



CCHR

Chicago Commission
on Human Relations

ANNUAL REPORT 2024



Nancy C. Andrade
Chair & Commissioner
Chicago Commission on Human Relations

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COMMISSION ON HUMAN RELATIONS ENABLING ORDINANCE

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

MISSION

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

MESSAGE FROM THE MAYOR



Greetings,

It is my honor to extend my heartfelt congratulations to Commissioner Nancy C. Andrade and the entire Commission on Human Relations (CCHR) on the release of its 2024 Annual Report.

The CCHR continues to be an indispensable asset to the City of Chicago and its residents. Through the robust enforcement of our city's civil rights laws, the Commission ensures that Chicagoans are protected from discrimination in employment, housing, public accommodations, and credit.

Equally vital is CCHR's unwavering commitment to combatting hate crimes and advocating for victims. Its efforts to foster a city that is welcoming and inclusive – regardless of race, religion, ethnicity, sexual orientation, or other identities – are critical to our shared future. The Commission's work in mediating community tensions also plays a significant role in promoting safety and preventing violence throughout our neighborhoods.

This essential work often happens behind the scenes, but it has a profound impact. I applaud the CCHR for its tireless dedication to advancing equity, fighting discrimination, and fostering unity across our great city.

Congratulations on another impactful year of service to the people of Chicago.

Sincerely,
Mayor Brandon Johnson

"This essential work often happens behind the scenes, but it has a profound impact."

MESSAGE FROM THE COMMISSIONER



NANCY C. ANDRADE
CHAIR & COMMISSIONER
CCHR

"Our tireless efforts to innovate and build a city that values the diversity of its people are inspired by the passion of supporters like you."

Greetings,

On behalf of the Chicago Commission on Human Relations (CCHR), we are excited to share our overview with you on our commitment to fight discrimination and prejudice in 2024. In this report, we will provide you with a scope of our accomplishments and data regarding discrimination in the City of Chicago.

Over the past year, the CCHR made incredible achievements in the ongoing pursuit of fighting prejudice ranging from resolving cases of discriminatory activity to delivering invaluable educational outreach to businesses, community groups, and faith communities about our programs and services. As you explore this brief report, we hope you gain insight into the Commission's initiatives, achievements, and the challenges we face in pursuing our mission. The progress we made would not be possible without the collaboration of our community partners, the dedication of our staff, and the support of the leaders in every ward who believe in our vision of a more equitable Chicago.

We are thrilled to continue this vital work in the year ahead knowing that our collective efforts are making a tangible difference. Our tireless efforts to innovate and build a city that values the diversity of its people are inspired by the passion of supporters like you. The CCHR thanks you for your time and interest in reading the 2024 Annual Report.

Sincerely,

Nancy C. Andrade
Chair and Commissioner
Chicago Commission on Human Relations



INVESTIGATION OF DISCRIMINATION COMPLAINTS AND OUTREACH

INVESTIGATIVE STAGE

At the CCHR, our Adjudication Division conducts the intake and investigation of discrimination complaints filed with the agency and oversees the mediation and hearing processes. Filing a complaint with the CCHR requires the following criteria:

- The complaint must be filed within 365 days of the person being made aware of the discriminatory act
- The alleged discriminatory act must have taken place in Chicago
- Complaints may be filed in person, by mail, email, online via the CCHR's website, or by fax.

We enforce the Chicago Human Rights Ordinance and Fair Housing Ordinances by protecting residents and visitors in Chicago from discrimination in employment, housing, public accommodations, and credit; all of which are prohibited in these ordinances.

These laws protect individuals, and their families, based on the following:

- | | | |
|------------------|---------------------|--------------------------------------|
| • Color | • Race | • Disability |
| • Religion | • National Origin | • Sexual Orientation |
| • Sex | • Age (40 and over) | • Parental Status |
| • Marital Status | • Gender Identity | • Credit History (employment only) |
| • Retaliation | • Source of Income | • Criminal History (employment only) |
| • Ancestry | • Bodily Autonomy | |

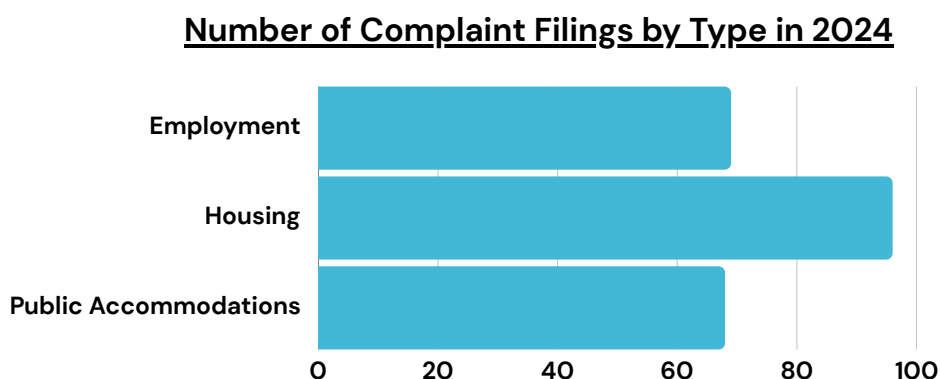
OUTREACH AND EDUCATION

Outreach is central to the CCHR's mission of protecting civil rights. Through community events, education, and partnerships, we aim to raise awareness, build trust, and ensure that all residents—especially those in underserved communities—know their rights and how to access our services. The following section highlights our outreach activities during 2024:

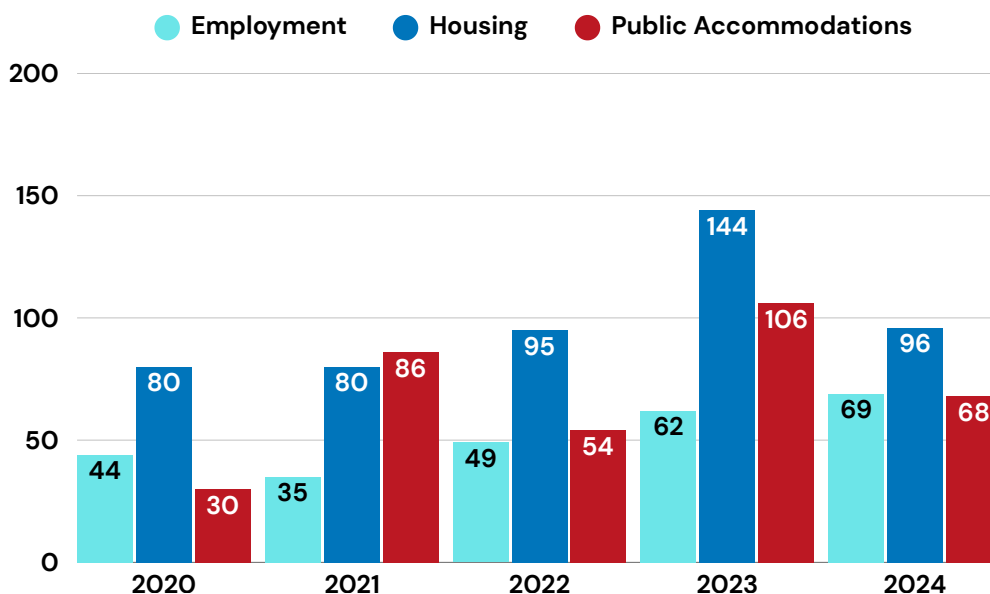
- Conducted pop-up intake sessions in the field and quarterly workshops in collaboration with the Mayor's Office for People with Disabilities (MOPD) and the Chicago Department of Family and Support Services (DFSS). Services offered include presentations on "How to Identify and Report Discrimination," on site intake of discrimination complaints, and resources tabling.
- Mexican Consulate of Chicago Annual Labor Week Program. Services offered include presentations on "Know Your Discrimination Rights" and resources tabling.
- Collaboration with the City of Chicago Office of Reentry. Services offered include presentations on Employment Discrimination focusing on criminal history and resources tabling.
- Aldermanic offices, ward night presentations on an "Overview of CCHR Resources," as well as specialized presentations on discrimination as requested by the unique needs of a particular ward.
- Collaboration with Chicago Legal Aid and LUCHA to host a Fair Housing Webinar entitled, "How to Identify and Report Housing Discrimination."
- Participated on UIC Law's fair housing career panel for future advocates and attorneys.
- Provided resources at various community outreach tabling events including the CHA's Owner Symposium, the Northside Community Resources' housing resource fair, the Mexican Consulate of Chicago's LGBTQIA+ Pride Month event, the Chicago Department of Housing's (DOH's) Housing 101: Rental Housing Rights and Protections resource fair, LGBTQIA+ housing rights resource fair, and Immigrant Housing Listening Session.
- Criminal history presentation to the National Employment Lawyers Association.

SUMMARY OF 2024 COMPLAINT FILINGS

There were 233 new discrimination complaints filed in 2024, a decrease of 25% compared to 2023 filings. While this decrease may appear to be significant, it is important to note that the number of new complaints in 2024 is higher than the 220 five-year average for new complaints filed with the CCHR. This data highlights the variance in number of complaints annually receives. This fluctuation is unpredictable and can be influenced on various factors including social and political movements, and the state of the economy.

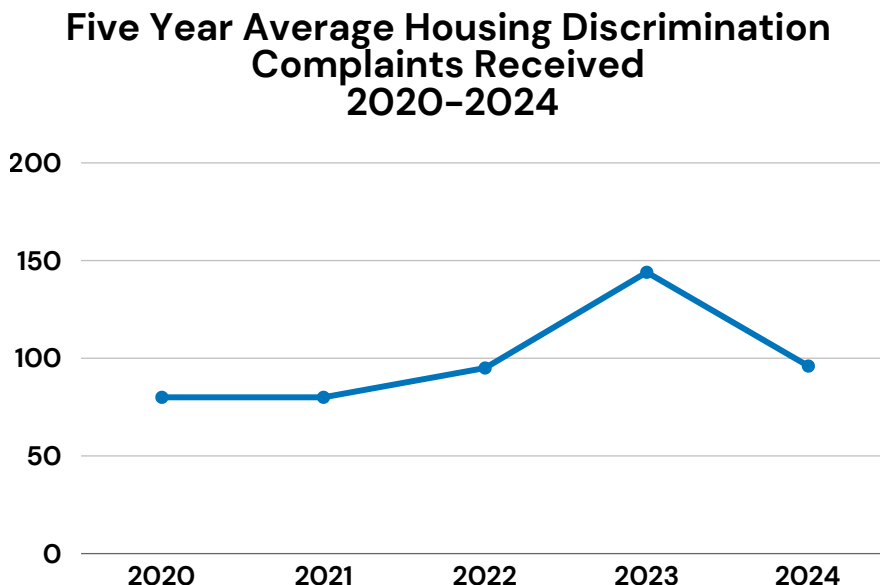


Five Year Average of Discrimination Complaints by Type 2020 - 2024



HOUSING

Fair Housing enforcement is critical in helping all residents live in the communities of their choice. Where one lives impacts employment opportunities, education, access to transportation, and many other quality of life factors. Housing is one of the most prevalent claims of discrimination handled by the CCHR.



