

CITY OF CHICAGO COMMISSION ON HUMAN RELATIONS BIENNIAL REPORT 1993-1994



City of Chicago
Richard M. Daley, Mayor

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



City of Chicago Commission on Human Relations

Biennial Report 1993-1994

Richard M. Daley, Mayor
City of Chicago

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

City of Chicago
Commission on Human Relations
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Greetings:

As Mayor and on behalf of the City of Chicago, I am pleased to contribute to the 1993-1994 Biennial Report of the Commission on Human Relations.

I want to congratulate the Commission on Human Relations for its many efforts 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 diverse communities and the city at large to open dialogue and build relationships.

Discrimination has no place in Chicago and we must recognize Chicago's diversity as one of its greatest strengths. As the Commission on Human Relations closes out five years 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,
Richard M Daley
Richard M. Daley, Mayor



CHAIRMAN'S MESSAGE

As Chair/Commissioner of the Chicago Commission on Human Relations (CCHR), I am pleased to share the agency's 1993-1994 report. The opportunity to issue periodic reports, as required by City ordinance, is a valuable process. Telling the story of what we do sets benchmarks in the history of the Commission against which we can measure our progress.

Between 1993 and 1994, Chicago was refreshingly free of the kinds of public outbursts and disturbances seen in other cities. However, even the most cursory examination of cases of discrimination and incidents of hate crime detailed in this report will dispel the illusion that polarization based on race and other factors did not still abundantly exist.

Still, I trust that a common vision can bring us closer to a bias-free Chicago. And I would like to think that the Commission has made headway in building such a vision.

In that respect, every person living here has the power to make the city a friendlier environment than it now is, and hospitable to unity. I am proud to share with you some of our work over the past two years in the hope that you too will support the cause of better human relations.

Sincerely,

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





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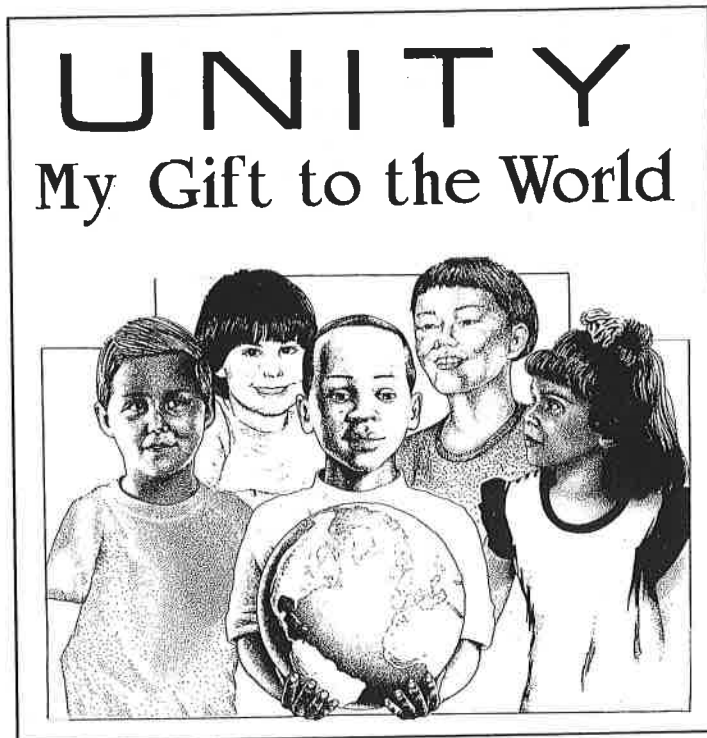
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City of Chicago Commission on Human Relations
Board of Commissioners, Advisory Councils & Task Forces
 (all lists are as of 9/25/95)

Board of Commissioners

Miriam Apter
 Stanley Balzekas
 Dr. Hyo H. Byun
 Rochelle Crump
 Clara Day
 Phyllis Doering
 Dr. Wynetta Frazier
 Demetri Konstantelos
 Julian E. Kulas, Esq.
 Rev. Dr. Sid Mohn
 Yvonne Murry-Ramos
 Mary Morten
 Gerard Pitchford
 Karl Rubesh, Esq.
 Rabbi Herman Schaalman
 Rouhy J. Shalabi, Esq.
 Dr. Owais Succari
 Shelton Watson
 Henry P. Wilson
 Clarence N. Wood
 Chair/Commissioner



Advisory Council on African Affairs

Patience Adigbli
 Funmi Apantaku
 Angesom Atsbaha
 Veronica Bedu-Addo
 Birdy Haggerty-Francis
 Dr. Joan Hill
 Francis Yvonne Jackson
 Herman Johnson
 Frank McKeever
 Otis Monroe, III
 Gwendolyn Moreland
 Gregory Nimpson
 Dr. Nuru-Deen Olowopopo
 Gerard Pitchford, Chair
 Brendaline Roker
 Eric Rodrigue
 Ernest Tucker
 Wanda Wells
 Yittayih Zelalem

Advisory Council on Arab Affairs

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 Taiseer Al-Rashdan
 Hosam Bader
 Fadwa Hasan
 Dalal Jarad
 Mona Khalidi
 George Malek
 Nour S. Michael
 Akram Mufarreh
 Farouk Mustafa
 Camille Odeh

Khaldoun Ramadan
 Saed Rihani
 Mazen Safar
 Dr. Mohammad Saleh
 Faisal Salman
 Adib Abu Sharif
 Dr. Owais Succari, Chair

Advisory Council on Asian Affairs

Maria Acierto
 Ranjana Bhargava
 Carmelita Carriaga
 David Chang
 Rashid Chaudary
 Dr. Robert Hsu
 Jay Jung-II Kim
 Dr. Suk Lee
 Sammy Luk
 Tam V. Nguyen
 Niranjah Shah
 Kie-Young Shim
 Bernarda Shui-Hung Wong
 Iam Thamasucharit
 Dalisay Villalon
 Thomas Wong
 William Yoshino





Advisory Council on Gay & Lesbian Issues

Manuel de Alba Perez
Jan E. Berger
Mark Cappello
Fabiana Cardozo
Gary Chichester
Rev. Ralph B. Conrad
William Greaves
Nicole Hall
William B. Kelley
Scott Mendel
Ellen O'Donnell
Lisa Pickens
Therese M. Quinn
Laura Rissover
Nettie Sabin
Shelton Watson, Chair

Advisory Council on Immigrant & Refugee Affairs

Maria Alma Alvarado
Hasim Cosovic
Branislav Dedic
Mark Dobrzycki
Elena Kezelis
Tokumbo McCarthy
Margaret McCormick
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Anna Mustafa
Nora E. Villareal-Olivares
Daria Prokip-Kukuruza
Nicolae Rascov
Pamela Seubert
Issac Toma
Dr. Ho L. Tran
Rev. Groun D. Tzonkov
Sava Vojcanin

Advisory Council on Latino Affairs

Nadine Arroyo
Phil Ayala
Grace Cervantes
Jose Chapa
Olga Delgado
Catarino Diaz
Armando Gomez, Sr.
Alphonse Gonzalez
Victor Gonzalez
Leticia Herrera
Jose A. Lopez
John Martinez
Susana Martinez
Juan Mendez
Elena Berezaluze-Mulcahy
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Marina Rey
Lucy Robles-Aquino
Antoinette Sanchez
Jose Velgara
Guillermina Ybarra

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Howard Blackmon, Jr.
Mary Louise Castro
Albert Chesser
Rochelle Crump, Chair
James Darby
Roy Dolgos
Lt. Col. Frank Johnson
Curtis Jones
Lane Knox
Joe Kostyk
Charles D. Lee
Bill Luna
Arthur Morimitsu
Larry Palmer
Sam Parks
Fred Randazzo
Theodore Saunders
David Sullivan

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Ida Bialik
Rosetta Daylie
Barbara Engel
Francine Gill
Vonda Gluck
Hazel King
Nancy Lanoue
Juju Lien
Bernice Miller
Mary Morten, Chair
Judith Phillips
Laura Raimondi
Rachel B. Sasson
Norma Seledon-Tellez
Walidah Sherman
Linda Stanford
Muriel Tuteur
Anita Villarreal
Robin Wright

Region One Task Force

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Michael Altman
Daksha Amin
Alderman William Banks (36)
Commander Bergamin,
16th Police District
Richard Blount
Commander Boggs,
19th Police District
Rev. James Boldman
Sister Marge Boyle
Phyllis Bracey
Commander Byrne,
24th Police District
Officer Steve Cohen,
24th Police District
Alderman Vilma Colom (35)
Commander Curtin,
25th Police District
Commander DeLopez,
23rd Police District
Commander Divito,
18th Police District
Bridget Gainer
Marlyn Grossman
Melissa Hubbard

