

City of Chicago
COMMISSION ON HUMAN RELATIONS

ANNUAL REPORT
2009



Chicago Commission on Human Relations
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City of Chicago
Richard M. Daley, Mayor

Commission on Human Relations
Dana V. Starks, Chairman and Commissioner

MISSION

The Chicago Commission on Human Relations (CCHR) is charged with enforcing the Chicago Human Rights Ordinance and the Chicago Fair Housing Ordinance. The Commission 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.

The Commission is organized into two divisions which report to the Office of the Chairman, Adjudication, and Community Relations, as depicted in the organizational chart that follows. The Commission also has an Education Unit which is housed within the Office of the Chairman. This report will detail each of those divisions.

BOARD OF COMMISSIONERS

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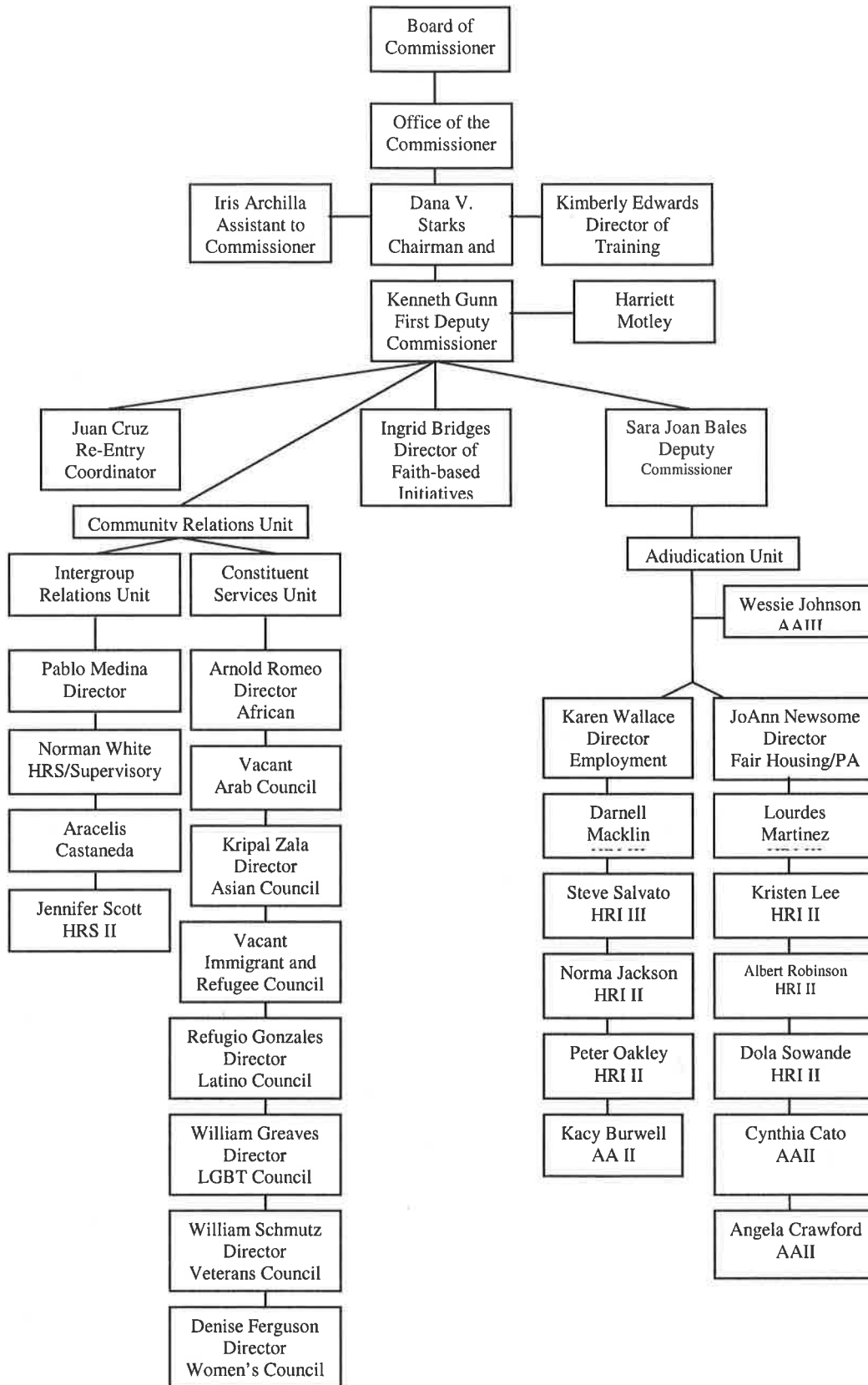
Audrena A. Spence

Michael Towns

Jose A. Velgara

Bernarda Wong

Commission on Human Relations Organizational Chart



Legend:
 AA – Administrative Assistant
 ASO – Administrative Services Officer
 HRI – Human Relations Investigator
 HRS – Human Relations Specialist
 LGBT- Lesbian, Gay, Bisexual and Transgender
 PA – Public Accommodations

Contacts:
 Kenneth Gunn, First Deputy Commissioner
 (312) 744-1545

 Harriett Motley, Staff Assistant
 (312) 742-8206

ADJUDICATION DIVISION

The authority to enforce the Chicago Human Rights Ordinance and the Chicago Fair Housing Ordinance is exercised through the Adjudication Division. The work of the Adjudication Division is:

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

The orders of the Commission and the rulings of the Board of Commissioners in discrimination cases carry the force of law. If the Board of Commissioners rules that discrimination occurred, it has the power to impose fines and order injunctive relief as well as the payment of out-of-pocket damages, emotional distress damages, punitive damages, attorney's fees and costs.

In investigating and adjudicating a discrimination complaint filed by a member of the public, the role of the Commission is neutral. It does not serve as either side's lawyer, advisor, or advocate. It is not a prosecutor of the case. It does not take the side of either the complainant (the person who filed the complaint) or the respondent (the alleged violator).

Adjudication on the Web

See the Commission on Human Relations web site at www.cityofchicago.org/humanrelations for more information about Chicago's discrimination ordinances and their enforcement, including -

- The Chicago Human Rights Ordinance and the Chicago Fair Housing Ordinance
- The Commission on Human Relations Enabling Ordinance
- The regulations governing enforcement of these ordinances
- Information on how to research Commission case law
- *A Board Rulings Digest* summarizing decisions about violations and remedies ordered
- A complaint form and other frequently-used forms for complainants and respondents
- *A Guide to Discrimination Complaints* in English and Spanish
- Information and forms to help complainants prepare, file, and prove a complaint
- Information and forms to help respondents respond to a complaint
- Information about other discrimination laws and enforcement agencies

What is Discrimination?

