

Commission on Human Relations  
and Croatian and Serbian Communities  
Issue Statements of Peace

COMMISSION ON HUMAN RELATIONS  
CALLS ON A SAFE SUMMER FOR YOUTH

CHICAGO COMMISSION ON HUMAN RELATIONS  
SUPPORTS AWARENESS IMPLEMENTATION OF  
"GENDER" AS PART OF ILLINOIS HATE CRIME STATUTE

## Striking at Hate for a Bias Free City

An 18-month report of the City of Chicago Commission on Human Relations

June 1991-December 1992

COMMISSION ON HUMAN RELATIONS  
LAUNCHING "BIAS FREE CITY" CAMPAIGN

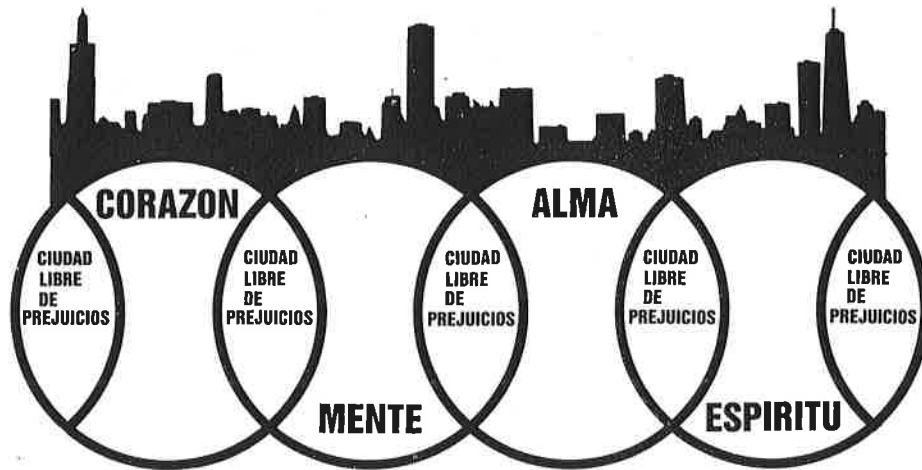
First Ruling Issued under  
Human Rights Ordinance

COMMUNITY MEETING CALLED TO EXAMINE  
HUMAN RELATIONS ISSUES AT FARRAGUT HIGH SCHOOL

# NO HATE

Richard M. Daley, Mayor/City of Chicago  
Clarence N. Wood, Chair/Commissioner, Commission on Human Relations

**POR UNA CIUDAD LIBRE DE PREJUICIOS**



**CHICAGOENSES**

**Unámonos en una campaña  
para crear**

**UNA CIUDAD LIBRE DE PREJUICIOS**

Acabemos con todas las formas de discriminación y  
prejuicios.

¡El racismo y el odio contra personas basados en su color,  
sexo, grupo étnico, país de origen, orientación sexual y  
religión debe dejar de existir!

**Ciudad de Chicago  
COMISION DE RELACIONES HUMANAS**

744-4111 (VOZ)  
744-4404

744-1088 (TDD)

**Richard M. Daley**  
Alcalde



**Clarence N. Wood**  
Comisionado

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# Board of Commissioners

Miriam Apter  
John Balester  
Stanley Balzekas  
Dr. Hyo H. Byun  
Clara Day  
Phyllis E. Doering  
Dr. Wynetta Frazier  
Julio Gonzales  
Michael Hodgson (*Acting Chair/Gay  
& Lesbian: 9/92-9/93*)  
Demetri Konstantelos  
Julian E. Kulas  
Rev. Dr. Kwaku Lartey (*Leave of  
Absence: 11/92-present*)  
Margarita Martinez  
Gregory Nimpson (*Acting Chair/African Affairs: 11/92-present*)  
Virginia Ojeda  
Gerard Pitchford  
Yvonne Murry-Ramos  
Tomas Revollo (*Acting Chair/Latino Affairs: 10/92-present*)  
Rabbi Herman E. Schaalman  
Rouhy J. Shalabi  
Rev. Charles S. Spivey  
Henry Wilson  
Clarence N. Wood, (*Chair*)  
Cynthia A. Yannias



From left to right: (seated) Julian E. Kulas, Miriam Apter, Stanley Balzekas, Phyllis E. Doering, Dr. Wynetta Frazier. (Standing): Dr. Hyo H. Byun, Cynthia A. Yannias, Demetri Konstantelos, Chairman Clarence N. Wood, Virginia Ojeda

# Advisory Councils

## **Advisory Council on African Affairs**

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Roseline Brown  
Thomas A. Clark  
Birdy Haggerty-Francis  
Francis Y. Jackson  
Rev. Dr. Kwaku A. Lartey  
(*Chair*)  
Frank McKeever  
Gwendolyn Moreland  
Lorraine Morgan  
Gregory B. Nimpson  
(*Acting Chair*) 11/92  
Christian E. Nze  
Eric Rodrigue  
Brendaline R. Roker  
Bessie Russell  
Elkin M. Sithole  
Reginald D. Taylor-Ochoa  
Ernest Tucker  
Wanda E. Wells  
Henry Williamson  
Yittayih Zelalem

## **Advisory Council on Arab Affairs**

Adib Abu Sharif  
Hanna O. Akkawi  
Yacoub Y. Al-Ubaidi  
Abed Alrazzaq  
Issa Bata  
Quaseem Blan  
Suleiman Fakhoury  
Joseph M. Haddad  
William J. Haddad  
Samir D. Khalil  
Mansour H. Mansour  
Farouk Mustafa  
Camille Odeh  
Khalidoun Ramadan  
Bassam Salman  
Rouhy J. Shalabi (*Chair*)  
Khalil H. Shalibi  
Oweis Succari  
Ihsan G. Sweiss  
Ayoub Talhami

## **Advisory Council on Asian Affairs**

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Gurdev S. Bhattal  
Dr. Tariq H. Butt  
Dr. Hyo H. Byun (*Chair*)  
Carmelita T. Carriaga  
Rashid Chaudary  
Ross Harano

Robert C. Hsu  
Paul Park  
Suk S. Lee  
Sammy Luk  
Tam Nguyen  
Tuan Nguyen  
Niranjan S. Shah  
Kie-Young Shim  
Iam Thamasucharit  
Dr. Kishore Thampy  
Dalisy Villalon  
Florencio Villegas  
Thomas Wong  
William J. Yoshino  
Ranjana Bhargava  
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## **Advisory Council on Gay and Lesbian Issues**

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Rev. Ralph B. Conrad  
Chris Cothran  
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Vladimir Basick  
Mirko Dobrijevic  
Mark Dobrzycki  
Mark Gutowsky  
John J. Horodecki  
Byron A. Javier  
Elena J. Kezelis  
Germaine Malik

Ben McCarthy  
Margaret H. McCormick  
Sid L. Mohn  
Yusef A. Musellem  
Anna Mustafa  
Nick Ortenberg  
Nadja Papillon  
Romuald J. Poplawski  
Guadalupe J. Preston  
Barbara J. Przedziecka  
Nicolae Rascov  
Pamela Seubert  
Issac Toma  
Ho L. Tran  
Cynthia Yannias (*Chair*)

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Joseph Berrios  
Jose Chapa  
Catarino Diaz  
Arturo Gallegos  
Armando Gomez  
Alphonse Gonzales  
Leticia Herrera  
John R. Martinez  
Margarita Martinez (*Chair*)  
Juan M. Mendez  
Antonio Prieto  
Tomas Revollo  
(*Acting Chair*) 10/92  
Marina Rey  
Rafael Rodriguez  
Sylvia Rodriguez  
Antoinette Sanchez  
Helen Valdez  
Jose Velgara

## **Advisory Council on Veterans' Affairs**

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Albert D. Chesser  
Rochelle Crump  
Roy L. Dolgos  
Larry J. Downs  
Robert Garner  
Julio Gonzales (*Chair*)  
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Joseph D. Kostyk  
Charles D. Lee  
William Luna

Frank A. Marchant, Jr.  
Thomas L. Miller  
Arthur T. Morimitsu  
Fred Randazzo  
Lauretta Romanoski  
Theodore D. Saunders  
David K. Sullivan

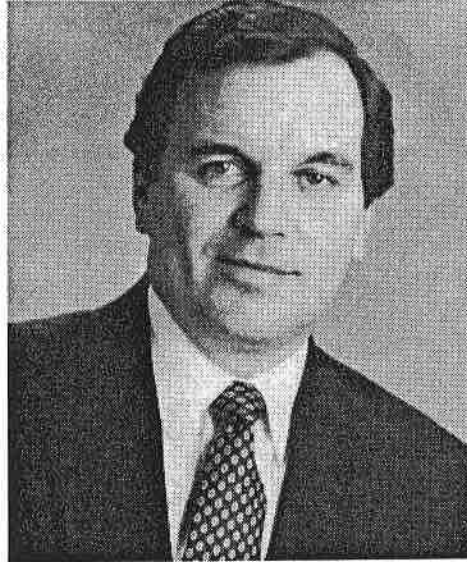
## **Advisory Council on Women's Affairs**

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Rosetta Daylie  
Barbara Engel  
Dr. Wynetta Frazier (*Chair*)  
Francine Gill  
Vonda Gluck  
Guadalupe Gouveia  
Hazel A. King  
Lydia Lewis  
Juju Lien  
Dr. Bernice Miller  
Laura Raimondi  
Hedy M. Ratner  
Karen G. Shields  
Frances Lopez-Skotzko  
Lauren Sugarman  
Anita M. Villarreal  
Marta E. White  
Maurine Woodson

# Office of the Mayor City of Chicago

January, 1993

## Greetings:



As Mayor and on behalf of the City of Chicago, it gives me great pleasure to contribute to the 2nd Annual Report of the Commission on Human Relations.

I want to congratulate the Commission on Human Relations for their many effort to ensure that Chicago meets the challenge of its great cultural diversity and for striving to make Chicago a bias free city. The Commission and its staff have done an excellent job in creating a frontline defense against hatred in our city. These public servants are going out into the Hispanic, Asian, African-American and all communities to open dialogue and build relationships.

Discrimination has no place in Chicago and we must recognize Chicago's diversity as a strength—not as a weakness. As the Commission on Human Relations begins its third year of service under the City of Chicago Human Relations Ordinance, it will continue to be guided by this important principle while conducting programs to foster greater racial and ethnic harmony in our communities.

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

Sincerely,

A handwritten signature in black ink that reads "Richard M. Daley". The signature is written in a cursive, flowing style.

Mayor

# Hate Is One, We Are Many



*Clarence N. Wood, Chair/Commissioner, Chicago Commission on Human Relations*

It was said once, in the Fourteenth Amendment, that no state shall make or enforce any law which shall abridge the privileges or the immunities of citizens of the United States, nor shall any state deprive any person of life, liberty or property without due process of the law, nor deny to any person within its jurisdiction the equal protection of the laws. We stand today in the midst of what I hope is the final battle for the Fourteenth Amendment to become real. I join with the Commission and the community — our friends — of gays and lesbians who seek this full protection, and believe if not now when the time has come. We should no longer wait, for if you do not force it to happen, from my African-American experience, it in fact will never happen.

In 1901, W.E.B. DuBois wrote that the problems of the twentieth century were the problems of race. I believe that the problems of the twenty-first century will be an amalgamation of the problems of race, ethnic, gender, sexual orientation, and

religious enclave issues. The relationship of different people to one another, their individual and their group capacity to interact, and perhaps most importantly the nation's capacity to make the Constitution and its Amendments, declarations, and related codicils work for the new immigrants, the newly empowered peoples of color, and the recent wave of those practicing diverse religions brought to the nation, as they worked for all of those who came to these shores in centuries past, will become an even greater challenge in this century. The nation faces a dilemma in dealing with these matters. We have failed to solve DuBois' problem, which compounds the difficulties that we face with the problems of the next century. As long as problems of race persist, we cannot clearly attack the other "isms." And so, while I am pleased that the Fourteenth Amendment stands likely to take on new meaning as newly empowered populations force it into action, I urge them to understand that they

too must join those of us who have for so long fought for freedom and they must make it a meaningful experience for all of us.