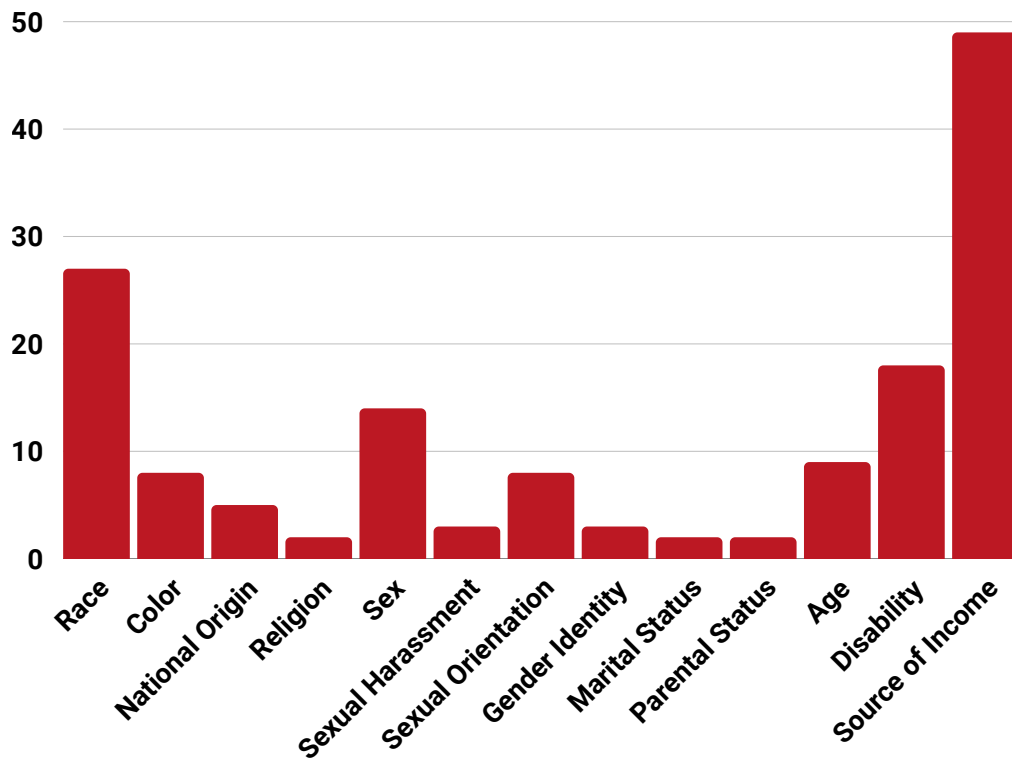
HOUSING CHOICE VOUCHER DISCRIMINATION

The most prominent form of discrimination in housing based on the number of claims received by the CCHR is source of income discrimination, specifically for recipients of Housing Choice Vouchers. Under both the Chicago Human Rights and Fair Housing Ordinances, source of income is a protected class. Housing Choice Vouchers (commonly referred to as “Section 8”), is a source of income that helps low-income individuals and families pay for housing. These vouchers increase access to neighborhoods with greater resources, providing developmental, educational, and health benefits that enhance adults' well-being and improve long-term outcomes for children.¹ Source of income claims based on housing choice vouchers comprised nearly 50% of all housing claims filed with the CCHR in 2024.²

[1] <https://www.cbpp.org/research/housing/the-housing-choice-voucher-program#:~:text=How%20Effective%20Are%20Vouchers?with%20disabilities%20to%20live%20independently>.

[2] There were less than 2% of other sources of income for which claims were filed including Social Security Disability benefits.

Housing Discrimination Filings by Claim 2024



RACE

Race discrimination accounted for 28% of housing claims filed with the CCHR. While this number may appear to be low, when we consider that housing choice voucher discrimination disproportionately impacts the Black community more than any other racial group, this would suggest race discrimination is much higher than indicated by looking at race claims alone.³

DISABILITY

In the City of Chicago, affordable and accessible housing for people with disabilities is in scarce supply. Working-age adults with disabilities are about twice as likely to have income below 200% of the federal poverty level compared to adults without disabilities further limiting housing choice.⁴ This makes the impact of discrimination against these individuals and families that much more daunting. Complaints based on disability comprised 19% of all housing claims filed with the CCHR.



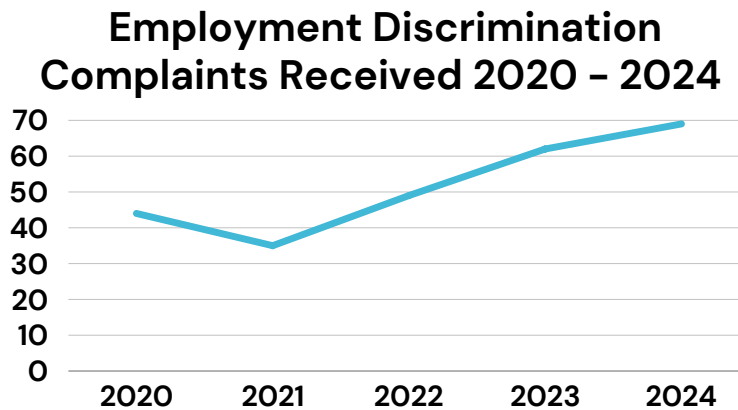
[3] In Chicago, 75% of publicly-supported housing residents are Black (Chicago Blueprint for Fair Housing)

[4] KFF – Working-Age Adults with Disabilities Living in the Community

EMPLOYMENT

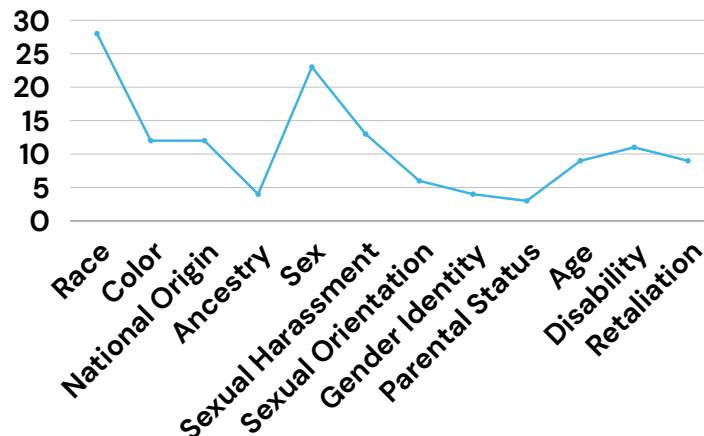
Employment discrimination leads to economic instability not only for an individual, but their families as well, depriving them of opportunities to support themselves. In the workplace, discrimination creates environments where merit and skills are overshadowed by bias. This practice also undermines organizational growth, limiting fresh perspectives and access to a new, diverse workforce.

