



CITY OF CHICAGO

COMMISSION ON HUMAN RELATIONS

MEMORANDUM

To: The Honorable Jason Ervin
Chairman, Committee on the Budget and Government Operations

From: Nancy C. Andrade
Commissioner
Commission on Human Relations

CC: Kennedy Bartley
Chief External Affairs Officer
Mayor's Office of Intergovernmental Affairs

Date: November 20, 2024

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 45-01

The following information is provided in response to questions posed at our department's hearing on Nov. 7, 2024 to discuss the proposed 2025 budget.

Ald. Hadden asked what would it look like for CCHR to have the additional Hate Crime Victim Advocates you need, along with retaining the Human Relations Specialist position you are giving up to bring on and additional Hate Crime Advocate. What would this look like in your budget, and include any other costs?

The CCHR is mindful of the City's financial forecast for 2025 and we completed the reduction exercise for the proposed 2025 CCHR budget with the intention of aligning our staffing needs accordingly.

The CCHR is thankful and appreciates knowing that we will be able to hire a second Hate Crimes Victim Advocate in 2025. This additional position will alleviate the heavy workload presently being handled by our sole Hate Crimes Victim Advocate. The additional position will help to address the rise in religious hate crimes and hate incidents we have seen this year. Additionally, it will allow the CCHR to timely follow up to each victim as mandated by the amended Hate Crime Ordinance. Lastly, the additional position is much needed as we roll out the Hate Crimes Reporting Pilot Program in 2025, a program we anticipate generating more work for the CCHR.

As always, please let me know if you have any further questions. Thank you.



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From: Nancy Andrade
Commissioner
Commission on Human Relations

CC: Kennedy Bartley
Chief External Affairs Officer, Mayor's Office

Date: November 20, 2024

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 45-02

The following information is provided in response to questions posed at our department's hearing on Nov. 7, 2024 to discuss the proposed 2025 budget.

Alderman Taylor asked for a list of hate crimes by ward.

The information requested must be obtained from the Chicago Police Department (CPD). We will make the request immediately and follow up with you upon its receipt. We have retrieved data from CPD's Hate Crime Dashboard which reports locations of hate crimes by police district which we have included in our response. We hope you find this helpful. However, we will follow up with you as soon as possible with the ward information.

REPORTED HATE CRIMES BY POLICE DISTRICT (As of Nov. 7, 2024)

District	Hate Crimes
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1	13
2	6
3	2
4	7
5	2
6	5
7	2
8	6
9	8
10	5
11	4
12	14
14	15
15	1
16	10
17	8
18	21
19	30
20	18
22	5
24	31
25	9

As always, please let me know if you have any further questions.



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From: Nancy Andrade
Commissioner
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CC: Mayor's Office of Intergovernmental Affairs

Date: November 20, 2024

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 45-03

The following information is provided in response to questions posed at our department's hearing on Nov. 7, 2024 to discuss the proposed 2025 budget.

Alderman Manaa-Hoppenworth requested a list of hate crimes by ward and type of crime.

The information requested must be obtained from the Chicago Police Department (CPD). We will make the request immediately and follow up with you upon its receipt. We have retrieved data from CPD's Hate Crime Dashboard which reports locations of hate crimes by police district which we have included in our response. We hope you find this helpful. However, we will follow up with you as soon as possible with the ward information.

REPORTED HATE CRIMES BY POLICE DISTRICT (As of Nov. 7, 2024)

District	Hate Crimes
----------	-------------

1	13
2	6
3	2
4	7
5	2
6	5
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8	6
9	8
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Chief External Affairs Officer, Mayor's Office

Date: November 20, 2024

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 45-04

The following information is provided in response to questions posed at our department's hearing on Nov. 7, 2024 to discuss the proposed 2025 budget.

Ald. Lopez requested the department to provide an itemized breakdown of account 0166.

The Commission on Human Relations uses funds from our 0166 account to pay for the following services:

1. LegalServer subscription (\$10,403): This is the web-based case management system used to track information about discrimination complaints filed with our office, community tensions, hate crimes, and workshop data.
2. Westlaw subscription (\$7,818): This is the online legal research tool used by the department in our work adjudicating discrimination complaints.
3. Chicago Bar Association dues (\$1,020): This represents the annual membership dues for the six licensed attorneys at the department. The membership provides staff access to legal training at no cost or significantly reduced costs.

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Date: November 20, 2024

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 45-05

The following information is provided in response to questions posed at our department's hearing on Nov. 7, 2024 to discuss the proposed 2025 budget.

Ald. Lopez asked how many students were employed in 2024 as Trainees.

The Commission on Human Relations employed four students as Trainees in 2024; two during the summer and two during the fall.

As always, please let me know if you have any further questions.



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Chief External Affairs Officer, Mayor's Office

Date: November 20, 2024

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 45-06

The following information is provided in response to questions posed at our department's hearing on Nov. 7, 2024 to discuss the proposed 2025 budget.