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

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

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

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

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

Filing a Discrimination Complaint

Adjudication intake staff is available during announced business hours to answer inquiries about filing a complaint under the Chicago Human Rights Ordinance or Chicago Fair Housing Ordinance. Those interested should telephone 312/744-4111 for current information. Intake staff assists the public with preparation of complaints on a walk-in basis or provide forms for self-preparation of complaints and filing by mail. There is no filing fee.

A complaint form, along with additional information about the ordinances and the adjudication process, can also be found on the Commission's website: www.cityofchicago.org/humanrelations.

Annual Summary of Adjudication Division Activity, 2009

	Housing	Employment	Public Accommodation	TOTAL
COMPLAINTS FILED				
	60	115	84	259
Staff-Assisted	32	97	52	181
Self-Prepared	28	18	32	78
CASES FORWARDED TO HEARING STAGE				
	15	12	35	62
Substantial Evidence	15	11	35	61
Default (at investigation stage)	0	1	0	1
CASES CLOSED				
	64	108	109	281
Settled	26	24	37	87
Complainant Withdrew Case	8	17	7	32
Complainant Failed to Cooperate	7	5	2	14
Lack of Jurisdiction	3	2	4	9
No Substantial Evidence	19	56	53	128
Ruling After Hearing	1	4	6	11
REQUESTS FOR REVIEW after involuntary dismissal				
	3	9	9	21
Denied	3	9	8	20
Granted	0	0	1	1

New discrimination complaints filed in 2009 remained at levels similar to those since 2006. The number of completed investigations kept pace—slightly exceeding the number filed during the year—and continued to hold investigator caseloads to manageable levels. The number of delayed investigations (taking more than a year to complete) continued to decline. At the end of 2009, there were only 48 investigations over a year old and they comprised only 23% of the 209 pending investigations compared to 29% at the end of 2008. This percentage is down considerably from the peak of 66% at the end of 2004. Corresponding to the reduction in backlog, the number of

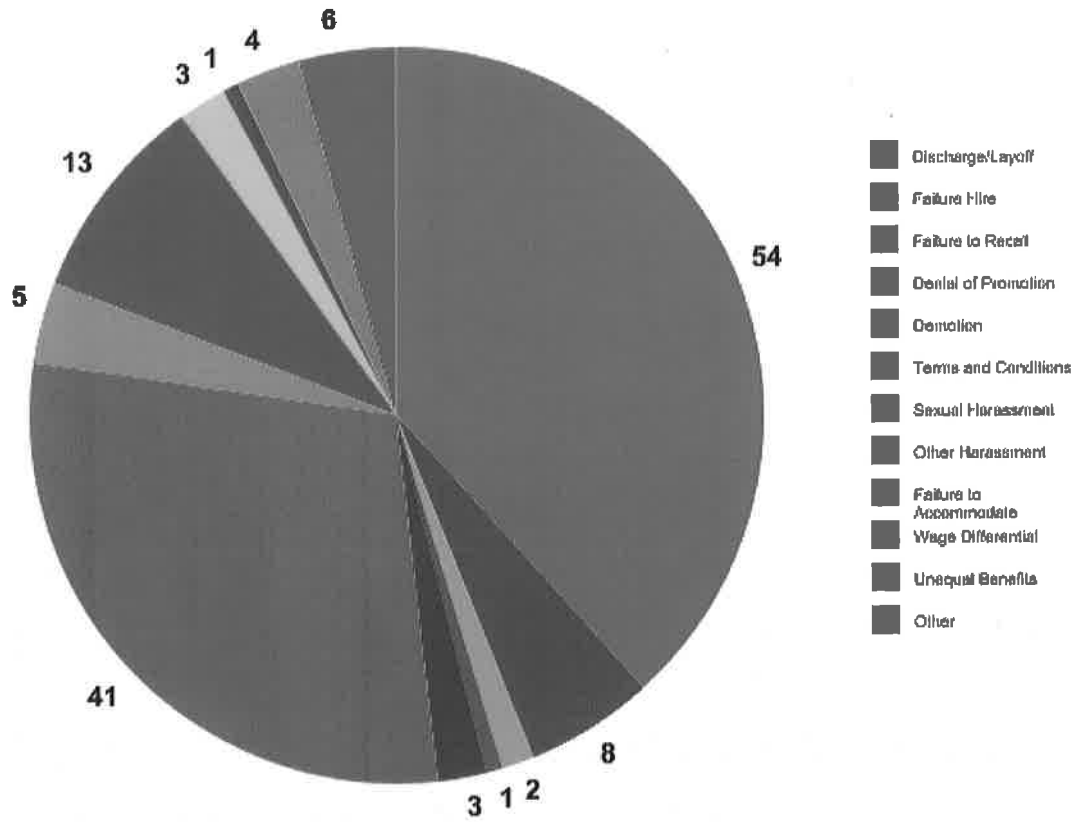
investigations completed within 180 days of complaint filing continued strong in 2009 at 115 compared to 91 in the previous year—an increase from 28% to 42% of completed investigations.

