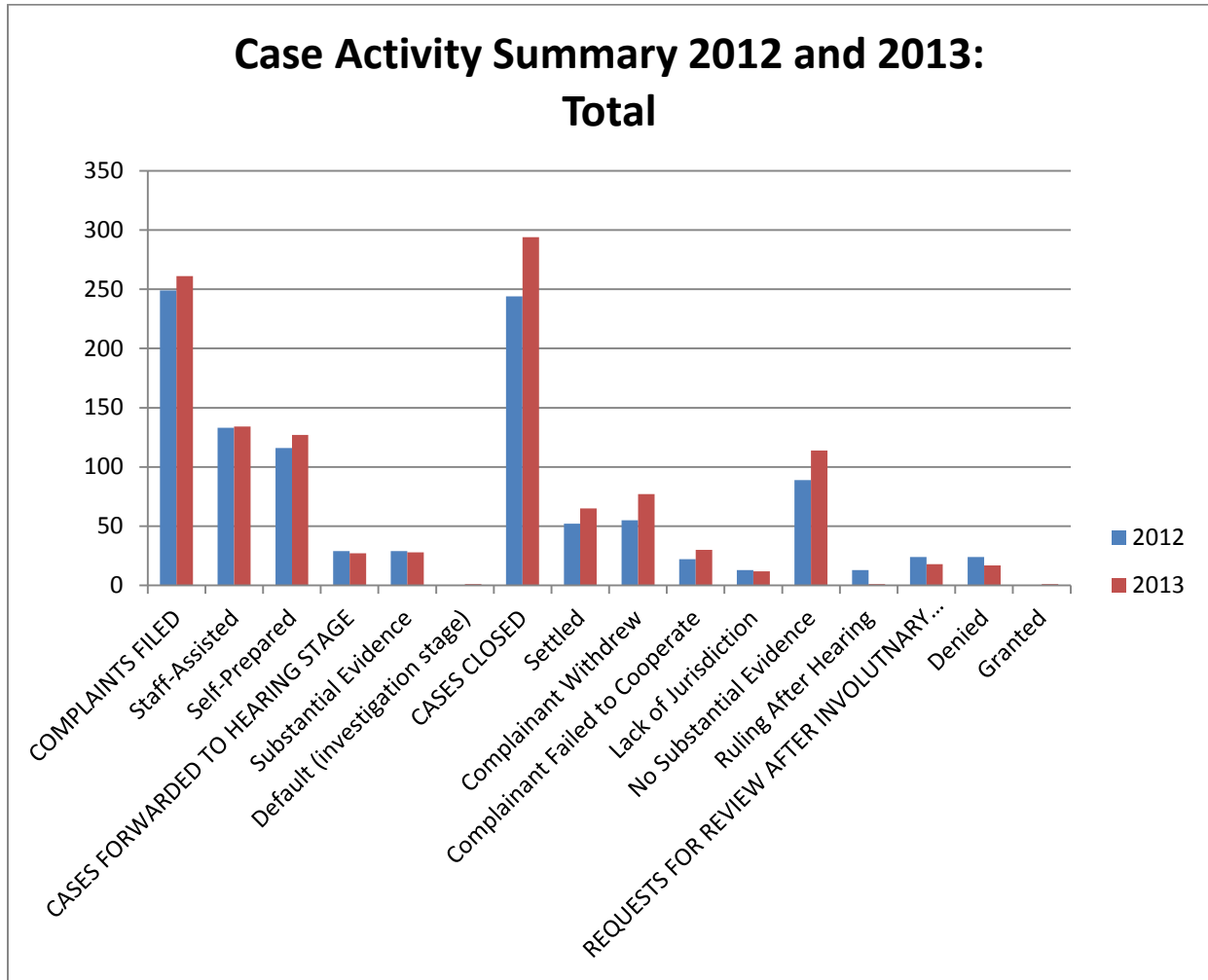


CHART OF RESOLUTION OF ALL 2012-2013 COMPLAINTS



Human Relations Specialist, Jennifer Scott conducting outreach at Fiesta del Sol

## **Inter-Group Relations**

The Inter-Group Relations Division (IGR) responds to bias and discrimination by mediating conflicts and supporting victims of hate crimes. Proactively, IGR works to reduce discrimination by delivering presentations and workshops to community-based organizations, schools, and places of worship.