Ald. Lopez asked what positions are funded by CDBG.

The following positions at the Commission on Human Relations are funded by CDBG:

Fair Housing

Human Relations Investigator II (four positions)

Director of Human Rights Compliance

Education, Outreach and Intergroup Relations

Human Relations Specialist

Project Coordinator

As always, please let me know if you have any further questions.



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Chief External Affairs Officer, Mayor's Office

Date: November 20, 2024

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 45-07

The following information is provided in response to questions posed at our department's hearing on Nov. 7, 2024 to discuss the proposed 2025 budget.

Ald. Lopez requested a list of community relations complaints and resolutions by ward.

We would respectfully request a clarification of this request for the following reasons. The Commission on Human Relations (CCHR) responds to **community tensions** that occur in the city which we are often successful in resolving through mediation. These are not formal complaints, but rather requests for assistance we receive from alders, CPD, and directly from residents.

On the other hand, the CCHR investigates **complaints of discrimination** in employment, housing, and public accommodations filed by members of the public. Many of these complaints are also resolved through mediation.

Therefore, we are not sure if the request is in relation to community tensions or discrimination complaints. We will be happy to provide a response once we receive this clarification.

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Date: November 20, 2024

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 45-08

The following information is provided in response to questions posed at our department's hearing on Nov. 7, 2024 to discuss the proposed 2025 budget.

Ald. Rodriguez-Sanchez asked are there any specific budget proposals or line items for the upcoming fiscal year that you believe will significantly enhance the campaign's impact.

The Hate Crime Pilot Program which is scheduled for a soft launch on January 1, 2025. As I mentioned in my remarks, this program is being funded by a Department of Justice grant. Therefore, we have not requested any additional funding in our FY2025 budget for the program, nor have we submitted any new budget proposals to support it. As the program is currently structured, the grant funds will support the work of the eight community partners who will be instrumental in the success of this initiative.

In addition, the CCHR's Intergroup Relations Unit will spearhead the work of the program. These efforts will be managed and coordinated by the Director of Intergroup Relations and Outreach (Fund 100, 3016). The Hate Crimes Victim Advocate (Fund 100, 3099) will work closely with the community partners on the reporting of hate crimes and education. The Project Coordinator (Fund 2505, 1912) will lead the training component of the project. Additional staff will be brought in as needed. With this team and the partnership with the community agencies we feel confident that the program will be a success.

As always, please let me know if you have any further questions.



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Date: November 20, 2024

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 45-09

The following information is provided in response to questions posed at our department's hearing on Nov. 7, 2024 to discuss the proposed 2025 budget.

Ald. Rodriguez-Sanchez asked given the Director of Intergroup Relations and Outreach position is budgeted at \$121,212, what is expected from this role to promote human relations in Chicago.

The role of the Director of Intergroup Relations and Outreach position is one that entails not only promoting human relations in Chicago but also plays a role in the CCHRs' adjudication process. The IGR director plays a pivotal role in promoting human relations in Chicago by leveraging extensive legal, policy, and community engagement expertise. Additionally, the position supervises a team that mediates community tensions, supports hate crime victims, and provides educational workshops. The position serves on CCHR's compliance committee which reviews department findings regarding discrimination claims brought pursuant to the city's anti-discrimination ordinances and collaborates with alderpersons, community-based organizations (CBOs), and the Mayor's Office.

Recent deliverables have included co-producing events like the Unity Brunch and Unity Summit and managing outreach campaigns to inform residents about hate crimes and CCHR's services. The current employee played a leading role in developing a pilot program in partnership with CPD and eight CBOs to improve hate crime reporting. The U.S. DOJ awarded this pilot a \$400K grant.

Future initiatives will include overseeing the soft launch of the hate crimes reporting pilot program, supervising the completion of CCHR's Racial Equity Action Plan, and helping to produce a new civil rights podcast, *Think Before You Hate*. The position will also draft the city's second annual hate crimes report, support recruitment efforts for a new victim advocate, and participate in City Council hearings on human relations topics.

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Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 45-10

The following information is provided in response to questions posed at our department's hearing on Nov. 7, 2024 to discuss the proposed 2025 budget.

Ald. Rodriguez-Sanchez asked what mechanisms are in place to evaluate whether the budget allocated to the campaign directly correlates with a reduction in hate crimes or improved community outcomes.

For the Hate Crimes Reporting Pilot Program, there will be an evaluation of the program after the first six months, followed by an annual evaluation. This will take place for four years in accordance with the Department of Justice grant which funds the program. In addition, CCHR staff will meet with the leadership of our eight community partner agencies quarterly to review how the program is being implemented, discuss any needed changes, and implement those changes as warranted. Survey instruments will be used to assess the community's knowledge and understanding of hate crimes before the implementation of the program, and at different points throughout the program. Hate crime data will be reviewed regularly to determine the rate of hate crime reporting and activity in the eight pilot community areas.

As always, please let me know if you have any further questions.