Discrimination Basis Claimed in Complaints Filed

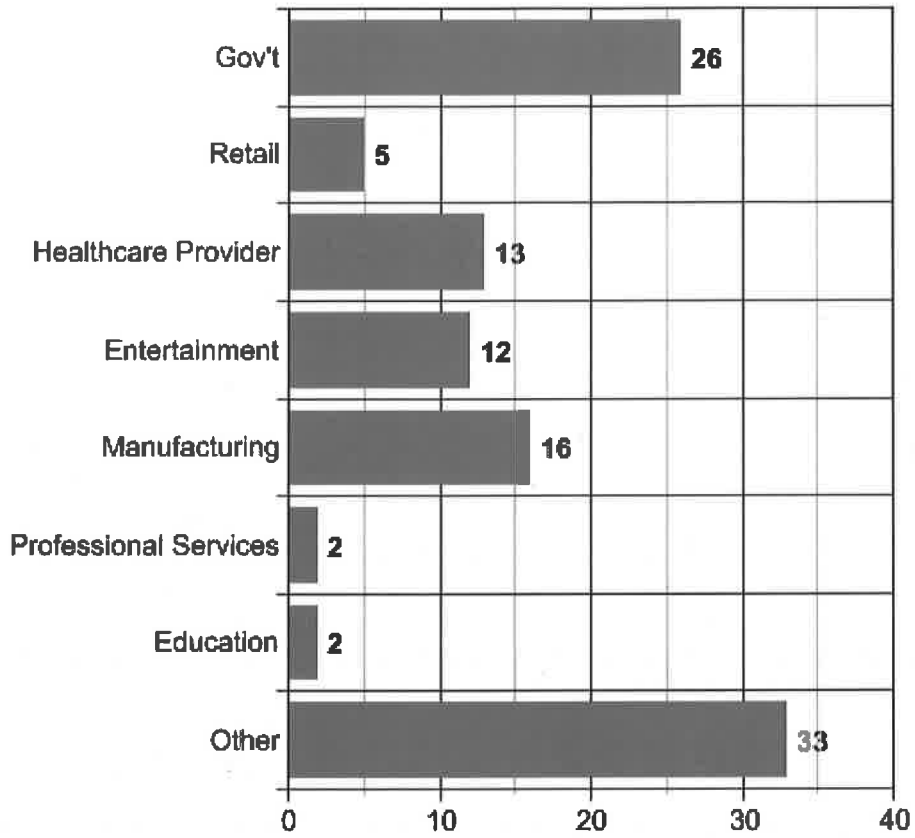
PROTECTED CLASSES	Housing	%	Employment	%	Public Accommodation	%	Total Claims	%
Race	15	25%	51	44%	42	50%	108	42%
Color	2	3%	3	4%	7	8%	12	5%
National Origin	3	5%	34	30%	8	10%	45	17%
Ancestry	1	2%	17	15%	4	5%	22	8%
Religion	3	5%	2	2%	1	1%	6	2%
Sex	5	8%	41	36%	9	11%	55	21%
Sexual Orientation	3	5%	7	6%	3	4%	13	5%
Gender Identity	1	2%	2	2%	2	2%	5	2%
Marital Status	2	3%	0	0%	0	0%	2	1%
Parental Status	4	7%	3	3%	0	0%	7	3%
Age	5	8%	28	9%	7	8%	40	15%
Disability	14	23%	17	24%	29	35%	60	23%
Source of Income	40	67%	4	3%	3	4%	47	18%
Military Discharge	0	0%	0	0%	1	1%	1	.4%
Retaliation	0 ⁽¹⁾	0%	8	7%	5	6%	13	5%
TOTAL	60		115		84		259	

The percentage figures in the chart above show the percentage of complaints containing a claim of discrimination on the basis named. A complaint may claim discrimination on more than one basis (e.g. sex and age) arising out of the facts alleged. Thus the number of claims usually exceeds the number of complaints.

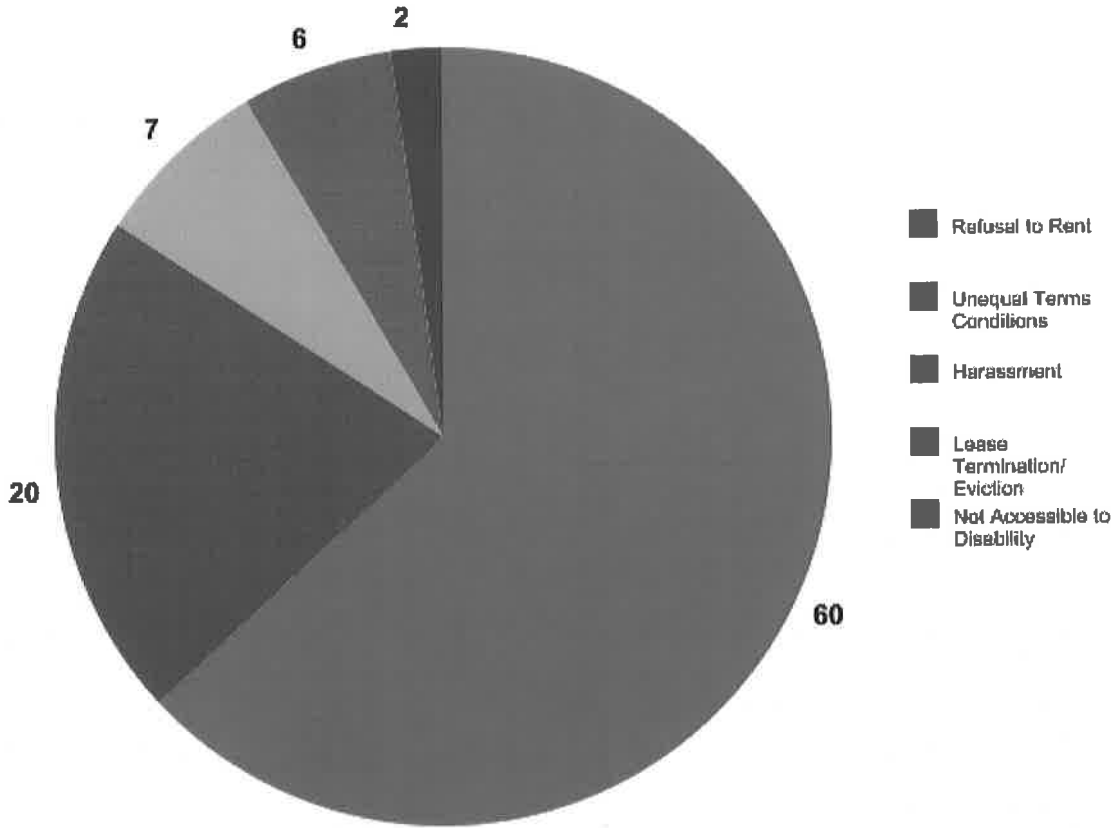
Adverse Actions Alleged in Employment Cases