The circle has widened. But we are destined to kill each other if we do not understand the importance of all of us to the other. If America is ever to become one nation with liberty and justice for all, we must find a cure for our illnesses and improve the condition of life for all of our citizens. We must begin to come together to achieve this end. We may be living in a time when we can, in fact, no longer melt, so it is imperative that we learn to blend.

As Chair/Commissioner of the City of Chicago Commission on Human Relations, I firmly believe that whenever we uphold the differences between people instead of their essential sameness, likeness, and commonality, we are upholding someone's excuses for hate. We classify hatred into 57 varieties. We split hate into "-isms" like racism or anti-Semitism. We are misguided. All forms of hatred viciously and indivisibly lack shades of grey. For hate is always bad without exception. One and the same hate dresses up in Klan robes, bashes gays and lesbians, wreaks violence on women, and victimizes the so-called "foreigner." Hate is one, you see; we are many.

The emotional disease that hate hides in a person's mind. Hatred also ruptures into words and deeds decried by society when they meet the light of day. I know too well how the secret and the public profiles of hate, like kindred halves of the same face, stand between this agency and its mission: the creation of a bias-free community whose people live together in appreciation as well as respect; a bias-free city where people redeem their potential in full to the ultimate benefit of all.

The most widely exposed acts of bigotry and prejudice conjure for hate a face we can look upon in its unmitigated ugliness. All of us bear witness to this depraved visage nightly on the TV news. Who will

forget the skinheads raging on German streets, or the perpetrators of atrocities in the name of ethnic cleansing? Heinous deeds such as these affront and incense the civilized world. At the same time, they impart in many people the mistaken belief that "real hate" — the kind that does systematically sustained harm to life, liberty, and one's pursuit of happiness — is remote from these shores.

Remote from our platitudes though they may be, public eruptions of hate of the kind we can painfully see are domestic, too, hate made in the USA. In the words of the poet Gil Scott-Heron, "home is where the hatred is." The charge of the City of Chicago Commission on Human Relations is to find and rebuke hatred in our hometown, whatever its elusive and insidious form of expression, and whether the occasion be headline-grabbing or commonplace:

An employer passes over for promotion a capable, responsible employee, for reasons of gender, national origin, or sexual orientation . . .

The protected environment of workplace is the scene of unwelcome and inappropriate sexual advances . . .

A couple is denied the right to rent an apartment because the landlord discriminates as to race . . .

A diner is told to leave a restaurant because his skin color qualifies him as a prospective purse snatcher . . .

Intolerance defaces a place of worship with graffiti messages of brutality, or plants its perverted cross on a lawn belonging to a racially mixed Chicago family . . .

When any one of these events occurs, we are no longer looking at hate from a safe distance. Instead, its victorious face challenges us on home ground. That bully-harsh face taunts, "What are you going to do about it?" We know for a fact, for instance, that reported hate crimes, the cruellest, most blatant manifestations of emotional sickness, are up in Chicago, just as as they are on the rise worldwide. Again, it is fair to ask, what have we done?

The dream to heal hate unites every decent Chicagoan. My past

three years as the Chair/Commissioner of the City of Chicago Commission on Human Relations have been spent rejuvenating a municipal agency which has existed since 1947 and making it into a potent force for fairness. Now this Commission dedicates itself heart, mind, soul, and spirit, to hate prevention, legal enforcement against hate, and pro-active collaborations promoting unity and linking the constituencies that make up this city. The accompanying calendar of events suggests the increasing tempo of our activities. Average citizens can and do feel the good that we do even when the outcomes are not always measurable.

Armed with the 1990 Amendment to the Human Relations Enabling Ordinance, I am assisted impressively by a creative, resourceful professional staff who make me proud beyond my years. Thanks to their efforts, the Commission applies strategies for prevention and outreach in an attempt to head off acts of discrimination. Our network of public and community contacts was employed massively last year to ease tensions following the Rodney King verdict and after the Chicago Bulls championship. The Commission has systems in place now for the effective operation of its legal enforcement powers and is striking decisively at hate crimes and other cases of bias.

The powers of the Commission are enabling the eight Advisory Councils and their Committees to confront the face of hate, undivided, with stronger constituent-serving ability than before the revised ordinance. The eight Councils are about promoting unity while linking constituencies, and their achievements in the past year and a half have been numerous, ambitious, and far-ranging. To mention only brief examples:

The Advisory Council on African Affairs sponsored a series of city-wide forums entitled "Know Your Rights," an effort to empower the community through education about the Human Rights and Fair



Housing ordinances as well as the resources of the Commission.

The Advisory Council on Arab Affairs spearheaded formation of the Arab-American Merchants' Association, a beginning to the long-term process of healing historical wounds in relations between merchants and consumers.

The Advisory Council on Asian Affairs was responsible for important dialogue on Korean-American and African American issues, a first step in promoting understanding of two cultures and how similar they are. Also, Commission staff worked with the Commission's volunteer task force members on several programs and activities of joint interest to Korean Americans and African Americans.

The Advisory Council on Gay and Lesbian Issues established a Police Advisory Committee, an important tool through which the Police Department and the community could increase sensitivity and further education on issues surrounding police services and protection for gays and lesbians.

The Advisory Council on Immigrant and Refugee Affairs convened a series of "Community Legal Information Forums" around Chicago, which disseminated critical information and thereby increased feelings of safety and well being among those of Hispanic, Liberian, Ethiopian, Lithuanian, Romanian, and Guatemalan origin who reside here. Vietnamese and Cambodian refugees were also provided with forums.

The Advisory Council on Latino Affairs created an Economic and Employment Opportunities Committee to work toward ensuring equal opportunity for Chicago's Latino community.

The Advisory Council on Veterans' Affairs provided information on City services and on the Chicago Human Rights and Fair Housing Ordinances to former and present-day members of the armed forces in order to assist veterans in full participation in society.

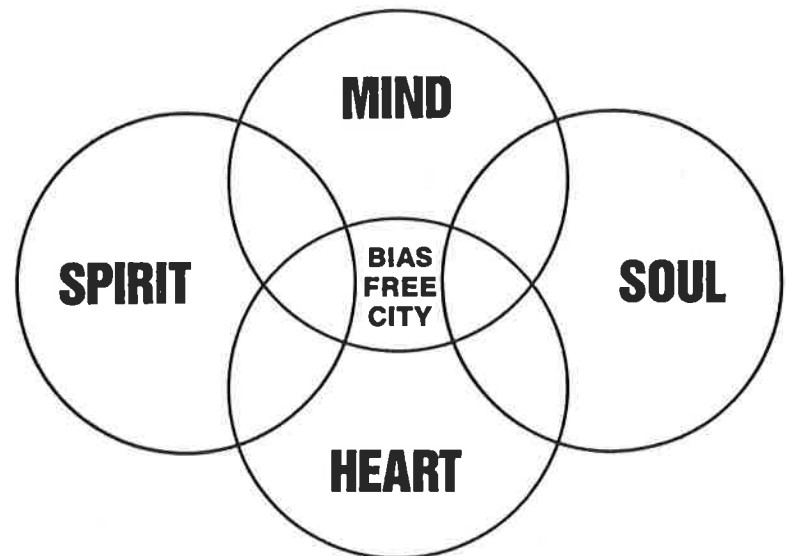
The Advisory Council on Women hosted a workshop on sexual harassment for City agencies, an important step in the sensitization process that will lead to a work environment free of abuse against women.

These successes in human relations would be misleading, however, if they did not represent the initial fulfillment of the City Council's purpose in unifying the Councils with

the Commission. The Councils, in fact, are starting to work in proactive collaboration with one another and with Commission staff, a most promising development:

In the past year, for instance, the Advisory Council on Veterans' Affairs and the Advisory Council on Gay and Lesbian Issues supported a joint resolution against banning gays and lesbians in the military.

# CHICAGOANS WORKING TOGETHER TO CREATE A BIAS FREE CITY



## A BIAS FREE CITY NOW!

City of Chicago  
**COMMISSION on HUMAN RELATIONS**

744-4111 (VOICE)

744-1088 (TT/TDD)

Richard M. Daley  
Mayor



Clarence N. Wood  
Commissioner

The Advisory Council on African Affairs worked together with the Advisory Council on Asian Affairs and our Intergroup and Education staff in helping to ease tensions in response to threatened boycotts of Asian-American merchants by African Americans in Englewood.

The Advisory Council on Latino Affairs and the Advisory Council on African Affairs joined Intergroup and Education staff in the creation of the Lawndale Coalition, a force for peace in that neighborhood engaged in the exploration of shared strengths and mutual needs.

Integrated efforts such as these should encourage not only Chicagoans who are friends to the cause of civil rights and the cause of human rights. They should equally encourage those who hope for progress and renewal in society. When we unite finally as one city and one people, there will be no oversights in our agenda and no holding back in our achievements:

We could rebuild decaying infrastructure.

We could improve education for Chicago's kids and make school reform a ringing success.

We could minimize the ethnic, racial, and religious tensions accompanying reorganization of the City Colleges.

We could draw up a Chicago ward map that would not be confused with a Rorschach Test, the first equitable ward map in Chicago history: one that would yield the best candidates for political office and not

candidates from certain ethnic, racial, and religious blocs for which this city is notorious.

We could resolve disparity levels in female employment and female salaries, black employment and black salaries, Latino employment and Latino salaries, and then proceed to attack poverty.

Yet, we cannot attempt destruction of the glass ceiling unless we abandon the mentality of clans, factions, tribes, and special interests. My own special interest is the eradication of hate, or the sense of one person being better than another and the difference being worth protecting. We need to admit that all our panaceas, all our dreams for this city, this state, and this nation will not be attainable so long as we uphold our differences. I repeat: hate is one; we, its sworn enemies, are many. We have hatred outnumbered.

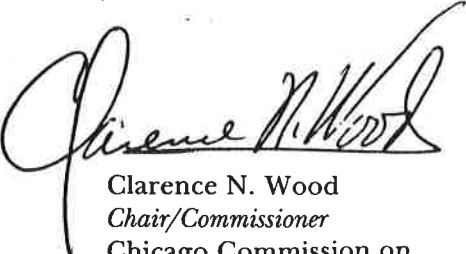
Do we dare view this nation's long history as being worthy of an American identity? May we dream, that one day this union of states, the United States, will instill the sense of oneness and common belonging that many fellow citizens lack? Then why not proclaim 1993 "The Year of America," that point in time when we rid ourselves of the handicapping hyphens and acknowledge that we Americans share a culture, as do the French, the Italians or the Irish?

Once we as a people enjoy that sense of sameness, likeness, and commonality, we can unite to end bias, prejudice, and discrimination. We will have become at last, on the

Chicago level, that bias-free community whose people live together in appreciation as well as respect, that bias-free city where people truly redeem their potential in full to the ultimate benefit of all. We truly will be able to say, "Free at last, thank God Almighty free at last."

Freedom: "Those who profess to favor freedom and yet deprecate agitation are men who want crops without plowing up the ground. They want rain without thunder and lightning. They want the ocean without the awful roar of its waters. This struggle may be a moral or it may be a physical one, or it may be both moral and physical, but it must be a struggle. For power concedes nothing without a demand. It never did. It never will. Find out just what people will submit to and you have found out the exact amount of injustice and wrong which will be imposed upon them. And these will continue until they are resisted with either words or blows or with both. The limits of tyrants are proscribed by the endurance of those whom they oppress. We the oppressed must no longer give the tyrants any room."

Frederick Douglass said this in 1857, Clarence Wood in 1993.