Dr. Tausk Issa
Officer Henry Jakob,
24th Police District
Monica Kuczamer
Scholastica Lee
Rabbi Phillip Lefkowitz
Sandra Litt
Mary Malloy
Commander Martorano,
20th Police District
Michael D. McAlpin
Alderman Richard Mell (33)
Rabbi Meyer
Alderman Joseph Moore (49)
Marilyn Morales
Thomas Morren
Alderman Patrick O'Connor (40)
Alderman Billy Ocasio (26)
Margaret Palmer
Karen Popowski
Steven Pulliam
Alderman Eugene Schuler (47)
Alderman Helen Shiller (45)
Alderman Mary Ann Smith (48)
Sarah Staggs
Alderman Bernard Stone (50)
Alderman Ray Suarez (31)
Marcella Tardy
Commander Utz,
17th Police District
Commander Velez,
14th Police District
Renee Velgara
Agnes Viewalewics
Danuta Wisuiewska

Region Two Task Force

Ellen Cannon
Regina Cook Clanton
Jose Crespo
Orlando De Jesus
Carlos Flores
Victor Flores
Lafayette Ford
Carlos Heredia
Robbie Jacgyette
Jou Jimenez
Mary Johnson Volpe
Hector Luis Diaz
Nelly Miranda
Daniel Ramos
Migdalia Ramos
Arfonso Ribot
Manuel Rivera
Ray Rivers
Ben Rosado
Jose Sanchez
Tony Santa
Fr. Martin Shaw
Gabriele Strohchen
Wayne Thomas
Eddie Tosado
Renee Velgara

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Leesa Albert
Walter Clavor
Mary Lou Cragg
Joe Damal
Linda Edmiston
Marie Ellis
Denise Ferguson
Rev. Judy Giese
Rev. Walter Harper
Yusuf Hasan
Gale Holmlund
Willie Iverson
Carol Jones
Mark Karner
Clara Kirk
Jeremy Lahoud
Rev. Claude Lewis
Roosevelt Lowe
Mary Ceil McManus
Paul Mitchell
Camille Odeh
Rev. Richard Ramirez
Rev. Jim Reed
Kenna Weidner

Region Four Task Force

Angelina Accoh
Marcellin Accoh
Yolanda Adams
Miriam Apter
Clement Balanoff
Jimmy Barney
Commander Barton,
9th Police District
Betty Basora
Commander Batts,
6th Police District
Donald Bell
Mary Bordelon
Commander Briggs,
5th Police District
Robin Brown
Beverly Bryant
Alderman John Buchanan (10)
Cecilia Butler
Treva Campbell
Ray Carey
Robert Castillo
Myung Chang
A. Brandon Chappell
Inchul Choi
Commander Clark,
21st Police District
Commander Coffey,
4th Police District
Alderman Shirley Coleman (16)
Isabelle Conda
Fr. Pedro Corbellini
Izora Davis
Alderman Lorraine Dixon (8)
Audrey Drew
Rev. A.I. Dumlap
Mr. Engelwood
Marilyn Epps
Veronica Fickling
Victor Frohlich
Rabbi Funnye
Maria Gonzalez
Mary M. Goosby
Vernita Gray
Karen Gunn
Melanie Hamblin

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Commander Holton,
3rd Police District
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Michael Jenkins
Bomani Johnson
Chrystele Johnson
Phillip Joseph
Toni Kim
James Klekowski
Sylvia Lacey
Gwendolyn LaRouche
Karen Long
Benjamin Lowe
Kay Mackey
Sarai Mackey
Dennis Martinez
John Martinez
Lula Mays
Anita Merchant
Kathy Meyers
Patricia Mickey
Otis Monroe
Kim Murray
Jose Navarro
Shirley Newsome
Donald Norwood
Sgt. Olievera,
9th Police District
Mary Olson
Ernestine Peters
Lisa Pickens
Joel Polk
Alderman Toni Preckwinkle (40)
Commander Richardson,
2nd Police District
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Peter Skosey
Charles Spicer
Alderman John Steele (6)
Gloria Stratton
Alderman Allan Streeter (17)
Myra Sumrall
Bruce Sutchar
Gwendolyn Talley
Alderman Dorothy Tillman (3)
Greta Travis
Alderman Arenda Troutman (20)
Perry Valentine
Sterling Washington, Jr.
Commander Watson,
7th Police District
Joanna Watson
Shelton Watson
Mr. & Mrs. Wilson
Brenda S. Woods




"Sample" monthly calendars reveal a cross-section of CCHR activities—from administrative hearings and task force meetings to special events and sessions of the advisory councils.

Calendar of Events JANUARY 1993

- 4** ADVISORY COUNCIL ON LATINO AFFAIRS. Council Meeting. 6:00 p.m., City Hall, Room 201
- 6** ADVISORY COUNCIL ON AFRICAN AFFAIRS. African Heritage Month Organizing Committee. 6:00–8:00 p.m., 510 N. Peshtigo Ct., Conf. Room B.
- ADVISORY COUNCIL ON AFRICAN AFFAIRS. Somalia Relief Committee. 6:00 p.m., Ethiopian Community Association of Chicago, 4750 N. Sheridan Rd. Suite 249.
 - ADVISORY COUNCIL ON ARAB AFFAIRS. Community Meeting. 7:00 p.m., Palestine Community Center, 2938 W. 63rd St.
 - ADVISORY COUNCIL ON ARAB AFFAIRS. Community Meeting. Palestine Community Center 7:00–9:00 p.m., West Lawn Public Library, 4020 W. 63rd Street.
- 13** ADMINISTRATIVE HEARING. Bouessa v. First American/Hilstead. Housing/Marital Status, Religion & Sex Orientation. 9:30 a.m., 510 N. Peshtigo Ct. 6th floor.
- REGION I TASK FORCE. Task Force Meeting. 6:30 p.m., 3010 N. Laverne.
 - ADVISORY COUNCIL ON AFRICAN AFFAIRS. African Heritage Month Organizing Committee. 6:00–8:00 p.m., 510 N. Peshtigo Ct., Conf. Room B.
 - ADVISORY COUNCIL ON AFRICAN AFFAIRS. Council Meeting. 6:00 p.m., 510 N. Peshtigo Ct., Conf. Rm. B.
- 19** REGION II TASK FORCE. Humboldt Park Task Force. 6:30 p.m., 1400 N. Sacramento.
- REGION II TASK FORCE. CBA Human Relations Alliance, 9:30 a.m., Central Assembly of God Church, 816 W. 31st St.
 - ADVISORY COUNCIL ON WOMEN. Violence Against Women Committee. 9:30 a.m., City Hall RM 201–A
- 20** ADVISORY COUNCIL ON GAY & LESBIAN ISSUES. Council Meeting. 6:15 p.m., City Hall Rm 201–A.
- ADVISORY COUNCIL ON WOMEN. Health Committee. 12 noon, 510 N. Peshtigo Ct., Conf. Room B.
- 21** ADVISORY COUNCIL ON WOMEN. Community Relations Committee. 12 noon, Harold Washington College, Press Conf. Room.
- REGION II TASK FORCE. Lawndale Coalition. 10:30 a.m., Mount Sinai Hospital, 1500 S. California.
 - EDUCATION AND INTERGROUP RELATIONS. Community Workshop, "Combatting Racism," 6:30 p.m., 1:00 p.m., Ida Crown Jewish Academy, 2828 W. Pratt.
- 22** ADVISORY COUNCIL ON AFRICAN AFFAIRS. African Heritage Month Organizing Committee. 6:00 p.m., 510 N. Peshtigo Ct., Conf. Room B.
- 26** ADMINISTRATIVE HEARING. Farrell v. Welded Tube. Employment/Retaliation, Sex & Disability 9:30 a.m. 510 N. Peshtigo Ct., 6th Floor
- 27** CHICAGO COMMISSION ON HUMAN RELATIONS 48TH ANNUAL AWARDS LUNCHEON. 11:00 a.m. reception, 12 noon Luncheon, Chicago Hilton Hotel, Grand Ballroom, \$30.00 per person. Call 744–4111 for ticket information.
- BOARD OF COMMISSIONERS. Board Meeting. 11 a.m., Chicago Hilton Hotel, 720 S. Michigan.
- 28** REGION III TASK FORCE. Hate Crimes Network Meeting. 2:00 p.m., Lutheran Church of the Cross, 6545 S. Springfield. 744–1103 for more information.
- ADVISORY COUNCIL ON ARAB AFFAIRS. Council Meeting. 6:30 p.m. 510 N. Peshtigo Ct., Conf. Room B.
 - ADMINISTRATIVE HEARING. Coleman v. Much Housing/Parental Status 9:30 a.m., 510 N. Peshtigo Ct., 6th Floor.

