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CITY OF CHICAGO
 COMMISSION ON HUMAN RELATIONS
 2002 – 2003
 BI-ANNUAL
 REPORT

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Richard M. Daley
Mayor
City of Chicago



Clarence N. Wood
Chair
Commission on Human
Relations



City of Chicago

Commission on Human Relations

2002 – 2003 Annual Report

Richard M. Daley, Mayor
City of Chicago

Clarence N. Wood, Chairman
Chicago Commission on Human Relations

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Mission Statement

City of Chicago Commission on Human Relations

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

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

–Chicago Commission on Human Relations Enabling Ordinance (1990)

**City of Chicago
Commission on Human Relations
Board of Commissioners**

Clarence N. Wood, Chairman
Dr. Marwan Amarin
Miriam G. Apter
Dr. Hyo H. Byun
Mischelle Causey-Drake
Roy Dolgos
Rev. Randall Doubet-King
Dr. Wynetta A. Frazier
Birdy V. Haggerty-Francis
Julian E. Kulas
Benjamin Lumicao
Rev. Dr. Sid Mohn
Dr. Farouk Mustafa

Dr. Nuru-Deen Olowopopo
Julia E. Perkins
Laura Rissover
Lucy Robles-Aquino
Yvette R. Santana
Rabbi Herman E. Schaalman
Rouhy J. Shalabi
Dr. Ho L. Tran
Jose Velgara
Bernarda Wong

Chairman's Message

Welcome to the Commission on Human Relations 2002-2003 Bi-Annual Report. In Chicago, as well as the rest of the nation, in many ways the two-year period of 2002-2003 was a period of recovery from the tragedy of September 11, 2001. As a direct result of the terrorist attacks, it was also a period of uncertainty, fear, anxiety, and reaction. Our elected leaders in Washington moved quickly, to help Americans "feel safe" again. The Patriot Act swiftly moved through Congress, and the new Department of Homeland Security was born seemingly overnight. Heightened security efforts were implemented in airports, office buildings and public facilities in dramatic fashion. While security became the order of the day, personal liberties hung delicately in the balance. Ultimately, thousands of U.S. troops were sent overseas to "fight for freedom," and "save America from the threat of terrorism" in Operation Iraqi Freedom.

Yet back at home, on our comfortable, yet somewhat uneasy shores, America continues to struggle with the changes taking place in its populace. Diversity programs continue to expand and become commonplace in corporate America and other institutions of our society. Yet, people of color continue to suffer higher rates of unemployment and underemployment, continue to be less able to obtain credit, and most likely not to own their own homes.

On a more positive note, we have begun to address homelessness as a major issue worthy of all of our attention, efforts and energies. Homelessness does not discriminate. It affects everyone, regardless of race, sexual orientation, or gender. We have seen its impact on families, children and even our veterans. We have also seen that homeless people, the marginalized and invisible, not only suffer discrimination, but also are often targets of violence and cruelty. As such, the Commission applauds Mayor Daley's efforts to end homelessness in Chicago as evidenced by increased funding for housing and other related programs.

Just as homelessness has emerged an important human relations issue, violence in our communities has also become a growing concern of the Commission. Violence among our youth, particularly in relation to street gangs has a major impact on human relations in our communities. While at first blush many of the acts of violence that occur on our streets appear to be "normal" turf battles between rival street gangs, some of them may also be motivated in part by race. Regardless of the "rationale" behind these killings, this is a problem that will not go away without thoughtful intervention. The Commission must make greater strides in working with the Chicago Police Department, youth organizations, schools and others in the community to help our children find alternatives to gangs and help them develop appropriate skills and behaviors to deal with conflict and tensions.

Improving human relations in Chicago will take all of our efforts. Working together, we know we can help make our city a more open, accepting and welcoming place to live. We thank you for your continued support.

Sincerely,

Clarence N. Wood
Chairman

Adjudication of Discrimination Complaints

The Enabling Ordinance of 1990 gave the reorganized Commission on Human Relations powers to enforce the Chicago Human Rights Ordinance and the Chicago Fair Housing Ordinance. These powers are exercised through the Adjudication Division. The work of the Division is:

- To receive and investigate complaints of discrimination in violation of the Chicago Human Rights Ordinance and the Chicago Fair Housing Ordinance.
- To facilitate the settlement of cases, where possible.
- To determine, after investigation and hearing, whether discrimination occurred in violation of the City of Chicago ordinances.
- To order remedies if the complainant proves at a hearing that discrimination has occurred.

The orders of the Commission on Human Relations carry the force of law. The cooperation of the alleged discriminator in any case where discrimination has been alleged is mandatory, and the Commission has powers of subpoena, default, and negative inference to support its investigations. If the Commission finds, after an administrative hearing, that discrimination occurred, it has the power to order injunctive relief as well as the payment of out-of-pocket damages, emotional distress damages, punitive damages, attorney's fees and costs, and fines.

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

Filing a Discrimination Complaint

Adjudication intake staff are available during business hours to answer inquiries about filing a complaint under the Chicago Human Rights Ordinance or Chicago Fair Housing Ordinance. Telephone 312/344-4111. Intake staff assist the public with preparation of complaints on a walk-in basis or provide forms for self-preparation of complaints and filing by mail. There is no filing fee.

What is Discrimination?

To prevail in a discrimination case under the City of Chicago ordinances, a complainant must be able to prove by a preponderance of the evidence that:

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

Race	Sex	Age
Color	Sexual Orientation	Disability
National Origin	Gender Identity	Source of Income
Ancestry	Marital Status	Military Discharge Status
Religion	Parental Status	

- The conduct was in one of the following covered areas:

Housing	Public Accommodation
Employment	Credit or Bonding Transactions

- The adverse action took place in the City of Chicago.
- The complainant filed the complaint within 180 days of the date of the alleged discriminatory action.
- The complainant was treated differently *because of* his or her protected status, and not for other legitimate, non-discriminatory reasons.

How Cases Proceed

People who believe they have been subjected to discrimination as defined in the City of Chicago ordinances must file written complaints with the Commission following a prescribed form. Once they do so, the Commission requires each respondent to provide a written answer and submit supporting documentation and information. The Commission then investigates the claims and defenses of the parties. An investigator typically interviews the complainant, the respondent/s, and any witnesses. The investigator also gathers relevant documents and information, which may include information about the experiences of other people whose situations are comparable to the complainant's.

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

If the case does not settle (or otherwise close), the investigator completes the evidence-gathering and writes a report summarizing the evidence. Commission senior staff review the report and determine whether or not there is substantial evidence of discrimination. A finding of "substantial evidence" does not mean that the complainant has won the case, only that there is enough evidence of discrimination to proceed further. If the Commission finds that there is not substantial evidence of discrimination, it dismisses the case; the complainant may request a review of the dismissal.

If the Commission finds that there is substantial evidence of discrimination, it holds a mandatory settlement conference. If the parties do not reach a settlement agreement, the Commission then holds an administrative hearing. The administrative hearing is a trial, but somewhat less formal than in a court. A hearing officer, who is an attorney, presides over the hearing and manages the hearing process. The Commission does not prosecute the case or represent the complainant at this hearing; it is the complainant's responsibility to prove the case and to prove entitlement to injunctive and monetary relief as well as attorney fees and costs. Based on the Hearing Officer's recommendation and the rest of the hearing record, the Commission's Board of Commissioners makes the final determination about whether the complainant has proved that the respondent has violated the Chicago Human Rights Ordinance or Chicago Fair Housing Ordinance. If the Board of Commissioners rules that there has been a violation, it also determines what relief will be awarded to Complainant.

2002 Annual Summary of Adjudication Unit Activity

	Housing	Employment	Public Accommodation	Credit	TOTAL
COMPLAINTS FILED	94	247	135	2	478
CASES CLOSED	83	177	105		365
Settled	36	76	35		147
Complainant Failed to Cooperate	21	34	27		82
Complainant Withdrew Case	9	33	13		55
Lack of Jurisdiction	2	4	12		18
No Substantial Evidence	13	29	16		58
Ruling After Hearing	2	1	2		5
CASES FORWARDED TO HEARING STAGE	18	11	7		36
Substantial Evidence	9	6	6		21
Default	9	5	1		15
REQUESTS FOR REVIEW after involuntary dismissal					
Filed	5	7	4		16
Granted	3	0	0		3

Data on new complaints and on requests for review covers calendar year 2002.

Data on cases closed and cases forwarded to the hearing stage covers the period from February 2002 - January 2003, except for rulings after hearing, which cover calendar year 2002.

2003 Annual Summary of Adjudication Division Activity

	Housing	Employment	Public Accommodation	Credit	TOTAL
COMPLAINTS FILED	101	194	180	1	476
CASES CLOSED	68	137	135	1	339
Settled	38	71	66	1	176
Complainant Failed to Cooperate	8	20	10		38
Complainant Withdrew Case	11	22	38		71
Lack of Jurisdiction		2	9		11
No Substantial Evidence	9	17	12		38
Ruling After Hearing	2	3			5
CASES FORWARDED TO HEARING STAGE	12	10	12		34
Substantial Evidence	10	5	9		24
Default	2	5	3		10
REQUESTS FOR REVIEW rulings after involuntary dismissal					
Denied	3	4	2		9
Granted	1				1

**DISCRIMINATION BASES CLAIMED
IN COMPLAINTS FILED
2002**

PROTECTED CLASSES	Hsng		Empl		Public Accom		Credit		Total Claims	
Race	25	27%	122	49%	47	35%	2	100%	196	41%
Color	2	2%	6	2%	2	1%			10	2%
National Origin	6	6%	19	8%	8	6%			33	7%
Ancestry	2	2%	10	4%	9	7%			21	4%
Religion	3	3%	9	4%	2	1%			14	3%
Sex	15	16%	62	25%	11	8%			88	18%
Sexual Orientation	1	1%	33	13%	5	4%			39	8%
Marital Status	7	7%	5	2%	3	2%			15	3%
Parental Status	19	20%	9	4%	0				28	6%
Age	3	3%	45	18%	4	3%			52	11%
Disability	26	28%	52	21%	73	54%			151	32%
Source of Income	36	38%	0		9	7%			45	9%
Military Discharge	0		0		0				0	
Retaliation	0 ¹		16	6%	3	2%			20	4%
TOTAL COMPLAINTS	94	100%	247	100%	135	100%		100%	478	100%

Percentage figures are based on the percentage of *complaints* containing a claim of discrimination on the basis named. A complaint may claim discrimination on more than one basis (e.g. sex and age) arising out of the facts alleged. This is a change from previous annual reports, which showed percentages of the total *bases* claimed.

