



1990-2015

2015

Annual Report

Celebrating the 1990 Amendments to the
Chicago Human Rights and Fair Housing Ordinances
-A 25 Year Reflection on Chicago's Civil Rights Agency



C | C | H | R

Chicago Commission on
HUMAN RELATIONS



City of Chicago
Rahm Emanuel
Mayor

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. (Commission on Human Relations Enabling Ordinance (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.



TABLE OF CONTENTS

Discrimination Complaint Investigations	1
•Housing Discrimination.....	3
•Public Accommodation Discrimination.....	5
•Employment Discrimination.....	6
•Resolution of Complaints.....	8
Board Rulings in Discrimination Cases	10
Hate Violence Prevention Strategies	11
Community Outreach	13
Special Projects and Initiatives	14
Community Voices	18
•Board of Commissioners.....	19
•Equity Council.....	19
•Veterans Council.....	20
•Neighborhood Task Forces.....	21
International Relations and Outreach	22
Board of Commissioners and Staff Lists	25
Advisory Councils	26
Acknowledgments	27



Dear Fellow Chicagoans,

Chicago is a stronger, more vibrant city because of its diversity. The Chicago Commission on Human Relations (CCHR) is committed to eliminating prejudice and discrimination, and to protecting the rights of Chicago residents from all walks of life.

Under the leadership of CCHR Chair and Commissioner Mona Noriega, CCHR has built one of the strongest and most comprehensive anti-discrimination ordinances in the country, and works every day to protect civil rights through its enforcement.

The CCHR 2015 Annual Report reflects the recourse, support and advocacy city residents have received through the Commission's work in response to discrimination and hateful acts. In 2015, the Human Rights Ordinance was made even stronger with new protections from discrimination based on credit and criminal history. New efforts were developed to increase awareness and provide stronger responses to hate crimes, and we expanded human relations workshops in schools to address the growing problem of bullying.

The policies and initiatives of CCHR protect the rights of all residents, and prevent discrimination throughout the City of Chicago. Our city is one that values all of its residents, no matter what race, color, religion, sexual orientation, gender identity or age. We take great pride in all of our communities and serve each and every resident and visitor equally, respectfully, and fairly.

While we have made substantial progress, more work remains. I applaud CCHR for their continued leadership in fighting against discrimination, speaking out against hate crimes and bringing people together in unity to make Chicago a welcoming city to all.

Sincerely,

A handwritten signature in black ink that reads "Rahm Emanuel". The signature is written in a cursive, flowing style.

Rahm Emanuel



Message from Commissioners

As the Chair and Commissioner of the Chicago Commission on Human Relations (CCHR), it is my honor to share with you our 2015 Annual Report. This edition of the report includes a reflective timeline highlighting major milestones, events and CCHR programs over the past twenty-five years dating back to the adoption of the new and more powerful Human Relations and Fair Housing Ordinances (collectively referred to as the ordinance).

In 1990 the Chicago City Council approved a major revision of the ordinances providing new enforcement powers for the CCHR to address complaints of discrimination. These powers included the authority to hold administrative hearings, issue subpoenas, and award monetary damages, injunctive relief, and attorney's fees. The ordinance also called upon the CCHR to work with the Chicago Police Department to assist hate crime victims and develop programs to reduce and prevent hate crimes. To develop a united community voice against discrimination and hate, the ordinance also consolidated eight separate advisory councils and commissions under the umbrella of the CCHR.

Over the past twenty-five years, the CCHR has continued to be a strong and consistent voice against prejudice, discrimination, and hate. Working with elected officials, community partners, and governmental agencies, the CCHR has made significant achievements in helping communities address these issues and limit their destructive impact. Be it by rendering significant legal rulings in discrimination cases, or by helping to prevent an escalation of racial and ethnic tensions following potentially divisive acts of hate, the CCHR has made significant achievements in promoting equality, cultural understanding, and unity in our city. The historical timeline of major milestones and important events of the CCHR in the pages that follow seeks to provide a glimpse of some of the most significant challenges and achievements of the agency since 1990.

As the agency moves forward to develop new strategies to address discrimination and hate, the CCHR will continue to promote programs and initiatives to bring people together across the boundaries of race, religion, sexual orientation, and other forms of difference that continue to divide us. While much progress has been made, far too many Chicagoans continue to grapple with the ongoing effects of inequality. Thus the work and the mission of the CCHR are as critical now as they were in 1990.

We hope that this report will give you some insight into our recent work, as well as over the past 25 remarkable years. My sincere thanks go out to all of the many dedicated CCHR staff members, past and present who helped to shape the agency and its work, and to the hundreds of selfless volunteers who served on our Board, advisory councils, and neighborhood taskforces. Your efforts have made a tremendous impact in providing hope and justice for thousands of Chicagoans one complaint, one phone call, one workshop at a time!

Thank you.

Very truly yours,

A handwritten signature in cursive script that reads "Mona Noriega". The signature is written in dark ink and is positioned above the typed name.

Chair and Commissioner Mona Noriega

CCHR 25 YEAR HISTORICAL TIMELINE

1990

New Chicago Human Rights and Fair Housing Ordinances are enacted.

Executive Director Clarence N. Wood becomes the new Chairman/Commissioner.



1991

The First Annual Chicago Gay and Lesbian Hall of Fame. The first ever municipally-sponsored event of its kind is created by the CCHR's Gay and Lesbian Advisory Council to recognize the significant contributions of gays and lesbians to the City of Chicago.



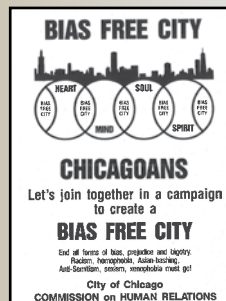
Unity Day is created by the CCHR as a commemoration of Dr. Martin Luther King Jr.'s historic March on Washington. Unity Day is later expanded to Unity Month (September).



1992

The CCHR helps to defuse racial tensions between African American residents and Korean merchants following the firebombing of two Korean stores in the Englewood Mall.

The CCHR's Bias-Free City Campaign begins. Posters, bumper stickers, and Unity scrolls are part of a city-wide effort to reduce discrimination and hate.



1993

A joint resolution by the **Advisory Council on Gay and Lesbian Issues and the Veterans Advisory Council** denounces President Clinton's "Don't Ask, Don't Tell" policy.

The CCHR Citywide Human Relations Seventh Grade Essay Contest is created. Over 3,000 students will participate in this program annually.



1994

Through the advocacy of the Advisory Council on Women, **Mayor Richard M. Daley issues an Executive Order prohibiting sexual harassment** in city employment, and establishes the City's Sexual Harassment Office.

1990-2015

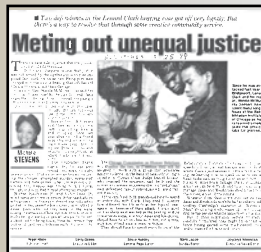
1995

The First Annual Latino Business Opportunities Conference is organized by the Advisory Council on Latino Affairs.

The event continues today under the auspices of the Illinois Latino Chamber of Commerce.

1997

Lenard Clark, a 13 year-old African American male is beaten into a coma by white males with baseball bats while riding his bike in Armour Square. CCHR's intervention was instrumental in preventing an escalation of racial tensions and possible violence.



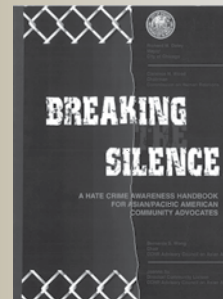
1999

Smith, Torres and Walker v. Wilmette Real Estate and Management Co., CCHR No. 95-H-159 & 98-H-44/63 (Apr. 13, 1999).

The prohibition on source of income discrimination under the Fair Housing Ordinance is ruled to include Section 8 (Housing Choice Vouchers).

2000

Several Asian women in Chicago and surrounding suburbs are sexually assaulted evoking fear and anger in the Asian community. CCHR's Advisory Council on Asian Affairs worked with the Chicago Police Department to overcome language barriers and reach out to community residents.



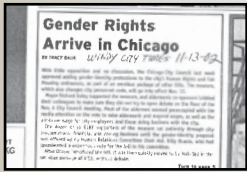
2001

The terrorist attacks of September 11 result in a backlash of violence against Arabs and Muslims, including 50 hate crimes within two weeks in Chicago.

CCHR 25 YEAR HISTORICAL TIMELINE

2002

Gender Identity is added as a protected class to the Chicago Human Rights and Fair Housing Ordinances, due in part to advocacy by the Advisory Council on LGBT Issues and LGBT community organizations.



2003

Richardson v. Chicago Area Council, Boy Scouts of America, CCHR No. 92-E-80 (Feb. 21, 1996) (Feb. 19, 2003). While the Complainant was unsuccessful in this litigation, this case and similar ones filed outside of Chicago ultimately brought the national spotlight on the Boy Scouts of America's policy to ban gays and lesbians from becoming scouts or working for the organization.