Calendar of Events AUGUST 1994

- 1** REGION IV TASK FORCE. Canaryville/Fuller Park Communities Coming Together to Help Each Other Meeting. 6:30 p.m. Fuller Park Field House, 4500 S. Princeton, Auditorium.
- REGION I TASK FORCE. Task Force Meeting. 6:30 p.m. 4455 N. Lincoln.
- 2** REGION I TASK FORCE. Jewish Palestine Dialogue. 9:00 a.m. 3525 W. Peterson.
- 3** REGION IV TASK FORCE. Asian/Community Relations Committee. 6:30p.m. Monroe Foundation, 2836 W. 63rd St., Community Committee Project Office.
- 4** REGION IV TASK FORCE. Cultural Workshop: A Day in the Life of a French Child. 9:30 a.m. Congregational Church of Park Manor, 7000 S. King Dr.
- 4** REGION IV TASK FORCE. Kensington Area Committee Meeting. 6:30 p.m. St. Anthony Rectory, 11538 S. Prairie.
- ADMINISTRATIVE HEARING. Janicke v. Badrov. Housing/Race Discrimination. 9:30 a.m. 510 N. Peshtigo Ct., Conf. Room B.
- 5** ADMINISTRATIVE HEARING. Janicke v. Badrov. Housing/Race Discrimination. 9:30 a.m. 510 N. Peshtigo Ct., Conf. Room B.
- 6** REGION I TASK FORCE. Rogers Park Community Party. 3:00 p.m. Touhy & Oakley.
- 8** ADMINISTRATIVE HEARING. Horn v. Burger King. Public Accommodation/Disability Discrimination. 9:30 a.m. 510 N. Peshtigo Ct., Conf. Room B.
- 8** ADVISORY COUNCIL ON GAY & LESBIAN ISSUES. Hall of Fame Committee Meeting. 6:00 p.m. Back Door Promotions, 803 W. Cornelia.
- 9** ADMINISTRATIVE HEARING. Horn v. Burger King. Public Accommodation/Disability Discrimination. 9:30 a.m. 510 N. Peshtigo Ct., Conf. Room B.
- 10** ADVISORY COUNCIL ON GAY & LESBIAN AFFAIRS. Advocacy Committee Meeting. 6:15 p.m. City Hall, 121 N. LaSalle St., Rm. 201A.
- 12** REGION I TASK FORCE. Crime Prevention Network Program. 9:00 a.m. 1607 W. Howard, 4th Fl.
- 13** REGION I TASK FORCE. Polish American Youth Conference. 1:00 p.m. Weber High School, 5252 W. Palmer.
- 15** REGION IV TASK FORCE. Task Force Meeting. 6:00 p.m. Place to be announced. Call 744–1093.
- REGION IV TASK FORCE. Youth Task Force Meeting. 4:00 p.m. 510 N. Peshtigo Court, Conf. Room B.
- 16** REGION IV TASK FORCE. Trumbull Park Task Force Meeting. 7:00 p.m. 2400 E. 105 St., 2nd Fl.
- 17** REGION III TASK FORCE. Task Force Meeting. 3:00 p.m. West Lawn Library, 4020 W. 63rd St.
- ADVISORY COUNCIL ON GAY & LESBIAN AFFAIRS. Monthly Meeting. 6:15 p.m. 121 N. LaSalle St., Rm. 201A.
- 18** ADVISORY COUNCIL ON ARAB AFFAIRS. Public Relations Committee Meeting. 7:00 p.m. 5916 S. Pulaski.
- 24** ADVISORY COUNCIL ON GAY & LESBIAN AFFAIRS. Health Committee Meeting. 6:15 p.m. City Hall, 121 N. LaSalle St., Rm. 201A.
- ADVISORY COUNCIL ON GAY & LESBIAN AFFAIRS. Access Committee Meeting. 6:15 p.m. City Hall, 121 N. LaSalle St., City Council Reception Area.
- 25** THIRD ANNUAL UNITY DAY PROGRAM. 11:30 – 2:00 p.m. Daley Center Plaza. The program will feature a variety of performances and entertainment reflective of the diversity of Chicago.
- 30** ADMINISTRATIVE HEARING. Greene v. New Life Ministries. Housing/Sex Discrimination. 9:30 a.m. 510 N. Peshtigo Ct., Conf. Room A.
- 31** BOARD OF COMMISSIONERS. Board Meeting. 12:00 noon. 510 N. Peshtigo Ct., Conf. Rm B.
- ADVISORY COUNCIL ON ARAB AFFAIRS. Council Meeting. 6:30 p.m. 5916 S. Pulaski.



**DISCRIMINATED
AGAINST IN
CHICAGO?**

Call the City of Chicago Commission
on Human Relations at
744-2852 or 7854 (Voice),
or
744-1088 (TTY).

**HOUSING • EMPLOYMENT • PUBLIC ACCOMMODATIONS
• CREDIT/BONDING**

LEGAL ENFORCEMENT Powers Against Bias

Jurisdiction

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 public accommodations where the alleged discrimination is based on at least one of 13 "protected classes": race, sex, color, age, religion, disability, national origin, ancestry, sexual orientation, marital status, parental status, military discharge status, and source of income. The alleged discrimination must have occurred in Chicago and a complaint must be filed within 180 days of the incident.

Procedures

The Commission's procedures are governed by the applicable Ordinances and the Commission's Rules and Regulations (all are available without charge from the Commission). The Commission investigates complaints of discrimination by interviewing witnesses

and reviewing documentary evidence. It uses its subpoena power if necessary to compel testimony and the production of documents. Many cases also settle or are withdrawn during the investigative stage.

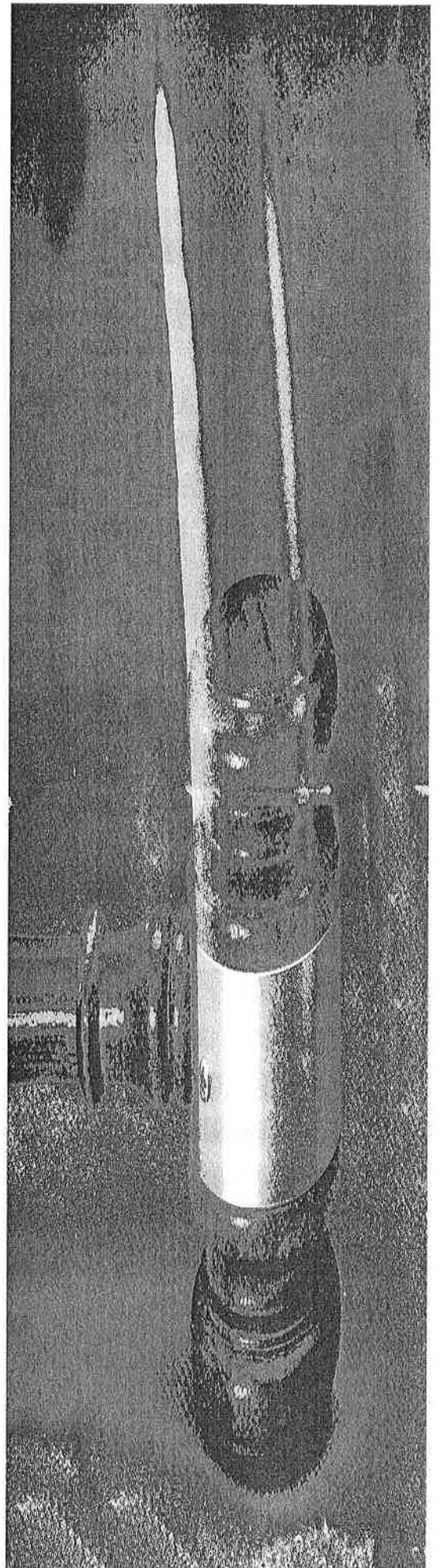
If, after an investigation, the Executive Compliance Staff of the Commission finds no substantial evidence of a violation, the case is dismissed. If it finds that there is substantial evidence of a violation, an independent conciliator hired by the Commission will attempt to mediate the dispute to the satisfaction of all parties. If the parties do not reach an agreement, the case proceeds to an Administrative Hearing before an independent Hearing Officer. At the hearing, both parties present their case to the Hearing Officer who makes recommended findings of fact, conclusions of law and appropriate relief, if any, after the hearing. The Board of Commissioners makes the final ruling after all hearings.