¹The Chicago Fair Housing Ordinance does not cover retaliation claims.

**DISCRIMINATION BASES CLAIMED
IN COMPLAINTS FILED
2003**

PROTECTED CLASSES	Hsng		Empl		Public Accom		Credit		Total Claims	
Race	29	29%	93	48%	45	25%	1	100%	168	35%
Color	4	4%	4	2%	8	4%			16	3%
National Origin	9	9%	20	10%	8	4%			37	8%
Ancestry	2	2%	8	4%	4	2%			14	3%
Religion	1	1%	5	3%	4	2%			10	2%
Sex	10	10%	64	33%	8	4%			82	17%
Sexual Orientation	5	5%	39	20%	5	3%			49	10%
Gender Identity	0		2	1%	1	.6%			3	.6%
Marital Status	7	7%	2	1%	1	.6%			10	2%
Parental Status	24	24%	5	3%	0				29	6%
Age	5	5%	32	16%	6	3%			43	9%
Disability	23	23%	44	23%	124	69%			191	40%
Source of Income	38	38%	1	.5%	8	4%			47	10%
Military Discharge	0		0		0				0	
Retaliation	0 ²		6	3%	1	.6%			7	1%
TOTAL COMPLAINTS	101		194		180		1		476	

Percentage figures are based on the percentage of *complaints* containing a *claim* of discrimination on the basis named. A complaint may claim discrimination on more than one basis (e.g. sex and age) arising out of the facts alleged. This is a change from previous annual reports, which showed percentages of the total *bases* claimed.

²The Chicago Fair Housing Ordinance does not cover retaliation claims.

2002 Substantial Evidence Determinations

	Housing	Employment	Public Accommodation	TOTAL
Substantial Evidence	19	6	6	21
No Substantial Evidence	13	29	16	58
TOTAL FULL INVESTIGATIONS	22	35	22	79

2003 Substantial Evidence Determinations

	Housing	Employment	Public Accommodation	TOTAL
Substantial Evidence	10	5	9	24
No Substantial Evidence	9	17	12	38
TOTAL FULL INVESTIGATIONS	19	22	21	62

The data above covers only those cases in which a determination of Substantial Evidence or No Substantial Evidence of discrimination was made after a full investigation. This does not include all cases which the Commission completed in 2002 and 2003. Many cases are settled, withdrawn, or dismissed for other reasons before completion of the full investigation. A finding of Substantial Evidence means that there is sufficient evidence that discrimination may have occurred to enable the case to go forward to mandatory conciliation and an administrative hearing if the case does not settle.

Settlements

A high percentage of discrimination cases close as a result of settlements between the parties. Complainants as a group obtain a great deal more relief through settlements than through awards after administrative hearings. In 2002, 40% of closed cases ended with settlements, and 51.6% in 2003.

Settlement is voluntary between the parties and may occur at any stage of the investigation and adjudication process. When cases settle, the respondents do not admit liability and the Commission makes no judgment as to whether a violation occurred. The Commission does not require or advocate particular settlement terms although staff, conciliators, and hearing officers do encourage and facilitate settlement.

Individual settlement terms vary and, because many cases settle privately between the parties, the Commission does not always know the terms of settlements including their monetary value to

complainants. In the interest of promoting settlement in the future, the Commission does not announce or publicize the terms of particular settlements, although parties may choose to do so if they have not agreed to the contrary.

2002 Summary of Administrative Hearing Actions

Number of hearings held in 2002	8
Rulings for respondents (no liability)	1
Liability Rulings for Complainants	4
Damages awarded to complainants	\$55,966.32
Fines awarded to City	\$ 3,085.00
Attorney's Fee Rulings	2
Fees & costs awarded to complainants	\$85,085.72

2003 Summary of Administrative Hearing Actions

Hearings Held in 2003	16
Rulings for Respondents (no liability)	2
Liability Rulings for Complainants	6
Damages Awarded to Complainants	\$334,745.58
Fines Awarded to City	\$ 3,500.00
Attorney's Fee Rulings for Complainants	2
Fees & Costs Awarded to Complainants	\$10,671.89

Note: Data on number of hearings and number of rulings will not match, as some hearings are held in one year with rulings made in the subsequent year. In addition, some scheduled hearings do not go forward because the parties settle the case prior to the hearing.

2002 Summary of Liability Rulings After Administrative Hearings

Housing

Rogers & Slomba v. Diaz, CCHR No. 01-H-33/34
National Origin and Ancestry

In a default case, the Commission found that the Complainants had established a *prima facie* case of housing discrimination based on their Polish national origin and ancestry, and so were entitled to relief. Each Complainant was living in an apartment building when it was sold to Respondents, a Hispanic husband and wife. After the sale, one Respondent told Complainants as well as a Hispanic tenant that he planned to remove the Polish tenants from the building, thus establishing direct evidence of discriminatory intent. Respondents refused to make repairs requested by Complainants although they responded to repair requests of a Hispanic tenant. Respondents also threatened Complainants when they reported the lack of heat to City agencies, raised Complainant's rents, and in other respects created a hostile environment for Polish tenants. Each Complainant was awarded compensatory damages of \$1,500 and punitive damages of \$3,000, for a total of \$9,000 in damages. The City was awarded fines totaling \$1,085.

Employment

Claudio v. Chicago Baking Co., CCHR No. 99-E-76
Race

The Commission found that Complainant's employer discriminated against him based on his race, Hispanic, when it discharged him for leaving work before his replacement arrived, although similarly-situated Caucasian supervisors who violated work rules that were terminable offences (leaving work early and sleeping on the job) were not discharged. The Commission awarded \$41,466.32 in back pay, \$1,000 in emotional distress damages, and a fine to the City of \$500. Complainant was also awarded \$58,017.50 in attorney fees and \$2040.99 in costs.

Nuspl v. Marchetti, CCHR No. 98-E-207
Sexual Orientation

The Commission found Respondent, a restaurant co-owner, liable for discrimination based on sexual orientation when he subjected Complainant, a kitchen manager, to a hostile working environment. Respondent engaged in offensive verbal tirades about gay men which increased in intensity over a relatively short period of time, culminating in a direct attack against Complainant, in front of his staff, using expressions derogatory of him as a gay man. This caused Complainant to quit his job. The Commission awarded Complainant compensatory damages of \$2,500 and imposed a fine of \$1,000. Complainant was also awarded attorney's fees of \$3,837.50 and \$1,122.03 in costs (in 2003).

Public Accommodation

Schell v. United Center, CCHR No. 98-PA-30

Disability

The Commission found no liability for disability discrimination. Complainant, who uses crutches, was not allowed to keep his crutches with him in regular seating while attending a Bulls game at the United Center. The United Center responded that safety issues were presented by allowing crutches to be kept in regular seating areas. The United Center provided a seating area for individuals needing disability accommodations, where Complainant could have kept his crutches with him, but Complainant preferred to sit in the regular seating. The Commission ruled that there was no violation of the Human Rights Ordinance under these circumstances.

Trujillo v. Cuauhtemoc Restaurant, CCHR No. 01-PA-52

Race, National Origin, Color, and Ancestry

In a default case, the Commission found that Complainant had established a *prima facie* case of discrimination and so was entitled to relief. Complainant, who is black and Afro-Hispanic, was left unattended in the Respondent restaurant for approximately 45 minutes while customers of Mexican ancestry were immediately and politely assisted. The server and the restaurant owner were seen whispering to each other and looking in Complainant's direction. After Complainant complained, a server took his order from the center of the room rather than coming to his table, then served his food by pushing it across the table to him. The Commission awarded Complainant \$1,000 in compensatory damages and assessed a fine of \$500.

2003 Summary of Liability Rulings After Administrative Hearings

Housing

Brennan v. Zeeman, CCHR No. 00-H-5
Sexual Orientation

After issuing an Order of Default, the Commission found a landlord liable for sexual orientation discrimination against a gay tenant. The landlord harassed Complainant and his roommate by making derogatory comments such as calling them "faggot" and "queer." The landlord refused to renew the lease after doubling the rent, then rented the unit to a heterosexual tenant at a lower price. The Commission awarded total damages of \$13,134.77, including out-of-pocket reimbursements of \$2,134.77, emotional distress damages of \$5,000, and punitive damages of \$6,000. The Commission fined Respondent \$500 for the violation.

Hoskins v. Campbell, CCHR No. 01-H-101
Source of Income

After issuing an Order of Default, the Commission found a property owner liable for source of income discrimination for rejecting a potential tenant with a Section 8 voucher. When Complainant called the phone number in a newspaper advertisement for an available apartment at the property, a woman answered. Complainant told the woman she was responding to the advertisement and the woman asked how she would pay the rent. When Complainant explained she would use her Section 8 voucher, the woman said, "No, we don't take Section 8. We don't take Section 8. We only take working people. We want working people in the place." Then she slammed down the phone. The Commission awarded total damages of \$1,000, including out-of-pocket reimbursements of \$750 and emotional distress damages of \$250. The Commission fined Respondent \$500 for the violation and awarded attorney's fees of \$5,656.50 and costs of \$85.86.