Respondents in Employment Cases

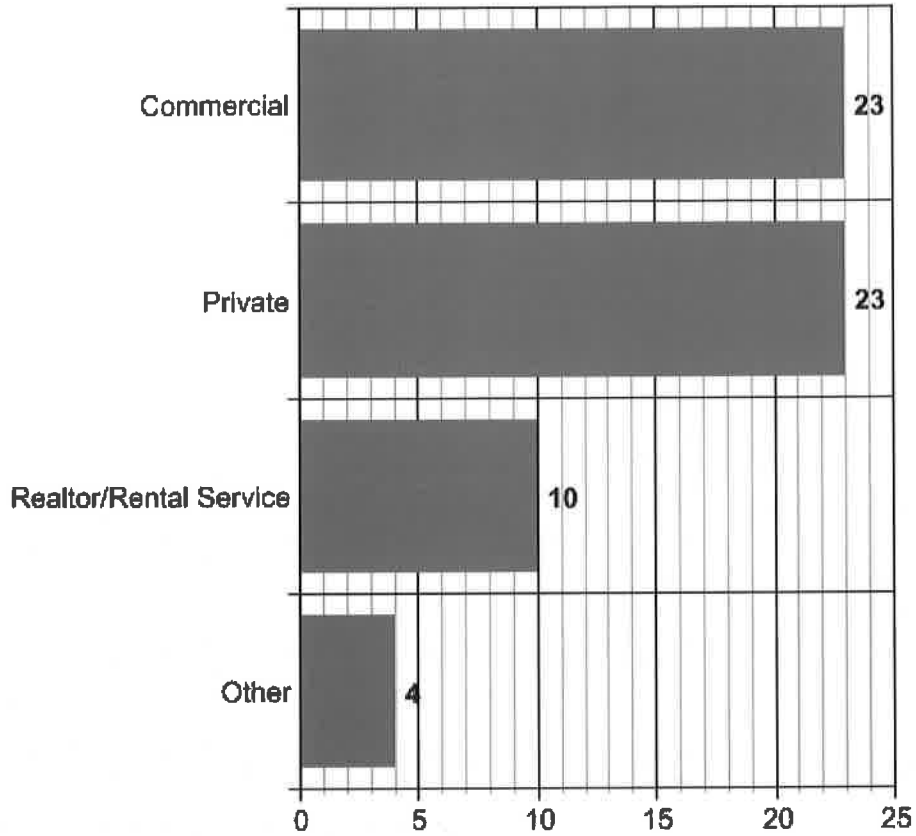


Adverse Actions Alleged in Housing Complaints



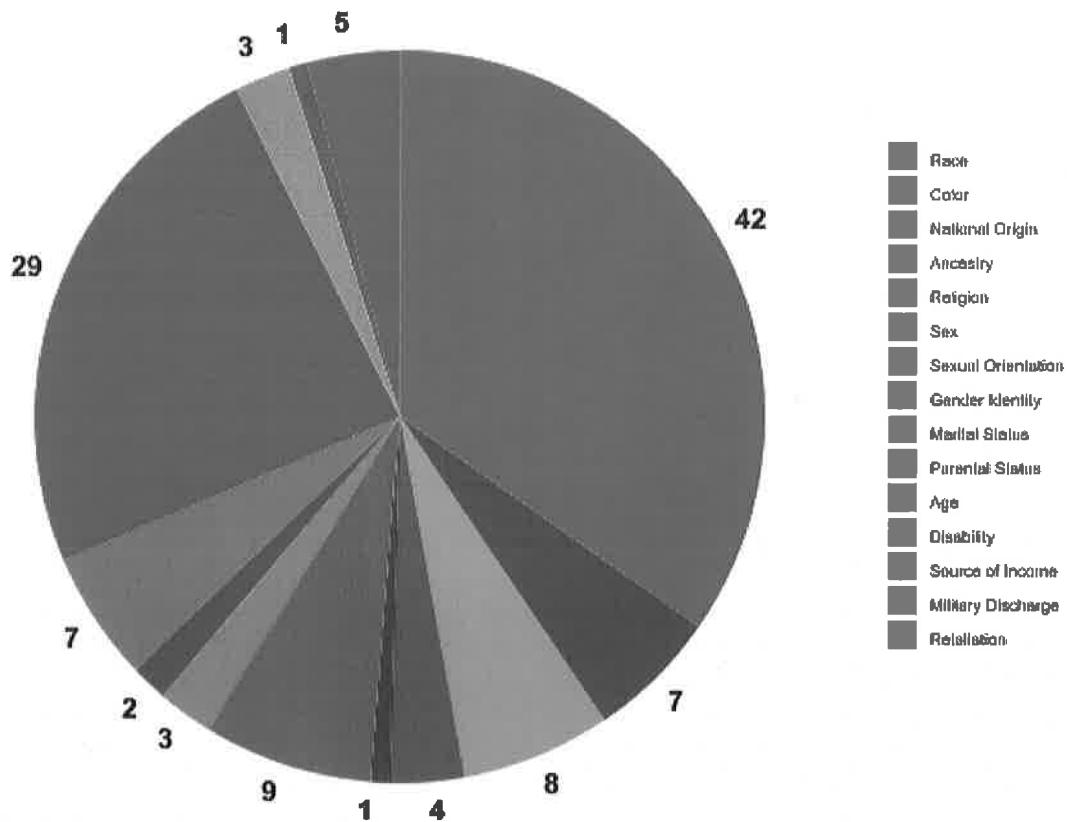
The figures in the chart above show the number of complaints containing a claim of discrimination on the adverse action named. A complaint may claim more than one adverse action arising out of the facts alleged.

Respondents Housing Complaints



The figures in the chart above show the number of complaints alleging housing discrimination against each Respondent type. A complaint may name more than one Respondent.

Public Accommodation Complaints



In 2009, 44% of new complaints alleged employment discrimination, 32% alleged public accommodation discrimination, and 23% alleged housing discrimination. Race remained the most frequently named discrimination basis overall (42% of complaints) and in the employment and public accommodation areas. In housing, source of income remained the most frequently named basis, and most of these claims involved refusal to rent to the holder of a Section 8 housing voucher—a type of discrimination prohibited only by the Chicago Fair Housing Ordinance among the civil rights laws applicable in the City of Chicago.

Increased complaint activity was noticeable in three areas in 2009. First, claims of national origin discrimination rose in number and proportion. This discrimination basis was named in 45 complaints compared to only 18 in 2008. The increase occurred primarily in the employment area, where national origin was named in 30% of new complaints compared to 10% in 2008. There was a similar increase in claims of ancestry discrimination in employment—15% of new complaints compared to 5% in 2008.

Second, sex discrimination claims rose in all areas in 2009—from 12% to 21% of new complaints. This discrimination basis was named in 36% of new employment discrimination complaints compared to 27% in 2008, in 11% of new public accommodation discrimination complaints compared to 2% in 2008, and in 8% of new housing discrimination complaints compared to 4% in 2008.

Age discrimination was a third area of increased complaint activity in 2009. An age discrimination claim appeared in 40 new complaints (15%) in 2009 compared to only 10 (4%) in 2008. This increase occurred primarily in the areas of housing (no complaints in 2008 to 8% of new housing discrimination complaints in 2009) and public accommodations (in 1% of new complaints in 2008 compared to 8% in 2009).