Clarence N. Wood  
Chair/Commissioner  
Chicago Commission on  
Human Relations

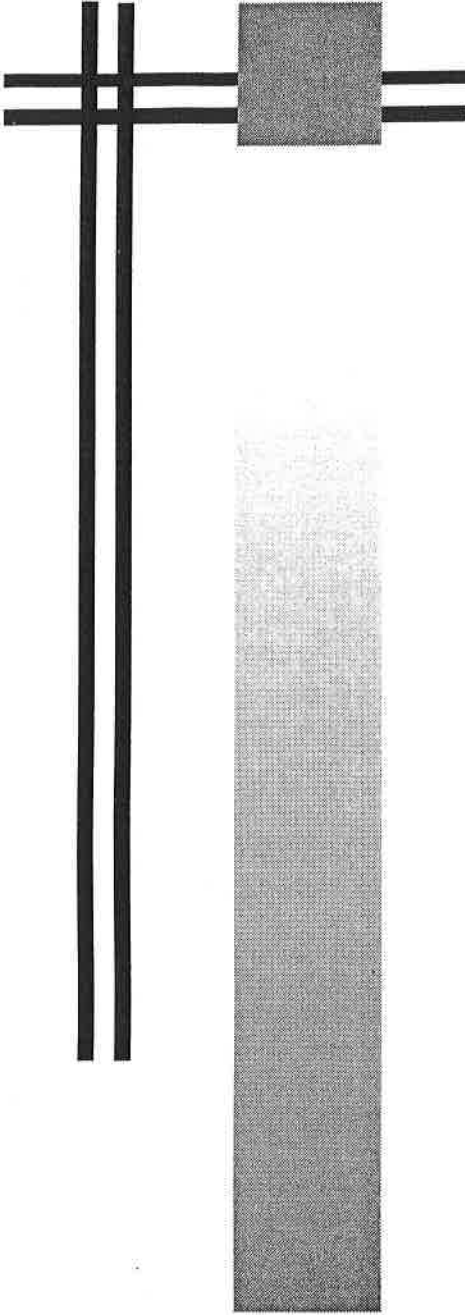
NO HATE

# Calendar of Events

## NOVEMBER 1992

- 2 ADMINISTRATIVE HEARING.** DiPasquo v. Blue Cross Blue Shield. Sexual Orientation/Employment. 9:00 a.m., 510 N. Peshtigo Ct., 6th floor
- 4 ADVISORY COUNCIL ON LATINO AFFAIRS.** *Economic and Employment Opportunities Committee.* 8:00 a.m., Nuevo Leon Restaurant, 1515 W. 18th Street.
- 5 REGION II TASK FORCE.** *Bridgeport Task Force.* 10:00 a.m., Doremus United Church of Christ, 3033 S. Normal.  
**ADVISORY COUNCIL ON ASIAN AFFAIRS.** *Mayor's Reception for Korean Chosuk.* 5:30 p.m., City Hall, 5th floor.
- 7 ADVISORY COUNCIL ON AFRICAN AFFAIRS.** *Symposium, "Black on Black Prejudice."* 12 noon-3 p.m., 322 S. Green.
- 8 ADVISORY COUNCIL ON AFRICAN AFFAIRS.** *Community Forum: Human Rights and Fair Housing Ordinances.* 12:30-3:30 p.m., 4921 N. Marine Drive
- 9 REGION IV TASK FORCE.** *Community Meeting: "How To Improve Human Relations in Canaryville and Fuller Park."* 6:00 p.m.-7:00 p.m., *Task Force Meeting.* 7:00 p.m., Daley Public Library Auditorium, 3400 S. Halsted (Parking available in lot across the street)  
**ADVISORY COUNCIL ON GAY AND LESBIAN ISSUES.** *Orientation Meeting.* 6:00 p.m., City Hall, City Council Hearing Room 201-A.
- 10 ADMINISTRATIVE HEARING.** McDuffy v. Jarrett. Housing/Sexual Harassment (sex & marital status), 9:30 a.m., 510 N. Peshtigo Ct., 6th floor
- 11 ADVISORY COUNCIL ON WOMEN.** *Violence Against Women Committee. "Gender Hate Crimes and the Illinois Hate Crime Statute."* 5:30-7:30 p.m., Access Living, 301 S. Green.
- 12 REGION II TASK FORCE.** *Humboldt Park Task Force.* 6:30 p.m., Humboldt Park Field House, 1400 N. Sacramento.  
**REGION II TASK FORCE.** *Lawndale Coalition.* 10:30 a.m., Mount Sinai Hospital, 15th and California.  
**ADMINISTRATIVE HEARING.** McDuffy v. Jarrett. Housing/Sexual Harassment (sex & marital status), 9:30 a.m., 510 N. Peshtigo Ct. 6th floor
- 16 ADVISORY COUNCIL ON GAY AND LESBIAN ISSUES.** *Chicago Gay and Lesbian Hall of Fame.* 5:30 p.m., Chicago Cultural Center, Preston Bradley Hall.  
**ADMINISTRATIVE HEARING.** Rellis v. Portincase. Housing/Race. 9:30 a.m., 510 N. Peshtigo Ct., 6th floor
- 17 REGION III TASK FORCE.** *Hate Crimes Workshop* 9:30-11:00 a.m., Chicago Lawn Methodist Church, 3510 W. 63rd Place.
- 18 BOARD OF COMMISSIONERS.** *Board Meeting.* 12 noon, 510 N. Peshtigo Ct., 6th floor, Conf. room B.  
**REGION I TASK FORCE.** *Task Force Meeting.* 6:30 p.m., Warren Park Fieldhouse, 6601 N. Western  
**ADMINISTRATIVE HEARING.** Cavanaugh v. CHA. Employment/Retaliation, 9:00 a.m., 510 N. Peshtigo Ct.  
**ADVISORY COUNCIL ON GAY AND LESBIAN ISSUES.** *Council Meeting.* 6:00 p.m., City Council Hearing Room 201-A, City Hall.  
**ADVISORY COUNCIL ON IMMIGRANT AND REFUGEE AFFAIRS.** *Council Meeting.* 6:00 p.m., City Hall, Conference room 1003-A  
**ADVISORY COUNCIL ON ASIAN AFFAIRS.** *Council Meeting.* 6:00 p.m., (Location to be determined)
- 19 ADVISORY COUNCIL ON AFRICAN AFFAIRS.** *Council Meeting.* 5:30 p.m., 510 N. Peshtigo Ct., 6th floor. Conf. Room A.
- 22 ADVISORY COUNCIL ON AFRICAN AFFAIRS.** *Community Forum: Human Rights and Fair Housing Ordinances.* 3:30-6:00 p.m., Malcolm X College, 1900 W. Van Buren, Room 2418.
- 25 ADVISORY COUNCIL ON WOMEN.** *Health and Human Services Committee Meeting.* 12 noon, 510 N. Peshtigo Ct. Conf. Room A.

# Prevention: Striking at Hate



The Commission on Human Relations counters divisive attitudes through tension reduction work in communities. Organizations and individual volunteers from throughout Chicago are recruited into a support network of community contacts. In 1992, the Commission called upon this network to ease tensions in the aftermath of the Rodney King verdict and to contain the disturbances following the Chicago Bulls championship.

## Tension Reduction Work

### Rodney King Verdict

Dozens of assaults occurred in retaliation for the Rodney King verdict, which contributed to raising the hate crime count for 1992 to the highest number ever reported by the Chicago Police Department. When racial strife erupted in response to the verdict, the Commission was Chicago's safety valve, helping identify signs of trouble early and relieving tensions.

The Commission was quick to respond beginning the first day of the Los Angeles riots, with staff on 24-hour call, seven days a week all summer long. Teams of staff and volunteers kept a high profile at community hot spots, mounting weekend patrols, canvassing businesses, and spreading a message of restraint to residents and key leaders in neighborhoods with a high likelihood for disturbance. Commissioner Wood met with prominent community members on a continuous basis as well as with Mayor Daley and religious leaders. The Commission, its Councils, Committees, and volunteers urged peace in contacts with church leaders, community organizations, aldermen, police and fire district commanders, and other officials.

### Chicago Bulls Championship

On Sunday, June 15, 1992 the Bulls won their second NBA championship. The celebration in Chicago turned ugly within a half hour of the victory. By the next morning, more than 1,000 persons had been arrested for looting, and 95 Chicago Police officers and approximately 200 civilians had been injured.

The Commission was prepared. Commissioner Wood had met with key organizations and businesses in the community prior to the Bulls victory in order to counter potential violence. At first word of the disturbances, staff mobilized its network of contacts to notify them of the violence and ask them to appeal for peace in their communities. As a result of the Commission's staff having performed daily tension-reduction work in many at-risk communities, the level of violence was lower than it could have been. One key trouble spot identified by staff, for instance, was so well protected that night that there was virtually no looting there, while surrounding areas were hard hit.

### Six-Year Analysis of Hate Crimes

The Commission released *"When Worlds Collide: Culture Conflict and Reported Hate Crimes in Chicago"* in July 1992, in order to be more proactive and professional in hate crime prevention. This in-depth report was the first to examine where and why hate crimes were committed over a period of six years. The study analyzed the causes and patterns of hostile, prejudicial interactions for the purpose of anticipating and addressing them before hate crimes occur in the future.

In exposing hate to the light of

day, the study put Chicago on track to a bias free city. While the record high 288 hate crimes reported to the Chicago Police Department in 1992 suggested cause for alarm, the Commission's Intergroup and Education staff, armed with the in-depth hate crime study, began working collaboratively and established supportive relationships with the Chicago Police Department, Horizons, and other community organizations and neighborhood agencies.

The most volatile combination for producing hate crimes in a community, the study found, is "a small amount of population change involving new racial and ethnic groups."

The key findings of the report, prepared by D. Garth Taylor and the Metropolitan Information Center, include the following:

*"Reported hate crimes in Chicago primarily involve whites attacking non-whites, and non-whites attacking whites (a little less often) in areas where there is comparatively little decline in the neighborhood population, but where African Americans, Latinos, and/or Asians are beginning to become concentrated."*

*"Numerous studies point to crime and economic loss as primary fears that can trigger ethnic antagonism in changing neighborhoods . . . The economic tension is a fear that neighborhoods will go into decline as a result of racial change."*

*"Racially-charged tensions about crime are most likely to occur when people believe there is little that can be done to combat a potentially growing crime problem in a community . . . There is a significant overlap between low homicide rates and high reported hate crime rates."*

*"Hate crimes are most likely to occur in areas where the public assistance rate is low, but where the residents are afraid that racial/ethnic change will bring in large numbers of low-income households, leading to a chain of negative results for the community."*

*"The pattern in hate crime reports between 1986-1991, seems to indicate that the activities surrounding the reorganization and re-chartering of the Chicago*

*Commission on Human Relations in 1990 probably caused a decline in awareness and advocacy surrounding the hate crime issue . . . Similarly, the rise in reported hate crimes since 1991 may be due to increasing awareness and effectiveness of the Commission's monitoring and advocacy role, and its effect on the reporting practices of victims and the police department."*

*"The 1986-1991 citywide reported hate crime incidence rate is . . . 4.9 reported hate crimes during the 1986-1991 period per 10,000 residents." Ten Chicago community areas "had more than 11 reported hate crimes per 10,000 residents" (during this period). The ten community areas are: Chicago Lawn; Loop; Ashburn; Beverly; Montclare; Mount Greenwood; Gage Park; Armour Square; North Park; and Bridgeport."*

<u>Year</u>	<u>Reported Hate Crimes</u>
1986	221
1987	255
1988	255
1989	185
1990	213
1991	242
<b>Total 1986-1991</b>	<b>1,371</b>

Source: Metro Chicago Information Center, Based on 1986-1991 Chicago Police Department Hate Crime Reports

	<u>1992</u>
<u>Classification</u>	<u>Number</u>
Racial	197
Religious	17
Nationalistic	32
Sexual Orientation	42
<b>Total</b>	<b>288</b>

Source: Chicago Police Department Civil Rights Unit

## Assistance for Hate Crime Victims

The Commission assists victims of bias crimes — crimes motivated by a victim's race, color, sex, religion, national origin, age, ancestry, sexual orientation, and disability — by making social service referrals, by attending court proceedings with the victim once an arrest has been made, and by mobilizing community support. The Commission assisted over 250 hate crime victims and worked on hate crime cases including the following:

An off-duty police officer was attacked outside a police station. The Commission worked with the victim, the State's Attorney's Office, and community supporters to see the case through to trial and conviction over an 18 month period.

A white driver was attacked with a baseball bat while giving a ride to a white companion. The Commission worked with the State's Attorney's Office to change procedures to prosecute this type of case as a hate crime.