Sellers v. Outland, CCHR No. 02-H-73
Sexual Harassment

After issuing an Order of Default, the Commission found a landlord liable for sexual harassment of a tenant. The landlord repeatedly demanded sexual favors from Complainant after she moved into her unit, offered to reduce her security deposit in return for sex, sexually assaulted her, and then, in retaliation for resisting his sexual advances, attempted to evict her and her children by issuing unfounded termination notices. The Commission awarded total damages of \$167,076, including out-of-pocket reimbursements of \$7,076, emotional distress damages of \$40,000, and punitive damages of \$120,000. The Commission fined Respondent \$500 for the violation.

Employment

Nuspl v. Marchetti, CCHR No. 98-E-207
Sexual Orientation

In 2002, the Commission found Respondent, a restaurant co-owner, liable for discrimination based on sexual orientation when he subjected Complainant, a kitchen manager, to a hostile working environment by engaging in offensive verbal tirades about gay men which increased in intensity over a relatively short period of time, culminating in a direct attack against Complainant in front of his staff, using expressions derogatory of him as a gay man. In 2002, the Commission awarded Complainant compensatory damages of \$2,500 and imposed a fine of \$1,000. In 2003, the Commission awarded attorney's fees of \$3,837.50 and \$1,122.03 in costs.

Salwierak v. MRI of Chicago, Inc. and Baranski, CCHR No. 99-E-107
Sexual Harassment

The Commission found that a female employee was subjected to sexual harassment in the form of a hostile work environment where, among other things, she was required to retrieve objects from the floor and plug in wires so that her supervisor could remark that she is "on her knees," was subjected to constant offensive remarks about her body and clothes, was repeatedly taunted concerning her sex life, and was touched by her supervisor inappropriately—all of which she made clear was unwelcome conduct. The Commission awarded total damages of \$90,000, including emotional distress damages of \$30,000 and punitive damages awards of \$30,000 against each of the two Respondents. The Commission also imposed a fine of \$500 against each Respondent for the violation. An attorney's fee petition is pending.

Brooks v. Hyde Park Realty, CCHR No. 02-E-116
Age

After issuing an Order of Default, the Commission found an employer liable for age discrimination where it discharged an office manager who was in her fifties after more than a year of employment and only two months after giving her a raise and added responsibility. The employer told her the reason was that business was slow after losing a major account. However, the employer knew of the business slowdown before giving Complainant the raise and added responsibility, yet had Complainant interviewing to hire additional personnel. The employer did not discharge two employees with similar duties who were substantially younger than Complainant, including one who was in her twenties and had only recently begun working for the employer after the loss of the major account was known. The Commission awarded total damages of \$51,230.46, including back pay of \$47,692, accumulated vacation pay of \$1538.46, and emotional distress damages of \$2,000. The Commission imposed a fine of \$500 for the violation. Attorney's fees are pending.

Richardson v. Chicago Area Council of Boy Scouts of America & Carter, CCHR No. 92-E-80
Sexual Orientation

Concluding a long-standing case, the Commission ruled that a gay man who was acting as an employment discrimination tester did not adequately complete his test of the Boy Scouts' hiring practices for "non-expressive" positions, and so dismissed his claim. The Commission had

previously ruled in favor of Complainant's claim of sexual orientation discrimination based on the Boy Scouts' explicit statement that it would not give a job to a gay man. However, based on the U.S. Supreme Court's decision in *Boy Scouts of America v. Dale*, 530 U.S. 640, 120 S.Ct. 2446, 147 L.Ed.2d 554 (2000), the Illinois Appellate Court held that, with regard to Complainant's interest in "expressive" positions as a role model or leader within Scouting, the City of Chicago's interest in eradicating employment discrimination would not justify an intrusion on the Boy Scouts' freedom of expressive association guaranteed by the First Amendment to the U.S. Constitution. The Supreme Court in *Dale* held that an expressive position is one in which the presence of a person affects in a significant way the group's ability to advocate its public or private viewpoints. The Boy Scouts' opposition to hiring homosexuals for professional Scouting positions was found by the Appellate Court to be protected under these First Amendment principles. Thus the only remaining issue for the Commission was whether Complainant had sought any "non-expressive" position (such as back-office work). The Commission found that he had not done so, because he had not responded to Respondents' request to submit details of his educational and employment history and so had not established standing to test Respondents' hiring practices as to non-expressive positions.

Bahena v. Adjustable Clamp Company, CCHR No. 99-E-111
Sexual Orientation

The Commission found no liability for sexual orientation discrimination where Complainant did not show that the stated reason for his discharge was a pretext for discrimination. The company stated that it discharged Complainant because he violated its anti-fighting policy by physically participating in a fight with a co-worker. The Commission found that company decision-makers were not aware of the co-worker's prior anti-gay comments to Complainant and so had no notice that an anti-gay motivation may have played a role in causing the fight. Nor was there credible evidence that any of the decision-makers were biased against Complainant based on his sexual orientation. Examples of non-gay workers who were not discharged after a fight did not present situations comparable to Complainant's.

Public Accommodation

Jordan v. National Railroad Passenger Corp. (Amtrak), CCHR No. 99-PA-34
Race

The Commission found Amtrak liable for race discrimination against an African-American man who was in the Amtrak waiting room in Union Station waiting to pick up his employer, who was arriving on a delayed train. Amtrak security officers, acting under security procedures designed to keep homeless people out of the waiting room, were approaching certain individuals and demanding that they provide legitimate reasons for being there. They stated that they approached Complainant because he appeared to be sleeping and looked like a drug dealer they had previously observed. When Complainant refused to explain his presence, the security officers directed him to leave the station or face arrest. Complainant refused to leave. As they were arresting Complainant, one of the security officers struck Complainant around the knee with a baton or "asp," causing injury. The Commission found that the officer's explanation for this use of force was not credible and did not state a legitimate non-discriminatory reason for using the baton. The Commission also found that Amtrak's security policy was being implemented in a racially discriminatory manner. The Commission awarded total damages of

\$12,304.35, including out-of-pocket reimbursements of \$304.35, emotional distress damages of \$10,000, and punitive damages of \$2,000. The Commission imposed a fine of \$500 for the violation and awarded attorney's fees; however, the parties settled the case subsequent to the liability ruling.

Hate Crime Assistance

The Commission assists victims of hate crimes — certain crimes motivated by a victim's race, color, sex, religion, national origin, age, ancestry, sexual orientation, and disability. CCHR staff members mobilize community support, make social service referrals, and accompany victims to court proceedings.

What Is a Hate Crime?

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

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

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

Analysis of Annual Hate Crime Data

In 2001, there was a sharp increase in reported hate crimes from previous years, ending a gradual decline that began three years prior. This was a direct result of the surge of hate crimes against Arabs and Muslims following the September 11 terrorists attacks on the World Trade Center. By contrast, in 2002 the number of reported hate crimes hit a record low 128 followed by 128 hate crimes again in 2003.

Even granting that 2002 was not the first year showing less than 200 reported hate crimes, 128 is a remarkably low number. The period 1992-2002 provides interesting data:

<u>Year</u>	<u># of Reported Hate Crimes</u>
1992	288
1993	219
1994	222
1995	219
1996	173
1997	212
1998	204
1999	202
2000	182
2001	215
2002	128
2003	128

It is clear from the data that beginning in 1998, the number of reported hate crimes was decreasing slowly year by year, dropping below 200 in 2000 for the first time in four years. In 2001, the numbers were on target to fall below 200 again, until September 11, where there were 50 hate crimes recorded during the month of September alone. By the beginning of 2002, however, the number of reported hate crimes had leveled out, and Chicago began another year with lower-than-normal monthly hate crime numbers in all but one area – sexual orientation. Remarkably, there were also only 128 hate crimes reported in 2003 which included a 31% reduction in hate crimes based on sexual orientation from 2002.

Typically the second most reported, behind race-based crimes, hate crimes based on sexual orientation remained at their normal levels through 2002. This is notable because in every other category, there were significant drops. As the table below clearly illustrates, hate crimes based on race usually outnumber sexual orientation crimes by a fairly wide margin.

<u>Year</u>	<u>Race</u>	<u>Sexual Orientation</u>
1997	138	37
1998	128	38
1999	119	39
2000	98	34
2001	63	44
2002	51	45
2003	55	31

From 1997-2000, sexual orientation hate crimes averaged around 37, with gradual increases yearly. The most dramatic increase occurred between 2000 and 2002, with a 32% increase. Conversely, between 1997 and 2000, racial hate crimes averaged around 120, with fairly significant decreases from year to year. From 2000 to 2003, there was a decrease of 44%. While race-based hate crimes continued to lead all categories, the gap between race- and sexual orientation hate crimes has greatly narrowed. Further analysis of the numbers over the past several years reveals that sexual orientation hate crimes, which typically occur primarily on the North Side, in communities such as Lake View, Uptown and Rogers Park, are occurring with increasing frequency in South Side communities like Englewood, South Chicago, Roseland and Auburn Gresham. At first glance, the numbers seem low – three sexual orientation hate crimes in Englewood, compared to six in Lake View. These figures merit scrutiny, however, because Lake View normally averages closer to ten such crimes, while Englewood typically has none. When a community previously free of *any* reported hate crimes begins showing numbers, at all, no matter how low, it demands our attention.

It also bears mentioning that over 80% of hate crimes based on sexual orientation result in physical harm or the threat of physical harm, while over 90% of hate crimes based on religion result in property damage.

The following statistics are numerical representations that do not reveal the entire picture, but can be used as tools to focus our efforts to end hate crimes.