Sexual orientation discrimination claims continued to fall slightly as a proportion of total new complaints, to 5% (13 complaints) compared to 7% (18 complaints) in 2008, while gender identity discrimination claims held steady.

Disability discrimination claims declined overall from 33% to 23% of new complaints, due primarily to a drop in new claims of lack of wheelchair accessibility of public accommodations.

After race at 44%, the most frequently named basis in employment discrimination complaints remained sex, rising to 36%. However, national origin moved up to third place at 30% and disability dropped to fourth place at 24%. Ancestry discrimination was next at 15% and sexual orientation after that at 14%. Age discrimination claims remained steady in the employment area at 9%. Combinations of these claims often appear in employment discrimination complaints.

After source of income, race at 25% and disability at 23% were the most frequently named bases in new housing discrimination complaints in 2009, echoing prior-year proportions. As noted, age and sex discrimination claims increased somewhat to 8% each, while filings held steady in other areas.

Substantial Evidence Determinations

During 2009, 62 complaints proceeded to the administrative hearing stage, representing 23% of dispositions of the investigation stage. In only one of these cases was the respondent held in default for failing to answer the complaint as ordered, accomplishing a goal of the 2008 amended procedural regulations to reduce the number of defaults at the investigation stage and instead encourage respondents to participate in investigations through more flexible technical requirements. The other 61 complaints proceeded to hearing because the Commission found substantial evidence of discrimination after a full investigation by the Commission. A finding of substantial evidence means there is sufficient evidence, if believed, to support a finding that an ordinance violation occurred. A substantial evidence finding allows the case to go forward to an administrative hearing and Board of Commissioners ruling if the case does not settle. These substantial evidence findings compare with 128 cases in which after completing an investigation, the Commission found no substantial evidence of discrimination. Thus about 32% of completed full investigations resulted in a substantial evidence finding, a proportion similar to 2008 and continues to reflect an increased proportion of substantial evidence findings compared to earlier years.

The data in the table below breaks down by primary coverage area those complaints in which a determination of either “substantial evidence” or “no substantial” evidence of discrimination (or retaliation) was made after a full investigation.

	Housing	Employment	Public Accommodation	TOTAL
Substantial Evidence	15	11	35	61
No Substantial Evidence	19	56	53	128
TOTAL COMPLETED FULL INVESTIGATIONS	34	67	88	189

The total number of complaints going forward to the hearing stage dropped slightly from 73 in 2008, although it continues to reflect the higher number and proportion of pending cases in the hearing and Board ruling process since in 2006. The chart below illustrates this trend along with the reduction in backlogged investigations over recent years.

	2005	2006	2007	2008	2009
Pending Complaints (at year-end)					
In Investigation Stage	737	514	356	284	259
In Hearing Stage	703	464	303	224	209
New Complaints	34	50	53	60	50
Complaints Forwarded to Hearing	357	220	272	247	259
	45	67	56	73	62

Settlements

A substantial percentage of discrimination cases conclude by settlement between the parties, typically 30-35%. Settlement may occur either prior to completion of a full investigation or during the adjudication stage of a case that has advanced to hearing based on a finding of substantial evidence or a default. Complainants as a group obtain a great deal more monetary and other relief through settlements than through rulings issued after administrative hearings. In 2009, for example, 31% of closed cases were resolved by settlement compared to 1.5% (4 cases) concluded with liability findings and orders for relief after a hearing.

Settlement is voluntary between the parties. When cases settle, the respondents do not admit liability and the Commission makes no determination as to whether a violation occurred. The Commission is not a party to the settlement and does not require or advocate particular settlement terms. However, Commission staff, mediators, and hearing officers do encourage and facilitate settlement.

Individual settlement terms vary and, because many cases settle privately between the parties, the Commission often does not know the terms of settlements including their monetary value to complainants. In the interest of promoting settlement in the future, the Commission does not announce the terms of particular settlements, although parties may choose to do so if they have not agreed to the contrary as part of the settlement terms.

Rulings after Administrative Hearings

In 2009, the Board of Commissioners issued 18 rulings after administrative hearings were held on discrimination complaints, a record annual number. The rulings are summarized below. Eleven rulings were in favor of complainants and seven were in favor of respondents. Administrative hearings are held before an independent hearing officer, who assesses credibility, makes findings of fact, and issues a recommended decision which the Board considers. If a prevailing complainant was represented by an attorney, a second ruling is issued determining the amount of the complainant's attorney fees and associated costs which the respondent will be ordered to pay. See the Commission's *Board Rulings Digest* for a description of all Board of Commissioners rulings after administrative hearings.

Employment Discrimination Rulings

Miller v. Stony Sub et al., CCHR No. 05-E-150 (Jan. 21, 2009)

Discrimination Claimed: Sex

The Board found no ordinance violation where Complainant, a female minor represented by her mother, claimed she was sexually harassed and constructively discharged from employment. Complainant failed to establish that she was in an employment relationship as defined in the Human Right Ordinance.

Van Dyck v. Old Time Tap, CCHR No. 04-E-103 (Apr. 15, 2009)

Discrimination Claimed: Disability

The Board found no disability discrimination where a fill-in bartender failed to establish that she was fired because of a disability or perceived disability. The Board determined that Complainant did not establish that she had an actual disability or that the bar owner perceived her to have a disability, and noted that she also did not establish differential treatment.

Alexander v. 1212 Restaurant Group et al, CCHR No. 00-E-110 (Apr. 15, 2009)

Sexual Orientation Discrimination

The Board awarded attorney fees of \$83,781.31 and costs of \$691.75 after reducing the attorney fee award by 15 percent to adjust for an unsuccessful claim. Previously, in *Alexander v. 1212 Restaurant Group et al*, CCHR No. 00-E-110 (Oct. 16, 2008), the Board had found discrimination based on perceived sexual orientation where the Respondent company's majority owner and employees harassed Complainant for being gay by continuing derogatory comments. However, the Board found that Complainant did not establish race and sexual orientation discrimination in connection with the termination of his employment. The Board awarded emotional distress damages of \$35,000 and punitive damages of \$140,000 against Respondents jointly and severally, and imposed a fine of \$500 against each of three Respondents. The Circuit Court of Cook County has affirmed the Commission's rulings on review in *1212 Restaurant Group et al. v. City of Chicago et al.*, Cir. Ct. Cook Co. No. 09 CH 16337 (Feb. 19, 2010)

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

Parental Status Discrimination

The Board found parental status discrimination where an employer discharged a sales representative who was a mother of two children after a single absence, finding that employees with children were treated less favorably than those without children in several respects including leniency about absences. The Board also found that Complainant was meeting the employer's legitimate expectations, and that she was replaced by employees who had no children. The Board awarded \$78,601.25 in back pay and lost commissions, emotional distress damages of \$35,000, punitive damages of \$100,000, and a \$500 fine for each of three discriminatory actions. On January 20, 2010, the Board also awarded attorney fees of \$87,655.61 and costs of \$1,662.32. The rulings are under review in the Circuit Court of Cook County.