A Jewish woman was attacked for her religion. When the defense raised constitutional opposition to the Illinois hate crime statutes, the Commission worked with the State's Attorney's Office and civil rights groups to counter the challenge.

A group of white teens attacked black students at a local grammar school. The Commission worked with the State's Attorney's Office to develop witnesses from the school not identified in original police reports.

White adults assaulted black teenagers. The Commission worked with the State's Attorney's Office to identify witnesses not named in police reports and bring a key witness back from school in Alabama.

Community Area	1986-91 Reported Hate Crimes	1990 Population (Unadj.)	Hate Crimes per 10,000 Population	Community Area	1986-91 Reported Hate Crimes	1990 Population (Unadj.)	Hate Crimes per 10,000 Population
1 Rogers Park	29	60,378	4.8	51 South Deering	13	17,755	7.3
2 West Ridge	54	65,374	8.3	52 East Side	1	20,450	0.5
3 Uptown	48	63,839	7.5	53 West Pullman	4	39,846	1.0
4 Lincoln Square	32	44,891	7.1	54 Riverdale	1	10,821	0.9
5 North Center	9	33,010	2.7	55 Hegewisch	2	10,136	2.0
6 Lake View	58	91,031	6.4	56 Garfield Ridge	24	33,948	7.1
7 Lincoln Park	16	61,092	2.6	57 Archer Heights	9	9,227	9.8
8 Near North	30	62,842	4.8	58 Brighton Park	12	32,207	3.7
9 Edison Park	9	11,426	7.9	59 McKinley Park	11	13,297	8.3
10 Norwood Park	10	37,719	2.7	60 Bridgeport	36	29,877	12.0
11 Jefferson Park	15	23,649	6.3	61 New City	55	53,226	10.3
12 Forest Glen	4	17,655	2.3	62 West Elsdon	6	12,266	4.9
13 North Park	21	16,236	12.9	63 Gage Park	36	26,957	13.4
14 Albany Park	20	49,501	4.0	64 Clearing	14	21,490	6.5
15 Portage Park	20	56,513	3.5	65 West Lawn	17	23,402	7.3
16 Irving Park	30	50,159	6.0	66 Chicago Lawn	148	51,243	28.9
17 Dunning	18	36,957	4.9	67 West Englewood	11	52,772	2.1
18 Montclare	17	10,573	16.1	68 Englewood	3	48,434	0.6
19 Belmont Cragin	25	56,787	4.4	69 Greater Grand Crossing	2	38,644	0.5
20 Hermosa	2	23,131	0.9	70 Ashburn	71	37,092	19.1
21 Avondale	7	35,579	2.0	71 Auburn Gresham	5	59,808	0.8
22 Logan Square	9	82,605	1.1	72 Beverly	40	22,385	17.9
23 Humboldt Park	7	67,573	1.0	73 Washington Heights	3	32,114	0.9
24 West Town	23	87,703	2.6	74 Mount Greenwood	27	19,179	14.1
25 Austin	66	114,079	5.8	75 Morgan Park	29	26,740	10.8
26 West Garfield Park	3	24,095	1.2	76 O'Hare	5	11,192	4.5
27 East Garfield Park	3	24,030	1.2	77 Edgewater	26	60,703	4.3
28 Near West Side	10	46,197	2.2	<b>Total, City of Chicago</b>	<b>1,371</b>	<b>2,783,726</b>	<b>4.9</b>
29 North Lawndale	14	47,296	3.0				
30 South Lawndale	19	81,155	2.3				
31 Lower West Side	5	45,654	1.1				
32 Loop	29	11,954	24.3				
33 Near South Side	7	6,828	10.3				
34 Armour Square	14	10,801	13.0				
35 Douglas	7	30,652	2.3				
36 Oakland	3	8,197	3.7				
37 Fuller Park	3	4,364	6.9				
38 Grand Boulevard	7	35,897	2.0				
39 Kenwood	5	18,178	2.8				
40 Washington Park	1	19,425	0.5				
41 Hyde Park	14	28,630	4.9				
42 Woodlawn	5	27,473	1.8				
43 South Shore	5	61,517	0.8				
44 Chatham	1	36,779	0.3				
45 Avalon Park	1	11,711	0.9				
46 South Chicago	10	40,776	2.5				
47 Burnside	0	3,314	0.0				
48 Calumet Heights	1	17,453	0.6				
49 Roseland	10	56,493	1.8				
50 Pullman	4	9,344	4.3				

Source: Metro Chicago Information Center Based on 1990 U.S. Census (unadjusted) and 1986-91 Chicago Police Department Hate Crime Reports

### Reported Hate Crimes, 1990-91

Victim Group Classification	Reported Crimes
Victim Group Identity Different from Attacker's	
1 Black	161
2 White Victim	108
3 Middle East Victim	34
4 Latino Victim	27
5 Asian Victim	6
Religion/Sexual Orientation	
6 Jewish Victim	50
7 Gay Victim	39
Victim Does Not Have Unique Group Identity	
8 Institution	11
9 Mixed Group (White/Black/Latino)	4
Attacker Same Race/Ethnicity as Victim	
10 Latino Victim, Latino Attacker	3
11 Black Victim, Black Attacker	6
12 White Victim, White Attacker	6
<b>Total 1990-91 Reported Hate Crimes</b>	<b>455</b>

Source: Metro Chicago Information Center Based on 1990 and 1991 Chicago Police Department Hate Crime Reports

# Outreach: Promoting Mutual Understanding and Respect

Municipal Code 2-160 charges the Commission "to promote mutual understanding and respect among all who live and work within this city." Outreach and education play an integral role in this effort. The Commission works to increase understanding among Chicago's racially, ethnically, and culturally diverse communities through school programs, information distributed through the media, and events.

Regional and local task forces developed in 1991 contribute to the overall strength of the Commission. The task forces are composed of volunteers who meet monthly with the Commission to develop initiatives that address issues confronting their communities. They also assist the Commission in its mission to foster improved intergroup relations and eradicate bigotry.

**COMMISSION ON HUMAN RELATIONS  
COMMISSIONER WOOD DENOUNCES ACTIONS  
ASSISTING FIRM CONVICTED OF RACIAL STEERING**

## **Commission**

**on Human  
Relations**

**Releases**

**Special**

**Analysis of  
Hate Crimes**

**in Chicago**

**Hate Crimes**

**Topic of**

**Commission's**

**Quarterly**

**Task Force**

**and**

**Councils**

**Meetings**

## School Programs

### School Exchange Program

"Students All" was the name given to a Winter-Spring 1992 initiative that brought secondary school students from different racial, ethnic, and socio-economic backgrounds together for dialogue and mutual understanding. The series of day-long encounters and discussions involved students from Lindblom High School, a predominantly African-American public high school on the South Side, and students of the Ida Crown Jewish Academy, an Orthodox Jewish high school on the North Side. Each group researched the attitudes of the other and was required to present that position in a discussion of issues that divide their communities, such as the Rodney King verdict, and how to heal them. This model program was developed by Commission staff, Rabbi Philip Lefkowitz, and the Commission's North Side Task Force. Rebecca Minkus is a 16-year old student at Ida Crown Jewish Academy. The following article appeared in News Star on March 24-25, 1992, and is reprinted courtesy of Lerner Communications:

*"I was one of 16 students who rode a bus from Ida Crown Jewish Academy, a private Orthodox Jewish school on the far North Side, to Lindblom Technical High School, a Chicago magnet public high school on the city's South Side, one day last month.*

*"We met students from Lindblom and spent a normal school day with them on February 25 [1992].*

*"This program, initiated by the city Commission on Human Relations, was aimed at exposing any stereotypes or prejudices one group may have had of the other, and bridging the gap that exists between us.*

*"Over this past winter vacation, I read Alex Kotlowitz's recent book, 'There Are No Children Here.' It is a detailed account of the author's experiences and friendship with two young black boys who unfortunately call the Henry Horner housing projects in Chicago their home.*

*"I could offer these black families my pity, but I was incapable of feeling empathy. Having attended private Jewish schools since kindergarten, my only contact with African-Americans was through stories of crime, poverty, and misfortune that, nightly, cast a dismal shadow upon the 10 p.m. news.*

*"To me, the entire black race became one person. My own lack of knowledge and exposure had robbed them of individuality.*

*The black youth who shot a small child became every black youth. Yet, my mind could still differentiate between the white serial killer and the rest of the white community, who remained schoolteachers and doctors and parents. I knew many whites, but I did not know a.. single black. Unconsciously, I was allowing myself to harbor prejudices.*

*"I had volunteered for various community service projects aimed at the poor black population of the inner city. I knew I was viewing things through a volunteer's eyes.*

Chicago Commission on Human Relations



*"Then I was offered the chance to see a part of this world as an insider, and to at last give both myself and these black teenagers the opportunity to know one another as individuals.*

*"I knew that my personal racial stereotypes had to be challenged before I began to see them as truths. When the Lindblom program was unveiled, I felt tremendous excitement. I had to be a part of this.*

*"On the bus ride to Lindblom, I tried to free myself of any racial stereotypes that might be resting in the crevices of my mind. I wanted to enter the school doors completely unbiased and filled only with eagerness and curiosity.*

*"But fears remained. I was nervous and unsure of their feelings toward our visit. Did they have any negative preconceptions of us? Would our feelings of excitement and openness be matched? Most of all, would our differences be further magnified or would we succeed in reaching a level of understanding?*

*"Happily, my fears were in vain. Their broad smiles helped to*

*quell my anxieties. After a brief introduction, we were paired with a girl or boy from Lindblom, and we became 'buddies' for a day. As we walked through the halls [and] traveled from classroom to classroom, all eyes turned my way. But they were looks of genuine, amiable curiosity. I was greeted with a warm hello and an introduction from every person.*

*"As the day wore on, I came to know my 'friend' for the sincere girl she was. She was very interested in my Jewish beliefs, questioned many of their reasons, and listened with a rapt face as I explained our laws and customs. In turn, she told me a lot about her lifestyle and practices.*

*"By the end of the day, we had not become the closest of friends, for that could not be, and was not expected. More importantly, we now saw each other eye to eye, on the same level. We were two girls from separate worlds who were able to share our similarities and learn from our differences.*

*"At the conclusion of the*

*day, however, I no longer even noticed the difference in our skin color or our religious beliefs. We were all high school kids who worried about grades and college, boyfriends and girlfriends, clothes and sports, and the injustices and inequities in our world.*

*"This project has, of yet, consisted of only two days, one day at each of the schools. Two days in the lives of 32 teenagers in one city will not bring about national brotherhood and eradicate all prejudice, but the correction of wrongs must begin somewhere.*

*"It is difficult to say to what extent each participant will change the views of those he may encounter as he grows up unprotected from the racism, anti-Semitism, and unexplainable cruelties that abound in our society. But I am very optimistic. If the radiant grins of accomplishment and pride on those 32 faces are any indication, our generation may prove to be worthy leaders." any indication, our generation may prove to be worthy leaders."*

*tions...Working for a "Bias Free City."*

## Student Essay Contest

Five seventh graders were winners in the human relations essay contest steered by the Commission's Southwest Side Task Force and volunteer Clara Kirk in Spring 1992. The students received trophies and savings bonds funded by Amoco Corporation, as well as books, in honor of their achievements. The winners were: Tayja Davis of Earle School (Grand Prize); Laura Bravo of Daley School; Tina Marsiglio of Anderson Community Academy; Bianca Walker of Carroll School; and Jessica Zang of Morgan Park.

### The Grand Prize essay by Tayja Davis follows:

"It bothers me that people are treated differently because of their skin. It should not matter what color your skin is or what language you speak. We are all human beings and deserve a chance at life because, 'ALL MEN AND WOMEN ARE CREATED EQUAL.'

"I believe that if we could all come together and work, strive to live in unity, this world would be a better place to live.

"I think that most of our problems start at home. We, as children, are easily influenced by our parents. We are influenced by their statements and their actions. Television also has played a part in childhood discriminatory thoughts. These things, plus the influence of neighborhood pressures, have caused many of our children to grow up very bitter about other races.