**CHICAGO COMMISSION ON HUMAN RELATIONS
2002 HATE CRIME INVESTIGATION REPORT
(CUMULATIVE)
January 1 - December 31, 2002
(128 Cases)**

<u>Location</u>		<u>2001</u>
North Region	70 Cases	137 cases
South Region	58 Cases	78 cases
-----	-----	-----
Total	128 Cases	215 cases

<u>Basis</u>		
Racial	51 Cases	63 cases
Sexual Orientation	45 Cases	44 cases
Religious	14 Cases	31 cases
National Origin	17 Cases	76 cases
Gender	0 Cases	1 case
Disability	1 Case	0 cases
-----	-----	-----
Total	128 Cases	215 cases

<u>Charge</u>		
Simple Assault	20 Cases	
Simple Battery	29 Cases	
Criminal Property Damage	30 Cases	
Aggravated Assault	14 Cases	
Aggravated Battery	14 cases	
Telephone Threat	6 Cases	
Robbery	6 Cases	
Arson	4 Cases	
Bomb Threat	1 Case	
Intimidation	1 Case	
Arson Threat	1 Cases	
Criminal Trespass	1 Case	
Other	1 Case	
-----	-----	
Total	128 Cases	

Hate Crime Basis Triggers

Race

Of the 51 racial hate crimes reported the victim was or was perceived to be

- Black in 24 cases
 - 6 White offenders
 - 13 Unknown offenders
 - 3 Black offenders
 - 2 Latino offenders

- White in 21 cases
 - 7 Unknown offenders
 - 12 Black offenders
 - 2 White offenders
- Latino in 2 cases
 - 1 Unknown offender
 - 1 Latino offender
- - Institution in 3 cases
 - 3 Unknown offenders
- Asian in 1 case
 - 1 White offender

Religion

Of the 14 religious hate crimes reported, the victim was or was perceived to be

- Islamic in 3 cases
 - 1 Unknown offender
 - 2 White offenders
- Jewish in 7 cases
 - 5 Unknown offenders
 - 2 White offenders
- Institution in 4 cases
 - 4 Unknown offenders

Sexual Orientation

Of the 45 cases reported based on sexual orientation, the victim was or was perceived to be

- Gay or Lesbian in 44 cases
 - Female offender and male victim in 3 cases
 - Male offender and male victim in 22 cases
 - Unknown offender in 20 cases

National Origin

Of the 17 cases reported based on national origin, the victim was or was perceived to be

- Asian in 5 cases
- Latino in 3 cases
- American in 3 cases (Middle East Crisis)
- Institution in 3 cases
- Arab in 3 cases

Gender

No cases reported this period

Disability Based Hate Crimes Basis Trigger

Victim Ethnicity

- Latino in 1 case

Offender Ethnicity

- Latino in 1 case

Age of Offender in All Hate Crimes (128 Cases)

Offender's Age unknown in 61 cases

Offender's Age known in 67 cases

- 17-25 years in 28 cases
- 26-59 years in 21 cases
- Under age 16 in 16 cases
- 60 plus in 2 cases
- Mixed Age Group in 0 cases

Year to date dispositions

While an incident may initially be classified as a hate crime, subsequent investigations may alter this status. There are three possible dispositions that determine the final outcome of a hate crime investigation: 1) Bonafide cases show that facts and evidence support the charge a given hate crime was based upon; 2) Undetermined cases show there are insufficient facts to support the conclusion of a hate crime; and 3) Unfounded cases show the facts and evidence do not support the charge a crime was committed due to hate crime criteria. There are wide variations in the time it takes to dispose of cases; final dispositions are reflected in the hate crime report as they are resolved.

January 1 - December 31, 2002 Final Dispositions

Bonafide - 52 cases

Undetermined - 28 cases

Unfounded - 42 cases

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

29	North Lawndale	0	2	0	0	2	0	4	2
30	South Lawndale	0	1	0	0	0	0	1	5
31	Lower West Side	0	1	0	0	0	0	1	3
32	Loop	1	4	1	0	2	0	8	4
33	Near South Side	1	0	0	0	0	0	1	0
34	Armour Square	0	0	0	0	0	0	0	1
35	Douglas	0	0	0	0	1	0	1	2
36	Oakland	0	0	0	0	1	0	1	0
37	Fuller Park	0	0	0	0	0	0	0	0
38	Grand Boulevard	0	0	0	0	0	0	0	5
39	Kenwood	0	1	0	0	1	0	2	1
40	Washington Park	0	0	0	0	0	0	0	0
41	Hyde Park	0	1	1	0	0	0	2	2
42	Woodlawn	0	0	1	0	0	0	1	1
43	South Shore	1	0	0	0	0	0	1	1
44	Chatham	1	1	0	0	0	0	2	0
45	Avalon Park	0	0	0	0	0	0	0	0
46	South Chicago	1	0	0	0	2	0	3	0
47	Burnside	0	0	0	0	0	0	0	0
48	Calumet Heights	0	0	0	0	0	0	0	0
49	Roseland	0	1	0	0	2	0	3	0
50	Pullman	0	1	0	0	0	0	1	0
51	South Deering	1	0	0	0	0	0	1	2
52	East Side	0	0	0	0	0	0	0	0
53	West Pullman	0	0	0	0	0	0	0	1
54	Riverdale	0	0	0	0	0	0	0	0
55	Hegewisch	0	0	0	0	0	0	0	1
56	Garfield Ridge	0	1	0	0	0	0	1	3
57	Archer Heights	0	0	0	0	1	0	1	0
58	Brighton Park	1	0	0	0	0	0	1	0
59	McKinley Park	1	0	0	0	0	0	1	0
60	Bridgeport	0	2	0	0	1	0	3	3
61	New City	0	2	0	0	1	0	3	3

62	West Elston	0	0	0	0	0	0	0	1
63	Gage Park	0	0	0	0	0	0	0	1
64	Clearing	0	0	0	0	0	0	0	3
65	West Lawn	0	0	0	0	0	0	0	0
66	Chicago Lawn	0	1	0	0	0	0	1	3
67	West Englewood	0	0	0	0	1	0	1	1
68	Englewood	1	1	0	0	3	0	5	3
69	Greater Grand Crossing	0	0	0	0	1	0	1	2
70	Ashburn	1	1	0	0	0	0	2	11
71	Auburn Gresham	1	1	0	0	2	0	4	1
72	Beverly	0	3	0	0	1	0	4	2
73	Washington Heights	0	3	0	0	2	0	5	1
74	Mount Greenwood	0	3	0	0	0	0	3	4
75	Morgan Park	0	2	0	0	1	0	3	2
76	O'Hare	1	1	1	0	1	0	4	5
77	Edgewater	1	0	1	0	1	0	3	7
	TOTALS	17	51	14	0	45	1	128	190

**CHICAGO COMMISSION ON HUMAN RELATIONS
2003 HATE CRIME INVESTIGATION REPORT
(CUMULATIVE)
January 1 - December 31, 2003
(128 Cases)**

<u>Location</u>	<u>2003</u>	<u>2002</u>
North Region	65 Cases	70 cases
South Region	63 Cases	58 cases
-----	-----	-----
Total	128 Cases	128 cases

<u>Basis</u>		
Racial	55 Cases	51 cases
Sexual Orientation	31 Cases	45 cases
Religious	19 Cases	14 cases
National Origin	22 Cases	17 cases
Gender	0 Cases	0 cases
Disability	1 Case	1 case
-----	-----	-----
Total	128 Cases	128 cases

<u>Charge</u>	
Simple Assault	20 Cases
Simple Battery	24 Cases
Criminal Property Damage	39 Cases
Aggravated Assault	21 Cases
Aggravated Battery	13 Cases
Telephone Threat	4 Cases
Robbery	5 Cases
Arson	2 Cases
-----	-----
Total	128 Cases

Hate Crime Basis Triggers

Race - Of the 55 racial hate crimes reported the victim was or was perceived to be:

- Black in 27 cases
 - 17 White offenders
 - 8 Unknown offenders
 - 2 Latino offenders
- White in 17 cases
 - 5 Unknown offenders
 - 12 Black offenders
- Latino in 4 cases
 - 4 Unknown offenders
- Institution in 4 cases

- 3 Unknown offenders
- 1 Latino offender
- Asian in 3 cases
 - 2 unknown offenders
 - 1 Black offender

Religion - Of the 19 religious hate crimes reported, the victim was or was perceived to be:

- Islamic in 5 cases
 - 1 Unknown offender
 - 1 Black offender
 - 3 White offenders
- Jewish in 8 cases
 - 5 Unknown offenders
 - 3 White offenders
- Institution in 6 cases
 - 5 Unknown offenders
 - 1 White offender

Sexual Orientation - Of the 31 cases reported based on sexual orientation, the victim was or was perceived to be:

- Gay or Lesbian in 31 cases
 - Female offender and male victim in 1 case
 - Male offender and male victim in 23 cases
 - Male offender and female victim in 1 case
 - Unknown offender in 6 cases

National Origin - Of the 22 cases reported based on national origin, the victim was or was perceived to be:

- Latino in 10 cases
- Arab in 12 cases

Gender - No cases reported this period

Disability Based Hate Crimes Basis Trigger

- Victim Ethnicity
- Black in 1 case

Age of Offender in All Hate Crimes - 128 Cases

Offender's Age unknown in 55 cases

Offender's Age known in 73 cases

- Under age 16 in 8 cases
- 17-25 years in 22 cases
- 26-59 years in 41 cases
- 60 plus in 2 cases
- Mixed Age Group in 0 cases

Year to date dispositions

Incidents initially reported as bias-motivated crimes, may lack sufficient evidence to be classified as a hate crime by the Chicago Police Department's Civil Rights Unit. There are three possible dispositions that determine the final outcome of an investigation: 1) Bonafide cases show that facts and evidence support a hate crime classification; 2) Undetermined cases show there are insufficient facts to support a hate crime classification; and 3) Unfounded cases show that facts and evidence do not meet hate crime criteria. Final dispositions are reflected in the Commission's hate crime report as they are received.