2006

Jean Baptiste Point DuSable is recognized by City ordinance as the founder of the City of Chicago after years of education and advocacy by the African Advisory Council and community groups.



2007

Chicago Arabesque, a cultural and educational festival celebrating the contributions of the Arab community organized by the Advisory Council on Arab Affairs, is held for the first time before 50,000 visitors over four days at Daley Plaza.



2008

Former Acting Superintendent of Police, **Dana Starks is named the new Chairman and Commissioner of the CCHR.**



1990-2015

2009

Lockwood v. Professional Neurological Services, Ltd., CCHR No. 06-E-89 (June 17, 2009)

In the CCHR's first ruling on parental status discrimination, the Board rules in favor of the Complainant who was a sales representative and mother of two who was discharged after a single absence.

2010

In response to the January 11 earthquake in Haiti, the African Advisory Council works with Chicago's Haitian community to organize local relief efforts, and partners with the United States Citizenship and Immigration Services to sponsor Temporary Protective Status workshops.

2011

Rahm Emmanuel becomes Mayor of Chicago and names Mona Noriega as the new Chairman and Commissioner of the CCHR.



The Advisory Council on LGBT Issues co-sponsors the historic Civil Unions Ceremony at Millennium Park.



2012

Credit History is added as a protected class to the Chicago Human Rights Ordinance.

An attack of a young Asian student by six other youth who streamed the beating on YouTube received national media attention. In response to the incident, CCHR reached out to the victim's school where it ultimately delivered 20 bullying workshops to more than 500 elementary school students.

2013

To highlight the continuing importance of fair housing, the CCHR hosts a traveling photo exhibit featuring Dr. Martin Luther King Jr.'s historic 1966 campaign for fair housing in Chicago.

The exhibit is displayed at multiple venues including the Daley Center Pedway.



To further deter discrimination, the City Council increases the maximum fines for all ordinance violations from \$500 to \$1,000.

2014

Criminal History is added as a protected class to the Chicago Human Rights Ordinance for employment discrimination.

The CCHR and other collaborating organizations host a Hate Crime Summit at the University of Illinois, Chicago Campus in commemoration of the fifth anniversary of the Mathew Shepard & James Byrd Jr. Hate Crimes Prevention Act signed into law on October, 2009 by President Obama.



DISCRIMINATION COMPLAINT INVESTIGATIONS

The CCHR, through its Adjudication Division enforces the Chicago Human Rights and Fair Housing Ordinances by investigating and adjudicating complaints of discrimination in housing, employment, public accommodations, credit and bonding. Persons who feel they have been discriminated against in Chicago because of membership in one or more of the following 16 protected categories may file a complaint with the CCHR: race, sex, color, age, religion, disability, national origin, ancestry, sexual orientation, gender identity, marital status, parental status, military discharge status, credit history (employment only), criminal history (employment only), and source of income.

If the investigation of a discrimination complaint reveals substantial evidence of an ordinance violation, the CCHR will conduct an administrative hearing. Following the hearing, the hearing officer will prepare a recommended ruling which is presented to the CCHR Board of Commissioners for review. If the Board of Commissioners rules that discrimination has an be ordered to:

- Pay fines to the City of Chicago, up to \$1,000 per violation.
- Take specific actions to address discriminatory practices (injunctive relief).
- Pay damages to the Complainant for out-of-pocket losses and emotional distress.
- Pay punitive damages to the Complainant in appropriate cases.
- Pay the Complainant's attorney fees.

Proving a Discrimination Complaint

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

- The conduct was based on the Complainant's status in one or more of these *protected categories*:

Race	•	National Origin	•	Religion
	•		•	
Sex	•	Gender Identity	•	Parental Status
	•		•	
Age (over 40)	•	Source of Income	•	Credit History (employment only)
	•		•	
Color	•	Ancestry	•	Criminal History (employment only)
	•		•	
Sexual Orientation	•	Marital Status	•	
	•		•	
Disability	•	Military Discharge Status	•	
	•		•	

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

Housing

Public Accommodations

Employment

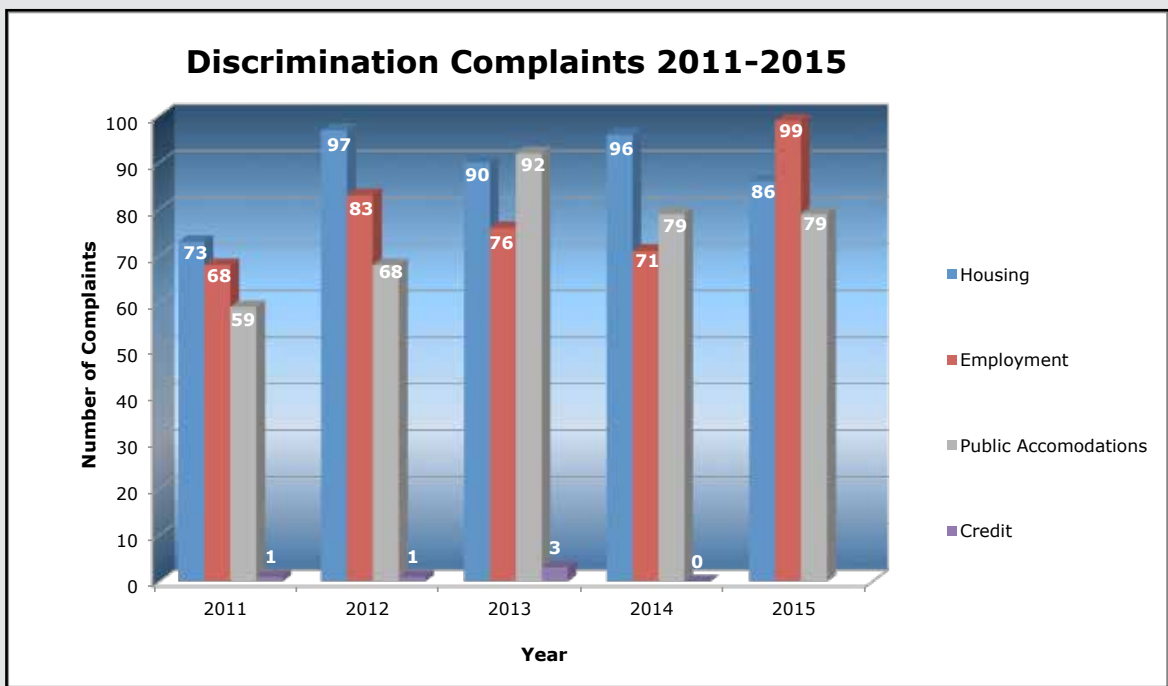
Credit or Bonding Transactions

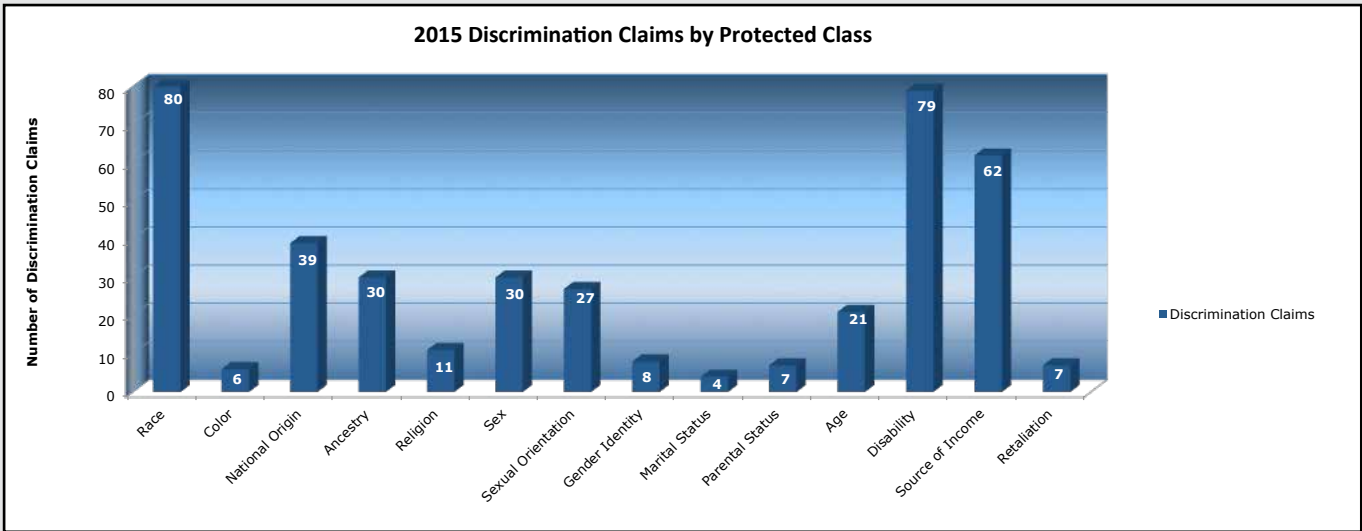
- The Complainant was subjected to *adverse* treatment by a covered individual, business, or government entity (the Respondent).
- The Complainant was treated differently because of his or her protected status, and not for other legitimate, non-discriminatory reasons.