There were 90 employment discrimination complaints filed with the CCHR in 2024, which was less than 2023 (150), but still on average with the number of employment complaints filed in the last five years.



The most prevalent claim was for racial discrimination. This accounted for 28 claims, followed by sex at 23, and sexual harassment which was the basis of 13 claims.

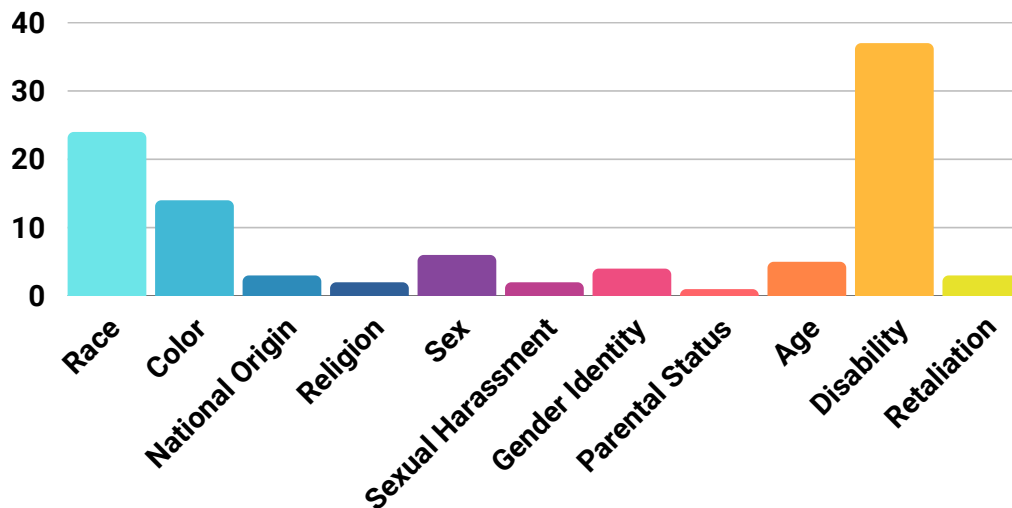
Employment Discrimination Filings by Claim 2024



PUBLIC ACCOMMODATION

In 2024, the Commission received 233 discrimination complaints, and 68 involved public accommodation.

Public Accommodation Discrimination Filings by Claim 2024



The top 3 public accommodation complaints in 2024 were related to disability, race, and color

Disability

54%

Race

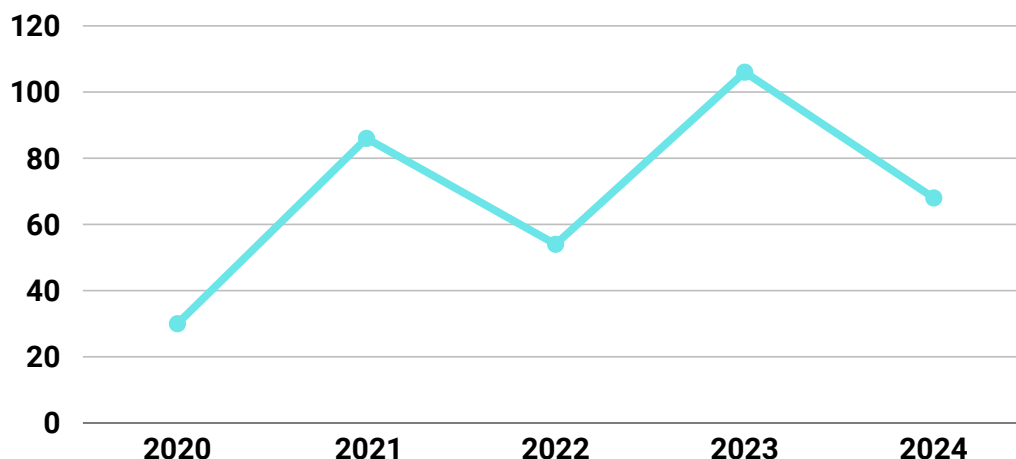
35%

Color

21%

This is consistent with the five-year average of 69 of public accommodation complaints received by the CCHR. In 2023, the CCHR received 106 disability complaints.

Five Year Average of Public Accommodation Complaints 2020 - 2024



RESOLUTION OF COMPLAINTS

HOW COMPLAINTS MOVE THROUGH THE CCHR



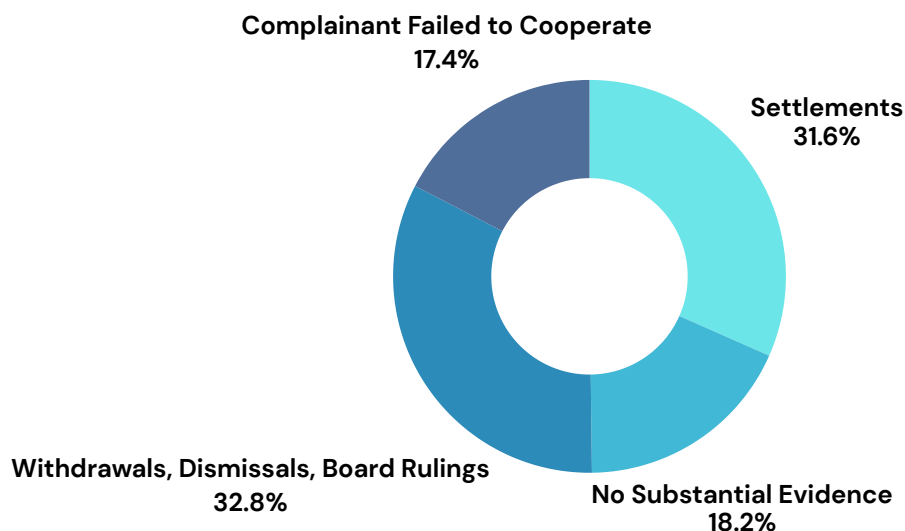
HEARING STAGE ACTIVITY

In 2024, the Commission advanced a total of 52 cases to the hearing stage, following a finding of substantial evidence; twice as many as in 2023.