January - December 2003 Final Dispositions

Bonafide - 41 cases

Undetermined - 25 cases

Unfounded - 29 cases

	Community Area	Natl. Origin	Race	Rel.	Gender	Sexual Orientation	Disability	2003 Total	2002 Total
1	Rogers Park	0	1	0	0	0	0	1	2
2	West Ridge	0	0	2	0	1	0	3	8
3	Uptown	0	0	1	0	2	0	3	6
4	Lincoln Square	0	0	0	0	0	0	0	1
5	North Center	0	0	0	0	0	0	0	0
6	Lake View	0	3	0	0	2	0	5	7
7	Lincoln Park	0	2	1	0	2	0	5	1
8	Near North Side	1	2	3	0	1	0	7	2
9	Edison Park	0	0	0	0	0	0	0	0
10	Norwood Park	0	0	0	0	0	0	0	1
11	Jefferson Park	0	0	0	0	0	0	0	0
12	Forest Glen	0	0	0	0	0	0	0	0
13	North Park	0	0	0	0	0	0	0	0
14	Albany Park	0	0	1	0	0	0	1	2
15	Portage Park	2	1	1	0	0	0	4	0
16	Irving Park	0	1	1	0	0	0	2	1
17	Dunning	0	0	1	0	0	0	1	0
18	Montclare	1	0	0	0	0	0	1	1
19	Belmont Cragin	0	0	0	0	1	0	1	3
20	Hermosa	0	0	0	0	0	0	0	0
21	Avondale	0	1	0	0	0	0	1	1
22	Logan Square	1	0	1	0	1	0	3	5
23	Humboldt Park	1	2	0	0	1	0	4	4
24	West Town	1	0	1	0	2	0	4	1
25	Austin	2	1	0	0	0	0	3	1
26	West Garfield Park	1	0	0	0	0	0	1	1
27	East Garfield Park	0	0	0	0	1	0	1	0

28	Near West Side	2	1	0	0	1	0	4	1
29	North Lawndale	0	1	0	0	1	0	2	4
30	South Lawndale	1	1	0	0	3	0	5	1
31	Lower West Side	0	1	0	0	0	0	1	1
32	Loop	1	1	1	0	0	0	3	8
33	Near South Side	0	1	0	0	0	0	1	1
34	Armour Square	0	0	0	0	0	0	0	0
35	Douglas	0	0	0	0	0	0	0	1
36	Oakland	0	0	0	0	0	0	0	1
37	Fuller Park	0	1	0	0	0	0	1	0
38	Grand Boulevard	0	0	0	0	1	0	1	0
39	Kenwood	0	0	0	0	0	0	0	2
40	Washington Park	0	1	0	0	0	0	1	0
41	Hyde Park	1	0	0	0	2	0	3	2
42	Woodlawn	0	0	0	0	0	0	0	1
43	South Shore	0	1	0	0	0	0	1	1
44	Chatham	1	0	1	0	1	0	3	2
45	Avalon Park	0	0	0	0	0	0	0	0
46	South Chicago	1	0	0	0	0	0	1	3
47	Burnside	0	0	0	0	0	0	0	0
48	Calumet Heights	1	0	0	0	0	0	1	0
49	Roseland	0	2	0	0	1	0	3	3
50	Pullman	1	0	0	0	1	0	2	1
51	South Deering	0	2	0	0	0	0	2	1
52	East Side	0	1	0	0	1	0	2	0
53	West Pullman	0	0	0	0	0	1	1	0
54	Riverdale	0	0	0	0	0	0	0	0
55	Hegewisch	2	2	1	0	1	0	6	0
56	Garfield Ridge	0	0	0	0	0	0	0	1

57	Archer Heights	0	0	0	0	0	0	0	1
58	Brighton Park	0	0	0	0	0	0	0	1
59	McKinley Park	0	0	0	0	0	0	0	1
60	Bridgeport	0	1	0	0	1	0	2	3
61	New City	1	2	0	0	0	0	3	3
62	West Elston	0	0	0	0	1	0	1	0
63	Gage Park	0	2	0	0	0	0	2	0
64	Clearing	0	1	0	0	0	0	1	0
65	West Lawn	0	2	0	0	0	0	2	0
66	Chicago Lawn	0	2	0	0	0	0	2	1
67	West Englewood	0	0	0	0	0	0	0	1
68	Englewood	0	0	0	0	2	0	2	5
69	Greater Grand Crossing	0	0	0	0	0	0	0	1
70	Ashburn	0	3	0	0	0	0	3	2
71	Auburn Gresham	0	0	0	0	0	0	0	4
72	Beverly	0	2	0	0	0	0	2	4
73	Washington Heights	0	0	0	0	0	0	0	5
74	Mount Greenwood	0	4	1	0	0	0	5	3
75	Morgan Park	0	4	0	0	0	0	4	3
76	O'Hare	0	0	0	0	0	0	0	4
77	Edgewater	0	2	2	0	0	0	4	3
	TOTALS	22	55	19	0	31	1	128	128

Community Tension Intervention

The Commission counters divisive attitudes in Chicago by working to reduce tensions before trouble occurs. A far-reaching support network of community volunteer task forces across the city works actively with Commission staff in identifying and resolving potential intergroup conflicts.

Tension Reduction

To prevent any incidents of violence, both to person and property, Commission staff mobilize quickly to diffuse intergroup tensions. Whether the tensions are precipitated by a hate crime or lesser bias motivated act, Commission staff partner with a range of allies to bring about resolutions. The Commission, Chicago Police Department Civil Rights Unit, Cook County State's Attorney's Office, Chicago Lawyers' Committee, CAPS and numerous community volunteers, provide a unique network of support to hate crime victims. Regional human relations councils, community organizations and varied city departments coalesce to bring conflicting parties to points where peaceable solutions can be negotiated. Here are just some examples of the Commission's efforts to reduce and prevent community tensions for the two years of 2002 and 2003.

- **Assistance and advocacy on behalf of hate crime victims**
Assisted 209 hate crime victims; made 240 court appearances; gave 36 referrals for civil and/or emotional remedy; enlisted 120 diverse volunteers to serve as court advocates; and, conducted 147 hate crime presentation to adult and youth audiences totaling 7,800 participants.
- **Defuse tensions rising from intergroup conflict**
diffused 68 tensions, several of which were potentially volatile situations such as: 1) between residents and a neighborhood store owner; 2) corner day laborers and residents; and, 3) social group and a community business.
- **Work with regional human relations task forces**
including the newly formed, International Human Relations Council on the Southwest side with members representing the diversity of the area, African Americans, Arab Americans, Latino, and White ethnics.

Education and Outreach Initiatives and Annual Programs

CCHR takes its educational and youth programs to schools (reaching students, teachers, administrators, and parents), religious institutions, youth agencies, and community groups. These programs include a variety of presentations, forums, and cross-cultural activities which can be customized to best meet the needs of the participants.

Educational Activities

- Conducted 358 anti-bias workshops with a total of 9,000 participants and 612 community meetings with a total of 12,500 attendees who learned more about the work of the Commission and how to build intergroup alliances.
- Worked with Chicago Public Schools, Department of Aging, YouthNets, Chicago Housing Authority, CAPS to expand their diversity/cross cultural understanding initiatives.
- Hosted the Tenth and Eleventh Annual Citywide 7th Grade Human Relations Student Essay Contest Awards sponsored by Shell Oil. Bob Wallace, host of *Chicago Works* emceed both programs. Twenty winning students, their teachers and principals were recognized each year. The top three winners for 2002 were: Jacqueline Chaudrhy from Beasley Academic Center; Lilia Espinoza from Whitney Young High School; and Bridgett McDermott from Norwood Park School. The 2003 top three winners were: Tamara Kozycky from Sacred Heart Schools, Julian Ortiz from Robert A. Black Magnet School and Maura Peters from the University of Chicago Lab School.
- Held the Third and Fourth Annual Youth Unity Walk sponsored by Pepsi, B-96 FM, the Cook County Sheriff's Office, Dominick's Finer Foods, The Field Museum, FOX Chicago, The Human Relations Foundation of Chicago, an affiliate of Jane Addams Hull House.

The 2002 Walk attracted nearly 1000 youth who skipped, walked and jogged along the Museum Campus. The energized participants enjoyed the rally supporting their presence and stance for zero tolerance of hate and violence. The rally was hosted by Candi, on air personality from B-96 FM Radio. Tamron Hall and David Navarro, co-anchors of "Fox Thing in the Morning" also attended. The rally included performances by Good Vibes Ensemble. Well over 1000 participants joined the Youth Walk in 2003. Radio Disney was on hand to energize the crowd and provide a number of giveaways.

ADVISORY COUNCILS

The Chicago Commission on Human Relations has eight Advisory Councils which represent a wide array of constituency groups across the city. Those councils are:

- African Affairs
- Arab Affairs
- Asian Affairs
- Immigrant and Refugee Affairs
- Latino Affairs
- Lesbian, Gay, Bisexual, and Transgender Issues
- Women

The councils serve as advisors to the Commission on issues of civil and human rights which impact their communities. They assist the Commission by helping develop educational and enforcement programs to eliminate discrimination, act as liaisons between city government and community organizations, and work in conjunction with the Commission and other councils to identify and address discriminatory practices.

The Advisory Councils are composed of twenty-one volunteer members appointed by the Mayor to three year terms. Council members are residents of the City of Chicago and represent the diversity within their various communities.

African Affairs

The Advisory Council on African Affairs represents Chicagoans who are of African, African American and West Indian descent. The Council works to ensure that all African descendants in Chicago have equal access to public services and are protected in the enjoyment of civil rights. The Council also seeks to promote mutual respect and understanding among all Chicagoans.

One of the Council's major undertakings since 2002 has been to establish a permanent annual acknowledgment of Jean Baptiste Pointe DuSable, Chicago's under-sung, modern day founder. In 2002, the Council in cooperation with The Friends of DuSable, a community-based organization, held a rally at Pioneer Court to encourage Chicagoans to begin an annual commemoration of DuSable. The Council also drafted an ordinance urging all Chicagoans to commemorate DuSable annually, which was introduced in City Council in November 2002 with the support of nineteen Chicago aldermen.