"I believe that you can be whatever you want to be, once you have made up your mind and are willing to do your homework to obtain it. Everyone deserves a chance to become what they want, and not to be judged by the color of their skin. It saddens me that so often people with the same skills are treated differently because of this. If we as a nation could just treat people as a book, 'NOT JUDGING BY ITS COVER,' we then could overcome life's hang-ups.

"Hopefully, one day all the doors to success can be open to everyone, men and women can be judged by the quality of their minds not by the color of their skins. Maybe if we do like the Bible says, 'BECOME LIKE LITTLE CHILDREN,' for often we see children fighting and arguing but still they find a way to get along and start anew. So I guess you can say you can learn something from everyone: young, old and all nationalities alike."

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## Laura Bravo's

winning essay, entitled

### "Getting Along With One Another," confronted hatred head-on from a personal perspective:

"When I was seven years old I had a secret pen pal. We wrote to each other. She was eight years old.

"Then came a day when she sent me a letter and said, 'Dear Laura, can I come over your house? I'd really like to meet you it's just that writing to each other is not the same thing.'

"I got so excited and started jumping up and down, running up and down the house. I asked my mom if she could come. My mom said that it would be okay so I went up to my room and started writing back. I put a stamp on the envelope and licked it shut. I then put it in the mail box.

"A week later someone rang the doorbell. I answered the door and it was this black girl. I shut the door and ran up to my room. My mom opened the door. The girl started saying, 'Hi! I'm Susie Johnson, Laura's pen pal.' My mom yelled, 'Laura! Laura!' I did not answer. She asked Susie to come in.

"My mom went upstairs she asked, 'What's wrong?' 'Nothing,' I replied. 'Susie is here,' she said. 'THAT'S SUSIE!' I yelled.

"My mom said, 'I know what you're thinking, but that's just the color God wants her to be.'

"That was my lesson of getting along with each other."

## Workshops in Schools

The Commission's workshops for students, teachers, administrators, and parents were in increasing demand. These offerings included a Prejudice Reduction Program which involved students, teachers, and school social workers. Discussion, role playing, and decision making heightened the participants' awareness of bigotry in an attempt to break the circle of prejudice. In addition, presentations on Cultural Awareness served the Chicago Public Schools.

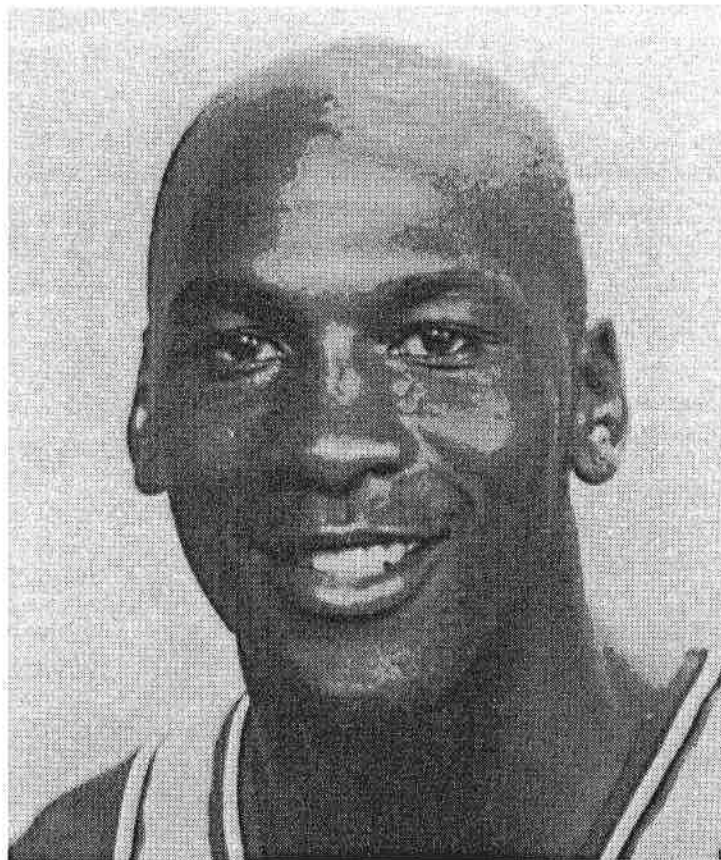
## Information through the Media

### Bias Free City Campaign

"Bias Free City," a campaign promoting increased awareness of human relations, was based on a simple principle. According to Commissioner Clarence N. Wood: "When you confront people with the notion that bias is wrong, they can think about change." Launched in Spring 1992, "Bias Free City" publicized the theme of unity through two poster designs and ten separate public service advertisements with Chicago leaders. The announcements aired on television, radio, and cable. Petitions and "unity scrolls" circulating at local churches, downtown plazas, and other accessible locations enabled the public to sign on to the campaign. Two public service announcements taped by celebrities Michael Jordan and Ramsey Lewis for a Commission project, "Day of Unity," voiced support for a "Bias Free Chicago."

### Truth in Action

The Commission premiered "Truth in Action" in 1992, a television program which airs on the City of Chicago's cable TV Municipal Information Channels 23 and 49. Invited guests discuss human relations issues confronting the city and how the Commission deals with these challenges. Show topics have included housing discrimination, "Civil Rights Then and Now," and hate crimes.



*Michael Jordan taped a television public service announcement for the Commission's "Day of Unity" event and "Bias Free City" campaign.*

### Media Exchange Project

The Commission's Southeast Side Task Force sponsored a media exchange project. Korea Times, Chicago and Chosun Daily profiled ten Chicago African-American leaders in honor of Black History Month 1992. The Chicago Defender and the Chicago Independent Bulletin featured ten Chicago Asian leaders in conjunction with Asian History Month. The purpose of this exchange was to help alter divisive perceptions that some members of each group have about the other.

### Information Radiomathon

The Commission's Advisory Council on Latino Affairs played a key role in organizing an historic "Information Radiomathon" in 1992 that enlisted all four major Spanish language radio stations. Several hundred community resi-

dents visited a local high school where they received information on protection against discrimination in housing and employment, immigration and citizenship services, eligibility for public benefits, voter registration, and other vital concerns. Each radio station conducted a two-hour live remote broadcast during the eight-hour event, providing valuable information to the listening public.

### "911" Cards in 14 Languages

The Commission's Advisory Council on Immigrant and Refugee Affairs collaborated with the Chicago Police Department in printing and distribution of "911" emergency cards in Arabic, Hmong, and 12 other languages. The card not only reminds the bearer about the "911" hotline but also serves as an identity card for the non-English speaking resident.

# Unity, My Gift to the World



CHICAGO · AUG. 29, 1992  
BURNHAM PARK

## DAY OF UNITY

### Events

#### Day of Unity

The "Day of Unity" on August 29, 1992 was the first multicultural outdoor event in a city noted for culturally separate festivals at its lakefront. The public came to Burnham Park, south of McCormick Place, to enjoy ten hours of free multi-cultural programming. Performances ranged from Irish dancing and traditional African storytelling, to South American Indian music and inter-ethnic street drumming. A three-mile "unity walk" highlighted the event's midpoint. Part of the Commission's "Bias Free City" cam-

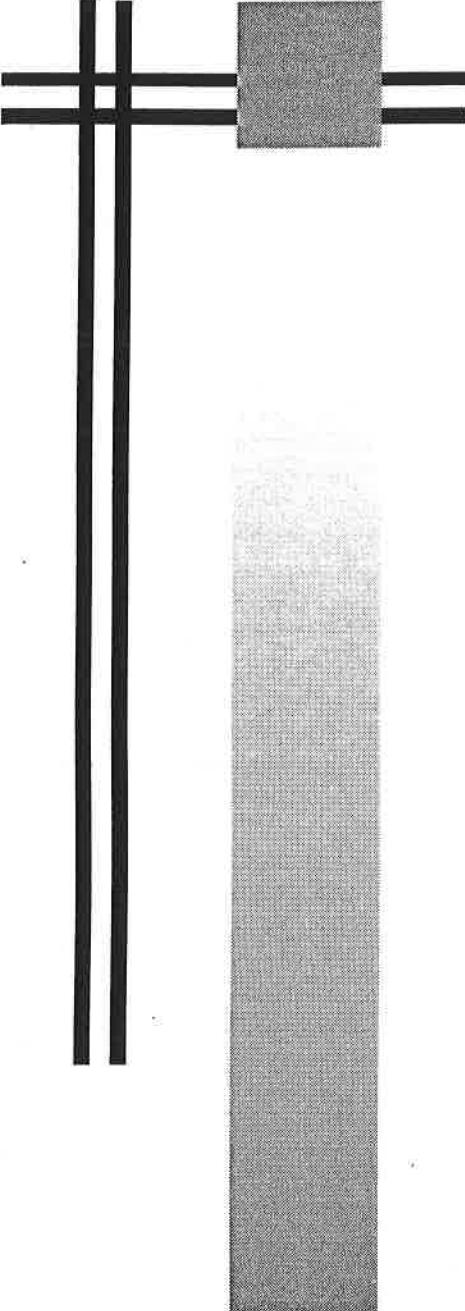
paign, "Day of Unity" was co-sponsored with the Spiritual Assembly of the Baha'is of Chicago and The Human Relations Foundation of Chicago, a support organization of the Chicago Community Trust.

#### Black Family Reunion

The Black Family Reunion Celebration made its Chicago debut in Washington Park on August 9-10, 1991 following the annual Bud Billiken Day parade. The seven-city event combatted discriminatory stereotypes about African-American family life by saluting the strengths and traditional values of the African-American family. Visitors enjoyed theme pavilions featuring celebrities,

product promotions, and cultural exhibits. Topical workshops, forums, health screenings, entertainment, and information about community resources were offered. This free admission event was co-sponsored by the Commission, the National Council on Negro Women, the Chicago Park District, the Chicago Defender, and The Human Relations Foundation of Chicago, a support organization of The Chicago Community Trust. The Commission's Advisory Council on African Affairs and the Advisory Council on Women collaborated in the planning and took on an active role in the celebration.

# Legal Enforcement: Powers Against Bias



The 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. The Commission handles complaints 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.

## Complaints Filed and Actions Taken

The Commission investigates complaints of discrimination, using its 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, a respondent is found to have violated the Human Rights Ordinance, a fine of between \$100 and \$500 will be levied, with each day of violation constituting a separate offense. 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 the public accommodation; to pay 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.

Because respondents often have attorneys and those alleging discrimination often do not, the Commission initiated ongoing arrangements with several non-profit organizations that have agreed to provide free legal services to some, but not all, persons filing complaints at the Commission. The Commission does not guarantee that these organizations will provide legal services in any particular case or that any representation will be successful (although in many cases, where these organizations have represented complainants before the Commission, they have been successful). The Commission provides information about these organizations as a service to complainants. These organizations include: The Chicago Lawyers' Committee For Civil Rights Under Law, Inc.; the American Jewish Congress Hate Crime and Discrimination Task Force; Northwestern University School of Law Legal Clinic; the Leadership Council for Metropolitan Open

Communities; the Lawyers' Committee For Better Housing, Inc.; the Legal Clinic for the Disabled; the Legal Center For Disability Rights; the University of Chicago School of Law Mandel Legal Aid Clinic; and the Access Living JEDA Project.