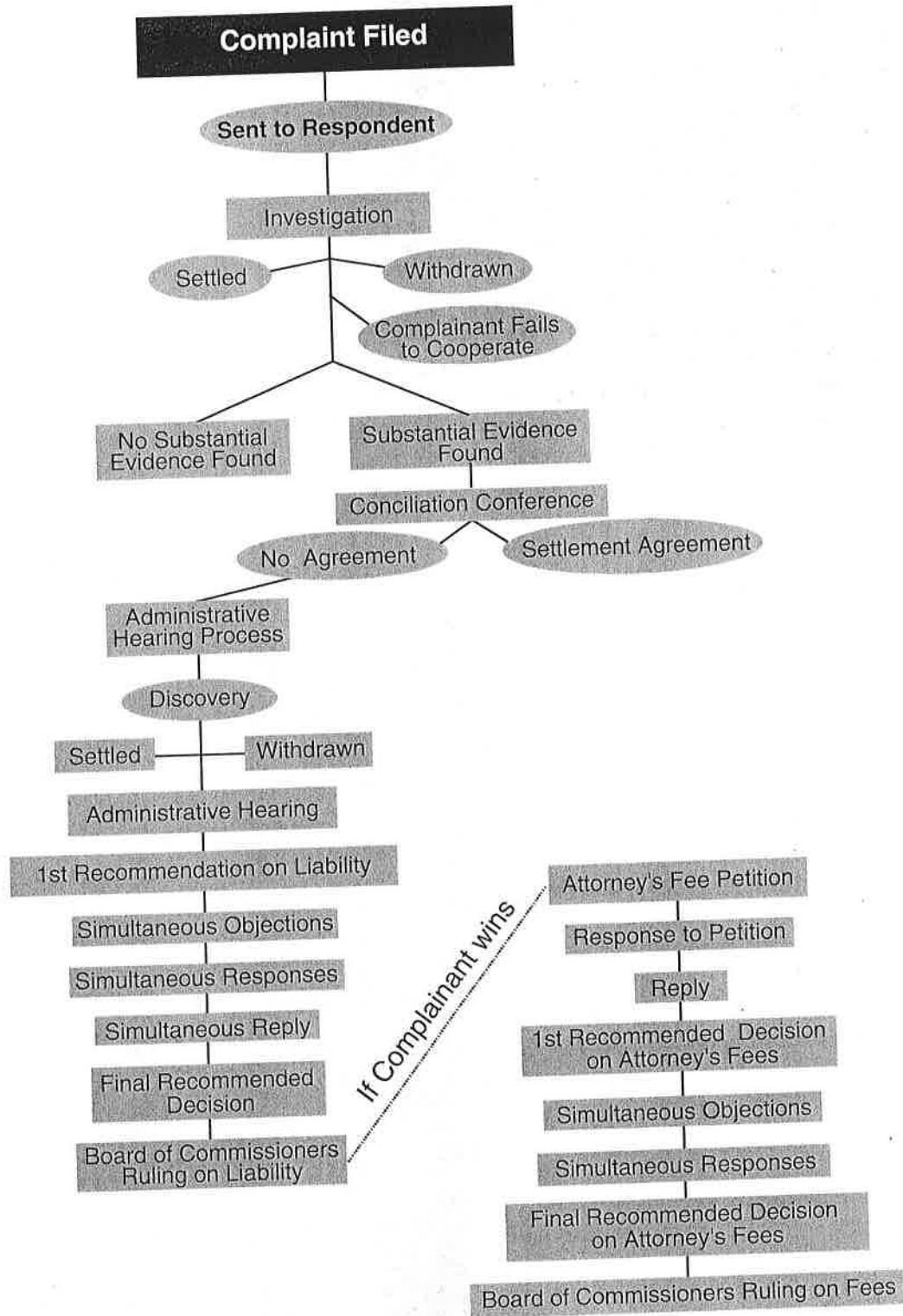


Available Remedies

If, after 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. If the violation is of the Fair Housing Ordinance, the fine may not exceed \$500.00. Respondents may also be ordered to: cease the illegal conduct complained of; pay actual damages for injury or loss; hire, reinstate or upgrade the complainant with or without back pay; admit the complainant to the public accommodation; pay the complainant the cost, including reasonable attorney's fees, incurred in pursuing the complaint; pay punitive damages (when the violation was willful, wanton or in reckless disregard for the complainant's rights); and take such other action as may be necessary to make the complainant whole.



CASE PROCESS



1993
SUMMARY OF CASES FILED AND ACTIONS TAKEN

ACTIONS TAKEN	EMP	PA	HSG	CRD	TOTAL
NUMBER OF CASES FILED	277	78	130	0	485
NUMBER OF CASES DISMISSED	194	46	124	0	364
LACK OF JURISDICTION	6	0	0	0	6
FAILURE TO COOPERATE	16	6	10	0	32
LACK OF SUBSTANTIAL EVIDENCE	47	8	52	0	107
WITHDRAWN BY COMPLAINANT	27	6	10	0	43
OTHER	6	2	3	0	11
SETTLEMENT AGREEMENTS	92	24	49	0	165
TOTAL AMOUNT SETTLED FOR¹	A	B	C	D	E
SUBSTANTIAL EVIDENCE FOUND	32	8	40	0	80
CONCILIATION CONFERENCES HELD	31	8	40	0	79
REQUESTS FOR REVIEW	9	0	7	0	16
REQUESTS FOR REVIEW GRANTED	2	0	0	0	2

EMP = Employment PA = Public Accommodation HSG = Housing CRD = Credit/Bonding

A = \$165,440.52
 B = \$ 2,993.00
 C = \$119,993.34
 D = \$ 0.00
 E = \$288,426.86

¹This figure represents settlement awards *only* from settlement agreements submitted to the CCHR for approval. The CCHR facilitated settlements in many cases in which the parties have agreed not to submit the agreement to the CCHR so as to keep the terms of the settlement confidential.

1994

SUMMARY OF CASES FILED AND ACTIONS TAKEN

ACTIONS TAKEN	EMP	PA	HSG	CRD	TOTAL
NUMBER OF CASES FILED	240	98	180	2	520
NUMBER OF CASES DISMISSED	210	73	143	1	427
LACK OF JURISDICTION	7	1	0	0	8
FAILURE TO COOPERATE	17	2	8	0	27
LACK OF SUBSTANTIAL EVIDENCE	74	15	43	1	133
WITHDRAWN BY COMPLAINANT	34	12	10	0	56
OTHER	3	0	0	0	3
SETTLEMENT AGREEMENTS	75	43	82	0	200
TOTAL AMOUNT SETTLED FOR ¹	A	B	C	D	E
SUBSTANTIAL EVIDENCE FOUND	26	19	32	0	77
CONCILIATION CONFERENCES HELD	33	21	37	0	91
REQUESTS FOR REVIEW	12	2	0	0	14
REQUESTS FOR REVIEW GRANTED	1	2	0	0	3

EMP = Employment PA = Public Accommodation HSG = Housing CRD = Credit/Bonding

A = \$ 216,199.71
 B = \$ 12,255.00
 C = \$ 102,818.09
 D = \$ 0.00
 E = \$ 330,272.80

¹This figure represents settlement awards *only* from settlement agreements submitted to the CCHR for approval. The CCHR facilitated settlements in many cases in which the parties have agreed not to submit the agreement to the CCHR so as to keep the terms of the settlement confidential.

BASES OF CLAIMS FOR CASES FILED IN 1993

PROTECTED CLASSES	EMP		PA		HSG		CRD		TOTAL	
	Count	%	Count	%	Count	%	Count	%	Count	%
RACE	88	21%	26	30%	58	25%	0	0%	172	24%
COLOR	4	1.0%	0	0%	5	3.8%	0	0%	9	1%
SEX	99	24%	2	2%	34	14.5%	0	0%	135	18%
AGE (OVER 40)	43	10.5%	1	1%	4	2%	0	0%	48	7%
RELIGION	6	1.5%	0	0%	2	1%	0	0%	8	1%
DISABILITY	66	16%	40	46%	18	8%	0	0%	124	17%
NATIONAL ORIGIN	43	10.5%	4	4.5%	9	4%	0	0%	56	8%
ANCESTRY	21	5%	3	3.5%	14	6%	0	0%	38	5%
SEXUAL ORIENTATION	28	7%	10	11.5%	5	2%	0	0%	43	6%
MARITAL STATUS	3	1%	0	0%	34	14.5%	0	0%	37	5%
PARENTAL STATUS	2	0.5%	0	0%	28	12%	0	0%	30	4%
MILITARY DISCHARGE	0	0%	0	0%	0	0%	0	0%	0	0%
SOURCE OF INCOME	0	0%	0	0%	22	9%	0	0%	22	3%
RETALIATION	8	2%	1	1%	0	0%	0	0%	9	1%

BASES OF CLAIMS FOR CASES FILED IN 1994

PROTECTED CLASSES	EMP		PA		HSG		CRD		TOTAL	
	Count	%	Count	%	Count	%	Count	%	Count	%
RACE	77	23%	40	35%	70	29%	2	50%	189	27%
COLOR	0	0%	1	0%	0	0%	0	0%	1	0%
SEX	74	22%	9	8%	21	9%	1	25%	105	15%
AGE (OVER 40)	32	10%	1	0%	4	2%	0	0%	37	5%
RELIGION	8	2%	2	2%	2	1%	0	0%	12	2%
DISABILITY	59	18%	31	27%	22	9%	0	0%	112	16%
NATIONAL ORIGIN	22	7%	11	10%	13	5%	0	0%	46	7%
ANCESTRY	9	3%	7	6%	7	3%	0	0%	23	3%
SEXUAL ORIENTATION	31	9%	4	3%	5	2%	0	0%	40	6%
MARITAL STATUS	4	1%	2	2%	17	7%	1	25%	24	4%
PARENTAL STATUS	3	1%	6	5%	55	23%	0	0%	64	9%
MILITARY DISCHARGE	0	0%	0	0%	0	0%	0	0%	0	0%
SOURCE OF INCOME	1	0%	0	0%	27	11%	0	0%	28	4%
RETALIATION	14	4%	2	2%	0	0%	0	0%	16	2%

EMP = Employment PA = Public Accommodation HSG = Housing CRD = Credit/Bonding

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%.