Other activities related to educating the public about DuSable included: a 2003 symposium entitled "Getting to Know DuSable", an essay contest with the Chicago Public Schools for fourth graders who wrote essays on "How to Celebrate the Birthday of Jean Baptiste Pointe DuSable", Chicago Public Library events such as dramatic presentations, discussion groups, essay contests, games and a song-writing contest. And finally, the Council assisted in the development of the DuSable Teacher's Curriculum for the Chicago Public and Catholic Schools and two dinner discussions between members of the Native American and African American communities as part of the "Chicago Dinners" series.

African American Male Health & Fitness Experience

The council also co-sponsored a number of other programs such as Chicago's First Annual African American Male Health & Fitness Experience in 2003, the Chicago Historical Society's 2003 observance of Martin Luther King's birthday, the continuation of the Council's bi-annual discussion on race, **Breaking Barriers and Building Bridges**, a Town Hall meeting for Chicago's Eritrean community after the shooting death of an Eritrean medical student, and assisted in mediating community tensions in Englewood between community residents and small Arab-owned businesses; and the continuing tension in Hyde Park between shop owners in Harpers Court and chess players who frequent the area.

Arab Affairs

One of the biggest challenges for the Advisory Council on Arab Affairs is to raise awareness and understanding of the Arab community throughout the city. To address this issue, the Council launched an educational campaign, in collaboration with the Chicago Public Schools Office of Language and Culture. Workshops were developed and conducted for CPS teachers on the following subjects: "Understanding our Arab and Muslim Neighbors," "The Religion of Islam," and "Arab Women and Islam."

Increased communication with the Chicago Police Department was also essential in developing a deeper understanding of the Arab community. The Council continued participation in the

“Breaking Down Barriers & Building Trust” program organized by the Department of Justice, in partnership with the Chicago Superintendent of Police. This program strengthened relations between the police and Chicago’s diverse communities. The Council worked to ensure appropriate participation of Arab leaders in the meetings and relayed the community’s concerns to the police.

The Council also worked to ensure that the community was informed of government policies that targeted its constituency. For example, the Arab Council worked quickly to translate the Immigration and Naturalization Service (INS) alerts about its Special Registration Procedures and Frequently Asked Questions into Arabic. The Council also organized mass community outreach and effectively distributed the information to community-based organizations, religious institutions, and businesses. It also organized workshops on this issue for the community.

The Council continues to work in partnership with the Council on Asian Affairs and the Council on African Affairs, and the Commission’s Intergroup Relations Unit to reduce tensions between business owners and residents in minority neighborhoods. Working in collaboration with other CCHR staff, the Council organized a business workshop with Alderman Emma Mitts, and helped Alderman Latasha Thomas reduce tensions and resolve a conflict in her ward between residents and a business owner.

For Arab Heritage Month, the Council published and distributed an Arab Heritage Month Calendar. The Council also helped organize the Mayor’s Arab Heritage Month Reception, which was attended by more than 350 people.

Asian Affairs

The Advisory Council on Asian Affairs works diligently to dispel stereotypes about Asian Americans, address discrimination issues, and educate Chicagoans about current issues that affect the community. In 2002, the Council developed a Speaker’s Bureau which consists of presenters representing the diverse Asian American community who serve as informational resources for City departments, community organizations, and other groups as requested. Several presentations regarding the “Asian American Experience” were conducted throughout the year with over a hundred total participants.

The Council sponsored and co-sponsored several events that educate the community about critical issues including a “Landlord Rights and Responsibilities Forum”, and “Remembering Vincent Chin-From Square One to Justice.” The Council also serves as an advocacy voice against hate crimes. It was also instrumental in informing community leaders about court hearings and trials for which community attention was important. Specifically, the Council worked to raise awareness about the trial of the State v. Mark Anthony Lewis. Lewis, who targeted women whom he perceived to be Asian, was found guilty of home invasion and nine counts of sexual assault.

The Council’s contribution to Asian Pacific American Heritage Month celebrations in May is extremely important to the community. The production of the City of Chicago Asian Pacific American Heritage Month Calendar of Events has been a community resource for almost a decade. The 2002 and 2003 Asian Heritage Month Calendars, which highlighted over one hundred activities and special exhibits, were generously funded by Allstate. Additionally, the

Council continues to support the Asian American Festival, a week-long celebration held at Daley Plaza showcasing Asian Cuisine, cultural celebrations and Asian American contributions. Receptions hosted by the Council and Mayor Daley to honor Asian American contributions were held with over 500 people in attendance each year.

Immigrant and Refugee Affairs

The Advisory Council on Immigrant and Refugee Affairs Council addresses the fundamental need for newcomers to be aware of their human rights and the vast array of citywide resources for immigrants. Through the Council's "Know Your Rights" Forums and Workshops, the Council has educated hundreds of immigrants about the Chicago Human Rights Ordinance, the Fair Housing Ordinance and pertinent immigration issues. In 2002, five forums throughout the city were conducted.

The Council also developed the "Chicago New Residents Resource Guidebook" which contains a listing of hundreds of resources to assist the new immigrant in the transition to life in the U.S. Through the generous funding of Baird & Warner, 10,000 copies of the Guide were printed and distributed to a wide variety of community organizations and governmental agencies that serve the immigrant and refugee community.

As a further tool for advocacy, the Council convened a Task Force of immigrant/refugee leaders, service providers and prominent individuals from the public and private sectors to develop a report on Immigrant Policy and Program Recommendations which was presented to the Commission and the City of Chicago.

In celebration of Immigrant and Refugee Week and United Nations Day, the Council planned and implemented several educational events. Among the highlights of the celebration each year is the Mayoral Reception, attended by more than 400 Chicagoans of diverse backgrounds including a host of Consul Generals. The 2002 program included the public debut of the "New Americans" film followed by a dialogue with the film's producers and characters.

Latino Affairs

The Advisory Council on Latino Affairs focuses on promoting the visibility of Latinos, establishing community empowerment, and advocating for Latino business opportunities.

In 2002 and 2003, the Council hosted the 9th and 10th Annual Latino Business Opportunities Conference. Both conferences enjoyed record breaking success with overflow crowds. Educational workshops were held in Spanish and English that presented information regarding resources for emerging businesses as well as mid- to large size companies. Through the Council's efforts to raise thousands of dollars each year, the conference continues to be a free event for current and future Hispanic entrepreneurs.

Through its director, ACLA has been at the forefront of what began as a community tension between residents/business owners and immigrant day laborers on the Northwest side of the city. In collaboration with the Immigrant and Refugee Council and the Intergroup Relations staff, ACLA helped workers successfully and peacefully transition from a location that put them at risk

of harassment to a new location at the Salvation Army. This location offered the laborers a safe haven from the elements, hot coffee in the morning hours and a secure place to wait for potential contract work. A proposal to develop a Day Labor Center in the Midwest was drafted.

The Council has also initiated a collaborative relationship with the Chicago Public Schools to discuss possibilities to incorporate messages of tolerance in the curriculum. A working group was established to continue the efforts. For its inaugural site, the Council began its work with Kelvyn Park High School. In 2003, the Council in conjunction with the National Conference on Community and Justice (NCCJ) developed a program on racial tolerance for the school's freshman orientation. The program proved successful and continues to be utilized for incoming classes.

In 2002 and 2003, the Council continued its annual recognition of Hispanic Heritage Month by hosting Mayor Daley's Hispanic Heritage Month Reception. This event continues to grow more popular each year, bringing out a wonderful mixture of grass-root business and civic leaders representing Chicago's diverse Hispanic community.

Lesbian, Gay, Bisexual, and Transgender Issues

The Advisory Council on Lesbian, Gay, Bisexual, and Transgender Issues (LGBT) is instrumental in bringing issues of the LGBT community into public consciousness. In 2002, the Council helped to facilitate the amendment of the Human Rights Ordinance to expand its coverage to include the protected class of "gender identity." The Chicago City Council adopted this amendment on November 6, 2002, which significantly increased the scope of the ordinance.

The Council also co-sponsored the release of the 2002 Report on Discrimination and Hate Crimes by *It's Time Illinois*, and the first collegiate Pride Fest of Chicago. The Pride Fest was a daylong event held at the Chicago Cultural Center, attended by over 500 participants. The program included a panel discussion on student activism and a national debate and was extensively covered by the mainstream media.

As an annual event, the Council sponsors the Gay and Lesbian Hall of Fame induction. In 2002, the Hall of Fame inducted eleven new members. Fifteen more were added in 2003. The Council and the Hall of Fame committee sponsored a successful ceremony on October 15 adding eleven diverse individuals and organizations to the Hall of Fame. As a statement of support to have "sexual orientation" added to the list of protected classes in the Illinois Human Rights Act, the Council sponsored a number of Hall of Fame displays throughout the year. This included a display of the 2001 inductees in the Illinois State Capitol Building in Springfield in April 2002, and a display of all inductees from 1990 through 2001 at the Gerber-Hart Library to celebrate Gay and Lesbian History Month.

The Council also works in collaboration with other City Departments to address LGBT issues. The Council continues to respond to community tensions by working closely with aldermen; participated in a Chicago Department of Public Health task force to address substance use and abuse in the LGBT communities; and work with the Mayor's Office of Special Events and the Chicago Park District to make the City-sponsored "Wedding on Ice" more inclusive of the LGBT communities.

Veterans Affairs

The Advisory Council on Veterans Affairs represents all Chicago veterans regardless of gender or ethnicity. Members have served in different branches of service during WWII, the Korean War, Viet Nam, Persian Gulf, and active reserve. As WWII veterans age, the Council finds it essential to promote the legacy and history of those who have served in the Armed Forces. The Council monitors legislation affecting veterans and addresses issues such as homelessness, quality and accessible healthcare, extended care facilities, affordable and safe housing, and financial resources to assist veterans of every ethnicity.