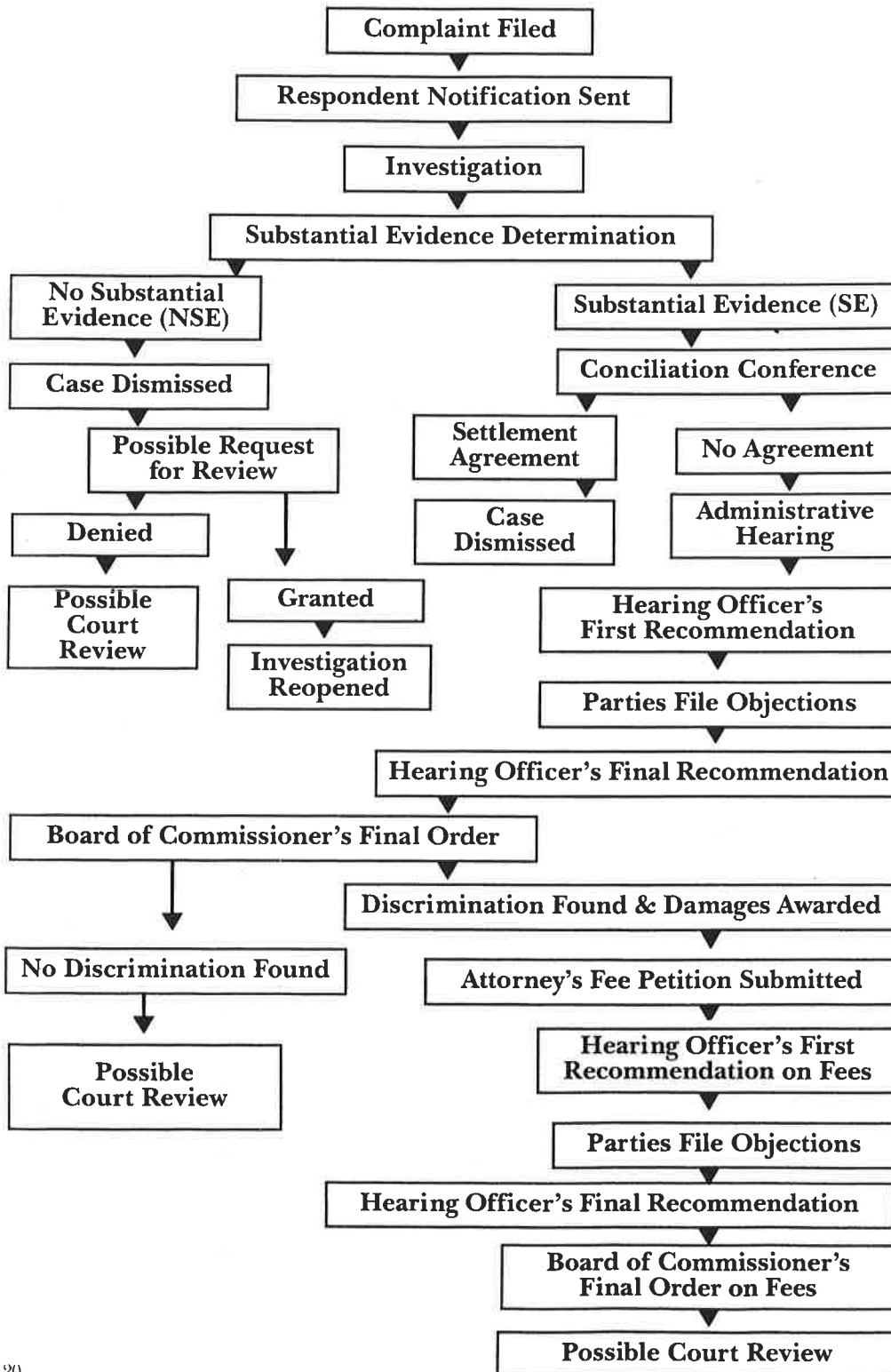
# Housing: Hypothetical Substantial Evidence Situation

C filed a complaint for race discrimination claiming that he was refused rental of an apartment because he is African-American. The Commission interviewed C and he told us that he saw an ad for an apartment in the *Tribune* on October 10th and he called the number listed and talked to a Mrs. X. Mrs. X told him the apartment was still vacant, so he made an appointment to see it that afternoon. He went to the apartment and met Mrs. X. She told him that she was sorry but she had just rented the apartment. C left. However, the next day, October 11th, he went by the apartment and still saw the "For Rent" sign on the door, so he came to the Commission to file a complaint.

One of the Commission's white investigators called Mrs. X the day after the complaint was filed – October 12th – and asked if the apartment was still available. Mrs. X replied that it was. The investigator made an appointment and viewed the apartment and Mrs. X asked him to complete an application. The Commission later asked Mrs. X why she had told C on October 10 that the apartment was rented. She responded that it was rented at the time that C applied, but the renter broke the lease on October 11th, and she did not remember C's name so she could not call and tell him the apartment was available again. The Commission reviewed Mrs. X's rental records and determined that she had never rented to an African American in her 10 years as a landlord. Additionally, Mrs. X told the Commission that she "could not find" any record of the security deposit or lease of the alleged previous renter. The Commission found substantial evidence.

The following chart illustrates how a "typical" case flows through the processing procedures at the Commission.

## ADJUDICATION FLOW CHART



# Employment: Hypothetical No Substantial Evidence Situation

The complainant was a Mexican man, **Juan**, who claimed that he was denied a promotion by **Big Co.** because of his national origin. He had worked as a Clerk II for three years, but the company had given an open Clerk III position to a man born in the United States, **Bob**, who had been a Clerk II for only one and one-half years.

**Big Co.** responded that it did not, and was not required to, make its promotion decisions based on seniority. Instead, it looks at each applicant's work performance at **Big Co.**, as well as any relevant experience the applicant had outside the company. Also, the promotion in this case was

to a supervisory position and so the company considered both prior supervisory experience and perception of leadership ability.

Finally, **Big Co.** asserted that its decision was not based on national origin and that Mexicans were treated well in the company.

**Big Co.** showed that the man who was promoted had better performance rankings than **Juan**; **Juan's** evaluations were generally "good" while **Bob's** evaluations were generally "very good" with a few "outstandings." Further, **Bob** had experience in his previous job in performing duties that a Clerk III needs to perform, including supervision, while

**Juan** had not done similar work. Finally, **Big Co.** showed that 22% of its work force is from Mexico, including 30% of its supervisory staff.

**Juan** had no rebuttal to the defense; he did not claim that his evaluations were biased and he had not known of **Bob's** prior work experience. He did not contradict **Big Co.'s** statistics concerning the number of Mexicans they employed and the number of Mexicans in supervisory roles. The Commission, accordingly, found no substantial evidence of a violation.

## Efficient Work

Efficient work enabled the Commission to provide parties with a relatively speedy resolution to their cases. The Commission's average turn-around time from the day a complaint is filed until the date of a determination of substantial evidence or no substantial evidence, including the entire investigation period, is 4.9 months. That figure represents a far shorter turn-around time than that for similar cases handled by other agencies.


## AVERAGE TURN-AROUND TIMES

### From Date of Filing to Substantial Evidence Determination or Other Dismissal

a. Employment	6.8 months
b. Public Accommodations	5 months
c. Housing	3 months
d. Total	4.9 months

### From Date of Filing to Date of Final Ruling After Administrative Hearing

a. Employment	16 months
b. Public Accommodations	16 months
c. Housing	12.6 months
d. Total	14.8 months



City of Chicago  
Richard M. Daley, Mayor

Clarence N. Wood, Chair, Commissioner  
Chicago Commission on Human Relations

**WE COMPLY WITH THE  
CHICAGO HUMAN RIGHTS  
ORDINANCE**

(Chapter 2-160 of The Municipal Code of Chicago)

It is unlawful to discriminate  
against any person because of their  
Race, Color, Sex, Age, Religion,  
Disability, National Origin,  
Ancestry, Sexual Orientation,  
Marital Status, Parental Status,  
Military Discharge Status or  
Source of Income

In any aspect of a credit transaction, or in any terms and conditions of bonding  
Any person may file a complaint of discrimination with the:

City of Chicago  
Commission on Human Relations  
Adjudication Division  
Compliance Unit  
310 N. Dearborn Court  
Suite 6A  
Chicago, Illinois 60611

Telephone: 744-4111 (Voice) 744-1088 (T7/TDD)  
FAX: 744-1081

**EQUAL CREDIT AND BONDING OPPORTUNITY**

## Training and Public Education

The Commission has continued its rigorous training for Adjudication Division staff members. This extensive training included sessions on complaint drafting, interview technique, role playing, negotiations, disability law and etiquette, and sexual harassment. Additionally, the

Commission created a training videotape for the intake of complaints and introduced a regularly updated training notebook regarding new developments in the law, theories of discrimination, and office policies and procedures. The

Commission also held several training sessions for its Hearing Officers and Conciliators.

The Commission launched ongoing efforts in public education. Seminars and workshops were conducted regarding the Chicago Fair Housing Ordinance and the Chicago Human Rights Ordinance for many attorney groups, employer groups, realtor groups, and tenant organizations, including, but not limited to, the following: the Chicago Bar Association; Travelers and Immigrants Aid Homelessness Project; the Department of Health and Human Services; the Black Family Reunion; the Illinois Commission on African-American Males; several Chicago-area schools; Hull House; the Oprah Winfrey Show; the Institute for Real Estate Managers; the Illinois Municipal Human Rights Association; Horizons Anti-Violence Project; the Annual Fair Housing Conference; several Chicago-area law schools; Access Living Disability Conference; the Chicago Coalition on Immigrant and Refugee Protection; and the Woman Employed Career Conference.

## Supporting Systems/Index and Notices

The Commission established a solid foundation for enforcement in 1991 and 1992 by systematically organizing information pertaining to its legal operations and by monitoring and making available to the public the Commission's growing body of legal precedent. Orders and rulings are made available for inspection and copying in the Commission's library. Additionally, the Commission began publishing a monthly Index which digests substantive orders alphabetically by topic. The Index is available for inspection at the Commission or by subscription. Notices of Administrative Hearings, which are open to the public, are published in the Commission's monthly "Calendar of Events" and are posted at the reception desk.

## Summary of Cases Filed and Actions Taken

from May 6, 1991 to December 31, 1992

EMP = Employment ACTIONS TAKEN	HSG = Housing		PA = Public Accommodations	
	EMP	PA	HSG	TOTAL
Number of Cases Filed	389	83	290	762
Number of Cases Dismissed	134	40	95	269
Lack of Jurisdiction	4	2	1	7
Failure to Cooperate	7	1	5	13
Lack of Substantial Evidence	59	9	84	152
Withdrawn by Complainant	14	1	3	18
Other	8	0	1	9
Settlement Agreements	42	27	86	155
Total Amount Settled for*	\$106,278	\$13,700	\$97,579.59	\$217,557.59
Substantial Evidence Found	46	7	95	148
Conciliation Conferences Held	46	7	89	142
Requests for Review Filed	15	2	15	32
Requests for Review Granted	4	0	1	5

\* This figure represents settlement awards only from settlement agreements submitted to the Commission for approval. The Commission facilitated very large settlements in many cases in which the parties have agreed not to submit the agreement to the Commission so as to keep the terms of the settlement confidential.

## Bases of Claims

for Cases Filed from May 6, 1991 through December 31, 1992

EMP = Employment PROTECTED CLASSES	HSG = Housing TOTAL	PA = Public Accommodations		
		EMP	HSG	PA
Race	231	114 (29%)	97 (20.8%)	20 (24%)
Color	13	4 (1%)	7 (1.5%)	2 (2.5%)
Sex	200	109 (28%)	86 (18.5%)	5 (6%)
Age	70	64 (16%)	5 (1.1%)	1 (1%)
Religion	26	16 (4%)	9 (1.9%)	1 (1%)
Disability	125	66 (17%)	22 (4.7%)	37 (45%)
National Origin	82	58 (15%)	16 (3.4%)	8 (9.5%)
Ancestry	46	22 (6%)	21 (4.5%)	3 (3.5%)
Sexual Orientation	71	43 (11%)	12 (2.5%)	16 (19%)
Marital Status	80	8 (2.5%)	72 (15.5%)	0 (0%)
Parental Status	95	10 (2.5%)	85 (18.3%)	0 (0%)
Military Discharge Status	1	1 (.3%)	0 (0%)	0 (0%)
Source of Income	38	1 (.3%)	34 (7.2%)	3 (3.5%)

Note: Some Complainants alleged discrimination based on more than one protected class. The percentage is the percent of the total number of complaints and so the percentages add up to more than 100%.