The discriminatory conduct must have occurred in the City of Chicago. A discrimination complaint must be filed within 180 days of the alleged discriminatory action.



Deputy Commissioner Abel León, and Human Rights Compliance Directors Karen Wallace (Employment), and JoAnn Newsome (Fair Housing) conduct a joint presentation at the Chicago Bar Association.





The number of total claims exceeds the total number of complaints filed because Complainants often file based on multiple claims (i.e. sex, race, and source of income) within the same complaint.

Housing Discrimination

In 2015, the CCHR received 86 complaints alleging housing discrimination. This number represents a slight decrease of about 7% from 2014, when 96 such complaints were filed. As has been the trend for the past several years, the bulk of the 86 housing complaints – 59 complaints (or 69%) – alleged source of income discrimination, most of which involved Housing Choice Vouchers (HCV), also known as Section 8 Vouchers.

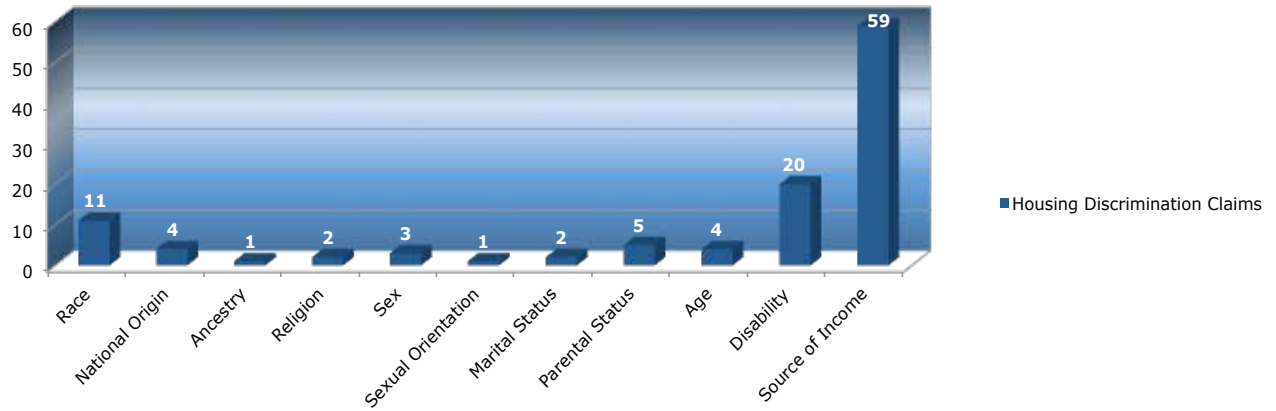
Discrimination against low income households who receive these federal subsidies (administered in Chicago through the Chicago Housing Authority) thus continues as a significant fair housing issue. In the coming year, the CCHR aims to conduct targeted outreach and education efforts in the real estate professional community as well as to HCV participants.



Beyond source of income, disability discrimination was the next most frequent claim in the housing area, asserted in 24% of the housing complaints. Next was race discrimination, claimed in 13% of the housing complaints, followed by national origin and age discrimination, each comprising 5% of the housing complaints. Other types of discrimination were claimed in 4% or fewer of new housing discrimination complaints.

Hall v. Woodgett *The Respondent property manager discriminated against Complainant on account of her parental status and source of income when it failed to rent an apartment to her because she had a young child and was a recipient of a housing choice voucher. See page 11.*

Housing Discrimination Claims by Protected Class



In partnership with Erie House Neighborhood Association, the CCHR hosted one of many planning meetings for the Fiesta Del Sol Housing Resource Pavilion.



First Deputy Commissioner Kenneth Gunn represented the CCHR at the Chicago Area Fair Housing Alliance (CAFHA) 30th Anniversary Meeting.

Public Accommodations Discrimination

Of the 79 public accommodation complaints received in 2015, disability was the most cited basis of discrimination, included in 53% of all complaints received under this category. Although there were 16 fewer complaints in 2015 than 2014, disability continued to be the most cited claim in public accommodation complaints for the third year in a row. The most common manifestation of disability discrimination claimed in these complaints continues to be the denial of full use of a business establishment due to the inaccessibility of its premises.



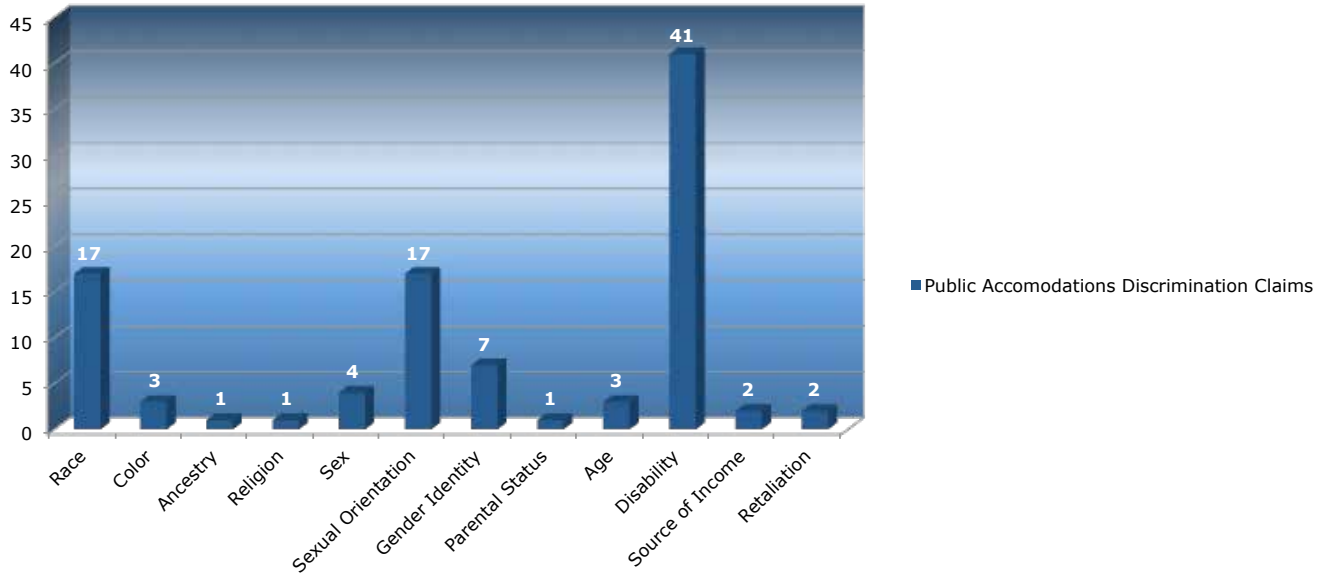
Cotten v. Bistro 18 The Respondent restaurant discriminated against Complainant on the basis of his disability when it failed to provide full use of its restaurant by virtue of not providing an accessible entrance and failing to offer services to him under the same terms and conditions as other, non-disabled customers. See page 10.

Beyond the claims alleging disability discrimination, public accommodation discrimination based on race or sexual orientation, each represented 22% of these claims. While discrimination based on race has consistently been the second leading category in these complaints, the increase from 4% in 2014 to 22% in 2015 in sexual orientation discrimination claims may be reflective of a major gay civil rights victory of 2015, the legalization of gay marriage. Major changes in the law have historically been an impetus for empowering previously marginalized groups to come forward to assert their rights in other areas. This may help to explain the increase of sexual orientation public accommodation complaints received by the CCHR.



Deputy Commissioner Abel León, Human Relations Investigator Connie Simonelli, Commissioner Noriega, and Vicente Sanchez, Chief of Staff to Ald. Daniel Solis (25) following a disability workshop delivered in Spanish for businesses in Pilsen where León and Simonelli were the featured speakers.

Public Accommodations Discrimination Claims by Protected Class



Employment

As noted above, employment discrimination complaints comprised the bulk of the total complaints received at the CCHR. Among these, claims alleging race discrimination in employment more than doubled in the last year, from 21 in 2014 to 48 in 2015. However, this increase is largely attributable to the filing of 17 race discrimination complaints against the same employer. Similarly, the growing conversation and media coverage around racial profiling by law enforcement has sparked an ongoing debate and increased attention to race relations in various contexts, including in the workplace.



Barrera v. American Dental Associates et al The Board ruled in favor of the Complainant, holding that an employer failed to accommodate the religious practice of an employee when Complainant, who is Muslim, was told that she could not wear her hijab while working because it would make patients uncomfortable. See page 10.

The second and third most cited categories claimed in employment discrimination were national origin, yielding 32 claims, and ancestry, at 28 claims. Even without including the group of 17 complaints which included allegations under both of these categories, claims alleging discrimination on these two bases have more than doubled since 2014. The increased prevalence of these claims serves to highlight the need for language accessibility in the delivery of Commission services, an initiative which the Commission takes seriously and has been delivering on for the past several years.