EMPLOYMENT ACTIONS COMPLAINED OF IN CASES FILED IN 1993

ACTIONS COMPLAINED ABOUT	NUMBER	PERCENT
FAILURE TO HIRE	27	9.7%
PROMOTION DENIED	5	1.8%
WAGE DIFFERENTIAL	1	0.4%
DISCRIMINATORY BENEFITS	16	5.8%
SEXUAL HARASSMENT	36	13.0%
HARASSMENT (OTHER THAN SEXUAL)	32	11.6%
TERMINATION/LAYOFF	145	52.3%
FAILURE TO RECALL	7	2.5%
RETALIATION FOR FILING COMPLAINT	2	0.7%
FAILURE TO ACCOMMODATE A DISABILITY	32	11.6%
DEMOTION	5	1.8%
OTHER	5	1.8%

PUBLIC ACCOMMODATION ACTIONS COMPLAINED OF IN CASES FILED IN 1993

ACTIONS COMPLAINED ABOUT	NUMBER	PERCENT
ACCOMMODATION NOT ACCESSIBLE	31	39.7%
MISTREATMENT	39	50.0%
REFUSAL OF ENTRY	6	7.7%
OTHER	2	2.6%

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%.

EMPLOYMENT ACTIONS COMPLAINED OF IN CASES FILED IN 1994

ACTIONS COMPLAINED ABOUT	NUMBER	PERCENT
FAILURE TO HIRE	19	6.3%
PROMOTION DENIED	14	4.7%
WAGE DIFFERENTIAL	2	0.7%
DISCRIMINATORY BENEFITS	16	5.3%
SEXUAL HARASSMENT	39	13.0%
HARASSMENT (OTHER THAN SEXUAL)	37	12.3%
TERMINATION/LAYOFF	116	38.7%
FAILURE TO RECALL	4	1.3%
RETALIATION FOR FILING COMPLAINT	13	4.3%
FAILURE TO ACCOMMODATE A DISABILITY	28	9.3%
DEMOTION	7	2.3%
OTHER	5	1.7%

PUBLIC ACCOMMODATION ACTIONS COMPLAINED OF IN CASES FILED IN 1994

ACTIONS COMPLAINED ABOUT	NUMBER	PERCENT
ACCOMMODATION NOT ACCESSIBLE	27	27.6%
MISTREATMENT	57	58.2%
REFUSAL OF ENTRY	9	9.2%
OTHER	5	5.1%

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%.

HOUSING ACTIONS COMPLAINED OF IN CASES FILED IN 1993

ACTION COMPLAINED ABOUT	NUMBER	PERCENT
DISCRIMINATORY COMMUNICATION	1	0.8%
DISCRIMINATORY FINANCING	0	0.0%
NOT ACCESSIBLE TO PEOPLE WITH DISABILITIES	6	4.6%
LEASE TERMINATION	20	15.4%
PANIC PEDDLING/BLOCKBUSTING	0	0.0%
REFUSAL TO EXAMINE LISTINGS	1	0.8%
REFUSAL TO RENT/LEASE/SELL	61	46.9%
SEXUAL HARASSMENT	13	10.0%
STEERING	0	0.0%
DISCRIMINATORY TERMS AND CONDITIONS	31	23.8%
OTHER	0	0.0%

CREDIT/BONDING ACTIONS COMPLAINED OF IN CASES FILED IN 1993

ACTION COMPLAINED ABOUT	NUMBER	PERCENT
DENIAL OF BONDING	0	0.0%
IMPROPER LIMITATION OF TERMS	0	0.0%
DENIAL OF CREDIT	0	0.0%
OTHER	0	0.0%

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%.

HOUSING ACTIONS COMPLAINED OF IN CASES FILED IN 1994

ACTION COMPLAINED ABOUT	NUMBER	PERCENT
DISCRIMINATORY COMMUNICATION	1	.5%
DISCRIMINATORY FINANCING	0	0.0%
NOT ACCESSIBLE TO PEOPLE WITH DISABILITIES	4	2.1%
LEASE TERMINATION	40	21.3%
PANIC PEDDLING/BLOCKBUSTING	0	0.0%
REFUSAL TO EXAMINE LISTINGS	6	3.2%
REFUSAL TO RENT/LEASE/SELL	89	47.4%
SEXUAL HARASSMENT	10	5.3%
STEERING	0	0.0%
DISCRIMINATORY TERMS AND CONDITIONS	38	20.2%
OTHER	0	0.0%

CREDIT/BONDING ACTIONS COMPLAINED OF IN CASES FILED IN 1994

ACTION COMPLAINED ABOUT	NUMBER	PERCENT
DENIAL OF BONDING	0	0.0%
IMPROPER LIMITATION OF TERMS	0	0.0%
DENIAL OF CREDIT	1	50.0%
OTHER	1	50.0%

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%.

Efficient Work

Efficient work enables the Commission to provide parties with a relatively speedy resolution to their cases. The Commission's average turn-around time in 1993 and 1994 from the day a complaint is filed until the date of a determination of substantial evidence or no substantial evidence (or other dismissal before such a determination)¹ is just over eight months. In housing cases, the investigations are particularly efficient; those average 5.2 months. That figure represents a far shorter turn-around time than that for similar cases handled by other agencies. The charts below show the average investigation time for 1993, for 1994, and for both years.

¹These earlier dismissals typically involve cases where, before the determination of whether or not there is substantial evidence, the parties settle the case, the Complainant withdraws the case, or the Complainant does not proceed with the case.

AVERAGE TURN AROUND TIMES

*From Date of Filing to Substantial Evidence
Determination or Dismissal*

1993

Type of Case	Average Length of Investigation
Employment	9.2 months
Housing	5.0 months
Public Accommodations	6.4 months
Total Average	7.1 months

1994

Type of Case	Average Length of Investigation
Employment	11.4 months
Housing	5.4 months
Public Accommodations	6.6 months
Total Average	8.6 months

1993-94

Type of Case	Average Length of Investigation
Employment	10.4 months
Housing	5.2 months
Public Accommodations	6.4 months
Total Average	8.1 months





1993-1994 SUBSTANTIAL EVIDENCE DETERMINATIONS

The percentages below are measured from only those cases in which an NSE or an SE finding was made. They are not percentages from all the cases in which the Commission took any action in 1993 & 1994. For example, they do not consider the cases that were settled or withdrawn before an NSE or SE finding could be made.

1993	EMP	HSG	PA	TOTAL
NSE	47	52	8	107
	59%	57%	50%	57%
SE	32	40	8	80
	41%	43%	50%	43%

1994	EMP	HSG	PA	TOTAL
NSE	74	43	15	132
	73%	69%	32%	63%
SE	27	19	32	78
	27%	31%	68%	37%

1993-1994	EMP	HSG	PA	TOTAL
NSE	121	95	23	239
	67%	62%	36.5%	60%
SE	59	59	40	158
	33%	38%	63.5%	40%

SUMMARY OF RULINGS AFTER ADMINISTRATIVE HEARINGS

1993		1994	
Rulings for Respondent	6	Rulings for Respondent	5
Rulings for Complainant	8	Rulings for Complainant	9
Damages Awarded	\$60,320.00	Damages Awarded	\$65,978.00
Fines to City	\$2,800.00	Fines to City	\$7,401.00
Attorney's Fees Rulings	11	Attorney's Fees Rulings	4
Fees & Costs Awarded	\$118,790.77	Fees & Costs Awarded	\$50,009.05

Liability Rulings 1993 & 1994

The following is a list of liability rulings made by the Board of Commissioners after Administrative Hearings.

HOUSING

Blake v. Bosnjakovski

91-FHO-149-5734 (1-27-93)

(landlord found liable for refusal to rent to Complainant due to her race, African-American; Respondent ordered to pay \$2,420 in damages and a fine of \$250)

Johnson v. City Realty & Devel.

91-FHO-165-5750 (3-17-93)

(landlord found liable for refusal to rent to Complainant due to race, African-American; Respondent ordered to pay \$4,000 in damages and a fine of \$500)

Friday v. Dykes

92-FHO-23-5773 (4-22-93)

(Respondent found liable for adding such restrictive terms to Complainants' lease due to their parental status that Complainants reasonably refused to rent from Respondent; Respondent ordered to pay \$9,500 in damages and a fine of \$300)

McDuffy v. Jarrett

92-FHO-28-5778 (5-19-93)

(Respondent liable for repeated instances of inappropriate and unwelcome sexual demands which created a hostile, intimidating and offensive housing environment but found not liable for evicting Complainant where CCHR determined that the landlord would have evicted her for failure to pay rent even absent the alleged impermissible motive—Complainant's rejection of the landlord's sexual advances; Respondent ordered to pay \$5,000 in damages and a fine of \$250)

Boyd v. Williams

92-H-72 (6-16-93)

(landlord found liable for acts of verbal and physical sexual harassment of Complainant and for evicting her after she rejected his advances; Respondent ordered to pay \$8,000 in damages and a fine of \$500)

Khoshaba v. Kontalonis

92-H-171 (3-16-94)

(Respondent found liable for not renting to Complainant and subjecting him to an ethnic slur because of his national origin, Assyrian, and because he was perceived to be a gypsy; Respondent ordered to pay \$6,000 in damages and a fine of \$500)

King v. Houston/Taylor

92-H-162 (3-16-94)

(landlord who stated that he refused to rent to complainant with teenage son found liable; his defense that he would have rented to children of other ages found inadequate in the face of the direct evidence of discrimination. Respondent ordered to pay \$1,500 in damages and a fine of \$500)

Sanders v. Onnezi

93-H-32 (3-16-94)

(landlord found liable for refusing to rent to Complainant due to her race, African-American. Respondent ordered to pay \$1,500 in damages and a fine of \$500)