### **Violence Prevention—Mediating Community Tensions**

The IGR Division is often called upon when tensions based on racial, ethnic, religious or other differences are reaching high levels and are at a danger of boiling over into violent confrontations. Similarly, where conflicts have already flared up IGR works quickly to reach out to the parties in conflict to help develop peaceful resolutions to these disputes. In 2013, IGR provided 336 responses to these types of community tensions. IGR works closely with aldermen, police, clergy, and other key leadership to engage the community and develop real

community-based solutions to these problems. Through mediation and other conflict resolution techniques, IGR has been successful in helping to resolve a variety of conflicts such as:

- School based conflicts between competing groups of students
- Tensions between community residents and small neighborhood merchants
- Conflicts between residents in condominiums
- Conflicts within senior citizen buildings
- Tensions between community residents and places of worship

One of the conflict resolutions strategies used by IGR with larger groups is called the Peace Circle Model. Through this interactive process, IGR has been successful in reducing tensions in schools, between neighbors, and even among residents of the same building. Here's one example which demonstrates how the process works:

*The IGR team facilitated four Peace Circle and Conflict Resolution Workshops at a high school on the South Side to address issues of bullying and conflict resolution. The peace circle model was used to address conflicts between freshmen, sophomores, and upperclassmen. Through peace circles, students were able to open up and talk respectfully and candidly about existing conflicts between them. Discussions within peace circles helped students gain insight into their own and other students' roles in conflicts they were experiencing. As the peace circle intervention progressed, it became clear that students had made considerable progress in improving their relationships with one another. Students in the peace circle said:*

- *"I am not going to believe what other kids say about you"*
- *"I learned a lot today about the students from..."*
- *"I am not going to tell people to pick on you [guys] anymore"*
- *"I was scared to come and talk with you [guys]. I thought something might happen to me...Now I don't think that...You're cool...Are we going to do this [peace circle] again?"*

*Through these discussions, students were able to repair some of the damage to their relationships caused by these conflicts. Students recognized the effectiveness of the peace circle intervention, and multiple students asked when they were going to have another peace circle.*

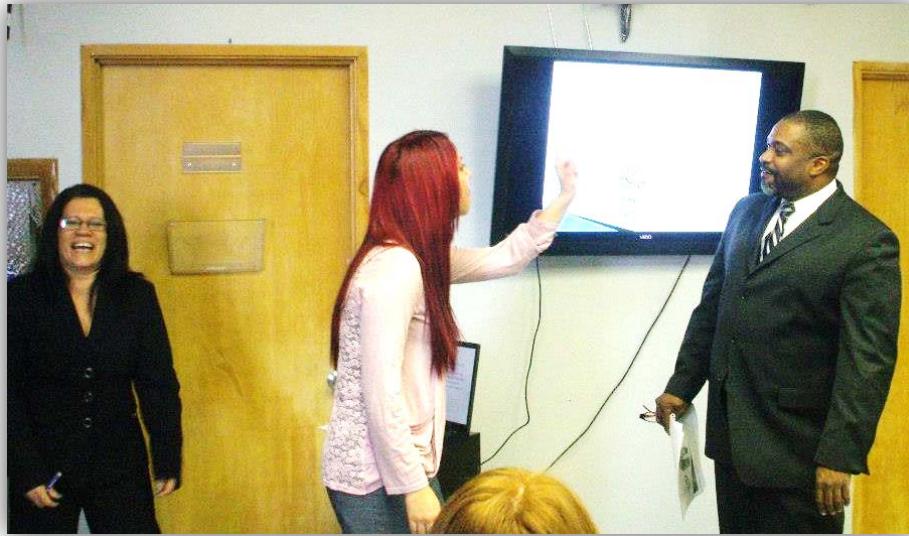
*Similarly, counselors reported that the peace circle interventions were effective, and the IGR team member facilitating the peace circles was invited back to facilitate more in the future.*



Director of Intergroup Relations, Pablo Medina, addresses a group of international student visitors from Mexico.