The next most cited categories of employment discrimination were sex discrimination, representing 22% of all claims and disability, at 18%. Both categories saw an increase in claims in 2015 but comprised about the same percentage of all employment discrimination claims received in 2014.



Suggs v. Montessori Academy Infant-Toddler Ctr The Board ruled that the Respondents discriminated against Complainant based on her sex when they discharged her after learning that she was pregnant. See page 10.

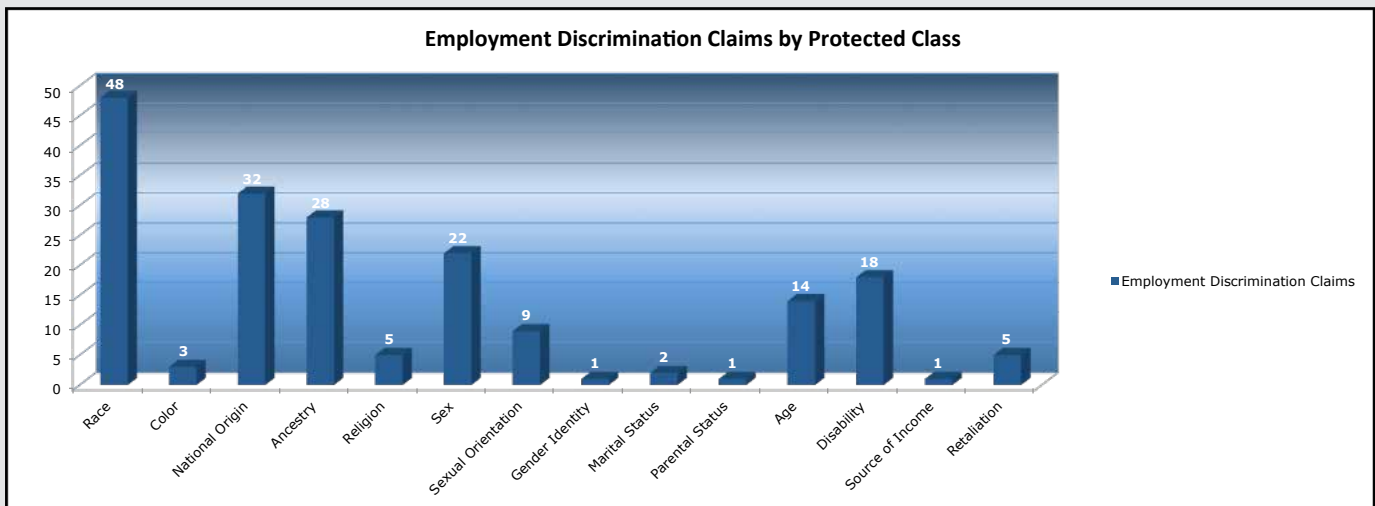


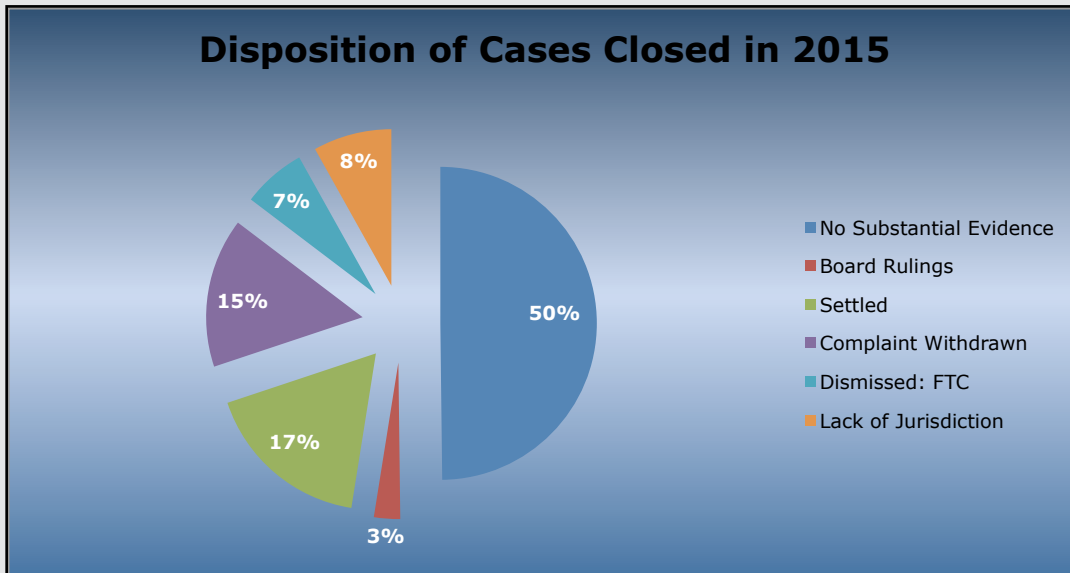
Deputy Commissioner Abel León participates on a panel titled “Sexual Harassment in the Workplace, Information for Immigrant or Undocumented Workers” at Mujeres Latinas En Acción.

New Protection Against Discrimination in Employment: Criminal History added as a Protected Class

A previously unaddressed area in which some individuals have suffered employment discrimination has been through the use of arrest or conviction records by employers to disqualify applicants for jobs at the initial stages of the application process. This practice disproportionately impacts African Americans and Latinos who are overrepresented in the criminal justice system. To address this disparity, Mayor Emanuel introduced an amendment to the Chicago Human Rights Ordinance that went into effect January 1, 2015 prohibiting discrimination based on criminal history.

The obligations associated with this new protected class apply only in an employment discrimination context and cover employers with 14 or less employees (state law covers employers with 15 or more employees). With a few exceptions mirroring the state, the provision place limitations on the timing of an employer’s inquiry into a job applicant’s criminal history, requiring that the inquiry take place only after a determination that the applicant was qualified.



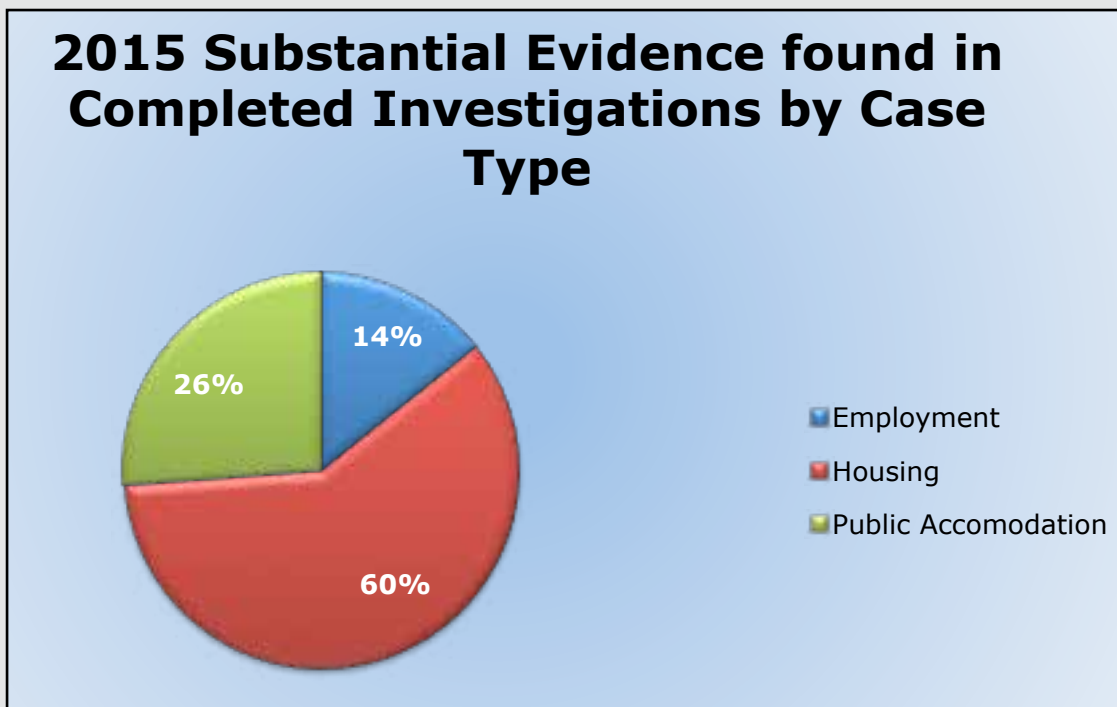


Substantial Evidence Determinations

A finding of substantial evidence is a preliminary legal ruling which means there is sufficient evidence to support a final ruling that an ordinance violation occurred. A substantial evidence finding allows a case to advance to the administrative hearing process in which an administrative hearing officer will make a recommendation as to liability and relief. The recommendation is forwarded to the Board of Commissioners who may either accept, reject, or modify the hearing officer’s recommendation. To obtain relief, it remains the responsibility of the Complainant to prove the case at the administrative hearing, where any Respondent not held in default is allowed to present a defense.

During 2015, 42 complaints advanced to the administrative hearing stage after a finding of substantial evidence that an ordinance violation had occurred. This represents 17% of the 244 dispositions of cases at the investigation stage.