Harris v. Craddieth,

92-H-179 (4-20-94)

(landlord found not liable where he was found not to have pursued and not to have continued to "harass" Complainant after she rebuffed his one request for a social relationship)

Starrett v. Duda/Sorice

93-H-6 (4-20-94)

(female landlord found liable for sexually harassing male Complainant including Respondents' admission regarding an attempted unauthorized eviction in which they put some of Complainant's belongings on the street. Respondent ordered to pay \$350 in damages and a fine of \$100)

Rushing v. Jasniowski

92-H-127 (5-18-94)

(landlord found liable for discriminating due to marital status when he failed to rent to an unmarried couple; the alleged burden on Respondents' free exercise of religion found insubstantial because the individual holding the religious beliefs was neither the lessor nor the sub-lessor of the property in question. Respondent ordered to pay \$633 in damages and a fine of \$1)

Walters/Leadership Council for Metropolitan Open Communities v. Koumbis

93-H-25 (5-18-94)

(in default judgment case, landlord found liable for not renting to black Complainants; evidence included testimony of white tester. Respondent ordered to pay \$15,230 in damages, to monitor Respondent's rental practices, and pay a fine of \$500)

Reed v. Strange

92-H-139 (10-19-94)

(landlord found liable for *quid pro quo* harassment, but not hostile environment, for his non-sexual, but harassing, behavior where it was shown to be a "punitive response" to Complainant's rejection of his advances. Respondent ordered to pay \$12,265 in damages and a fine of \$1,000)

Benitez v. Marquez

93-H-73 (11-16-94)

(landlord found not to have discriminated against Complainant due to her religion when he terminated her lease; he was found to have other legitimate reasons for the termination)

EMPLOYMENT**Williams v. United Air Lines**

91-E-90 (2-18-93)

(Respondent found not liable; it was found to have given Complainant, a gay flight attendant, a 30-day suspension based on his violation of United Air Lines rules rather than due to his sexual orientation)

Barr v. Blue Cross-Blue Shield and Tennenbaum

91-E-54 (2-18-93)

(Respondent found not liable; Complainant failed to establish that Respondent's reason for termination, poor performance, was a pretext for sexual orientation discrimination)

Audette v. Simko Provisions

92-E-39 (6-16-93)

(Respondent found to have a non-discriminatory reason for discharge of 57-year-old Complainant claiming age discrimination where her primary duty was eliminated, where she was not sufficiently qualified to do the remaining duties, and where the Respondent had laid off people less than 40 years old as well)

Klimek v. Haymarket/Maryville

91-E-117 (6-16-93)

(employer found not to have fired Complainant due to her sexual orientation where Complainant did not show that employees who were not known or perceived to be gay were treated differently)

Ordon v. Al-Rahman Animal Hospital

92-E-139 (7-22-93)

(Respondent found liable for repeated and long-term sexual harassment, including inappropriate and unwelcome sexual advances and physical touching, and for constructive discharge, but not for reducing Complainant's hours or pay; Respondent ordered to pay back pay, \$20,000 in damages and a fine of \$500)

Barnes v. Page

92-E-1 (9-23-93)

(Respondent found liable where he sexually harassed Complainant by telling offensive jokes; making comments about Complainant's appearance, her sex life and having sex with her; and where Complainant had witnesses to corroborate Respondent's proclivity for inappropriate remarks and conduct; Respondent ordered to pay \$6,000 in damages and a fine of \$500)

Hruban v. William Wrigley Co.

91-E-63 (4-20-94)

(where the discrimination was found to have occurred prior to the effective date of the current Ordinance, Respondent was not liable because the Ordinance was held not to apply retroactively)

Flax-Jeter v. Chicago Dept. of Aviation

91-E-146 (6-15-94)

(Respondent found not to have retaliated against Complainant when it suspended her after she filed a complaint with CCHR; the City proved that it had a nondiscriminatory explanation for its treatment of Complainant)

Minor v. Habilitative Systems

92-E-46 (8-31-94)

(employer found not to have discriminated due to sex in terms and conditions or in discharging Complainant as it was found to have legitimate nondiscriminatory reasons for its actions)

McCall v. Cook County Sheriff's Office et al.

92-E-122 (12-21-94)

(employer and two individuals found liable because they created a sexually hostile environment through comments, gestures, and touching and because that environment caused the Complainant to transfer and so miss a promotion. Respondents ordered to pay \$25,000 in damages and a fine of \$4,000)

PUBLIC ACCOMMODATIONS

Wilkins v. Little Village Discount Mall

91-E-82 (3-17-93)

(Complainant did not show that she was treated differently due to her race, national origin or sex when she was not allowed to sell food concessions at a flea market because she did not show that she had met the non-discriminatory prerequisites for use of the accommodation)

Sohn & Cohen v. Costello & Horwich 91-PA-19 (10-20-93)

(CCHR ruled for Respondents where Complainant dentists did not show that their lease in a commercial building was not renewed based on the race [African-American] and source of income [public aid] of their clients)

Pryor/Boney v. Echevarria 92-PA-62/63 (10-19-94)

(store owner who told Complainants that he did not want "niggers" in his store and had the two Complainants leave found liable for race discrimination. Respondent ordered to pay \$3,500 in damages and a fine of \$300)

Cases Appealed into State Court

Parties have the right to go to state court to challenge Commission rulings made after Administrative Hearings by using a *writ of certiorari*. In state court, the judges decide whether the Commission's rulings are supported by the manifest weight of the evidence. Through 1994, over 20 cases have been so appealed. There have been state court decisions in 14 of these appeals.

The Commission has a perfect record concerning its liability rulings after hearings; the Commission has never had a decision concerning liability reversed or remanded. In 10 cases, the Commission's ruling was upheld in its entirety. In the other four, one was upheld on liability and damages, but remanded concerning the amount of attorney's fees for one attorney; one was upheld on liability but remanded on damages; a third was upheld on liability, but one element of damages was

decreased and another element remanded; the last was upheld as to liability, but findings of fact unrelated to the determination were struck.

Significant Rulings:

a) *Punitive Damages*—Circuit Court judges have upheld an award of punitive damages in all four cases where the issue was raised. The Commission has awarded punitive damages in cases where the respondent's conduct was found to be willful, wanton or in reckless disregard for the complainant's rights.

b) *Marital Status*—In a decision that received much press attention, a Circuit Court judge affirmed a CCHR ruling on marital status discrimination in all respects.

The court agreed with the Commission's decision that a man who claimed that a landlord would not rent to him and his girlfriend because they were unmarried could state a claim for marital status discrimination. The court also agreed with the Commission's ruling that the landlord's defense that his religion would not let him rent to the couple was insufficient in this case. The apartment in question was being rented out by a corporation (not by the individual who had the religious beliefs) and the court found there was only an insignificant burden on the exercise of religion in such a case. The case has been appealed further.





Accessibility of Decisions and Hearings

The Commission continues to publish its Subject Matter Index. The Index reports every substantive decision of the Commission by topic. Decisions included are those made after Hearings as well as all others with precedential value. The Index is available for inspection without charge. Also, permanent volumes may be purchased for \$50 and monthly supplements for \$15 per year. The orders and rulings themselves are available for inspection and copying at the Commission with 48 hours notice. Copies cost 20 cents per page.

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. The Public Notices may also be mailed to any person upon request.

Commission rulings after Administrative Hearing are also available on Chicago-Kent College of Law's Internet System. Other substantive decisions, made other than after Hearings, shall be on that system in the future.

¿HA SUFRIDO DISCRIMINACION EN CHICAGO?



**Llame a la
Comisión de
Relaciones Humanas
al 744-2852
ó 744-7854 (voz),
ó 744-1088 (TTY)**

- VIVIENDA
- EMPLEO
- LUGARES PUBLICOS
- SOLICITAR CREDITO

COMMUNITY RELATIONS AND LINKING CONSTITUENCIES

The Chicago Commission on Human Relations approaches the problem of people from different backgrounds living together with solutions that are positive, creative, and inclusive. Organizations and individual volunteers from throughout Chicago are recruited into a support network of community contacts to counter divisive attitudes and reduce tensions. This network, consisting of regional and local community task forces, advisory councils, and committees, helps the Commission's staff fight hate crimes and initiate projects to improve human relations, whether in particular neighborhoods or through special events and promotions with citywide impact.

Educating against bigotry and discrimination has the force of law in the City of Chicago because of the Human Rights Ordinance that enabled the Commission. The education programs of the Commission consistently relay anti-bias messages citywide in the workplace and the classroom.

Chicago's status as a city free of major disturbances in the period covered by this report is one sign of the effectiveness of these approaches, a sampling of which follows.

Tension Reduction Work

The Commission's efforts encouraging conflicting groups to address their problems and find common solutions noticeably paid off. In 1994, for example, for the first time in four years, there were no boycotts in the Englewood Shopping Mall, where consumers had previously staged boycotts as frequently as several times a week. The Commission's intervention to mediate and build bridges was partly responsible.

To address merchant/consumer disputes from a human relations standpoint, the Commission produced and widely distributed the "Suggestion Guide for Chicago Merchants on How to Protect Your Rights and Practice Good Business and Community Relations."