### **Consumer/Merchant Tensions**

Misunderstandings, cultural differences, and communication difficulties sometime serve as the sparks that ignite tensions between community residents and neighborhood merchants. In these instances, IGR is contacted by aldermen, police, or community groups to help resolve these problems. IGR staff are trained in mediation techniques which emphasize allowing parties to a dispute to voice their concerns, then working with them to reach mutually agreeable solutions. Participants in mediation with IGR leave the sessions feeling respected, and that their concerns were actually heard by the other party, perhaps for the first time.

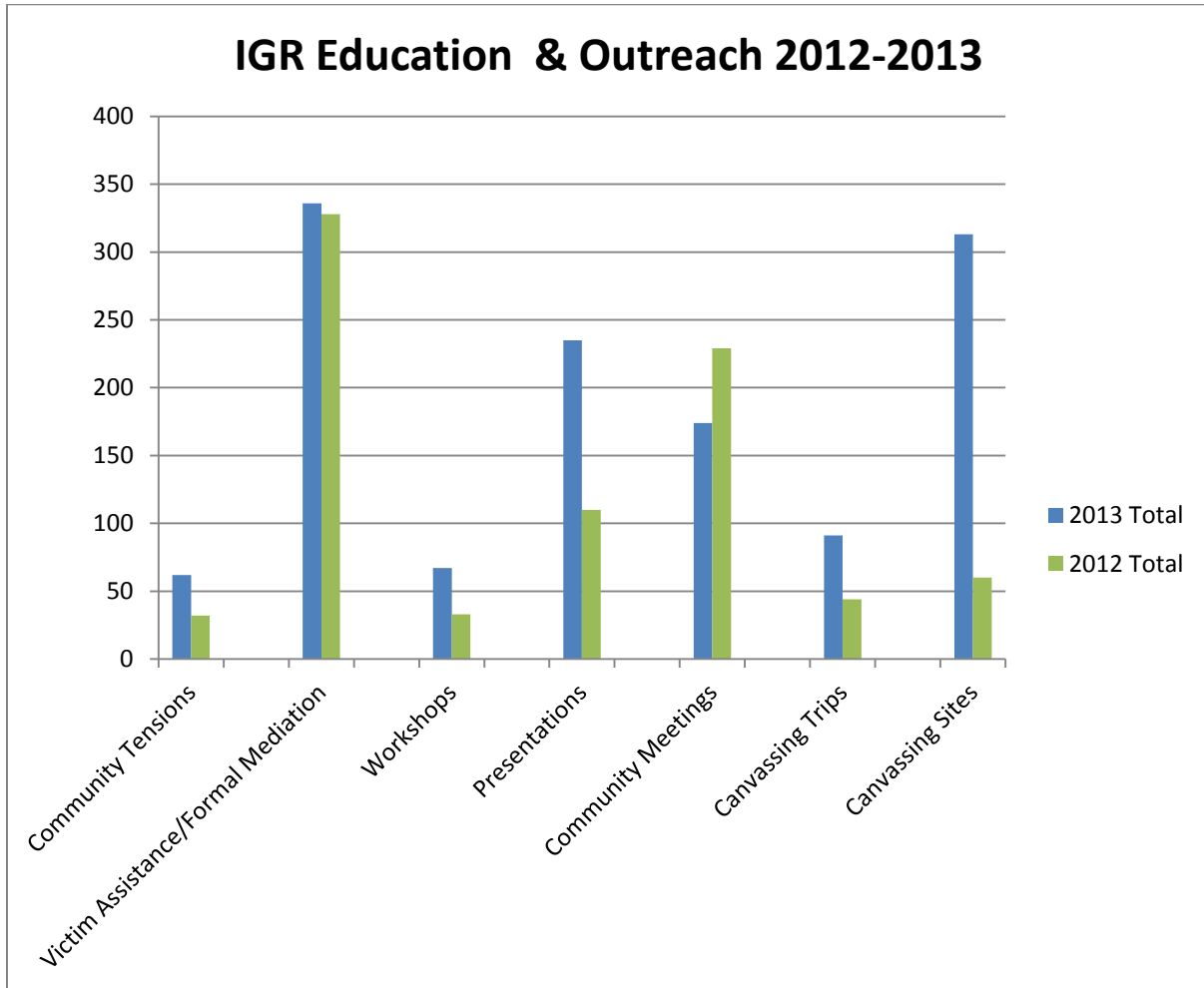


CCHR Human Relations Specialist, Aracelis Castañeda (left) and Supervising Human Relations Specialist, Norman White (right) role play on how to discuss bullying with a parent participant.