The Council has sponsored and co-sponsored more than thirty Veteran's events through 2002-2003. Among some of the events included were the Annual Memorial Day Parade, Annual Homeless Veterans Summer and Winter Standdown, and numerous ceremonial events that highlight the diversity of men and women who have served in the Armed Forces.

Council members have served as a voice of the Veteran community by providing testimonials at the Department of Veterans Affairs and Congressional town hall meetings that addressed the closing of the VA Lakeside Hospital. They continue to monitor legislation pertaining to veterans' affairs and respond by writing letters to legislators on behalf of Chicago's veterans.

Women

The Advisory Council on Women represents and empowers women and girls of all races, ages, and socio-economic and ethnic backgrounds, especially those whose voices may otherwise not be heard to work against discrimination and prejudice. The Council seeks to improve access and parity for all women through education, advocacy and partnerships.

The Advisory Council on Women focuses on issues such as child care, sexual harassment, safety from violence, access to health care, affordable housing, job and pay equality, and economic opportunity. The Council addresses these concerns by obtaining input from constituents. The Council develops innovative ways to raise public awareness about women's issues and creates methods to address these issues that will engage support and positively influence public, private, and nonprofit-sector policies.

During the period of 2002-2003, the Council's activities have included support for efforts to improve women's safety from violence, as well as women's access to employment opportunities and equal pay.

As a major part of its work, the Council is also committed to bringing attention to the severe impact on women and children of the shortage of affordable housing. It is focusing its efforts on the role of housing discrimination in limiting the ability of women and children to secure decent, safe, and affordable housing.

In 2002, the Chicago Department of Housing committed to partnering and assisting the Council with an advertising and public education campaign utilizing brochures, billboards, radio PSAs, and community meetings, to inform families with children, including single mothers of their fair housing rights. The campaign also sought to inform landlords that it is illegal to discriminate

against women and families with children. The Leadership Council for Metropolitan Open Communities was a participating agency in this project.

The Council's message to women is simple: "Know the law and know your rights. Know the reasons why a landlord cannot deny you rental housing in the City of Chicago."

SPECIAL COMMITTEE FOR THE HOMELESS

In 2002 after several discussions between Chairman Wood and providers of services for the homeless, the Commission organized a Special Committee for the Homeless. Although there are other organizations and agencies who provide services to the homeless and those working toward ending homelessness, Chairman Wood believed it was important to create a body within the Commission to examine and develop mechanisms to address prejudice and discrimination against people who are perceived to be homeless. With this goal in mind, the Committee was established. The Special Committee for the Homeless brings together leadership from a host of community organizations serving the homeless to identify problems and help develop solutions to the continued discrimination of this forgotten group.

In its brief history, the Committee has been actively participating in projects and initiatives in every phase of the Commission's work. In one of its first projects, the Committee joined forces with the Commission's Advisory Council on Lesbian, Gay, Bisexual, and Transgender Advisory Council to organize and put on an LGBT Youth Homeless Forum. The forum, the first of its kind in Chicago, brought together youth service providers to explore the issues faced by LGBT homeless youth and to develop strategies for servicing this overlooked population.

In a similar collaboration, the Committee helped the Advisory Council on Women organize a successful forum on fair housing at Truman College which looked at discrimination against women, focusing primarily on source of income discrimination. The forum brought out a number of women who spoke about being denied housing because of their participation in the Section 8 Program. The program also provided information on the Chicago Fair Housing Ordinance and how to file discrimination complaints with the Commission.

The Committee also worked with the Commission's Intergroup Relations Unit and the Prostitution Alternative Roundtable (PARTS) to resolve tensions in Wicker Park between community residents and women perceived to be engaged in prostitution, many of which are homeless. This effort resulted in the development of a community forum and positive meeting with CAPS.

In an effort to assist the homeless gain greater access to voting, the Committee met with the Chicago Board of Elections to discuss the problems faced by homeless voters and solutions to helping more people register and vote in the 2004 elections.

In addition to working on these programs, the Committee has also been instrumental in advocating for policy change, through the Commission on Human Relations on a number of ordinances, city policies, and Mayoral initiatives. Some of these have included:

- attaining the Commission's endorsement of an amendment to the City Zoning Ordinance that would abolish the necessity of special use permits for shelters and other forms of interim housing
- advocating to prevent the restoration of an "anti-begging" ordinance
- writing to the Mayor to encourage his support of the 10 Year Plan to End Homelessness

- helping to provide a Commission presence citywide on homeless issues with other bodies such as the Chicago Continuum of Care Board and the Partnership to End Homelessness.

SPECIAL EVENTS

One of the cornerstones of the Commission's work toward the attainment of its mission of eliminating prejudice, bigotry and discrimination is creating opportunities to bring people together regardless of racial, ethnic, religious or other differences. Sometimes, this may require programs designed to physically put as many different people in one space as possible such as receptions, forums, and Unity Walks. While other programs emphasize a shared mental exercise in which hundreds or even thousands of people to spend time examining their own prejudices and thinking about what they can do to improve human relations such as the 7th Grade Essay Contest and Unity Month. Through these programs, some large some small, the Commission strives to make Chicago a bias free city.

Human Relations Luncheon and Awards Program

Annually, the Commission kicks off the year with the Human Relations Luncheon and Awards Program³. At the January 23, 2002 Luncheon, hundreds of individuals representing civil rights groups, corporate leadership, government and grassroots organizations were present to see human relations awards presented to State's Attorney Richard Devine, Rene David Luna, the Coalition of African, Asian, European and Latino Immigrants of Illinois (CAELII), and Betsy Shuman-Moore who received the Commission's highest honor, the Thomas and Eleanor Wright Award.

7th Grade Essay Contest

In 2002 and 2003, the Commission hosted its 10th and 11th Annual 7th Grade Essay Contest Awards Presentation. Each year, more than two thousand students from public and private schools penned essays sharing their ideas for improving human relations in Chicago. As in previous years, the contest has continued to be generously sponsored by Shell Oil Company. Rand McNally, the contest's longest sponsor has continued to provide world atlases to the top twenty winners. The Commission was also fortunate enough to have Bob Wallace, host of *Chicago Works* as the Mater of Ceremonies for both the 2002 and 2003 programs.

Unity Month

Since 1992 the Commission, in partnership with the Human Relations Foundation, now an affiliate of Jane Addams Hull House Association, has produced celebrations of unity which began modestly as Unity Day, and has now expanded to become Unity Month. Celebrated annually in September, Unity Month is the Commission's initiative to bring Chicagoans across the city together for fun and interesting experiences **because** of our racial, religious, sexual orientation, ethnic and other differences, not in spite of them.

In 2002 and 2003, more than 100 activities were held throughout the Chicago Metropolitan area with this goal in mind. Programs were sponsored by the University of Illinois-Chicago, the Chicago Park District, the Chicago Department of Aviation, the Cook County State's Attorney's Office, the Chicago Public Schools, the Field Museum of Chicago, the Chicago Children's

³Due to funding difficulties the Annual Human Relations Luncheon and Awards Program was not held in 2003

Museum and a host of religious, community, and civic organizations. Some of the programs included unity luncheons, cultural performances, tours of ethnic neighborhoods, unity festivals, and worship services.

In what has become a Unity Month tradition, Mayor Daley kicked off the month with his personal message of unity at both the 2002 and 2003 Unity Month Receptions held at the University of Illinois-Chicago (UIC), a long time supporter of Unity Month. Dr. Sylvia Manning, Chancellor of UIC and Tom Walker, then Commissioner of the Chicago Department of Aviation were presented with awards of recognition at the 2002 reception for their long-standing support of Unity Month.

While the Commission sponsors many programs during Unity Month, some of the most notable events are those the agency cosponsors with its neighborhood volunteer groups. One such event is the Marquette Park Unity Festival. In what was once symbolized as a hotbed of racism since Martin Luther King Jr. was attacked by rocks and racial epithets when he marched there for open housing in 1966, Marquette Park is now the center of a diverse neighborhood of different races, religions, and cultures. What better place could there be for a Unity Month Festival, was the thinking of *International Human Relations Council*, a Commission Task Force of dedicated volunteers. This event brings together all facets of Chicago Lawn and other neighborhoods of the southwest side for fun and cultural sharing to promote and celebrate the diversity of the community. Another Unity Month staple is the Roseland/Pullman/Kensington Human Relations Council Breakfast. This annual event on the city's southeast side brings out religious, business, government and community leaders to break bread around the theme of unity while nurturing existing relationships and creating new ones.

Unity Month would not be complete without the Commission's most popular event, the Youth Unity Walk - *Chicago's Youth ...Taking Steps Toward Unity*. The Youth Unity Walk continues to grow in popularity as more and more youth begin to hear about this opportunity to come out and meet others while taking an active role against hate and discrimination. With more than one thousand participants in each of the last two years, the walk has been a great vehicle for promoting positive human relations. Recent sponsors of the event include Pepsi, B-96 FM, FOX Chicago, CAPS, the Department of Human Services YouthNets, the Cook County Sheriff's Office, Dominick's Finer Foods, the Field Museum, and the Human Relations Foundation of Chicago, and affiliate of Jane Addams Hull House. Personalities such as FOX Chicago's Tamron Hall and David Navarro, and Candi from B-96 FM provided motivation, energy, and encouragement to all of the young people who came out to take a stand against hate and bigotry.

Mayoral Heritage Month Receptions

Since 1996, the Commission on Human Relations has coordinated Mayoral Heritage Month Receptions celebrating the constituent communities of the Advisory Councils of the Commission: *African-American Heritage Month* (February), *Women's History Month* (March), *Asian Heritage Month* (May), *Gay and Lesbian Pride Month* (June), *Hispanic Heritage Month* (Mid September-Mid October), *Immigrant and Refugee Week* (October), *Arab Heritage Month* (November), and *Veterans Month* (November). These events not only celebrate the contributions and culture of the respective community, but they also create additional opportunities for the Commission to bring together people of different backgrounds to

experience and learn about others which helps to shatter myths and stereotypes that fuel prejudice and discrimination.