Glowacz v. Angelastri, CCHR No. 06-E-70 (Dec. 16, 2009)

Discrimination Claimed: Age

The Board found no age discrimination against a 56-year-old store clerk who was laid off, in that a younger employee was also laid off, Respondent showed cost reductions were needed due to declining business, and other employees but not Complainant were willing to work less than full time.

Public Accommodation Discrimination Rulings

Williams v. Bally Total Fitness, CCHR No. 06-P-48 (Jan. 21, 2009)

Discrimination Claimed: Race

The Board found no race discrimination where cleaning personnel at a health club allegedly refused to unlock the door and allow Complainant to leave after closing. Complainant's testimony was found not credible because his hearing testimony contradicted the sworn complaint and because of his demeanor while testifying. The Board imposed a fine of \$500 against Complainant for false testimony.

Cotten v. Eat-A-Pita, CCHR No. 07-P-108 (May 20, 2009)

Disability Discrimination

The Board found disability discrimination where a wheelchair user sought to enter a restaurant to eat lunch but could not do so due to the presence of stairs, and the Respondent failed to prove that it was an undue hardship to be fully accessible. The Board awarded emotional distress damages of \$500, imposed a fine of \$500, and ordered the business to take steps to become accessible to wheelchair users and to document any undue hardship if unable to be fully accessible.

Cotten v. Eat-A-Pita, CCHR No. 07-P-108 (Sept. 16, 2009)

The Board awarded attorney fees of \$2,135 and costs in the amount of \$52.31.

Warren and Elbert v. Lofton & Lofton Management d/b/a McDonald's, et.al., CCHR No. 07-P-62/63/92 (July 24, 2009)

Sexual Orientation and Gender Identity Discrimination

The Board found sexual orientation and gender identity discrimination where a restaurant security guard (found in default) audibly discussed and ridiculed the attire and sexual orientation of three customers. The Board found the restaurant owner vicariously liable for the security guard's actions where an agency relationship was proved and his actions were foreseeable. The manager on duty was not found liable because she did not endorse or participate in the discriminatory conduct. The Board awarded emotional distress damages to each Complainant of \$3,500, \$1,500, and \$1,000 respectively, plus punitive damages of \$1,500, \$1,500, and \$1,000 respectively, and imposed fines of \$500 against the guard and \$100 against the business. Attorney fees are pending.

Anguiano v. Abdi, CCHR No. 07-P-30 (Sept. 16, 2009)

Discrimination Claimed: Race and Age

The Board found no race and age discrimination where, in the course of an argument during a cab ride, the driver called Complainant "old," "unable to get a job," and "unable to support himself," because in the context of both sides exchanging personal insults, the statements were not sufficiently separating or belittling to create a hostile environment. Complainant's statements that the cab driver insulted him for being Mexican were found not credible.

Cotten v. 162 N. Franklin, LLC d/b/a Eppy's Deli and Café, CCHR No. 08-P-35 (Sept. 16, 2009)

Disability Discrimination

After an order of default, the Board found that a wheelchair user established a *prima facie* case of disability discrimination where he sought to enter a restaurant to eat but could not do so due to the presence of stairs, and no alternative means of service was offered. The Board awarded emotional distress damages of \$500, imposed a fine of \$500, and ordered the business to take steps to become accessible to wheelchair users and to document any undue hardship if unable to be fully accessible.

- *Cotten v. 162 N. Franklin, LLC d/b/a Eppy's Deli and Café*, CCHR No. 08-P-35 (Dec. 16, 2009)

The Board awarded attorney fees of \$2,520.83 and costs of \$82.61.

Cotten v. Addiction Sports Bar & Lounge, CCHR No. 08-P-68 (Oct. 21, 2009)

Disability Discrimination

The Board found disability discrimination where a wheelchair user sought to enter a restaurant to eat lunch but could not do so due to the presence of stairs, and the Respondent failed to prove that it was an undue hardship to be fully accessible. The Board awarded emotional distress damages of \$1, finding that Complainant failed to prove any substantial emotional distress, and imposed a fine of \$500. No injunctive relief was ordered because Respondent no longer operates the business. On Feb. 17, 2010, the Board awarded attorney fees of \$2,156.25 and costs of \$52.58.

Cotten v. CCI Industries, Inc., CCHR No. 07-P-109 (Dec. 16, 2009)

Disability Discrimination

The Board found disability discrimination where a wheelchair user sought to enter a showroom to discuss a possible purchase but could not do so due to a flight of stairs, and no alternative means of service was offered. The Board awarded emotional distress damages of \$1, finding that Complainant failed to prove any substantial emotional distress, imposed a fine of \$100, and ordered the business to take steps to become accessible to wheelchair users and to document any undue hardship if unable to be fully accessible. Attorney fees are pending.

Cotten v. Lou Mitchell's, CCHR No. 06-P-09 (Dec. 16, 2009)

Discrimination Claimed: Disability

The Board found no disability discrimination where a wheelchair user was unable to use a restaurant's restroom located in a basement with no elevator. Respondent proved it would be an undue hardship to add an accessible restroom on the ground floor because of the financial losses which would result from reduced table space and the likelihood that the only feasible location for the restroom would be unacceptable under City codes.

Sturgies v. Target Department Store, CCHR No. 08-P-57 (Dec. 16, 2009)

Discrimination Claimed: Race

The Board found no race discrimination where a security guard told an African-American customer she could not bring her dog into a store. The store proved it enforced a no-animals policy except for service animals. Ambiguous evidence that another customer had a dog in the store was held insufficient to show the store selectively enforced the policy against African-Americans.

Housing Discrimination Rulings

Sercye v. Reppen and Wilson, CCHR No. 08-H-42 (Oct. 21, 2009)

Source of Income Discrimination

The Board found source of income discrimination after two Respondents admitted that they refused to rent to Complainant because she would use a Section 8 voucher. The Board awarded \$15,000 in emotional distress damages and imposed a fine of \$500 against each of Respondent. The Board referred the case to the Department of Law to report the discrimination finding against the Respondent who is a licensed real estate broker to the Illinois Department of Financial and Professional Regulation as called for in the Fair Housing Ordinance.