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Starting in 1993, the Commission developed additional local task forces to head off racial confrontation in several Chicago high schools. To address youth violence, the Commission formed a Youth Task Force; a "Summer Youth Directory for the Southeast/Far South Side of Chicago" was published; and summer opportunities for youth were highlighted by a panel of teenagers on a special edition of the Commission's cable TV program seen over the municipal channels.

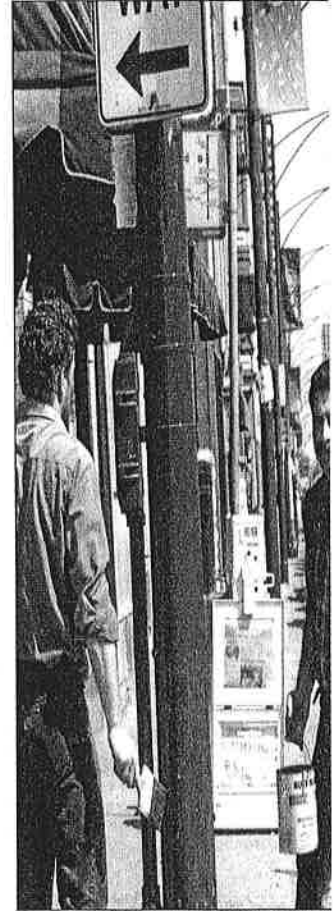
The Commission created a curriculum for reducing racial tension, which Farragut High School, a frequent flashpoint for disputes between Latino and African-American students, adopted as a social studies class.

•••

The City of Chicago is dedicated to ensuring that perpetrators of hate crimes face an enhanced penalty for their actions. Hate crimes are based on bigotry, and are committed because of the intended victim's actual or perceived race, color, religion, creed, ancestry, gender, sexual orientation, physical or mental disability (including HIV status) or national origin.

The Commission on Human Relations, in conjunction with the Civil Rights Unit of the Chicago Police Department, provides support to victims of hate crimes. CCHR staff and concerned volunteer task force members from the local community are available to accompany hate crime victims to court hearings, to visit hate crime victims at home, mobilize community support for victims, and to provide referrals to other support services. For example, in 1993, the Commission was the first point of contact for the Ramos family. The Commission referred these victims of extreme racial harassment and bias violence to the Chicago Lawyers' Committee for Civil Rights for legal assistance. In the successful and highly publicized case of *Kraft v. Ramos* that followed, the judge ordered the harassing family to sell their home.

In 1993, there were a total of 219 hate crimes; followed by 222 hate crimes the subsequent year.



Volunteers put a coat of fresh paint on homophobic graffiti on the North Side

Education

The Commission developed a two-day sensitivity training program for the Chicago Police Department. The goal is better communication inside and outside the department and more effective police work. The program was designed for teaching by Police Academy instructors to approximately 7,500 in-service officers and trainees over a two-year period. About 6,000 officers participated in 1994 alone, learning to appreciate diverse cultures and becoming aware of potential biases.

•••

The Lawndale community was targeted for a major diversity training project. The Commission prepared students from 10 different elementary schools to be human relations trainers in a four-day program on "Understanding Diversity." The students then conducted the training for their peers during a Cultural Awareness Festival attended by 200 students. The program was so well-received that the student trainers were invited to participate in a conference in New Mexico in 1994, where they presented the workshop for students and adults from all over the country.

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Starting in 1994, as part of the ongoing Citywide Human Relations Student Essay Contest, the Commission mailed anti-bias curricula to Chicago public elementary schools for the first time. The goal was the expansion of programs in the schools that would stimulate young people to respect and understand persons different from themselves. As one of the winning students asked in the lead-in to her essay: "What Is a Straight-Up White Girl?," so did other students illuminate issues of diversity and personal identity from the adolescent point of view.

Approximately 3,250 seventh graders penned essays on the topic, "How I Can Improve Human Relations in the City of Chicago." Each year of the contest, the top 20 students and the winning school shared \$3,000 in prizes. The 1993 essay contest was generously supported by CMC Heartland Partners. The Commission's Advisory Council on Asian Affairs and the Peterson Bank provided funding in 1994.

Winners of the essay contest were as follows, in 1993: Kent Lau (Healy

School), first place; Olga Chavez (Kosciuszko School), second place; Latasha Lee (Carpenter School), third place; and in 1994: Alvin Lui (Healy School), first place; Shannon Hardesty (Hawthorne Academy), second place; and Nicholas Ftikas (Edgebrook School), third place.



The Commission's Education Committee Chair, Jim Konstantelos, presents a \$500 check to Beverly Tunney, Principal of Healy School, the winning school in the 1994 essay contest. Looking on, from left to right: Chair/Commissioner Clarence N. Wood, Alderman Ed Smith (28th), Commissioner Hyo H. Byun, and Alderman Patrick O'Connor (40th).

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Other programs—student exchanges and drama presentations—were conceived as adjuncts to classroom training. A student exchange program paired Ida Crown Jewish Academy of Chicago, an Orthodox Jewish School, with Paul Laurence Dunbar, a predominantly African-American public high school. The world-famous Second City Theatre company fought racial stereotyping with improvisational skits designed for this program as it toured high schools. Anti-bias workshops, open forums, and panel discussions, organized by Commission staff in cooperation with representatives of other anti-discrimination groups such as the Anti-Defamation League and the National Council of Christians & Jews, followed the performances.

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In 1993 and 1994, the Commission presented seminars and workshops 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:

Access Living
 American Association for
 Affirmative Action
 Annual Fair Housing Conference
 Arab, African, Latino community
 meetings
 Chicago Bar Association
 Chicago Cable Municipal Access TV
 Chicago Coalition on Immigrant
 & Refugee Protection
 Chicago Housing Authority
 Habitat for Humanity
 Hispanic Educational Forum
 Illinois Department of Human Rights
 "Unity & Peace Initiative for the
 21st Century"
 Illinois Municipal Human Relations
 Association
 Latino United Community Housing
 Association
 Lesbian & Gay Government Employees
 Loyola University Equal Employment
 Conference
 National Lawyers Guild
 Rogers Park Council for Jewish Elderly
 Spanish-language radio including
 WIND, WOJO, WOPA, WTAQ

Special Events

As part of an ongoing relationship with the Human Relations Foundation of Chicago, the "bias free city" theme (from a promotion initiated by the Commission in 1991) was sounded through annual commemorations of the 1963 Civil Rights March on Washington, presented in August of 1993 and 1994. These city-wide celebrations—a "Day of Unity" within the "Week of Unity"—included bell ringing at churches, cultural showcases in Chicago neighborhoods, and culminating events with performing artists and distinguished public speakers at the centrally located Daley Civic Center Plaza. The public added a personal note by signing Unity scrolls and petitions on the plaza and throughout the city.

•••

The Commission, the Human Relations Foundation, and the Chicago School of Professional Psychology co-presented "Cultural Impact: Integrating Dimensions of the Person," on October 13–14, 1994 at The Harold Washington Library Center. Experts from the medical and social sciences shared viewpoints about the impact of race and culture on

the individual. Three presentations were cablecast on MUTV, the municipal television channels: "Coping with the Reality of Racism" by Dr. Jolaine States, from the University of Manitoba; "Anglo-centric Assimilation vs. Multicultural Diversity in Education" by Eleida M. Gomez, from the Chicago Public Schools; and "Wade in the Water: The Wisdom of the Spirituals," a lecture and piano-accompanied performance by Dr. Arthur Jones, from the University of Denver.

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In addition, the "Black Family Reunion," hosted with the National Council on Negro Women and the Human Relations Foundation, combatted discriminatory stereotypes with workshops and offered forums, health screenings, entertainment, and resource information to the public.

The Advisory Councils

Working collectively as well as individually, the eight councils of the Commission faced specific yet wide-ranging problems affecting their communities. Also, the Councils sponsored and cosponsored various activities honoring celebrations unique to their constituencies.

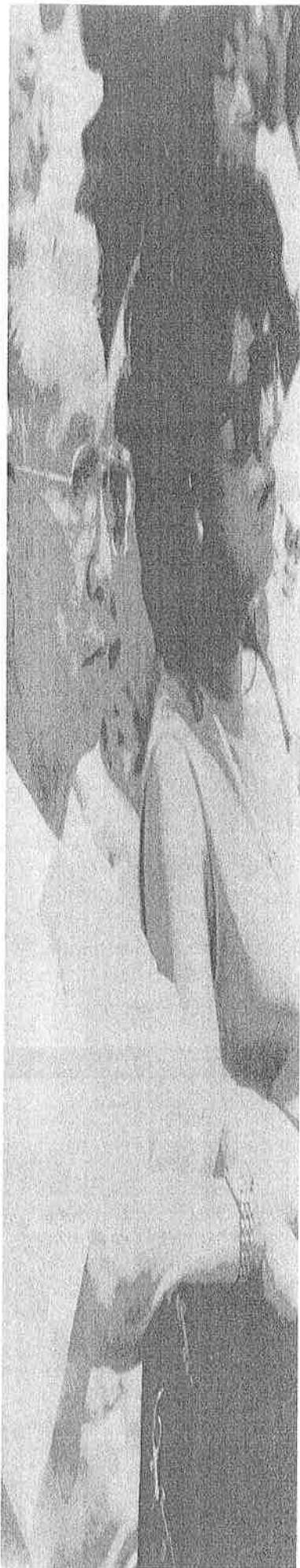
These advisory bodies improved their linkage to important populations: the Advisory Council on African Affairs; the Advisory Council on Arab Affairs; the Advisory Council on Asian Affairs; the Advisory Council on Gay and Lesbian Issues; the Advisory Council on Immigrant and Refugee Affairs; the Advisory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

The highlights that follow constitute a sampling of Council activities.