Below is a depiction of 2015 completed investigations by substantial evidence determination and case type:



Investigative Efficiency

The CCHR delivers thorough and efficient investigations of discrimination complaints. One metric which the agency uses to measure its efficiency is the number of investigations completed within 180 days. In 2015, the CCHR increased the number of investigations completed within 180 days of filing by 18% over 2014 figures. Currently, 46% of all investigations are being completed within 180 days of a complaint filing. Similarly, the number of investigations closed within one year of filing increased by 15% over 2014. Overall, the CCHR completed 81% of investigations within a year after the filing of a complaint.



Director of Human Rights Compliance/Fair Housing JoAnn Newsome, Executive Director of the Chicago Chinatown Chamber of Commerce Sharyne Moy Tu, Commissioner Mona Noriega, and Deputy Commissioner Abel León following a disability discrimination workshop for Chinatown merchants facilitated by the CCHR.

Hearing Stage Activity

In 2015 the CCHR saw a 32% decrease in the number of cases which advanced to hearing as compared to 2014 (64 in 2014, 42 in 2015). Consequently, the number of rulings issued by the Board of Commissioners also decreased by more than 50%, going from 11 in 2014 to 7 in 2015.

During 2015, the CCHR advanced 42 cases to the hearing stage from the investigation stage following a finding of substantial evidence or default. Ten of those cases were scheduled for administrative hearing; however, only two actually went to hearing in 2015. Eight of those 40 cases closed before the administrative hearing was held, either by settlement or dismissal. The remaining cases carried over into the following year.

There were 26 cases forwarded to the hearing process that were scheduled for settlement conferences before one of the Commission's independent mediators. During 2015, 11 of those cases either settled or were dismissed based on the Complainant's failure to cooperate with the process. The remaining case carried over to the following year.

Settlements of Complaints

A substantial number of discrimination cases closed in 2015 through settlements between the parties. The CCHR values settlement of discrimination complaints consistent with its larger strategy to encourage the voluntary resolution of differences where possible. Settlement may occur at any time in the investigative or hearing process. In 2015, a total of 45 out of 259 closed cases were resolved by settlement.

Settlement is voluntary between the parties. When cases settle, the Respondents do not admit liability and the CCHR does not decide whether a violation actually occurred. The CCHR is not a party to the settlement and does not require or advocate particular settlement terms. However, CCHR staff, independent mediators, and hearing officers do encourage parties to try to settle their disputes and may facilitate the process. The CCHR is authorized to order parties to participate in a confidential settlement conference conducted by one of its independent mediators. The CCHR typically does this after a substantial evidence finding, but before appointment of a hearing officer if there appears to be settlement potential. In 2015, the Commission held 15 such settlement conferences, compared to 19 held in 2014.

Settlement terms vary, and because the majority of settlements are concluded as private agreements between the parties, the CCHR often does not know the terms including the monetary value to Complainants. Similarly, the CCHR does not announce the terms of settlement in other mediated cases, as a means of encouraging settlement in future complaints that may come before the CCHR. However, parties may choose to make settlement terms public if they have not agreed among themselves to keep the terms confidential.

BOARD RULINGS IN DISCRIMINATION CASES

Administrative hearings are held before independent hearing officers with expertise in civil rights law and litigation. The hearing officer manages the pre-hearing process, assesses credibility, makes findings of fact, and issues a recommended decision which the Board considers as the basis for its final ruling on liability and relief. If a prevailing Complainant was represented by an attorney, a second recommended and final ruling determines the amount of the attorney fees and related costs the Respondent will be ordered to pay.

Board rulings are written legal opinions which explain the basis for the decision. They are available to the public and establish precedents for future CCHR decisions. The Board Rulings Digest is a CCHR publication listing all Board rulings entered after administrative hearings. The latest update of the Board Rulings Digest is available upon request, or on the CCHR's website at:

www.cityofchicago.org/content/dam/city/depts/cchr/AdjSupportingInfo/AdjDecisions/BoardRulingsDigestJuly2015.pdf

During 2015, there were eight administrative hearings held before the CCHR, one ruling occurred in the following year. The Board of Commissioners ruled on the following seven cases:

1) *Barrera v. American Dental Associates et al.*, CCHR Case No. 13-E-60 (July 9, 2015)

The Board ruled in favor of Complainant, holding that an employer failed to accommodate the religious practice of an employee when Complainant, who is Muslim, was told that she could not wear her hijab while working because it would make patients uncomfortable. However, the Board found that Complainant did not prove that she was discharged because of her religion. Respondents were ordered to pay \$7,000 in emotional distress damages, \$5,000 in punitive damages, and a fine of \$1,000. The Board also imposed injunctive relief which required Respondents to establish a written policy which prohibits unlawful discrimination in the workplace, and to establish a procedure to report discrimination and request an accommodation for religious practices.

2) *Suggs v. Montessori Academy Infant-Toddler Ctr.*, CCHR No. 13-E-56 (August 13, 2015)

The Board ruled that Respondents discriminated against Complainant based on her sex when they discharged her after learning that she was pregnant. The Board awarded Complainant \$5,600 in lost wages, \$1,000 in emotional distress damages, and \$9,000 in punitive damages. The Board also imposed a fine of \$1,000 upon Respondent.

3) *Cotten v. Teloloapan Grocery*, CCHR No. 14-P-18 (August 13, 2015)

The Board ruled that Respondent discriminated against Complainant based on his disability when it failed to provide him with full access to its services. Respondent also failed to provide a reasonable accommodation to allow Complainant independent access to its services. The Board awarded Complainant \$1 in emotional distress damages, taking into account that Complainant provided no testimony regarding emotional distress, and the fact that Respondent's staff minimally accommodated Complainant during the incident. The Board then ordered certain injunctive relief to be performed by Respondent to ensure proper and equal service to all customers, including those with disabilities. The Board also imposed a fine of \$100 upon Respondent.

4) *Cotten v. Samer Foods, Inc.*, CCHR No. 13-P-083 (September 10, 2015)

Complainant, a person with a disability who uses a wheelchair for mobility, filed a complaint against a grocery store for failing to provide full use of its facility by virtue of not providing an accessible entrance, failing to offer him services under the same terms and conditions as other, non-disabled customers, and failing to offer him a reasonable accommodation. The Board of Commissioners awarded Complainant \$500 in emotional distress damages, \$100 in punitive damages, and an injunctive relief order requiring Respondent to take specific steps to make the store accessible. The Board also issued Respondent a fine of \$500.

5) *Cotten v. Bistro 18, CCHR No. 14-P-24 (October 8, 2015)*

Respondent restaurant discriminated against Complainant on the basis of his disability when, as a public accommodation, it failed to provide full use of its restaurant by virtue of not providing an accessible entrance and failing to offer services to him under the same terms and conditions as other, non-disabled customers, in violation of the Chicago Human Rights Ordinance. The Board awarded the following relief: 1) \$400 in emotional distress damages; 2) injunctive relief to make the restaurant accessible; and 3) a \$1,000 fine payable to the City.

6) *Hall v. Woodgett, CCHR No. 13-H-51 (October 8, 2015)*

Respondent property manager discriminated against Complainant on account of her parental status and source of income when it failed to rent an apartment to her because she had a young child and was a recipient of a housing choice voucher from Chicago Housing Authority, in violation of the Chicago Fair Housing Ordinance. The Board awarded the following relief: 1) \$5,000 in emotional distress damages; 2) \$357 in out of pocket damages; 3) \$5,000 in punitive damages; and 4) a \$1,000 fine payable to the City.

7) *Cotten v. Lito's Empanadas II, LLC, CCHR No. 13-P-81 (October 8, 2015)*

Complainant alleged that Respondent restaurant discriminated against him on account of his disability when it failed to provide full access to its restaurant by virtue of failing to offer an accessible entrance or ramp, in violation of the Chicago Human Rights Ordinance. Credible evidence was submitted at the administrative hearing that Respondent restaurant had gone out of business and voluntarily dissolved with no successor, leading to the dismissal of the matter, pursuant to CCHR Reg. 210.195.

HATE VIOLENCE PREVENTION STRATEGIES



Community Tension Mediation

In a city as large and diverse as Chicago, inevitably conflicts will develop between its residents based on race, national origin, sexual orientation, or other forms of difference. The CCHR, through its Inter-Group Relations Division (IGR) helps communities address these problems before they escalate into violent confrontations. Through mediation, peace circles, and other strategies CCHR staff help Chicago residents address differences in respectful and effective ways. Conflicts can be as small as two neighbors at odds with each other due to cultural

differences, to larger tensions involving entire community groups embattled with local businesses or institutions where race or national origin may be catalysts for misunderstandings. Bringing communities together to resolve differences is the key to IGR's success. Through these efforts, IGR helps reduce tensions and prevent violence, and provides an alternative to employing critical police resources to address non-violent conflicts. In fact, many of the referrals received by the agency come directly from the Chicago Police Department, as well as aldermen and other government officials. In 2015, IGR intervened in 47 community tensions. This intervention included 241 informal and formal mediation sessions facilitated by IGR's certified mediators.