Diaz v. Wykurz and Locasio et.al., CCHR No. 07-H-28 (Dec. 16, 2009)

Source of Income Discrimination

The Board found source of income discrimination where a co-owner of a building decided and told Complainant she would not accept a Section 8 voucher. The Board found two other owners not vicariously liable because the first owner was not acting as their agent. The Board awarded \$2,500 in emotional distress damages and imposed a fine of \$250. Attorney fees are pending.

Other Hearing Stage Activity

Post-investigation activity remained at a high level in 2009 although down somewhat by year-end from the record level of 2008. At year-end, the Commission's docket included 8 complaints scheduled for mediation after a substantial evidence finding and 42 complaints in the administrative hearing or Board ruling process, totaling 50 cases pending in post-investigation proceedings.

Reduction of Investigation Backlog

The Commission has been concerned for some years about the length of time it has taken to complete the full investigation of complaints. In 2009, the Commission continued the progress made since 2005 to reduce the volume and age of pending investigations as well as the size of investigator caseloads. By the end of 2009 the number of pending investigations was reduced to 209 compared to 796 at the end of 2004. The number pending for more than one year was reduced from 528 to 48 over the same five-year period, and the average individual investigator caseload dropped from 72 to 26. This means the Commission entered 2010 with a manageable investigation caseload and new complaints being investigated much more promptly than in past years.

COMMUNITY RELATIONS DIVISION

The Community Relations Division consists of eight Advisory Councils and the Intergroup Relations Unit as described below.

Advisory Councils

The Advisory Councils address matters of special concern to racial, social, cultural or ethnic groups that have been or are subjected to discrimination as a result of membership in such a group. The Councils act as liaisons between city government and community organizations to promote cooperation and enhance service to these communities. Councils also assist the Commission in designing education and enforcement programs to implement policies in the Chicago Human Rights Ordinance. Further, the Councils assist the Commission by reviewing existing programs, conducting research, and reporting findings with regard to the specific needs of the community.

Summary of 2009 Council Activity

Advisory Council on African Affairs

The Advisory Council continued its sponsorship for the seventh year of the DuSable Citywide Essay Contest in Chicago Catholic and Public Schools. In 2009, students were asked to discuss the link between President Obama and Jean Baptiste Pointe Du Sable, the founder of Chicago. Additionally, the students were asked to discuss what would amaze Du Sable the most about the 21st century Chicago. The Council prepared background materials for the contest and distributed them through CPS and the Catholic schools to 3rd, 4th and 5th graders. The Council judged the essays and the winning students participated in the City of Chicago Birthday Celebration at the Chicago History Museum, where the students read their essays as part of the program.

The Council also planned and coordinated the Mayor's Reception for African American History Month bringing together a cross section of five hundred Africans, African Americans and West Indians. Awards were presented to community advocates who practice good human relations in our communities: Timuel Black, Desmond Pompey, and the Chicago Association of the Lost Boys of the Sudan.

Although the City of Chicago lost its bid to host the 2016 Olympic and Paralympics Games, the Council worked tirelessly during the spring and summer of 2009 to rally and demonstrate the support of Africans living in Chicago for the bid. The Council worked with the African community leadership to organize "Africans in Chicago Support 2016 Bid," an event which brought together individuals from over 130 African communities representing more than 35 African countries to support the bid. The Council was also part of the 2016 Community Relations Committee and worked to raise awareness and promote community participation while advocating for benefits for African descendant communities in the city.

Community tensions occurred in several Chicago Public High Schools and between residents across Chicago communities. The Council was present at Chicago Public Schools assisting in the reduction of student tensions, hosting workshops, conducting mediation sessions, and planning safe passage strategies. The Council also worked in communities to reduce tensions among diverse residents including hosting tension reduction workshops.

The Council Director participated in ongoing outreach throughout the year regarding the mission and services provided by the Commission to all residents to organizations, at large and small events and to individuals. Council members also participated in this outreach.

Advisory Council on Arab Affairs

The Advisory Council on Arab Affairs enjoyed a busy and successful year in 2009. The council worked hard to continue to expand upon its outreach efforts to Chicago's Arab community through a number of programs reaching thousands of Arab residents throughout the city.

From June 24 –June 27, 2009, the Arab Advisory Council hosted the 3rd Annual *Chicago Arabesque* festival. *Chicago Arabesque* is a non-religious, non-political festival that promotes public awareness, understanding and appreciation of the rich cultural heritage of the Arab world. Representing more than twenty Arab countries, the festival seeks to introduce Americans to the rich diversity of the Arab World through workshops, calligraphy, artisan demonstrations, activity booths, Arab cuisine and a souq (bazaar). *Arabesque* is held annually in the heart of downtown at Daley Plaza, and draws an audience of approximately 50,000 diverse Chicagoans over the course of four fun-filled days of music, dance, art, cultural exhibits, and great food.

While *Arabesque* continues to attract thousands of visitors to downtown Chicago, the Council understands the importance of going out into the community to promote awareness of the Arab Council and CCHR. As part of this outreach, during Arab Heritage Month (November) the council hosted a number of different programs. On November 14, 2009, the Council and the Chicago Alternative Policing Strategy (CAPS) hosted a workshop for youth called, "Staying Gang and Drug Free". Over 200 youth from across the city made their way to the Police Headquarters at 35th and Michigan, bright and early on a Saturday morning to hear powerful stories about the consequences of being involved in gangs, and how drugs and violence can bring about a tragic end to their hopes and dreams for the future. The event was a huge success, as many of the young people were clearly impacted by the personal stories of the presenters.

The Advisory Council's outreach was not limited to youth however. The Council also partnered with the Office of the State Treasurer to present a workshop on November 10, 2009, "Smart Women and Their Money". This workshop not only provided an opportunity for many Arab women to learn more about managing their own personal finances, but it also allowed them to meet members of the Arab Council and learn more about the work of the council and CCHR.

Of course, there cannot be a heritage month without a Mayoral reception. On November 18, 2009, the Council joined with Mayor Daley in celebrating Arab Heritage Month at the Mayor's annual reception. As part of the program, awards were presented by Mayor Daley to Saffaa Zarzour and Ahlam Jbara for their many years of dedicated service to the Arab community. As a special treat, a Dabke folkloric dance was performed by students from the Lindblom Math and Science Academy to the rousing applause of the 300 guests.