The Commission also held 23 settlement conferences in 2024. Settlement conferences are conducted by a pool of independent mediators retained by the Commission. Many of these settlement conferences were for cases with completed investigations in 2023. Of those cases, 19 either settled or were dismissed based on the complainant's lack of cooperation with the process. The remaining cases carried over to 2025.

A significant number of discrimination cases were resolved through a settlement between the parties involved; without a formal Commission facilitated mediation. The Commission supports the established settlement of discrimination complaints as part of its approach to foster voluntary dispute resolution whenever possible. Settlements may take place either before a full investigation is completed or after the case has progressed to the hearing stage. A total of 67 cases were resolved through settlement in 2024.

Disposition of Closed Cases in 2024



PERFORMANCE ACHIEVEMENTS

The investigation and adjudication of discrimination complaints are handled by CCHR's Adjudication Division. The hard work and outstanding performance of the division resulted in these major achievements:

- Completed 284 investigations
- Completed 49% of discrimination complaint investigations within one year

These accomplishments speak to the division's acumen and reflect CCHR's ongoing efforts to promote equity and fairness in Chicago.



HIGHLIGHTS OF SUCCESS

Here are some brief examples which demonstrate how the Adjudication Division's work led to positive outcomes to address discriminatory activity:

- After multiple investigations of public accommodation discrimination based on disability, a discount variety store chain committed to improving the accessibility of its parking lots at several locations in the city for customers with disabilities.
- After its investigation, the CCHR found substantial evidence of discrimination based on criminal history when an applicant with a criminal record was denied a teaching position with a school. This case marked the Commission's first substantial evidence ruling under the enhanced criminal history protection of the Chicago Human Rights Ordinance.
- A veteran with a disability successfully settled a housing discrimination case related to his emotional support animal (ESA). The settlement included reimbursement for wrongly charged pet fees, along with additional damages.





FIGHTING HATE THROUGH ADVOCACY, MEDIATION, AND EDUCATION

As the city's civil rights agency, we have a skilled and experienced staff that specializes in combatting hate, supporting victims of hate crimes, and fostering unity in community tensions called the Intergroup Relations (IGR) Unit. IGR has three approaches to serving the community.

IGR Programs

- **HATE CRIME ADVOCACY AND VICTIM ASSISTANCE**
- **COMMUNITY TENSION INTERVENTION**
- **EDUCATION AND OUTREACH**

HATE CRIME ADVOCACY AND VICTIM ASSISTANCE

What defines a “hate crime”? A hate crime is a crime that is motivated by bias against the victim’s actual or perceived race, color, creed, religion, ancestry, gender, sexual orientation, physical or mental disability, or national origin, including, but not limited to, assault, battery, criminal damage to property, etc.⁷

The CCHR prioritizes hate crime advocacy and victim assistance through our IGR Unit. IGR works closely with the Chicago Police Department (CPD), Cook County State’s Attorney’s Office, government agencies, and community-based organizations to provide these services. Our services include accompanying victims to criminal court during hate crime prosecutions, rallying community support for victims, and connecting them with social service resources.

2024 SUMMARY OF REPORTED HATE CRIMES

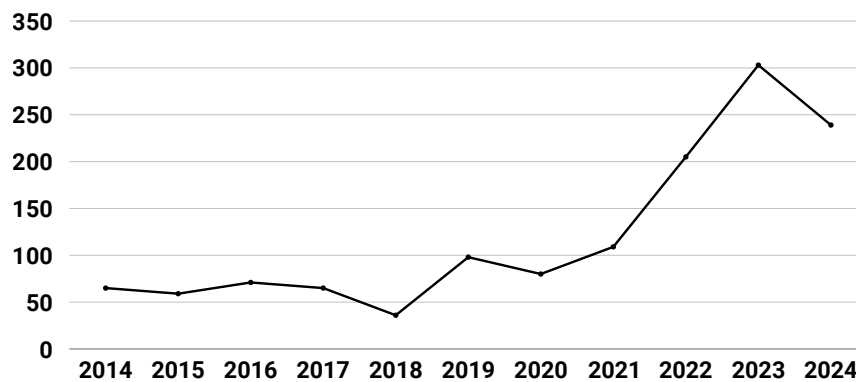
Reported hate crimes in Chicago were down 27 percent in 2024 as compared to 2023. However, to put this into context, from 2012 to 2021 the city averaged 76 reported hate crimes annually. Since 2022, the average has increased threefold to 249 reported hate crimes.

[7] Illinois General Assembly – Bill Status for SB0287. https://witnesslips.ilga.gov/legislation/BillStatus_pf.asp?DocNum=287&DocTypeID=SB&LegID=15620&GAID=8&SessionID=50&GA=94

For 2024, hate crimes based on race continued to be the most reported basis with 90 reported. Black victims accounted for 33 of these reported hate crimes followed by Latine/Hispanic with 23, and 8 reports against White/Caucasian victims.

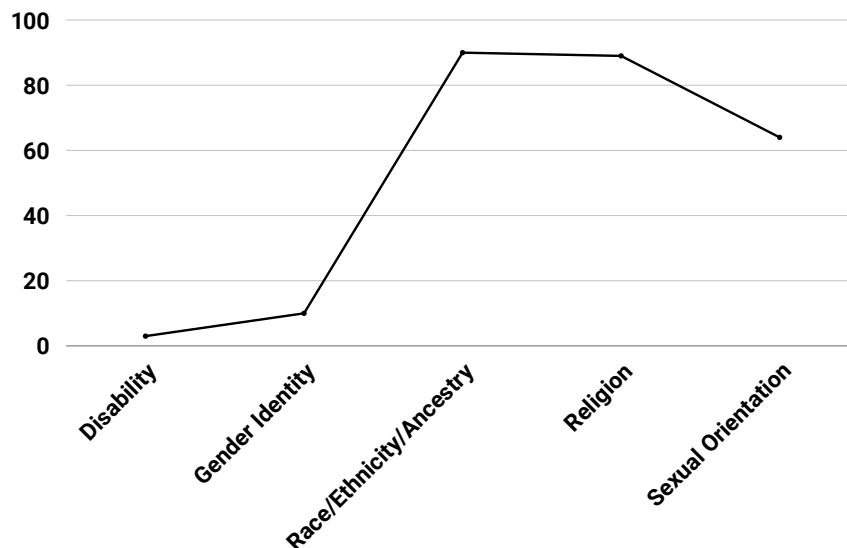
There were 89 religious based hate crimes with nearly 90 percent of those reports being anti-Jewish hate crimes. Hate crimes based on sexual orientation was the third most frequent basis of reports with 64. There were also 10 reported hate crimes based on gender identity.