Workshops and Presentations



Human Relations Specialist Aracelis Costaneda delivers a Bullying workshop to the parents at Aspira High School.

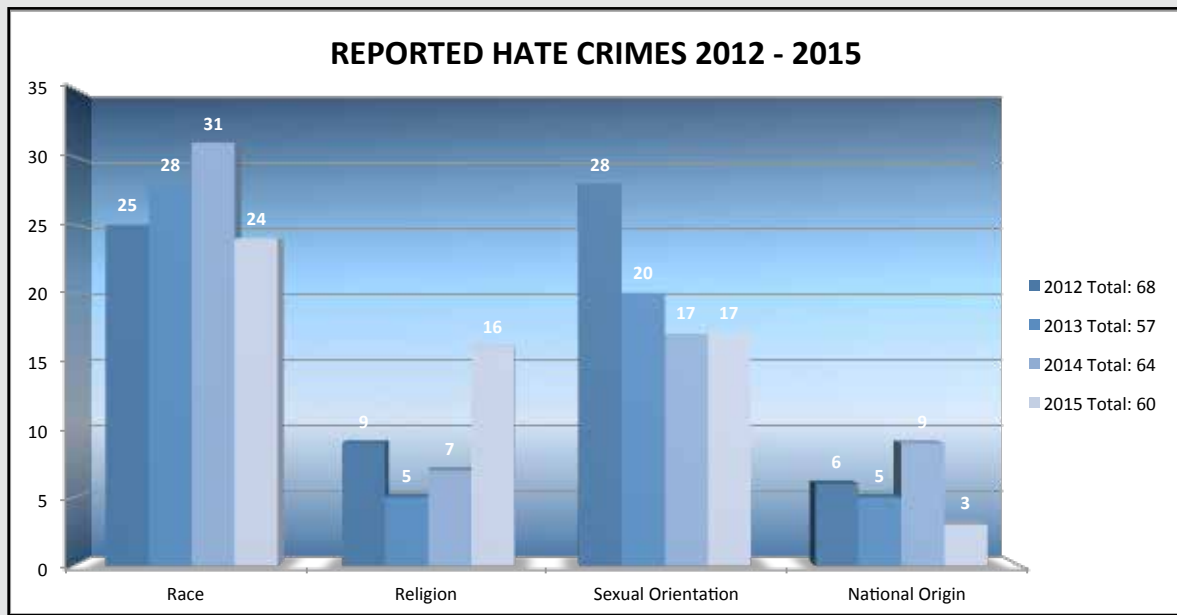
IGR works proactively to prevent hate crimes and intergroup conflicts by providing a variety of human relations workshops to schools, community organizations, and other groups upon request. Workshops are customized for each audience and can be tailored to adults and children and can be delivered in English and Spanish. Some of the most popular topics under the Human Relations Workshop series include Bullying, Conflict Resolution, and Prejudice Reduction. In 2015, the IGR delivered 62 workshops.

IGR and Adjudication staff are also available to attend community meetings or other gatherings of community organizations to provide presentations on the services offered by the agency. Presentations are also tailored to the audience and include information about hate crimes, how to file discrimination complaints with the CCHR, and a variety of specific legal topics covering different areas of discrimination. Nearly 400 presentations were delivered by CCHR staff in 2015.

Hate Crimes

Hate Crimes relate to a specific group of crimes (referred to as predicate offenses) where hate against the victim's actual or perceived race, color, creed, religion, ancestry, gender, sexual orientation, gender identity, physical or mental disability, or national origin is a motivating factor for the crime. These bias related acts cause unique harm, both to the victim and to the entire community. Hate crimes are not isolated to one particular neighborhood, or to one type of victim. They occur throughout the city against all groups of people. While CCHR's proactive educational efforts help to prevent hate crimes, a number of assaults, acts of property damage, and other bias related crimes still occur annually. Thus, providing assistance to victims of hate crimes continues to be a major focus of the CCHR.

The IGR Division is responsible for this important area of the agency's work, and uses a multi-faceted strategic approach to advocate for victims of hate crimes. This includes accompanying victims through the criminal court process to prepare them for what is to come, and helping them understand how hate crimes are prosecuted. IGR also works to mobilize community support for victims and make social service referrals. Equally important, IGR works directly with the State's Attorney's Office and the Chicago Police Department to ensure that hate crime charges are pursued whenever possible, and perpetrators are punished to the full extent of the law. IGR also provides workshops on hate crimes to schools and community groups upon request. Working together, residents, law enforcement, government, and community organizations are making great strides in reducing incidents of hate crimes in Chicago.



Hate Crime Specialist Norman White is pictured attending a back to school event where he spoke to parents and children about hate crimes.



International Human Relations Council (IHRC) President Fatima Abu Eid rallies marchers during the organization's March for Peace. The IHRC has worked with the CCHR to combat hate crimes on the south-west side since the September 11, 2001 terrorist attacks.



IHRC members and supporters march down west 63rd Street during the IHRC's March for Peace.

¹ These predicate offenses include: assault, aggravated assault, battery, misdemeanor theft, criminal trespass to residence, misdemeanor criminal damage to property, criminal trespass to vehicle, criminal trespass to real property, mob action, disorderly conduct, harassment by telephone, and harassment through electronic means.

COMMUNITY OUTREACH

An ongoing effort to reach out to every area of the city is a major priority for the CCHR each year. CCHR staff attend over 100 community events and programs annually to provide information to the public about the agency's programs and services. Events include aldermanic ward programs, CAPS meetings, neighborhood festivals, senior events, pow-wows, Iftars, and many, many more. CCHR staff also appear on television and radio programs to provide information on hate crimes, and discrimination issues. Several of these media outlets include stations that service the Polish, Arabic, and Spanish speaking communities.

Through these varied approaches to community outreach, thousands of the city's residents are provided with important information about the Chicago Human Rights and Fair Housing Ordinances, and how to file a discrimination complaint with the CCHR. Information is also provided about hate crimes, and how to request workshops and presentations by the CCHR.



Director of Human Rights Compliance/Fair Housing JoAnn Newsome, Human Relations Investigator Kristen Lee, Commissioner Noriega, Evette Cardona, First Deputy Commissioner Kenneth Gunn and Deputy Commissioner Abel León celebrate at an event for Latinos Progressando where the Commissioner and Cardona received an award for their work in the community.



Prosser High School teacher Jeff Bates gets down with Human Relations Specialist Aracelis Castaneda at the school's Annual Unity Walk. Prosser has partnered with the CCHR for many years on unity events and anti-bias programs.



Human Relations Specialist Jennifer Scott is pictured with a youth performance group at the Annual Asian Festival.



Commissioner Noriega marches with members of the City Council Gay Caucus at the Gay Pride Parade.



Human Relations Investigator Connie Simonelli is joined at the CCHR table at the Back of the Yards Festival by Equity Council members Hicham Zerhouni and Liliam Perez.



Commissioner Noriega marches with members of the City Council Gay Caucus at the Gay Pride Parade.

SPECIAL PROJECTS AND INITIATIVES

Throughout the year, the CCHR collaborates with community partners, other government agencies, community based organizations, and an expanding group of CCHR supporters to plan and participate in a number of special projects to further the impact of the agency's work and help continue to build bridges of cultural understanding. Here is just a sample of some of the programs and events for 2015 that the CCHR participated in.

Hate Crime Film Screenings

In collaboration with the organization, Not in Our Town, the Chicago Police Department, Cook County State's Attorney, the University of Illinois at Chicago, and other community partners, the CCHR hosted several film screenings and panel discussions on two powerful films about the impact of hate crimes on communities: *A Prosecutor's Stand*, and *Waking in Oak Creek*. The programs were held at different venues across the city including, the Gene Siskel Film Center, Harold Washington Public Library, University of Illinois at Chicago, Youth Service Project, American Jewish Congress, and at the CCHR.



Commissioner Noriega joins panelists, Mayor Stephen Scaffidi of Oak Creek, WI, *Not in Our Town* Film Producer Patricia O'Neill, Activist Precious Davis, Advocacy Director for the Center for New Community Kalia Abiade, and President of the Sikh Temple of Oak Creek, WI, Pardee P. Kaleka following a screening of *Waking in Oak Creek* and panel discussion at Harold Washington Library.

On the Table 2015

On May 12, 2015, the CCHR, community organizations, governmental agencies, corporations and individuals joined with the Chicago Community Trust in commemorating its 100th anniversary with "On the Table," an enormous undertaking to bring together 10,000 Chicagoland residents at 1,000 mealtime conversations on the same day to discuss and define specific ways that we can all work together to build strong, safe, secure and economically viable communities. This year's theme was "Philanthropy: Time, Treasure and Talents," which encouraged participants to discuss ways in which philanthropy can impact the many social issues facing Chicago's residents in ways beyond monetary giving. CCHR staff, members of the Board of Commissioners, and Equity Council members hosted and participated in several "On the Table" events across the city. The CCHR hosted a breakfast peace circle discussion at the CCHR with the youth service organization, Public Allies. Board Commissioner Ray Koenig III also hosted a discussion facilitated by CCHR staff at his law firm, Clark Hill P.C for residents of two homeless youth shelters serving LGBTQ youth, El Rescate and the Youth Empowerment Performance Project.