The **Advisory Council on African Affairs** organized a conference on how to do business with the City attended by over 60 African-American, African, and Caribbean businesses. The conference was cosponsored with the Department of Purchases and Contracts, the African Chamber of Commerce, and the Cosmopolitan Chamber of Commerce. In addition, an African Heritage Month Festival included a conference on Africa, cosponsored with Northwestern University, with sessions on AIDS,



Taekwondo student takes to the air in a demonstration of cultural diversity during "Day of Unity" festivities on Daley Plaza.



emerging democracies, and the refugee crisis. Nation Houses, an African marketplace, and music and theater performances rounded out the festival. Also, the Council presented five community forums and seminars to heighten community awareness of the Chicago Human Rights and Fair Housing Ordinances, hate crime laws and victim/witness assistance, and the powers of the Commission.

The **Advisory Council on Arab Affairs** helped organize an Arab Chamber of Commerce by holding elections at five different locations. A board of directors was established to run the chamber, a full-time executive director hired, and a permanent headquarters rented. The Council compiled a directory with 1,500 listings of Arab businesses in Chicago.

The **Advisory Council on Asian Affairs** cosponsored the First Annual Asian-American Youth Conference. Attended by more than 200 youth, the conference drew participation from ten different ethnic groups. Topics ranged from dating to politics. The Council also met with the Korean Merchants Association and the Chicago Police Department to develop a response plan in case spontaneous public celebration of sports victories turned destructive.

The **Advisory Council on Gay and Lesbian Issues** was instrumental in requesting that the Mayor proclaim the month of October to be Lesbian and Gay History Month. The Mayor was the first big-city Mayor in the nation to do so. The Council conducted outreach to communities in the south and west areas of Chicago, participating in events and workshops to address hate-motivated violence against gay and lesbian people of color. Also, the Council participated in activities in support of SB994 to amend the Illinois Human Rights Act to include sexual orientation as a protected category.

The **Advisory Council on Immigrant and Refugee Affairs** made replacing green cards easier for legal permanent residents. The Council arranged application sessions throughout the city with the federal Immigration and Naturalization Service (INS). The Council also held periodic legal information forums in different ethnic communities. The "New Residents Resource Guidebook" was revised and distributed to over 200 agencies and individuals. "911" cards in 14 different languages were produced and handed out

through the Chicago Police Department and ethnic agencies.

The **Advisory Council on Latino Affairs** contributed to easing tensions between Latinos and African Americans at Farragut Career Academy. Its work led to the formation of the Lawndale Coalition and programs such as the XYZ Unity Mural painted by Farragut students on an outer wall of the school building.

The Council also hosted two conferences to inform business owners on available contracts with public agencies and on technical, financial, and other forms of assistance available to them.

The **Advisory Council on Veterans' Affairs** joined a successful campaign which resulted in the Illinois Human Rights Act being amended to include active duty military personnel. Through Operation Stand Down, the Council worked with homeless veterans: Over 600 were serviced to secure housing, medical services, and employment.

The **Advisory Council on Women**, in conjunction with women's organizations, private attorneys, and other City departments, spearheaded the development of the first comprehensive sexual harassment policy for employees of the City of Chicago. Under the new policy, victims of sexual harassment have the option of pursuing a complaint through mediation or through a formal investigation by the City's newly appointed Sexual Harassment Officer. This is believed to be the first such policy in the country to offer the option of mediation.

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

RECOGNITION

Human Relations Awards

The Commission honored individuals and organizations for advancing the cause of a bias free city through Human Relations Awards presented at the City of Chicago Commission on Human Relations Annual Luncheon. The awardees were:



Mayor Daley presents a Human Relations Award to Ralph Campagna from Off the Street Club. Looking on, from left to right: Angela van Patten, Chair of the Selection Committee, and Chair/Commissioner Clarence N. Wood.

Chicago 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 inductees were:

1993

- Robert Sloane Basker
- E. Kitch Childs, Ph.D. (posthumous)
- Jerrold E. Cohen (posthumous)
- Robert T. Ford
- Richard Garrin
- Jeff Garbart-Cervone
- Joel Hall
- Nancy Lanoue
- Rev. Sid L. Mohn, D.Min.
- Richard W. Pfeiffer
- Linda S. Rodgers
- Ron Sable, M.D.
- Bruce C. Scott
- Marge Summit
- Joanne E. Trapani
- Al Wardell

Ad Hoc Committee of Proud Black Lesbians and Gays

Mountain Moving Coffeehouse for Womyn and Children

Kathy Osterman (posthumous-
Friend of the Community)

1994

- Robert J. Adams
- Tracy Baim
- George S. Buse
- James A. Bussen
- John Chester
- Samuel F. Davis, Jr. (posthumous)
- Earnest E. Hite, Jr.
- Bruce Koff
- Gregory A. Sprague (posthumous)
- Elizabeth E. Tocci
- Steven F. Wakefield
- Lori Cannon
- Friend of the Community*
- Adrienne J. Goodman
- Friend of the Community*
- Ellis B. Levin
- Friend of the Community*
- Chicago House and Social Service Agency, Inc.
- Lionheart Gay Theatre Company
- Open Hand Chicago

1993

COMMUNITY ORGANIZATION

Casa Aztlan

GOVERNMENT

Helen R. Jett-Caldwell

HOUSING

Gertrude Jordan

MEDIA

Vichitra Nayyar

THIRD SECTOR

Francis L. Wilkins

EDUCATION

A World of Difference

HEALTH

Carmen Velasquez

LABOR

Robert T. Simpson, Jr.

RELIGION

Rabbi Phillip Lefkowitz

THOMAS & ELEANOR WRIGHT

Joseph Chang Kun Kim

1994

COMMUNITY ORGANIZATION

Off the Street Club

MEDIA

The Chicago Community Trust

WBEZ-FM

WTTW-TV

Chicago Sun Times

THIRD SECTOR

Open Hand Chicago

EDUCATION

Michael Altman
Steinmetz Academic Centre

Dr. Delores Cross
Chicago State University

HEALTH

Dr. Richard Brinker (Posthumous)

RELIGION

The Council for the Parliament
of the World's Religions

THOMAS & ELEANOR WRIGHT

G.A. Finch



The City of Chicago Commission on Human Relations Staff

(as of 9/25/95)

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Veterans' Affairs
Roberto Cornelio
Latino Affairs

Mary Koblas
Immigrant & Refugee Affairs
Cece Lobin
Women
Lawrence McKeon
Gay & Lesbian Issues
Barton Moy
Asian Affairs
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Nujoud Mansour
Pablo Medina
Gwendolyn Rattliff
Doris Sykes
Jacqueline Thomas

Hearing Officers and Conciliators

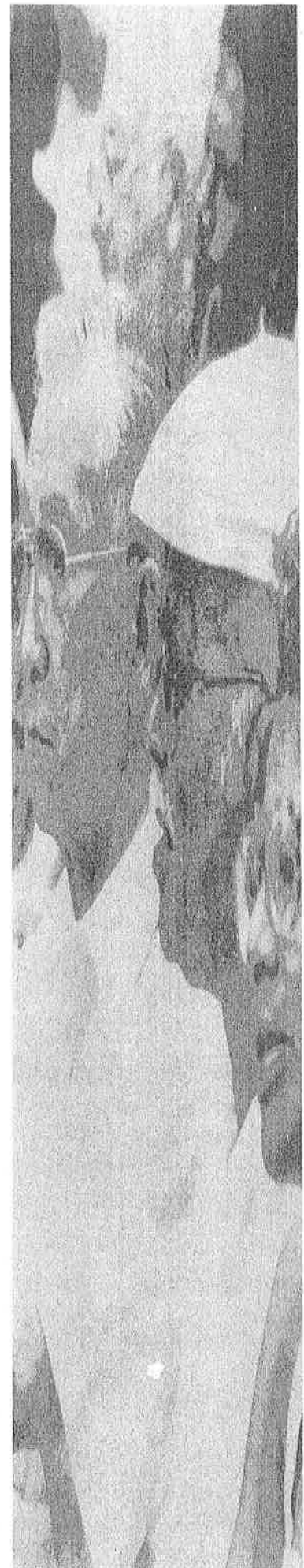
(as of 9/25/95)

H = Hearing Officer C = Conciliator

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Michael G. Berland (H & C)
Susan Bogart (C)
Violet Clark (H)
Fay Clayton (H)
Lawrence Cohen (H)
Robert R. Cohen (H)
Lynn P. Cohn (C)
Jeffrey I. Cummings (H)
Raymond N. Davis (C)
Stuart L. Deutsch (H)
Martin J. Dubowsky (C)
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