REPORTED HATE CRIMES 2014-2024



Hate crimes based on race, religion, and sexual orientation made up over 95% of all reported incidents in 2024.

REPORTED HATE CRIMES BY BIAS CLASSIFICATION 2024



HATE CRIMES

Out of the 239 reported hate crimes in 2024, Jewish people and Jewish institutions were victims in 79 of these crimes. This represents a disturbing 48 percent increase over 2023.

[The Chicago Police Department's Hate Crime Dashboard](#) illustrates how these hate crimes were concentrated in a few specific police districts, the 24th, 19th, and 18th districts. The 24th District which includes the 49th and 50th Wards which has a significant Jewish population reported 33 hate crimes.



CCHR's Hate Crime Victim Advocate remained highly active throughout the year providing support and follow-up on numerous hate crime cases. Some of this work included:

- From 2020–2024, the CCHR's Hate Crime Victim Advocate continued to monitor the case of a murdered transgender woman. Ultimately, a suspect was arrested, prosecuted, and sentenced to 35 years in prison. Although there were no known survivors or family members to support, the CCHR continued to follow this case, and others like them to stand in solidarity with victims and demonstrate to vulnerable communities that the city cares.
- In 2024, a Jewish man was shot while on his way to synagogue in a case that received national media coverage. The shooter, who later engaged in a shootout with police, was arrested at the scene. This incident occurred in West Ridge, a neighborhood that saw the highest number of reported hate crimes in 2024, many of which were antisemitic. Despite initial calls for hate crime charges, none were filed until the CPD's investigation revealed antisemitic content on the shooter's phone and social media, as well as evidence that he had targeted Jewish institutions. CCHR's Hate Crime Victim Advocate kept the victim's family apprised of the court proceedings and provided moral support. Before the case was decided in court, the alleged shooter committed suicide. Throughout the course of the investigation, the Hate Crime Victim Advocate kept the local alderperson as well as community-based partners informed of any updates.

It is important to acknowledge that in the wake of the Israel–Hamas War, which began on October 7, 2023, there has been a rise in hate crimes targeting Jewish, Muslim, and Arab communities across the nation. At the CCHR, we are committed to promoting peace. In situations of community unrest, we remain impartial and stand with all victims of hate crime and discrimination.

HATE INCIDENTS

In 2024, the IGR Unit worked with the police and other city agencies to implement the new requirements of the amended hate crimes ordinance which added a prohibition for hate incidents. While hate crimes are crimes motivated by bias against a protected class (race, religion, sexual orientation, etc.), hate incidents are non-criminal incidents motivated by bias against a protected class. Hate crimes should be reported to 911. Hate incidents can be reported to 311.

Similarly, the CCHR worked with all fifty alders, CPD, 311, and the Department of Streets and Sanitation to implement new hateful graffiti protocols. These protocols ensure that hateful graffiti is photographed for evidentiary purposes, then quickly removed by the Department of Streets and Sanitation.

2024 HATE CRIMES AND HATE INCIDENTS REPORT

CCHR's IGR Director researched and prepared the city's first annual comprehensive report on hate crimes and hate incidents report in 2024, in accordance with the amended hate crimes ordinance. The Commissioner, and other CCHR staff provided testimony at a hearing on Hate Crimes before the City Council's Joint Committees on Public Safety, Health, and Human Relations.



HATE LITTERING ORDINANCE

In 2024, IGR staff responded to several incidents of antisemitic hate littering in various wards across the city. In collaboration with local alders in the affected areas, we distributed counter-leaflets to inform residents that they can now report such hate incidents to 311.

In response to these incidents, Alderman Timmy Knudsen (43rd Ward) reached out to the CCHR for input on a hate-littering ordinance to penalize hate littering. The alderman presented the ordinance, which was passed by the City Council in 2024, defines hate littering as leaving threatening material on private property, for which violators can be fined \$500 to \$1,000 per occurrence. The ordinance has been successful, as there have been no new reports of hate littering since the ordinance was enacted.