Human Relations Specialist Jennifer Scott conducts a peace circle with members of Public Allies at the CCHR's "On the Table" breakfast.



Human Relations Investigator Connie Simonelli makes a point at the dinner hosted by Board Commissioner Ray Koenig III.

Museum Tour Series

2015 marked the third year of the CCHR Museum Tour Series. Five to six times annually, CCHR staff volunteers, families, and friends join together on weekends to visit one of the city's many museums, focusing on the unique cultural museums or special exhibits at one of the larger institutions. Through these visits participants learn about Chicago's many diverse communities and how each group has come to call Chicago their home. This year's visits included:

- Illinois Holocaust Museum and Education Center (Skokie), Special Exhibit: "Race: Are We So Different?"
- Field Museum of Natural History, Special Exhibit: "VODOU: Sacred Powers of Haiti"
- Indo-American Heritage Museum, and guided stroll of Devon Avenue
- Chinese American Museum, Special Exhibits: 1) "Rites of Passage" 2) "My Chinatown: Stories from Within," and 3) "Great Wall to Great Lakes: Chinese Immigration to the Midwest"
- National Museum of Mexican Art, Special Exhibit: "La Muerte Niña" (Day of the Dead)
- DuSable Museum of African American History, Special Exhibit: "Freedom, Resistance, and the Journey Towards Equality"



Director of Human Rights Compliance/Fair Housing JoAnn Newsome is absorbed in the colorful pieces of breathtaking art at the National Museum of Mexican Art.



CCHR staff and friends join for this photo-op following the tour of the Illinois Holocaust Museum and Education Center.



The CCHR museum group takes a break for this photo at the Chinese American Museum.

Chicago Gay and Lesbian Hall of Fame Celebrates Marriage Equality

The Chicago Gay and Lesbian Hall of Fame ceremony was more spirited than ever this year as guests came out to celebrate the achievements of the new inductees, as well as the Supreme Court's favorable decision on marriage equality. Managed and operated by the Friends of the Chicago Gay and Lesbian Hall of Fame with the support of the City of Chicago, the Hall of Fame honors the achievements of individuals and organizations for their outstanding contributions that have had a significant impact on the well-being of the lesbian, gay, bisexual, transgender, and queer communities and have had an affirmative impact on the City of Chicago. The following individuals and organization were inducted into the Hall of Fame in 2015: *Jean Albright, Fred Eychaner, Emmanuel Garcia, Stanley Jencyk, Phoenix Matthews, Ph.D., Gail Morse, Michael O'Connor, Barbara Smith (Posthumous), Lauren Verdich, Lesbian and Gay Police Association-Gay Officers Action League, Jan Schakowsky (Friend of the Community), and Camilla B. Taylor (Friend of the Community).*



HOF guests Pat Ewert and Ald. Deb Mell (33rd Ward) join new inductee Camilla B. Taylor, Marriage Project Director for the Midwest Regional Office of Lambda Legal for this photo. Lambda Legal's advocacy was instrumental in the fight for marriage equality.



Members of the Lesbian and Gay Police Association-Gay Officers Action League pictured with HOF Co-Chair Gary Chichester.

STATEMENT FROM MAYOR EMANUEL ON SCOTUS DECISION ON MARRIAGE EQUALITY

“The City of Chicago applauds and celebrates today’s historic decision by the United States Supreme Court. By ruling that every American has a right to marry whomever they love regardless of where they live, today marks one of the great civil rights victories of our time. It is a victory for America’s true values of treating everyone equally under the law. I want to thank every resident of the City of Chicago who fought to make today’s historic victory possible.”

June 26, 2015

National Fair Housing Month

The CCHR continued with its annual recognition of National Fair Housing Month by using the month of April to focus on expanded outreach around the Chicago Fair Housing Ordinance and the agency's powers to enforce this important law. Regular education about fair housing remains a critical component of CCHR's outreach efforts as many Chicago residents continue to face housing discrimination based on source of income (primarily Housing Choice Vouchers), disability, and parental status (having children as part of the family unit, particularly teenagers), and other areas. CCHR provided several fair housing workshops during the month, including weekly sessions, delivered in Spanish for clients of the Mexican Consulate. In addition, Mayor Emanuel again issued a proclamation recognizing the month of April as Fair Housing Month in Chicago. The proclamation served as an important outreach tool as the CCHR worked throughout the city to inform residents of their rights under the Fair Housing Ordinance.



Mayor Emanuel Proclaims April as Fair Housing Month in Chicago.



Human Relations Specialist Aracelis Castaneda and Deputy Commissioner Abel León speak with a participant at one of the CCHR Fair Housing Workshops held at the Mexican Consulate during Fair Housing Month.

COMMUNITY VOICES

Board of Commissioners

The CCHR Board of Commissioners serves as the public leadership and community voice of the department. The board receives reports on the work of the department from staff, and helps staff improve services to the public. The board also reviews and recommends policies to address issues of discrimination and prejudice. Finally, the board makes the final rulings in all fully litigated discrimination cases after reviewing the recommended ruling of the hearing officer who conducted the administrative hearing. The Board may adopt the hearing officer's recommendation in full, reject or modify it consistent with applicable law, or remand the case for further hearing. In 2015, the Board of Commissioners made rulings in seven discrimination cases. For a summary of each decision, see pages 10 to 11.



Chairman of the City Council Committee on Human Relations, Ald. Joe Proco Moreno, addresses the board at one of its monthly meetings.



Board Commissioner Stephanie Kanter (left) pictured with Commissioner Karen Tamley of the Mayor's Office for People with Disabilities.



Board Commissioner Nabeela Rasheed serves as the MC for the Pakistan Independence Day Ceremony.



Board Commissioner David Mussatt, who also serves as the Midwest Regional Director of the U.S. Commission on Civil Rights, discusses Hate Crimes at the University of Chicago to a class on Hate Crimes.



Board Commissioner Joanna Borowiec and Commissioner Noriega pose for a photo for a local Polish newspaper.



Board Commissioner Reyahd Kazmi, Commissioner Noriega, and Deputy Commissioner Abel León are pictured with other guests at a reception hosted by the French Consulate.

Equity Council

The CCHR Advisory Council on Equity is comprised of twenty-one leaders appointed by the mayor from Chicago's African descendant, Arab, Asian, and Latino communities. The council works with the CCHR to address practices that have a discriminatory impact on their communities, and its members serve as liaisons between city government and the community to promote cooperation and enhance services. The council works across cultural and ethnic lines to foster improved human relations and fight discrimination against all Chicago residents.

In 2015, the council worked in collaboration with a number of community organizations and institutions on several important programs throughout the city. Some of these programs included the Asian American Coalition of Chicago's Annual Conference on Business and Networking, DePaul University's Forum on Race, "Breaking Barriers and Building Bridges of Hope", the South African Consulate's Human Rights Day Program, and the Vietnamese TET New Year Festival. The council also worked with the Chicago Community Trust's ADA25 Committee to help disseminate information to the Latino and African American communities about disability discrimination.

In addition to the work of its members, the Director of the Equity Council, Arnold Romeo was instrumental in providing direct assistance to a host of community organizations on numerous programs, events, and community concerns. He served as a liaison to the community in obtaining mayoral proclamations and greeting letters for community events and annual celebrations. Arnold also served as a speaker and panelist for many community programs, and helped community organizations connect with city officials to resolve problems and identify resources. Working in concert with the IGR Division, Arnold also assisted in mediating racial and ethnic-based community tensions, including conflicts between community residents and businesses, and neighbor disputes. Arnold retired from the CCHR in December 2015, after sixteen years of outstanding service to the department and the community.



Equity Council Director Arnold Romeo says goodbye to Commissioner Noriega at his retirement party.



Equity Council members, Darlene Attiah, Maurice Sone, and Liliam Perez join Board Commissioner Nabeela Rasheed and friends at the Mayor's Annual Dr. Martin Luther King, Jr. Breakfast.



Director of Policy and Outreach Kelly Suzanne Saulsbery and Equity Council members Paul Luu, Grace Okorie-Eric, Julianna Gonzalez-Crussi, and a little visitor discuss council business at one of the council's monthly meetings.



Equity Council members Liliam Perez, Paul Luu, and Shaan Trotter attend the Annual Vietnamese TET Festival.

