

**BUDGET STATEMENT  
FY2023**

**NANCY ANDRADE  
CHAIR AND COMMISSIONER  
CHICAGO COMMISSION ON HUMAN RELATIONS**

October 20, 2022

Honorable Chairman Dowell and Honorable Members of the City Council Committee on the Budget and Government Operations:

On behalf of the Board of Commissioners and staff, I hereby submit the following statement in support of the Mayor's 2023 Budget Recommendation for the Chicago Commission on Human Relations (CCHR).

2022 has been deemed the Year of Healing by Mayor Lightfoot and the CCHR's charge dovetails with this initiative. As the civil rights enforcement agency for the city, we investigate and adjudicate complaints of discrimination in the areas of housing, employment, public accommodations, and credit. We mediate conflicts between individuals and groups, assist victims of hate crimes. We provide educational programs to reduce discrimination and fight the darkness of hate. Our work sheds a light of hope to those who reach out to us in their quest for justice for an injustice, closure, and healing when confronted with bigotry and hate. We promote safety for Chicagoans by enforcing the housing discrimination laws and expanding the sexual harassment ordinance; a safe dwelling and safe place of employment are the root of overall safety. Our work emphasizes education, to educate the public that they have rights, for knowledge is power. Education, safety, and healing; these three words have been the CCHR mantra in 2022.

In June of 2022 the CCHR proudly completed its participation in the city's first Racial Equity Cohort, a program that had begun nine months prior in September of 2021. Although the CCHR's work organically comprises elements of racial equality, this program highlighted how it could better its educational impact throughout the City. The Cohort took us through a deep dive into the history of racism in America and the lingering, ongoing effects of systemic and structural racism in present day Chicago. Through the Cohort, the CCHR team learned about the principles of equity and how we will apply them to all phases of our work and operations to better serve the public and promote healing from our past.

Our policy work, this year, was driven by the Citywide Strategic Plan to Address Gender-based Violence and Human Trafficking. We are proud of our work in helping to develop an expanded sexual harassment ordinance. Working with the Mayor's Office and the Law Department, we were able to further the Mayor's call for increased protections for victims of sexual harassment to make workplaces safer for all. The new ordinance requires all businesses in Chicago to develop sexual harassment policies, post anti-sexual harassment notices in their workplaces, and requires sexual harassment training for all employees, additional training for managers, and bystander intervention training for all employees. The ordinance also sharply increases penalties to deter sexual harassment from \$100 - \$1,000 per act, to \$5,000 - \$10,000. The CCHR developed a model policy, posting, and trainings for businesses, and makes these resources available on our web page in English, Spanish, Polish, Simplified Chinese, Arabic, and Hindi. The

ordinance also strengthens the collaboration already in place with the Department of Business Affairs and Consumer Protection-- by working together we generate more awareness of worker's rights.

The CCHR also worked to make our residents safe from the dangers of hate crimes. During the pandemic, Asian Americans faced increased incidents of bias related attacks. Thus far, in 2022, reported hate crimes are on the rise, particularly those based on race and religion, with Blacks **(50%)** and Jews **(75%)** being the most targeted, respectively. In working with the community to stop the spread of hate during the pandemic, the CCHR took the initiative to reinvigorate and revive its previous Hate Crime Committee to develop a new Hate Crimes Reboot. The new committee is made up of over twenty-five leaders representing government, community agencies, and law enforcement. The committee has been meeting regularly, collaborating on ways to effectively address hate, providing updates on information and challenges, and participating in educational presentations.

In addition to our hate crime work, the CCHR continues to respond to community conflicts. With referrals from aldermen, community organizations, and 311 service requests, CCHR has responded to more than 50 community tensions, thus far, in 2022. We strive to bring together parties in conflict to mediate their disputes before these situations become violent. All members of CCHR's Intergroup Relations team are trained mediators. Through our efforts to mediate tensions, CCHR helps prevent violence and keep our city safe.

Later this year the CCHR will kick off an ad campaign with the CTA to educate the public throughout Chicago of their rights. Knowledge of one's rights empowers the community to live and work in a safe City.

The CCHR remains committed to reducing discrimination and hate in Chicago, to be a beacon of light, and make equity a guiding principle in our planning for 2023 and beyond. Thank you for your continued support.

Respectfully,

Nancy Andrade  
Chair and Commissioner