COMMUNITY TENSION AND INTERVENTION

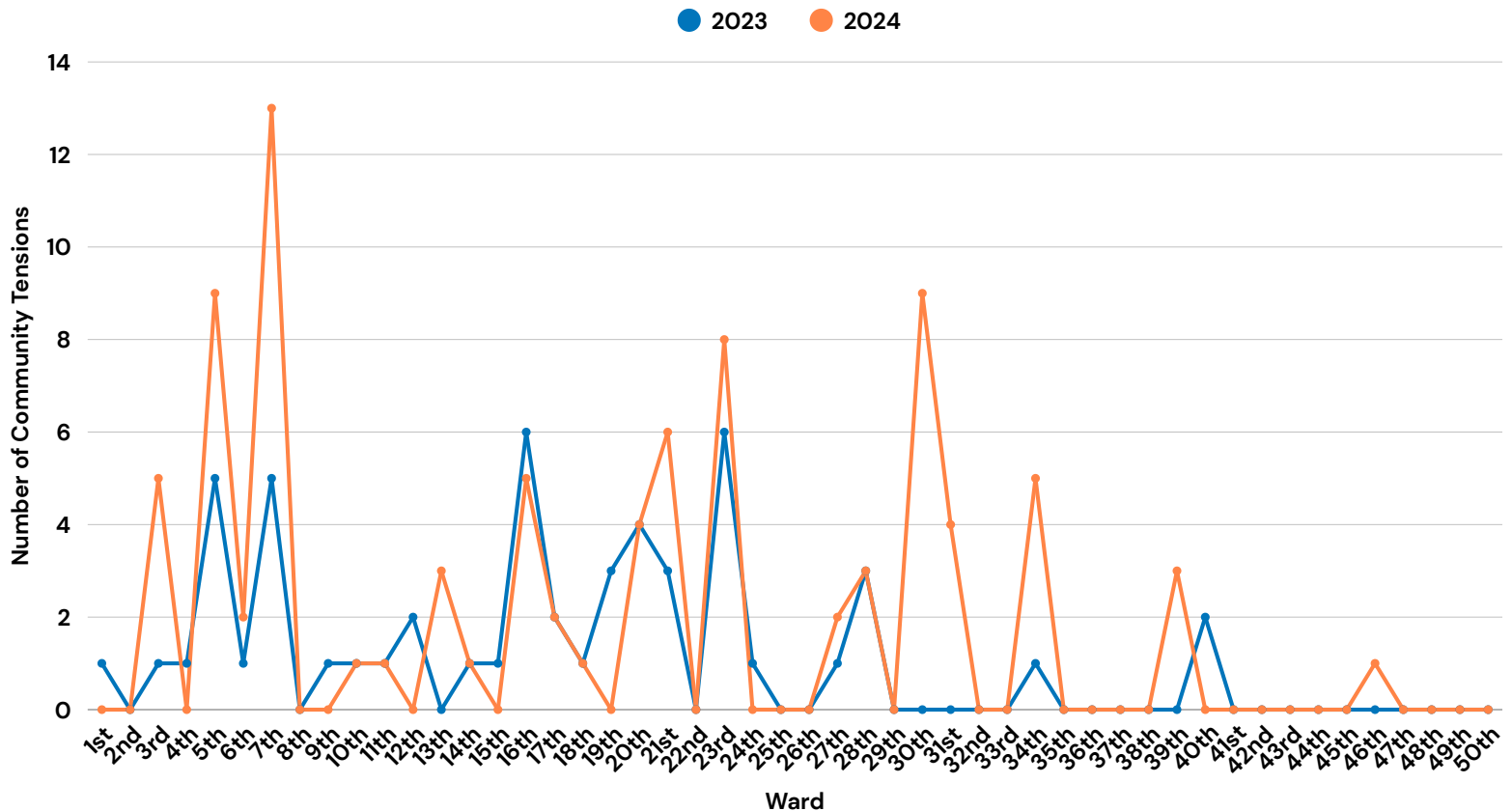
MEDIATION

The CCHR engages in community mediation. From disputes based on a protected class between neighbors, tensions between residents and businesses, the CCHR addresses a range of community conflicts. Our team of trained mediators facilitate conversations in a safe, confidential environment, ensuring neutrality so that both parties can openly share their concerns. We collaborate closely with aldermanic offices, schools, community organizations, and other groups to help reduce tensions and foster healing within the community. In 2024, the CCHR mediated 80 conflicts based on a protected class.

PEACE CIRCLES

Along with mediation, the CCHR facilitates Peace Circles, which are small group dialogue sessions rooted in the restorative justice model, to resolve community tensions. A Peace Circle is a tool used to allow all parties in a dispute to communicate with each other and find common ground to resolve a conflict. From schools, community organizations to government agencies, the CCHR has successfully used Peace Circles to address conflicts in the community.

COMMUNITY TENSIONS PER WARD 2023 & 2024



HIGHLIGHTS OF SUCCESS

In summary, these highlighted examples of CCHR's work demonstrate how the IGR unit made significant progress in promoting dialogue and understanding across communities in Chicago. Through advocacy and targeted outreach, the unit successfully mediated conflicts based on a protected class and fostered collaboration between marginalized groups.

- Utilizing effective communication skills and conflict resolution, the CCHR's Human Relations Specialist successfully mediated a conflict between faculty members at a local university and a department head involving allegations of bullying, offensive racial remarks, homophobic language, and retaliation. IGR facilitated two successful Restorative Justice Peace Circle conversations and mediations between the parties. Each participating group expressed concerns about how they were treated and found common ground allowing them to continue working together.



- An African American female and a male Muslim gas station owner were involved in a conflict involving racial tension, mutual defamation of character, and allegations of racism from each side. After several meetings, IGR facilitated a very successful Restorative Justice Peace Circle mediation. Throughout the process, each person expressed concern with how they were treated, established common ground, and cleared up misinformation from third parties. Through this successful intervention the parties are now working together to address issues in their community.

- A senior center agreed to work with the CCHR to address racial, cultural, and gender tensions within their facility. CCHR's intervention would include Restorative Justice Peace Circle conversations and mediations (in both English and Spanish). IGR facilitated numerous interactive peace circles and mediations emphasizing personal growth, cultural awareness, self-empowerment, gender understanding, and overcoming racial and language barriers. Staff and residents have reported a significant improvement in the interactions and relationships at the center.

EDUCATION AND OUTREACH

Education and outreach are essential elements of our work. We provide presentations for organizations, community groups, businesses, and faith communities about our programs and services. Our Project Coordinator visited shelters for new arrivals and presented "How to Be a Good Neighbor" workshops in Spanish. These workshops sought to educate our new arrivals about the local laws, rules and standards in the U.S. The workshops not only provided educational information to vulnerable residents but also served to connect them with other city agencies. Visiting shelters allowed the CCHR to connect with people, hear their stories, and effectively provide support.

The CCHR staff attends community meetings, aldermanic ward nights, hosts information tables at community events, conducts neighborhood canvassing, and more. A community event where IGR's work made a positive impact was at a resource fair at St. James Community Church to provide resources to day laborers. The event was well attended from beginning to end. We connected people with resources as well as listened to their stories of sacrifice, hardship and loss to demonstrate that the city cares for their concerns. Taking a moment to listen to people and help inform them of their rights at a time when they feel isolated provides great value for those we serve and is rewarding for staff as well.