## Employment Actions Complained Of Total Number of Hearings and Rulings

May 6, 1991 to November 22, 1992

Action Complained Of	Number	Percent
Discharge/Layoff	170	33%
Fail to Recall after Layoff	7	1%
Hiring Refused	24	4.5%
Promotion Denied	23	4.5%
Demotion	8	1%
Wage Differential	28	5%
Sexual Harassment	46	9%
Other Harassment	111	21%
Other Discriminatory Terms and Conditions	103	21%

from May 6, 1991 to December 31, 1992

Total Number of Hearings	30
Employment Hearings	11
Public Accommodations Hearings	1
Housing Hearings	18
Total Number of Rulings Issued by the Board of Commissioners	25
Employment Rulings	8
Public Accommodations Rulings	1
Housing Rulings	16
Rulings in Favor of Complainant	17
Rulings in Favor of Respondent	8

## Public Accommodation Actions Complained Of

May 6, 1991 to December 31, 1992

Action Complained Of	Number	Percent
Entry Refused	15	18%
Mistreatment	43	52%
Accommodation Not Accessible	25	30%

Total Amount of Awards to Complainants	\$216,390.05
Damages	\$123,421.13
Attorney's Fees and Costs	\$92,968.92
Total Fines Levied	\$16,700.00

## Jenkins Ruling Upheld by Circuit Court

The Circuit Court of Cook County affirmed in 1992 the Commission's ruling of the previous year in Jenkins v. Artists' Restaurant, the first Commission case to be appealed into state court. The Commission ruled in favor of the Complainant, a young African-American man who was hustled out of the Respondent's restaurant because of his race. The Commission ordered Respondent to compensate Mr. Jenkins for the emotional distress he suffered as a result of this discriminatory treatment, ordered Respondent to pay Complainant's attorney's fees, and issued a fine against Respondent. The Respondent filed a Request for Review with the Commission, which was denied. The Respondent subsequently appealed the case to the Circuit Court, challenging the Commission's decision on several grounds, and asking the court to reverse that decision. After reviewing arguments from both sides, the court held that the Commission's decision was clearly supported by the evidence and upheld the Commission's decision in full.

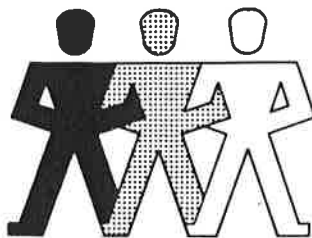
## Housing Actions Complained Of

May 6, 1991 to November 22, 1992

Action Complained of	Number	Percentage
Refusal to Sell Housing	3	1.0%
Refusal to Rent or Lease Housing	98	34.0%
Lease Termination	113	40.0%
Refusal to Allow Examinations of Listings	3	1.0%
Refusal to Refund Fees	0	0%
Not Accessible to People with Disabilities	3	1.0%
Discriminatory Lending	1	0.3%
Other Discriminatory Terms and Conditions	69	22.7%

In some cases, a Complainant complains about more than one action in a complaint. Percentages are out of all claims made and so add up to 100%.

## CHICAGO COMMISSION ON HUMAN RELATIONS

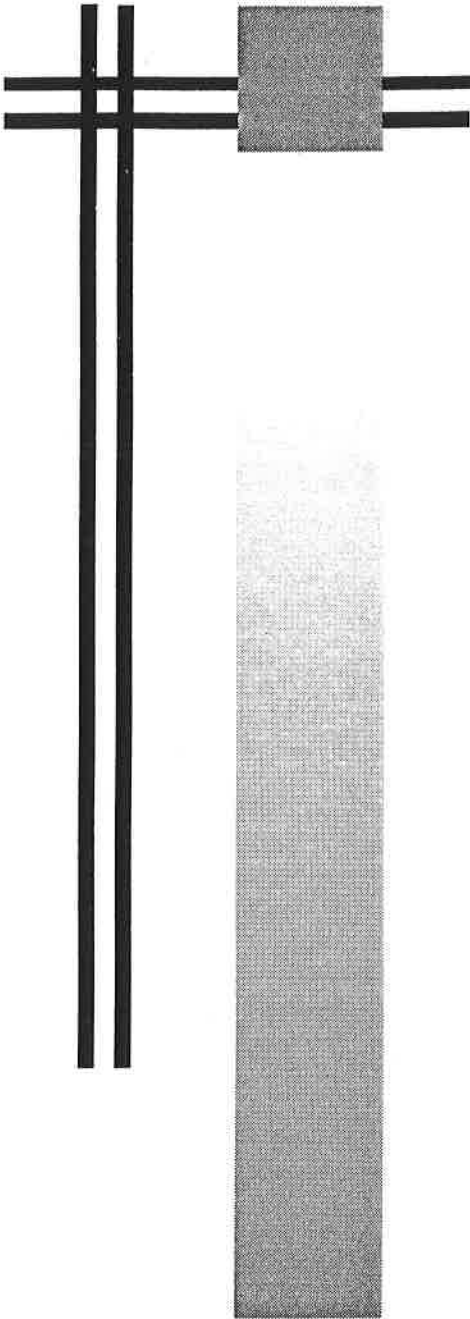


"CIVIL RIGHTS: THE AGENDA FOR THE 90's"

# Summary of Rulings After Administrative Hearings Held by the Commission

- 1** Akangbe v. 1428 W. Fargo Condominium Association, 91-FH0-7-5595: Complainant awarded \$7,820.00 in damages and \$4,225.00 in attorney's fees for national origin discrimination by a condominium association.
- 2** Antonich v. Midwest Building Management, 91-E-150: Complainant awarded \$11,899.00 in damages and \$3,780.00 in attorney's fees for sexual harassment by her would-be employer who failed to hire her after she rejected his advances.
- 3** Barber v. Chicago Department of Buildings, 91-E-35: Respondent found not to have discriminated against complainant on the basis of her sex. Case dismissed.
- 4** Brown v. Chicago Department of Aviation, 90-E-82: Respondent found not to have discriminated against complainant based on her race or to have retaliated against complainant for filing a race discrimination complaint at the Commission. Case dismissed.
- 5** Brown v. Midway Airport Inn, 90-E-137: Respondent found not to have discriminated against complainant on the basis of her race. Case dismissed.
- 6** Campbell v. Dearborn Parkway Realty, 92-FH0-18-5630: Complainants awarded \$8,120.00 where a landlord refused to rent to them based on their parental status.
- 7** Castro v. Georgeopoulos, 91-FH0-6-5591: Complainant awarded \$6,144.00 in damages and \$12,444.00 in attorney's fees when he was discriminated against based on his national origin by a landlord who denied him the opportunity to rent an apartment.
- 8** Collins & Ali v. Magdenovski, 91-FH0-70-5655: Complainant awarded \$35,310.00 in damages and \$29,642.25 in attorney's fees for race and religious discrimination by a landlord including severe harassment by the landlord.
- 9** Cooper & Ashmon v. Parkview Realty, 91-FH0-48-5633: Respondent found not to have discriminated against complainants on the basis of their source of income when it did not rent to them.
- 10** Diaz v. Prairie Builders, 91-E-204: Complainant awarded \$1,738.40 in damages and \$1,569.37 in attorney's fees where an employer was found to have discriminated against the complainant based on her sex, and was found to have retaliated against her for having filed a complaint at the Commission.
- 11** Eltobgi v. Martinez, 91-FH0-15-5600: Complainant awarded \$1,175.00 in damages and \$2,575.00 in fees where he was discriminated against based on his parental status by his landlord.
- 12** Fulgern v. Pence, 91-FH0-65-5650: Complainant awarded \$2,812.23 in damages and \$9,570.00 in attorney's fees where she was discriminated against on the basis of her race by a landlord.
- 13** Garcia v. Vasquez, 91-FH0-61-5646: Complainant awarded \$2,040.00 in damages for sexual harassment by her landlord.
- 14** Gilun v. Tomasinski, 91-FH0-85-5670: Landlord was determined not to have discriminated against complainant based on sexual orientation, disability or race.
- 15** Gould v. Rozdilsky, 91-FH0-25-5610: Complainant awarded \$9,350.00 in damages and \$24,000.00 in attorney's fees when a landlord denied her the opportunity to rent because of her race.
- 16** Huezo v. St. James Properties, 90-E-44: Complainant awarded \$1,600.00 in damages and \$10,962.00 in attorney's fees where she was sexually harassed by her supervisor.
- 17** Jenkins v. Artists' Restaurant, 90-PA-14: Complainant awarded \$1,000.00 in damages and \$2,586.00 in attorney's fees where he was ejected from a restaurant based on his race.
- 18** Jones v. Zvizdic, 91-FH0-78-5663: Complainant was awarded \$4,000.00 in damages and \$6,168.00 in attorney's fees where she was discriminated against by her landlord based on race.
- 19** Lawrence v. Atkins, 91-FH0-17-5602: Complainant awarded \$500.00 in damages and \$4,935.00 in attorney's fees where she was discriminated against by her landlord on the basis of race, sex, and marital status.
- 20** Mark v. Truman College, 91-E-7: The respondent employer was found not to have discriminated against complainant on the basis of national origin in not giving her a certain position.
- 21** McClinton v. Antioch Haven Homes, 91-FH0-42-5627: The respondent was found not to have discriminated against complainant on the basis of her parental status in limiting three-bedroom apartments to no more than six people.
- 22** Ojukwu v. Baum Management, 91-FH0-74-5659: The respondents were found not to have discriminated against complainant on the basis of his national origin or race.
- 23** Pearson v. NJW Personnel, 91-E-126: Complainant awarded \$2,812.50 in damages for termination based, in part, on complainant's sexual orientation.
- 24** Santiago v. Bickerdike Apts. & Soto, 91-FH0-54-5639: Complainant awarded \$25,000.00 in damages and \$14,160.00 in fees where his landlord discriminated against him based on his disability.
- 25** White v. Ison, 91-FH0-126-5711: Complainant awarded \$10,000.00 in damages for sexual harassment by her landlord.

# Collaborations: Promoting Unity, Linking Constituencies



The 1991-1992 period covered by this report saw the Commission's eight Councils progressively connecting with each other, and focusing on common concerns rather than differences, in the spirit of the City's Human Relations Ordinance of 1990. Working collectively as well as individually, the Councils faced specific problems within communities; set up issue-oriented committees including committees on health, violence, housing, and economic development; and created programs. They also sponsored and co-sponsored various activities honoring their constituencies' celebrations.

These advisory bodies improved their linkage to important populations: the Advisory Council on African Affairs; the Advisory Council on Arab Affairs; the Advisory Council on Asian Affairs; the Advisory Council on Gay and Lesbian Issues; the Advisory Council on Immigrant and Refugee Affairs; the Advisory Council on Latino Affairs; the Advisory Council on Veterans' Affairs; and the Advisory Council on Women.

Gains made by the Councils spanned areas of lobbying and lawmaking, training, community relations, and public recognition of their constituencies. The highlights that follow represent some of the Councils' activities.

The Commission also brought together diverse people and neighborhoods through its role in organizing local task forces, committees, and coalitions, including those mentioned below, promoting the healing power of human relations where it was most needed.

## **Lobbying and Lawmaking**

### **Gays in the Military**

The Advisory Council on Veterans' Affairs and the Advisory Council on Gay and Lesbian Issues proposed a joint resolution calling for an immediate end to the ban on lesbians and gay men serving in the armed forces of the United States. The Board of Commissioners of the Commission on Human Relations voted in December 1992 to support the joint resolution and requested Mayor Daley to ask President Clinton, the Congress, and the Defense Department to end the ban. In endorsing the resolution, the Board acknowledged that thousands of members of Chicago's lesbian and gay community have served honorably and with distinction in the U.S. military.

### **Immigrant and Refugee Consumer Protection**

The Advisory Council on Immigrant and Refugee Affairs collaborated with the City's Department of Consumer Services on an ordinance to protect immigrant and refugee communities from fraud and rip-offs.

### **Against the Colorado Ban**

The Board of Commissioners of the Commission on Human Relations voted, in December 1992, to support another resolution recommended by the Advisory Council on Gay and Lesbian Issues. This resolution requested that the City Council condemn recent passage of a constitutional amendment overturning legislation that prohibits discrimination in employment, housing, and public accommodations based on sexual orientation in the state of Colorado.