### **Preventing Hate through Education and Community Outreach**

One of the most successful strategies used by the CCHR to prevent and reduce discrimination and acts of hate is education. The IGR Division has developed a number of human relations workshops that it facilitates citywide to children and adults to educate Chicagoans on a host of topics all geared toward creating better understanding and reducing conflict. Workshops can be presented in English and Spanish. The workshop topics include Bullying, Hate Crimes, Conflict Resolution, Prejudice Reduction, Sensitivity, and others. In 2013, IGR facilitated 67 workshops with nearly 1800 participants that included students and parent groups.

In addition to facilitating workshops, the CCHR has made community outreach a priority in which the IGR Division has excelled. In 2013, IGR conducted an extensive outreach campaign to inform as many city residents as possible about the services offered through the CCHR strongly emphasizing the investigation and adjudication of discrimination complaints. These efforts included providing 235 presentations to community groups, schools, business groups, elected officials, and others. IGR staff also attended 174 community meetings, and distributed in excess of 24,000 Commission on Human Relations brochures to the public. An additional 22,500 brochures were distributed by other staff.







Hate Crime Specialist Normal White conducts outreach at the City's Annual Senior Fest.

## Hate Crime Advocacy

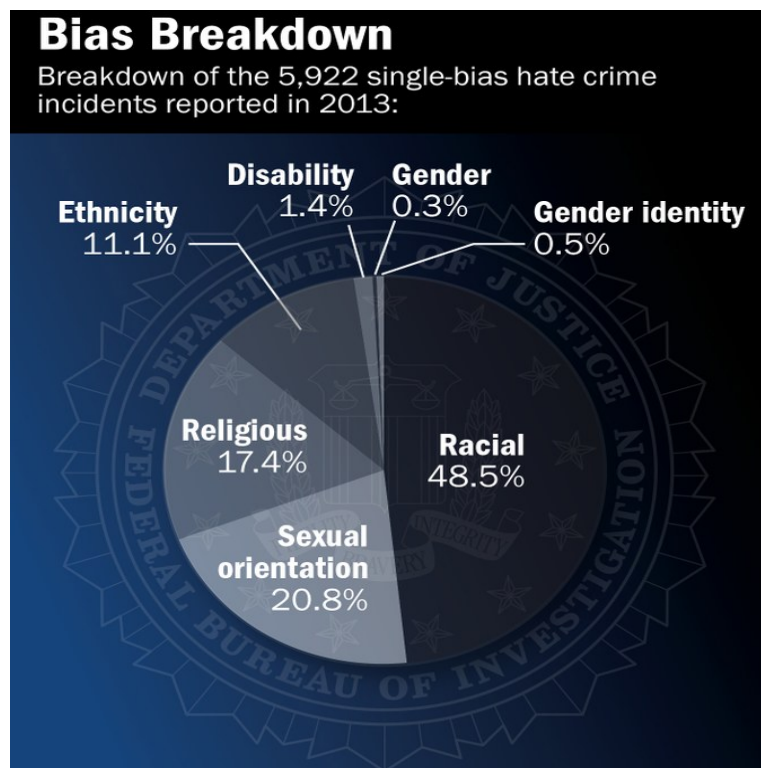
### ***HATE + CRIMINAL ACT = HATE CRIME***

Hate Crimes relate to a specific groups of crimes (referred to as predicate offenses) in which hate against the victim's actual or perceived race, color, creed, religion, ancestry, gender, sexual orientation, physical or mental disability, or national origin is a motivating factor for the crime. These predicate offenses include:

- Assault
- Aggravated Assault
- Battery
- Misdemeanor Theft
- Criminal Trespass to Residence
- Misdemeanor Criminal Damage to Property
- Criminal Trespass to Vehicle
- Criminal Trespass to Real Property
- Mob Action
- Disorderly Conduct
- Harassment by Telephone
- Harassment Through Electronic Communications

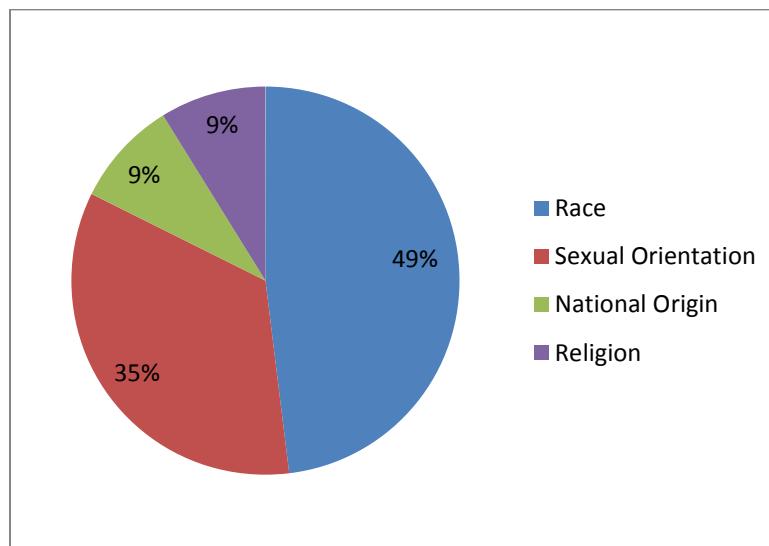
Hate crimes are not isolated to one community, nor are the victims of hate crimes all one group. Hate crimes can happen to anyone, anywhere. To illustrate this point, in 2013 there was a total 57 reported hate crimes in the City of Chicago which were dispersed between 36 of the city's 50 wards. Twenty-eight (49%) of the reported hate crimes were racially motivated and twenty (35%) were based on sexual orientation. There were also five (9%) hate crimes based on national origin and five (9%) based on religion.<sup>1</sup> Basis for reported hate crimes in Chicago for 2013 were somewhat similar to national figures reported by the FBI as illustrated in the charts below with reported hate crimes based on race, sexual orientation, and religion within the top three areas of reporting for both.

### 2013 Reported Hate Crimes in the U.S.<sup>2</sup>



<sup>1</sup> Hate crimes can be classified as having more than one bias. In 2013 there was one reported hate crime that was classified as based on race as well as sexual orientation. Thus the figures by each bias category totals 58 instead of 57.

<sup>2</sup> [https://www.fbi.gov/about-us/cjis/ucr/hate-crime/2014/topic-pages/incidentsandoffenses\\_final](https://www.fbi.gov/about-us/cjis/ucr/hate-crime/2014/topic-pages/incidentsandoffenses_final)

**2013 Reported Hate Crimes in Chicago**

Overall, reported hate crimes in Chicago decreased by 16.2% from last year, and approximately 10% nationally<sup>3</sup>. However, the number of hate crimes reported is not always indicative of the actual number of hate crimes committed. Many hate crime victims do not report these crimes for a variety of reasons including fear of retaliation, the desire not to disclose their sexual orientation, and fear of police which can be particularly true with immigrant communities.

The proportion of racially motivated reported hate crimes in the city rose significantly from 2012 to 2013, increasing from 35% to 51% of the year's total crimes. The total number of racially motivated reported hate crimes increased by four. The proportion of reported hate crimes based on religion decreased from 13% to 9% and instances decreased by four. Reported hate crimes based on national origin decreased from 10% to 9% and decreased by two instances. The proportion of reported hate crimes based on sexual orientation decreased from 41% to 33%, and the number of instances decreased by nine.

IGR uses a multi-faceted strategic approach to advocate for victims of hate crimes. This includes accompanying victims through the criminal court process to help them understand

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<sup>3</sup> Ibid

how hate crimes are prosecuted, and what the victim should expect to encounter each step of the way. IGR staff also work to mobilize community support for victims, and make social service referrals. Equally important, IGR works directly with the State's Attorney's Office and the Police Department to ensure that hate crime charges are pursued whenever possible, and perpetrators are punished to the full extent of the law. IGR staff also provide workshops on hate crimes to schools and community groups upon request. The following is just one example of the many ways IGR assists victims of hate crimes.