PEACE DAY RALLY

On September 23, 2024, the CCHR co-sponsored the 46th Annual Peace Day Rally at Daley Plaza. The CCHR has been a co-sponsor of this program with the Peace School for nearly 30 years. The CCHR Commissioner, NBC-5, Telemundo, Chicago Public Schools along with leaders from the state and city delivered moving speeches to call for peace for each nation of the world. Chicago started the observance of Peace Day in 1978, three years before the United Nations established the International Day of Peace. The event encourages people of all ages to become peacemakers and to celebrate unity and the diversity of our city and the world. Over 1,500 students attended the Peace Day celebration and brought posters they personally made with messages of peace.



BOARD OF COMMISSIONERS & ADVISORY COUNCILS

BOARD OF COMMISSIONERS

The CCHR Board of Commissioners acts as the department's public leadership and community representative. The Board receives updates from staff on departmental activities and offers valuable feedback on improving public service. Additionally, it assesses and recommends measures to counteract prejudice and discrimination. The board reviews the recommended decisions of CCHR's independent hearing officers after each case is fully litigated at an administrative hearing. The board can decide to accept the recommendation as written, reject it, or modify it in line with the law, or remand the case for further review.

Board of Commissioners

Nancy C. Andrade, Chair and Commissioner

Karina Ayala Bermejo
Naderh Hana Elrabadi
Juliet C. Gilbert
Vanessa Harris
Pamala M. Silas
Marta Cerda, J.D.

Jennifer F. Eleazar
Daniel Goldwin
Rey Gonzalez
Daniel R. Hernandez, Esq.
Jin-Soo Huh

Ray J. Koenig III, Esq.
Margaret E. Kulujian
Esther Nieves
Dr. Terrel Odom
Michael Takada
Kim Waller

ADVISORY COUNCILS

The CCHR is supported by five advisory councils that collaborate directly with the Office of the Mayor. These councils serve as liaisons between the city government and the community to promote cooperation, improve services, and foster better human relations while addressing discrimination affecting all Chicago residents. The councils include: the Advisory Council on Women, Advisory Council on New Americans, LGBTQ+ Advisory Council, Advisory Council on Equity, and Advisory Council on Veterans.

Advisory Council Chairs

Advisory Council on Equity, Esther Nieves and Victor Dickson, Co-Chairs
Advisory Council on LGBTQ+, Jin-Soo Huh
Advisory Council on New Americans, Karina Ayala-Bermejo
Advisory Council on Veterans, Dr. Terrell Odom
Advisory Council on Women, Cherita Ellens

Advisory Council Achievements

The advisory councils for the CCHR experienced a successful year in advancing their mission to foster better human relations between the city government and the community. From local policy initiatives to providing essential resources, the advisory councils championed the communities they serve. Here are just a few examples of work of the councils:

The New Americans Advisory Council played a critical role in supporting and advocating for immigrant and refugee communities in Chicago throughout 2024. Members of this council, and their respective organizations, hosted informative presentations and provided essential resources and services to both newly arrived and long-standing immigrants. The array of this council's contributions this year includes shaping important local policy initiatives, such as advising the City's language access program, offering insights, and giving feedback on policies affecting immigrant communities. The council's advice led to the improvement of the City of Chicago's website by making it available in 249 languages.

The Advisory Council on Veterans partnered with Mayor Johnson to enact new ordinances in support of the Veterans community. The new ordinances include a Veteran Hiring Preference across all city departments and a Veteran Preference in Affordable Housing. Additionally, the council conducted initiatives to strengthen veteran-owned businesses that led to a 30% increase in these new businesses in 2024.

The LGBTQ+ Advisory Council was heavily involved in planning the 2024 LGBTQ+ Pride Parade as well as advocating for a city proclamation for LGBT Visibility Week. The council continues to hold its regular meetings at City Hall to encourage public participation. At each meeting, the agenda includes a presentation from an LGBTQ+ community organization, big or small, to inform the public about its services and programs.

The Advisory Council on Equity worked with the Mayor's Office to develop a process to recruit and identify the city's new Chief Equity Officer. Additionally, the council developed a list of recommended candidates for the Mayor's Reparations Study Task Force. In addition, the council provided insight and feedback on the Office of Equity and Racial Justice's (OERJ) priorities for 2025 to ensure the City of Chicago is positioned to successfully execute efforts of inclusivity and social justice in the years ahead.

The Women's Advisory Council advocated for women in Chicago on issues such as equal pay and workplace protections.

THANK YOU 2024 INTERNS

The CCHR is proud to annually host interns, undergraduate and graduate. CCHR interns have a unique opportunity to learn first-hand about municipal government, working with the public, and contributing towards the mission of the agency.

The CCHR applauds the energy, dedication and insight our interns bring to the department. Thank you CCHR interns for your hard work and commitment.

Akua Addo, Loyola University Chicago
Natalie Braga, Loyola University Chicago
Yufei Chen, University of Chicago
Catherine Clayton, University of Illinois in Chicago
Liam Coffey, University of Chicago
Javier Enriquez, National Louis University



ACKNOWLEDGEMENTS

CHICAGO COMMISSION ON HUMAN RELATIONS STAFF

Nancy C. Andrade, Chair and Commissioner

Maria Balderas, Executive Administrative Assistant

Kenneth Gunn, First Deputy Commissioner

JoAnn Newsome, Deputy Commissioner

Kristen Lee, Director of Compliance/Fair Housing

Marisol Gallegos, Director of Human Rights Compliance, Employment

Gloria Vu, Human Resources Business Partner

Alexander Chaves, Public Relations Representative III

Wessie Johnson, Administrative Assistant III

Peter Oakley, Human Relations Investigator II

Daniel Patlan, Human Relations Investigator II

Cheryl Reid, Human Relations Investigator II

Albert Robinson, Human Relations Investigator II

Jennifer Scott, Human Relations Specialist II

Connie Simonelli, Human Relations Investigator II

Ingrid Upchurch, Human Relations Investigator II

Daniel Serrano, Director of Intergroup Relations and Outreach

Yaritsa Perez, Project Coordinator

Norman White, Hate Crime Victim Advocate