Veterans Council

The Veterans Advisory Council continues to serve as a voice for Chicago's veterans through its efforts to advocate for improved services, resources, and support for the men and women who served our country. Members of the council represent a wide array of veterans' organizations and every branch of the military. The Council meets monthly to discuss issues and concerns while sharing valuable information about new programs and initiatives to benefit the city's veterans. The council also participates in numerous events and programs throughout the year to support veterans' causes, and to disseminate information about city services available to veterans and their families. In 2015, the council participated in the City's Annual Memorial Day Parade, the Veterans Day Remembrance Ceremony at Soldier Field, the Illinois Warrior Summit, the Salute to Gay and Lesbian Veterans, and many other programs.

In 2015, the Council also provided essential guidance and information to the CCHR about increasing incidents of discrimination in employment and housing encountered by veterans. The Council emphasized that discrimination is particularly a problem for service men and women returning from tours of duty in Iraq and Afghanistan. Acknowledging that the Chicago Human Rights and Fair Housing Ordinances currently only prohibit discrimination against veterans based on military discharge status, the CCHR agreed to work with the Council to seek expanded protections under the ordinances to prohibit discrimination against all veterans and active duty military.



Veterans Advisory Council members James Darby, Megan Everett, and Dr. Jerry Field pictured at the Annual Veterans' Day Ceremony.



Council members come together for their annual holiday dinner.



Director of Policy and Outreach Kelly Suzanne Saulsberry shares information with the Veterans Council at one of its monthly meetings.

Neighborhood Task Forces

Over the years, the CCHR has developed a strong network of community partners who have been instrumental in helping to provide support for victims of hate crimes, and working with the CCHR to quell community tensions that arise in their neighborhoods. These partnerships have flourished, and served as the foundations for the creation of several Human Relations Task Forces across the city. Some of these task forces have continued to thrive, becoming their own independent community organizations. Each one continues to work hand in hand with the CCHR to foster peace and unity throughout their respective communities, and to serve as a ready source of assistance to the CCHR to combat hate crimes and respond to community tensions.



CCHR staff join members of the International Human Relations Council (IHRC) at their annual Iftar dinner. Ald. Toni Foulkes (16th Ward) pictured, serves as a member of the council.



Members of the Northside Task Force (NSTF) and CCHR staff are pictured at the group's annual holiday party.



NSTF member and President of Zam's Hope Zehra Quadri, former CCHR staffer Ed Johnson, and Hate Crimes Specialist Norman White celebrate Johnson's award presented at the NSTF Unity Dinner. While at CCHR, Johnson helped create the task force.



Veronica Goodwin, Assistant to Ald. Toni Foulkes (16th Ward) joins Human Relations Specialist Jennifer Scott at the IHRC Annual Unity Picnic.

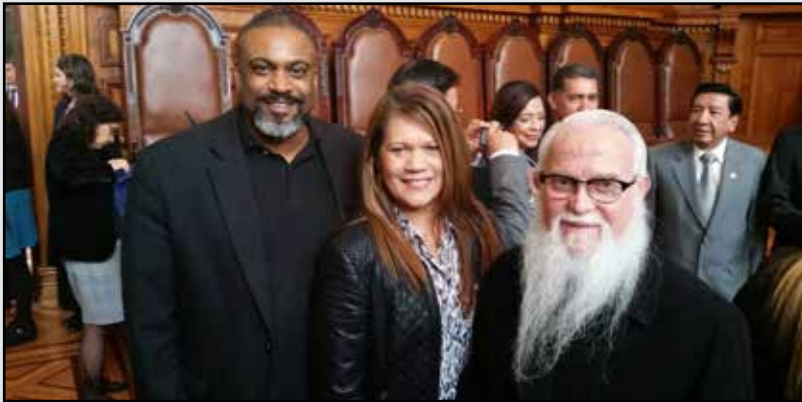
INTERNATIONAL RELATIONS AND OUTREACH



Participants prepare for the Parade of Flags component of the Annual Build the Peace Day Celebration at Daley Plaza. CCHR has been a partner in this event for more than twenty years.

Cumipaz Conference

IGR staff members, Aracelis Castaneda and Norman White were invited to participate in the international peace conference, Cumipaz 2015 in Santiago, Chile. The objective of this annual conference is to create an international dialogue that brings together leaders to study, exchange ideas, debate and formulate global proposals and projects that seek to improve the human condition through viable actions that respect the life and dignity of human beings on a local and global scale, as well as the human rights of individuals. Participants of the summit include global leaders in government, education, and not for profit organizations. Aracelis and Norman both gave presentations at the conference discussing their work in mediating intergroup conflicts and assisting victims of hate crimes.



Hate Crime Specialist Norman White and Human Relations Specialist Aracelis Castaneda are pictured with Dr. William Soto, Santiago Executive Director, CUMIPAZ, Global Ambassador of Global Embassy Activists for Peace.



Hate Crime Specialist Norman White presenting at the conference.



Human Relations Specialist Aracelis Castaneda presenting before the body.



Hate Crime Specialist Norman White and Human Relations Specialist Aracelis Castaneda are warmly recognized for their presentations from participants at the conference.

New Zealand Comes to CCHR

The CCHR was honored to have New Zealand artist and activist, Elizabeth Kerekere as a guest in 2015. Kerekere, a member of New Zealand's Maori tribe gave a presentation on a variety of topics including history, national politics, and the culture of the Maori people. Her presentation fittingly concluded with a traditional Maori song.



Kerekere shares photos of New Zealand with CCHR staff.



CCHR staff pictured with Kerekere following her presentation.

South Central Asia Interfaith Delegation

Annually, the CCHR hosts a number of international delegations from around the world who come to learn more about the agency's work to fight discrimination and promote cultural understanding. In 2015, interfaith leaders from South Central Asia visited the CCHR during the delegation's stay in Chicago. Sponsored by the U.S. Department of State's International Visitor Leadership Program, the group was in Chicago to learn more about religious life in the U.S. and how leaders of different faiths work together in cooperation for the betterment of all people. The delegation joined the CCHR for a discussion to learn more about the function of the agency and to discuss its role in local government in protecting citizens from discrimination, and its efforts to bring people of different ethnic and religious groups together.



Commissioner Noriega and Equity Council member Rev. Zaki Zaki pictured with members of the delegation.



Equity Council member Rev. Zaki Zaki addresses the delegation.

CHICAGO COMMISSION ON HUMAN RELATIONS

Mona Noriega, Chair and Commissioner

BOARD OF COMMISSIONERS

Yasmin Bates-Brown

Joanna Borowiec

Naderh H. Elrabadi

Tiffany Ferguson

Rochelle Grimbau

Andrew S. Kang

Stephanie Kanter

Reyahd Kazmi

Ray J. Koenig, III

Victor Lagroon

Juan Carlos Linares

Leisa Y. Mosley

David J. Mussatt

Nabeela Rasheed

Mark Rodriguez

Curtis J. Tarver II

STAFF

Iris Archilla, Assistant to the Commissioner

Aracelis Castaneda, Human Relations Specialist II

Kenneth Gunn, First Deputy Commissioner

Wessie Johnson, Administrative Assistant III

Colleen Johnston, Human Relations Investigator II

Kristen Lee, Human Relations Investigator II

Abel León, Deputy Commissioner

Harriett Motley, Administrative Services Officer II

JoAnn Newsome, Director of Compliance/Fair Housing

Peter Oakley, Human Relations Investigator II

Albert Robinson, Human Relations Investigator II

Arnold Romeo, Director, Advisory Council on Equity

Steve Salvato, Human Relations Investigator III

Kelly Suzanne Salsberry, Director of Policy and Outreach

Jennifer Scott, Human Relations Specialist II

Connie Simonelli, Human Relations Investigator II

Karen Wallace, Director of Compliance/Employment

Norman White, Hate Crimes Specialist

ADVISORY COUNCIL ON EQUITY

Alia Bilal

Darlene Attiah

Edwin Chandrasekar

Maricela Garcia

Juliana Gonzalez-Crussi

Okab Hassan

Keith E. Horton

Paul Luu

Grace Okorie-Eric

Karyn P. Osinowo

Liliam Perez

Mark Rodriguez, Chair

Maurice A. Sone

Rev. Zaki L. Zaki

Hicham Zerhouni

ADVISORY COUNCIL ON VETERANS

Aleida Barrera

Joseph R. Bazil

Philip Chan

James C. Darby

William D. Edwards

Megan A. Everett

Dr. Jerry J. Field

Marc A. Fisher

James J. Flagg

Anthony Kiefer

Victor J. Lagroon, Chair

Robert M. Malnick

Roger A. McGill

Melissa Montalvo

Le Anda E. Murray

Eric Myers

Fred V. Randazzo

Carlos M. Saladino

Theodore D. Saunders

ACKNOWLEDGEMENTS

The CCHR would like to acknowledge and thank our fabulous interns for all of their help throughout the year, as well as in the production of this report.

Interns

Anthony Moreschi, University of Illinois at Chicago

Nawel Ouair, Jean Moulin University, Lyon, France

Maria Pulido, University of Chicago

Vethina Tercias, DePaul University

Cori Tingstad, University of Chicago

Jessica Zawadzki, Northwestern University



C | C | H | R

Chicago Commission on
HUMAN RELATIONS

The Drake