### **Excerpt from an Actual Hate Incident**

*An African American woman was walking down the sidewalk when she noticed a sprinkler spraying in her path. When she moved out of the way of the sprinkler, a male neighbor began shouting racial slurs at her, and in a threatening tone claimed that he commits violent crimes against individuals of her race as he began to pursue her. The woman was able to escape and call the Chicago Police Department.*

*Upon being notified of the reported hate crime by the Police, The IGR Division made contact with the victim and arranged to be in court to support her throughout the prosecution of the case. Additionally, IGR connected the victim with a Chicago Police Department advocacy group, and provided a presentation in her neighborhood about hate crimes and services offered through the CCHR. After several months, and numerous court hearings the perpetrator was eventually found guilty of hate crime charges.*



## Advisory Councils



Equity Council members and CCHR volunteers join Equity Council Director, Arnold Romeo (third from left) and Human Relations and Investigator, Connie Simonelli (far right) at Fiesta del Sol.

### Equity Council

The newly created Equity Council started off the year having the slate of new members appointed by the Mayor and approved by the City Council. Members of the Equity Council include individuals from the Arab, Asian, Latin American, and African descendant communities. Upon completion of the appointment process, the Equity Council set out to foster strong relations with communities of varying racial and ethnic backgrounds. The Council worked throughout the year to develop strategies to assist their communities and combat discrimination.

The Equity Council also participated in numerous outreach events throughout the city. Council members attended events such as Fiesta del Sol, the Bud Billiken Parade, and the

Cameroon National Day Celebration Gala Event. Through participation and outreach in community celebrations across the city, individual Equity Council members model what it means to value the many cultures represented in the City of Chicago.

The director of the Equity Council also worked closely with the IGR Division to address several community tensions involving some of the council's constituent communities. Through this intervention, the CCHR was able to mediate conflicts and prevent violence, and possible hate crimes.

### **Veterans Council**



Veterans' Council members Jerry Field (left) and Fred Randazzo (center) join Council Director, Will Schmutz (right) in a photo in front of the Doughboy statue at Soldier Field at the City's Annual Commemoration Ceremony for Veterans' Day. The Doughboy is a tribute to the 132nd Infantry (2nd IL) who gave their lives in the service of their country in World War I. The statue had been damaged and in storage for approximately 30 years before Randazzo and the Veterans Advisory Council led by Ald. James Balcer (11) who then served as the council's director, helped rescue the Doughboy by raising funds to have it restored, then re-dedicated and placed in the newly remodeled Soldier Field in 2003.

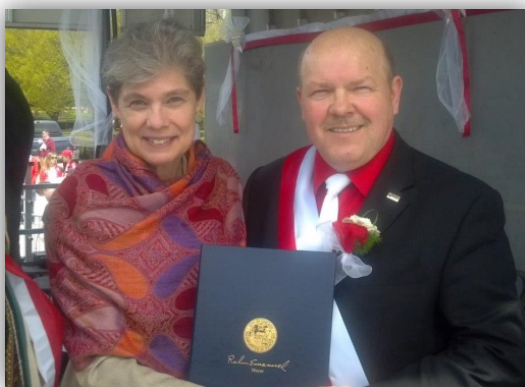
The Veterans Advisory Council worked to provide information, resources, and support for Chicago's veteran community through a multitude of programs and initiatives in 2013. In its continuing work to support the veterans' community of Chicago, the Council had another successful year building an infrastructure of veterans' awareness and links to critical services. The Veterans Council participated in the Illinois Supporting All Veterans Equally (ISAVE) Skills to

Succeed Workshop for veterans, the Student Veterans of America Empowerment Summit, the Annual Veterans Stand Down for Homeless Veterans Event, and the groundbreaking of Hope Manor II, a family housing develop for veterans located in Englewood. The Council also reached out to the veterans' community through events such as the Veterans Family Festival, and various employment and resource fairs across Chicago to help address the problem of unemployment among veterans.