## **Training**

### **Women's Special Report**

Acting in its role to identify "practices and actions having a common discriminatory impact" on women and to "enhance services to the population of Chicago," the Advisory Council on Women developed a special report in 1991.\* The Council's recommendations for constructive action to improve the quality of life for Chicago women included improvement of health and human services, recognition and affirmation of women's contributions to society, prevention of violence against women, and promotion of economic development and employment opportunities.

### **RU-486**

The Advisory Council on Women supported importation of RU-486. The Women's Council and its Health and Human Services Committee recognized that the French pill appears to be a safe and effective alternative to early surgical abortion and holds promise as a treatment for certain types of breast cancer, brain tumors, Cushing's Syndrome, and endometriosis. The American Medical Association has endorsed testing in this country; however, anti-abortion politics has prevented the pill's importation. The Council approved a motion to recommend that Mayor Daley support New York Mayor Dinkins' initiative to promote the importation of RU-486 for clinical trials.

The Council and Committee felt that women were being discriminated against by being denied access to critical health care, not only in terms of an inexpensive alternative to early surgical abortion, but also the potential for treating other illnesses. Furthermore, they recognized that prevention of access to RU-486 will ultimately hurt poor women who will opt for "back alley" abortions because they are unable to pay for surgical abortions or travel to other countries for their medical needs.

### **Sexual Harassment Prevention**

A workshop on sexual harassment in the workplace, which was planned in 1991 by the Advisory Council on Women and its Violence Against Women Committee, evolved from an educational event designed for Commission staff to an activity with participation from throughout municipal government. The innovative workshop was conducted by Women Employed, an organization known for thorough research, education, and training pertaining to women's employment. The day-long session was the first of its kind in City government.

The agenda covered understanding, identifying, and preventing sexual harassment, as well as the responsibilities of supervisors in this sensitive area. Follow-up meetings between the Council and Women Employed resulted in recommendations for future action including advocacy of a written policy for the City of Chicago that prohibits sexual harassment and that can be disseminated to all City employees. The Council endorsed the need for ongoing training on prevention for employees and supervisors.

### **Workplace Diversity**

The Commission's education staff trained employees of the Chicago Department of Health's Nutritional Services Division in workplace diversity. This new workshop dealt with how to handle the growing trend of multi-racial, multi-ethnic workers in the same workplace.

### **Seminars and Forums**

Many Councils hosted seminars and forums including the following. The Advisory Council on African Affairs conducted community forums to enhance awareness of the Human Rights and Fair Housing ordinances and the Commission's powers. Seminars sponsored by the Advisory Council on Arab Affairs

covered such topics as fair housing, crime victim compensation, women's health issues, gangs, and the drug problem. The Advisory Council on Asian Affairs co-sponsored an economic development seminar with the State Treasurer's Office, The Thai Association of Illinois, and the Indonesian Association of Illinois, as well as a consumer services seminar. A forum on health care sponsored by the Advisory Council on Gay and Lesbian Issues led to contact with the Chicago Department of Health and ongoing constructive exchanges on issues such as the fight against AIDS.

Legal information forums hosted by the Advisory Council on Immigrant and Refugee Affairs benefited Liberian, Ethiopian, Hispanic, Lithuanian, Romanian, and Guatemalan residents. The Advisory Council on Latino Affairs participated in sensitivity training for Fire Department battalion chiefs, Chicago Board of Health staff, parents' groups, public school teachers, and community residents enrolled in ESL/Adult Education classes. The Advisory Council on Veterans' Affairs participated in numerous events such as a "Hispanic-American Veterans" ceremony and dealt with issues such as discrimination in the National Guard and discrimination against active duty military personnel. The Advisory Council on Women conducted a series of community forums to identify and address barriers to accessibility of health care services for women.

## **Community Relations**

### **Police Advisory Committee**

The Chicago Police Department announced the formation in 1991 of a gay and lesbian advisory committee, described by then Superintendent LeRoy Martin as "an historic step forward to improve relations between the gay and lesbian community and the Department." The Committee, an

*\*This report is available through the Commission's Office of Public Information.*



*One thousand turkeys were donated by Arab-American businesses in December of 1992.*

outgrowth of meetings between the Superintendent and the Chicago Commission on Human Relations and its Advisory Council on Gay and Lesbian Issues, was created to work on a broad agenda including bias and homophobia. The Committee has recommended improvements in training and sensitizing officers in order to achieve fair treatment, and has educated the community on police issues.

In addition, the Advisory Council on Gay and Lesbian Issues initiated meetings and discussions with Superintendent of Police Matt Rodriguez. The Superintendent made a personal commitment to recruit openly gay men and lesbians into the Police Department and not to tolerate abusive behavior by police officers directed at the gay and lesbian community. The first recruiting session of gay men and lesbians was held in 1992.

### **Lawndale Coalition**

The Advisory Council on Latino Affairs participated in the Commission's formation of the Lawndale Coalition, a first time partnership between Chicago's Latino and

African-American communities. The group was developed in 1991 to cool racial and ethnic tensions in North and South Lawndale which found a flash point in disturbances at Farragut High School. The Coalition is structured into committees on education, recreation, and public safety. Elected officials as well as representatives of community agencies, schools, churches, service organizations, local police districts, and recreational facilities, have offered steady support.

### **Arab American Merchants' Association**

In 1991, the Advisory Council on Arab Affairs spearheaded creation of the Arab American Merchants' Association of North Lawndale as a vehicle to promote positive relations with communities in which the businesses are located. A meeting to elect representatives of the business community involved 55 local merchants. The Commission and its Advisory Council assisted a major initiative of sharing between Arab-American businesses and

Chicago's hungry and homeless with the donation of 1,000 turkeys during the 1992 holiday season; donations of turkeys and hams were made the previous year. The donations were offered in gratitude for the support that Chicago consumers had shown to Arab-American businesses.

### **Humboldt Park Task Force**

The Commission's Central City Task Force responded to an incident in Humboldt Park which left one teenager dead by recruiting a problem-solving group in the community. The group helped resolve a dispute between Mexicans and Puerto Ricans over the use of Humboldt Park for soccer games. The Humboldt Park Task Force still meets to facilitate dialogue among the diverse residents of the area.

### **Youth Task Force**

The Commission began developing a Youth Task Force in 1992. Youth were actively involved in numerous task force activities, and the Commission has assisted youth in projects such as a cable television show that explored community topics and racial and ethnic tensions. Also, the Commission's Youth Task Force participated in an Englewood Youth Fair.

### **Armour Square, Bridgeport, Canaryville/Chinatown Human Relations Committee**

After police officers dropped off two African-American youth in Canaryville, the young men were victimized by a group of white youth. The Commission's Central City Task Force mobilized affected residents because of growing tensions associated with the incident as well as other hate-related clashes in the area. The committee assists victims of hate crimes and counteracts local problems with positive intergroup activities.

# Recognition

## Englewood/West Englewood

In summer 1991, tensions between Asian and Arab storeowners and African-American consumers and community leaders provoked an attempted firebombing of two Korean-owned stores in the Englewood Mall and a controversial court trial. The Advisory Council on Asian Affairs, the Advisory Council on African Affairs, the Advisory Council on Arab Affairs, and Commission staff cooperated to restore calm. They helped set up a community response network with local aldermen, police, clergy, and community and business groups to follow the trial and prevent rumors or misinformation from escalating tensions.

## ONE Greater Roseland

The Commission responded to racial tensions in the business strip of the Roseland neighborhood where African Americans threatened boycotts to protest the business practices of Korean merchants. The Commission persuaded leaders from both sides to sign a written covenant and resolve the complaints. A local task force which sprang from a forum organized by Commission staff was instrumental in convening the "ONE Greater Roseland" conference. This gathering gave local leaders and residents an opportunity to formulate their vision of a unified community. At the same time, staff advised local merchants about good community relations, responsibility to the neighborhood, and protections against crime. By June 1992, a statement from Aldermen Shaw delivered at a task force meeting acknowledged that community relations had improved.

## Human Relations Awards

The Commission honored eight individuals and five organizations for advancing the cause of a bias free city. Awards were presented in February 1992 at the 47th annual City of Chicago Commission on Human Relations Annual Luncheon. The Human Relations Awardees were:

Chicago Volunteer Legal Services  
Phyllis Apelbaum  
Lucille White  
Congressman Charles A. Hayes  
William Moorehead  
Jewish Council on Urban Affairs,  
Community Venture Fund  
Lucyna J. Migala  
Reverend B. Herbert Martin, Sr.  
Japanese American Council  
Carlos A. Plazas, Ph.D.

Recipients of Chairman's Special Recognitions were:

National Hook-Up of Black Women, Inc.  
Rodde Center

Daniel Sotomayor was the recipient of a special award from the Commission's Advisory Council on Gay and Lesbian Issues.

# Recognition

## Gay and Lesbian Hall of Fame

The Commission's Advisory Council on Gay and Lesbian Issues launched the Chicago Gay and Lesbian Hall of Fame during Gay and Lesbian Pride Week in June 1991 to recognize the community's contributions to the development of Chicago. No other city in the country has an established city-sponsored Gay and Lesbian Hall of Fame. The project is funded by individuals, organizations, and institutions from the gay and lesbian community. The inaugural inductees were:

Ortez Alderson (posthumous)  
Jon-Henri Damski  
Jim W. Flint  
Renee Hanover  
Carol A. Johnson  
William B. Kelley  
Marie Kuda  
Charles "Chuck" Renslow  
Adrienne Smith  
Maxsonn Smith  
Richard B. Turner  
Judith Johns ("Friend of the Community")  
Howard Brown Memorial Clinic  
Gay Chicago Magazine  
*Gay and Lesbian Hall of Fame inductees for 1992 were:*  
Horizons Community Services  
Metropolitan Sports Association  
Mary D. Powers ("Friend of the Community")  
Gary G. Chichester  
Ann Christophersen  
Thom Dombkowski  
Henry Gerber (posthumous)  
Richard Lee Gray  
Vernita Gray  
Peg Grey  
Pearl M. Hart (posthumous)  
Harley McMillen  
Scott McPherson  
Dom Orejudos (posthumous)  
Daniel Sotomayor (posthumous)  
Valerie Taylor

## Women's Hall of Fame

The Commission's Advisory Council on Women continued the annual Women's Hall of Fame, founded in 1989 to pay tribute to women who have improved the quality of life in Chicago. The inductees for 1991 were:

Abena Joan P. Brown  
Julia M. Stasch  
Bobbie L. Steele  
Veronica V. Leighton  
Lynn Cherkasky-Davis  
Dr. Juliann Stephanie Bluit  
Clara B. T. Day  
Judge Judy I. Mitchell Davis  
Sister Margaret Ellen Traxler  
Nancy Johnstone  
Marilu Gonzalez  
Susan Murphy Milano

# Hearing Officers and Conciliators

C = Conciliator H = Hearing Officer

Ross Altman (C)  
Michael G. Berland (C & H)  
Susan Bogart (C)  
Fay Clayton (H)  
Robert R. Cohen (H)  
Lynn P. Cohn (C)  
Raymond N. Davis (C)  
Stuart L. Deutsch (H)  
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City of Chicago  
Richard M. Daley, Mayor

Clarence N. Wood, Chair/Commissioner  
Chicago Commission on Human Relations

## WE COMPLY WITH THE CHICAGO FAIR HOUSING ORDINANCE

(Chapter 5-8 of The Municipal Code of Chicago)

It is unlawful to discriminate  
against any person because of their  
Race, Color, Sex, Age, Religion,  
Disability, National Origin,  
Ancestry, Sexual Orientation,  
Marital Status, Parental Status,  
Military Discharge Status or  
Source of Income

\*In the sale, rental, or lease of residential real estate  
\*In the advertisement of residential real estate  
\*In the financing of residential real estate

Any person may file a complaint of discrimination by contacting the:

City of Chicago  
Commission on Human Relations  
Adjudication Division  
Fair Housing Unit  
510 N. Peashtigo Court  
Suite 6A  
Chicago, Illinois 60611

Telephone: 744-4111 (Voice) 744-1088 (TDD)  
FAX: 744-1081

**EQUAL HOUSING OPPORTUNITY**



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*Deputy Commissioner  
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