Public Affairs

The Chicago Gay and Lesbian Hall of Fame Induction Ceremony and portions of other CCHR special events were cablecast on Municipal TV Channel 23. Meanwhile, the Commission's longstanding "Truth in Action" program hosted by Clarence N. Wood, established itself as staple programming on the channel. Segments were cablecast on MUTV as a part of Mayor Daley's news magazine show, "Chicago Works." The following is a complete list of all programs aired in 2002. Between 2002 and 2003, nearly 50 different timely and important human relations topics were highlighted on the program. Below is a partial listing of some of these programs.

Listed in chronological order, the guests interviewed and subjects covered were:

Subject	Guest(s)
"Homeless in Chicago"	Rev. Randall Doubet-King , Chairman Committee on Homelessness Organization of the Northeast
"2002 Human Relations Awardee Profiles"	Richard s. Hirschhaut , Director Anti-Defamation League (ADL) Aurie Pennick , former President and CEO Leadership Council for Metropolitan Open Communities Public Allies Chicago represented by Bethann Hester, Executive Director/Chicago The Center on Wrongful Convictions represented by Rob Warden, Executive Director Northwestern University School of Law
"Homeless in Chicago, Part 2"	Captain Ruth Wilkerson , Director Salvation Army Uptown Shelter
"Emancipation Proclamation" display and "American Originals" exhibit	Joseph Shacter , President Peggy Notebaert Nature Museum & Stacey Bredhoff , Curator The National Archives
"The Chinese American Service League"	Bernarda Wong , Executive Director
"The American Indian Center"	Joseph Podlasek , Executive and Technical Director
"The American Presidency" exhibit	Lonnie G. Bunch , President Chicago Historical Society
"Fair Contracts"	David E. Malone , Chief Procurement Officer City of Chicago Department of Procurement Services
"The Chicago Project for Violence Prevention:	Dr. Gary Slutkin , Executive Director
"The YWCA and Anti-Racism"	Judith B. Diamond , CEO YWCA of Metropolitan Chicago & Alicia McCray , Co-Chair Anti-Racism Committee
"The Harvard Report and Residential Segregation"	Aurie Pennick , former President and CEO Leadership Council for Metropolitan Open Communities
"Arab and Muslim Civil Rights Issues in the Chicago Area: Post-September 11"	David Mussatt , Senior Research Analyst U.S. Commission on Civil Rights
"10 th Anniversary: Citywide 7 th Grade Human Relations Student Essay Contest	Jacqueline Chaudhry , 1 st Place Winning Student, Susan Zei-Jones , Teacher & Dr. Philistine Tweedle , Principal Beasley Academic Center

Subject	Guest(s)
"Remembering Jean Baptiste Pointe Du Sable"	Olivia Mahoney , Director of Historical Documentation Chicago Historical Society & Arnold Romeo , Director/Community Liaison CCHR Advisory Council on African Affairs
"PFLAG National: Parents, Families, and Friends of Lesbians and Gays"	David Tseng , Executive Director
"UIC Unity Month"	Vincent Price University of Illinois at Chicago (UIC) Office of Community Relations & Rodrigo Carraminana , Director UIC Rafael Cintron Ortiz Cultural Center
"CTA: Moving Neighbors"	Frank Kruesi , President Chicago Transit Authority
"Leadership Greater Chicago"	David DeCoursey , Executive Director
"Office of Professional Standards"	Lori E. Lightfoot , Chief Administrator
"Race, Place, and Opportunity"	Professor Gary Orfield , Co-Director The Civil Rights Project at Harvard University
"2002 Report on Illinois Poverty"	Rev. Dr. Sid L. Mohn , CEO Heartland Alliance
"Greater Chicago Food Depository"	Michael P. Mulqueen , Executive Director
"Closing the Gap Between Race and Business"	Carolyn D. Nordstrom , President Chicago United

Chicago Commission on Human Relations Roster

Board of Commissioners, Staff, Hearing Officers/Conciliators, Councils, and Special Committee for the Homeless members, as of December 31, 2002-2003:

Board of Commissioners	
Clarence N. Wood, Chair	Rev. Dr. Sid Mohn
Dr. Marwan Amarín	Dr. Farouk Mustafa
Miriam Pickus	Dr. Nuru-Deen Olowopopo
Dr. HyoByun	Julia E. Perkins
Mischelle Causey-Drake	Laura Rissover
Roy Dolgos	Lucy Robles-Aquino
Randall Doubet-King	Yvette Santana
Dr. Wynetta Frazier	Rabbi Herman Schaalman
Birdy Haggerty-Francis	Rouhy Shalabi
Julian E. Kulas	Jose A. Velgara
Benjamin E. Lumicao	Bernarda Wong

Staff	
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Hayelom Ayele	Norma Jackson
Sara Joan Bales	Edward Johnson
Sandra Brown	Françoise Johnson
Sharon Buchanan	Wessie Johnson
Nellie Buitron	Peter Kostakis
Kacy Burwell	Darnell Macklin
Susan Cappello	Lourdes Martinez
Aracelis Castaneda	Sahar Mawlawi
Cynthia Cato	Pablo Medina
Angela Crawford	Clarence Moore
Rochelle Crump	Lucille Morgan-Williams
Maxwell DeZutter	Harriett Motley
Naisy Dolar	JoAnn Newsome
Nance Dulaj	Peter Oakley
Kimberly Edwards	Jeanne Quinn
Adrienne Epstein	Albert Robinson
Jeannette Feliciano-Jones	Mary Robinson
Jacqueline Gray	Arnold Romeo
William Greaves	Steve Salvato
Refugio Gonzales	Dola Sowande
Kenneth Gunn	Doris Whitaker
Sherri Hicks	Daryl Woods

Hearing Officers/Conciliators	
Michael G. Berland	Steven Greenberger
Violet Clark	Lisa Salkovitz Kohn
Fay Clayton	Martin H. Malin
Lawrence Cohen	Steven Saltzman
Robert R. Cohen	Jeffrey L. Taren
Jeffrey I. Cummings	Kathleen C. Yannias
Raymond N. Davis	David Youngerman
Martin J. Dubowsky	

Advisory Council on African Affairs	
Patience Adigbil	Dr. Jean Oden
Angesom Atsbaha	Dr. Nuru-Deen Olowopopo
Lerone Bennett III	Karyn P. Osinowo
Raymond F. Gunn	Ulwyn Pierre
Laurence P. Huntley	Haroon Rashid
Andrea M. Manuel	Michael Towns
Kokouvi B. Mensanh	Ernest Tucker
Gregory Nimpson	Yittayih Zelalem

Advisory Council on Arab Affairs	
Dr. Marwan Amarin	Mazen Istanbouli
Saida Moussadaq Callahan	Michael I. Maitar
Khaled J. Elkhatib	Nour S. Michael
Gabriel F. Fakhouri	Nidal Rabic'
Fadwa Hasan	Dr. Owais Succari
Ahmad "Andy" Hassan	

Advisory Council on Asian Affairs	
Suey-Lee Chang	Benjamin E. Lumicao
Suzanne Chung	Rohit K. Maniar
Unbo (Bob) Chung	Dr. Evelyn Natividad
Sandya Dandamudi	Lisa Sakai
Myrna Garcia	Charda J. Thapa
Se Bong Kang	Chaffee Tran
Ramzan Ali Kapadia	Lisa T. Yee
Helen C. Lee	David Yoon
Nhi T. Lieu	William Yu
Dr. Hong Liu	

Advisory Council on Lesbian, Gay, Bisexual, and Transgender Issues	
Robert Paul Castillo	Gerardo Montemayor
Gary Chichester	John Pennycuff
Oswaldo Del Valle	Laura Rissover
James B. Harvey	Catherine J. Sikora
William B. Kelley	John R. Spitzig
Damon K. Marquis	

Advisory Council on Immigrant and Refugee Affairs	
Hussein M. Affey	Elena Kezelis
Dale Asis	Ben H. Kim
Alma Begičević	Dr. Bassam Matar
Mark Dobrzycki	Dr. Saras Ramanathan
Carla R. Dunham	Befekadu T. Retta
Sonia R. Gaete	Armend Sahatqija
Maricela Garcia	Fred T. Tsao
Sapna Gupta	
Advisory Council on Latino Affairs	
Leroy Allala	Diana Palomar
Catarino Diaz	Eleazar "Al" H. Perez
Elizabeth Garcia	Julian Posada
Tony Lopez	Rosalba Priego
Susana Gonzalez	Eliseo Reynoso, Jr.
Francisco Menchaca	Jesse H. Ruiz
Stewart A. Munoz	Yvette R. Santana
Advisory Council on Veteran Affairs	
Ronald J. Baltierra	Rick Murray
John Barry, Sr.	Eric Myers
Joe Bazil	Larry Palmer
Philip Chan	Fred Randazzo
James Darby	Lizette Rhone
Roy Dolgos	Carlos Saladino
William Luna	Theodore Saunders
Lucy Martinez-Schallmoser	Joann Williams
Roger McGill	Bobby O. Wright
Samuel Miller, Jr.	
Advisory Council on Women	
Neeraja K. Aravamudan	Anne C. Roberts
Kendra J. Jackson	Elsa T. Saeta
Julia Perkins	Barbara Thornton
Kathy R. Posner	Silvia Villa

Special Committee on the Homeless	
Kathy Ahler	Mimi Harris
Rev. Thomas Behrens	Rene Heybach
Patricia Crowley	John Hobbs
Derrick Davis	Rev. Randall Doubet-King
Diane Doherty	Allison Nanni
Joyce Grangent	Heidi Nelson