The Veterans Council also made efforts to honor the veterans' community in Chicago and throughout the United States through its participation in Chicago's Annual Memorial Day Parade, the Veterans Day Remembrance Ceremony at Soldier Field, the Illinois Warrior Summit, and other programs.

## Community Outreach

While IGR takes the lead on community outreach for the CCHR, outreach is a priority for the entire department. Annually, the CCHR attends hundreds of community programs and events, sometimes to talk about its programs and services, and other times to hear and learn more about the many communities it serves. The CCHR welcomes opportunities to visit communities across the city to learn about different cultures, and the unique qualities that each one brings to make Chicago the special place that it is.



Commissioner Noriega and Ted Czajkowski, President of the Alliance of Polish Clubs in the United States and Chairman of the Polish Constitutional Day Committee at the 122<sup>nd</sup> Annual Polish Constitution Day Parade.

## Community Events

Community events are integral to promoting understanding, providing educational opportunities, and adding to the excitement of living in one of most diverse and vibrant cities of the country. Through attending these events, the CCHR gains a better understanding of how cultural differences and similarities help us to shape our work to better serve the residents of Chicago.



Equity Advisory Council Chair, Jaz Park, First Deputy Commissioner, Ken Gunn, and John J. Kim, President of the Korean American Association of Chicago at the 2013 Passport to the World: Korea Program; Commissioner Mona Noriega and members of LGPA/GOAL at the Gay Pride Parade; Human Rights Investigator, Connie Simonelli (right) with a visitor at Fiesta del Sol; CCHR mediator Martin Dubowsky, Commissioner Noriega, and Jazz trumpeter, Wadada Leo Smith at the Chicago Jazz Festival. Commissioner Noriega introduced Smith before his performance of songs from his CD, *"Ten Freedom Summers"* which was inspired by the civil rights movement.



## International Outreach

To gain perspective on human relations on a global scale, the CCHR participated in an international exchange program through WorldChicago, funded by the U.S. Department of State that provided the department with the opportunity to host a fellow from the Republic of Georgia, Nino Tvaltvdze for six weeks. During her brief time here, Nino jumped right into the Commission's work, translating the CCHR brochure into Russian and attending several community meetings and events. Nino met with aldermen, state representatives, and representatives from several city departments. She also attended a public hearing regarding a proposed school closing, and helped serve dinner at a homeless shelter. When she wasn't hard at work, Nino enjoyed taking in the City of Chicago and trying its world-famous Italian beef sandwiches and deep-dish pizza.



CCHR staff pictured with World Chicago Fellow, Nino Tvaltvdze (front row, center) from the Republic of Georgia.

Four months later, First Deputy Commissioner Ken Gunn made a reciprocal visit to Georgia. While there, First Deputy Gunn met with local and national public officials including the Mayor of Kutaisi, and the Chair of the Human Rights Committee of the Georgian Parliament. He also met with non-governmental agencies (NGOs), student groups, and gave a lecture on the Commission and the Human Rights Ordinance to law students at the Akaki Tsereteli State

University. While the Republic of Georgia is a relatively monolithic country as compared to a city as diverse as Chicago, First Deputy Gunn did learn that discrimination against sexual minorities and the Roma, as well as violence against women are some of the civil rights issues that many in Georgia are working to address.



First Deputy Kenneth Gunn delivering a lecture to law students at Akaki Tsereteli State University, Kutaisi, Georgia.

### **Martin Luther King Jr. Photo Exhibit**

Using the art of photography and the rich history of the civil rights movement here in Chicago, the CCHR partnered with photographer and civil rights historian Bernard Kleina to host a traveling exhibit of historical photographs of Rev. Dr. Martin King Jr. during his campaign for fair housing in 1966. The exhibit includes photos of Dr. King marching in Marquette Park, speaking at a rally at Soldier Field, and demonstrating at City Hall. The exhibit has been displayed at the City's Administrative Hearing Facility at 400 W. Superior/740 N. Sedgwick, Daley Center Pedway, Lawndale Christian Center's Dr. Martin Luther King Jr. Fair Housing Exhibit Center, and several Chicago Public Libraries.