To finish out the month, on November 30, the Council joined with DePaul University to host a book signing and discussion with author, Alia Malek of her recent book, "A Country Called Amreeka". The book chronicles the lives of several Arab Americans since 1963, discussing how different events in American history over that time period impacted their lives in ways many non-Arabs would otherwise never understand. The discussion proved very powerful, enlightening, and entertaining for the standing room only crowd of diverse students, professors, and other visitors.

The Council will continue to work hard to develop new programs and strategies to reach out to the Arab community in 2010, and help the Commission in its efforts to promote unity and fight prejudice and discrimination against all people.

Advisory Council on Asian Affairs

In 2009, the Advisory Council on Asian Affairs focused on improvements to its processes, Heritage Month activities and advocacy, and activities in preparation for the 2010 Census.

The Advisory Council created a standardized selection process for the Advisory Council Chair and the Vice-Chair positions, along with eligibility criteria and term limits for each position. The standardization process ensured Council member involvement, a sense of fairness, and accountability. Additionally, the Council began conducting its meetings out in the Asian Pacific American (APA) community to make the meetings more accessible to the community members. The Advisory Council also conducted presentations with information about the Chicago Commission on Human Relations (CCHR) and the Advisory Council at dozens of community related workshops, forums and community fairs in 2009.

Additionally, the Advisory Council had another successful annual Asian Pacific American (APA) Heritage Month in 2009. The Advisory Council secured a large new sponsorship for its annual Heritage Month Calendar and the Mayor's Reception in honor of APA Heritage Month, which will help fund more Council projects in 2010. Additionally, the Advisory Council partnered with the Asian American Coalition of Chicago to produce and promote a week long Asian American Heritage Month festival on Daley Plaza. Together they held an APA Heritage Month Kickoff press conference to announce the partnership and to launch the 2009 APA Heritage Month and Calendar. Furthermore, the Advisory Council helped to recognize the achievements of three Asian American community members, who have been volunteering their time in promoting diversity within their organizations and communities in Chicago, through the Mayor's FoundAsian Awards.

With regard to the 2010 U.S. Census, the Advisory Council worked to promote Asian Pacific American participation in the Census by raising awareness, organizing, and creating partnerships. The Advisory Council created its own Census Committee to work with numerous community based organizations and the U.S. Census Bureau. It assisted in forming area Census Complete Count Committees in high Asian American neighborhoods in Chicago. Additionally, the Advisory Council's Census Committee and Director worked to bring together Asian American non-profit community based organizations and over twenty Asian American Corporate Affinity Groups to help bring corporate resources to local non-profits doing Census outreach work in Chicago. The Committee and the Director made a presentation to over twenty Asian American Corporate Affinity Group Leaders on November 5, 2009, to promote this partnership. The corporate resources included funding, in-kind contributions of products and services, and volunteers.

Finally, the Advisory Council brought together, for the first time in Chicago, over seventeen Asian American communities to organize and produce an Asian American Community Rally in support of the Chicago 2016 Bid for the Olympics in Chicago. On March 21, 2009, the event, which featured an appearance by Mayor Daley, was a huge success bringing out over 120 members of the mainstream and ethnic media and over 2,500 attendees. Although the Bid did not succeed, the community was unified through its efforts to obtain the Bid.

Advisory Council on Immigrant and Refugee Affairs

As the nation continued to grapple with the issue of immigration reform in 2009, the Advisory Council on Immigrant and Refugee Affairs worked hard to advocate on behalf of the City's immigrant and refugee population and to educate others about the problems and concerns of this diverse and often misunderstood community.

The Council hosted several informative and insightful programs during the year which helped shed light on the current problems facing immigrants in Chicago, while also highlighting the important contributions of this community to the city.

On March 14, 2009, the Immigrant and Refugee Advisory Council hosted an Immigration Forum co-hosted by the Chicago Department of Consumer Services and the United States Citizenship and Immigration Services. The program provided participants with valuable information about the Chicago Human Rights and Fair Housing Ordinances, tips about protecting yourself from immigration assistance fraud, and factual and practical information about applying for citizenship and the benefits of becoming a U.S. citizen.

Understanding that citizenship and immigration issues are not unique to the Immigrant and Refugee Council, the Council helped facilitate a meeting of the staff from the Commission on Human Relations, including several council directors with the leadership of the Chicago Office of the United States Citizenship and Immigration Services (USCIS) in September. This meeting helped Commission staff to gain a better understanding of the citizenship process and establish important relationships with USCIS which have already proven invaluable to its work with the immigrant and refugee community.

For several years, the Council has spearheaded the city's celebration of United Nations Day and Immigrant and Refugee Week. Held annually in October, the festivities for 2009 included a fascinating and eye-opening panel discussion entitled, "Talking About Immigration: Stories and Perspectives in a Global City." The program discussed the diversity of the immigration experiences, challenges, and stories of leaders of several of Chicago's ethnic communities. The event was co-sponsored by the Chicago Cultural Alliance.

Following the program, the Council joined Mayor Daley for his annual Immigrant and Refugee Week and United Nations Day Reception. Awards were presented to Alma Yigizaw, Owner of the Ethiopian Diamond Restaurant, and Fadila Campara of the Bosnian & Herzegovinian American Community Center for their outstanding service to Chicago's immigrant and refugee community.

In addition to the many programs and events the council participated in during the year, 2009 also marked the kickoff for the Council's work to produce an updated Immigrants Resource Guide. The new guide, which will be available Spring 2010, will feature a wonderful collection of essays, personal stories, photographs and important resource information for recent immigrants and long-term residents of Chicago alike. The guide is a collaborative effort with the Jane Addams Hull-House Museum and sponsored by the Boeing Corporation.

Advisory Council on Latino Affairs

Chicago's Latino Community has become the city's majority ethnic group with 1.3 million Latinos residing in the Chicago area. Despite these population growths, Latinos still face serious shortages in affordable housing, access to health care services, employment opportunities and access to educational programs. In 2009, the Advisory Council on Latino Affairs collaborated with various groups to address these shortages.

The Council held several "Know Your Rights Forums" to educate the community on various laws. The forum held at Wright Junior College focused on "Ways to Protect Yourself During This Housing Crisis." Panelists included: Abdi Y. Maya, of the Illinois Department of Human Rights, Lizveth Méndez, Office of the Attorney General Lisa Madigan, Lourdes Martinez, Chicago Commission on Human Relations and Hector Gamboa, Spanish Coalition for Housing. The panelists presented information regarding discrimination laws as well as how to protect against foreclosures.

The Council also participated in various activities focused on the youth and education. The Council supported the implementation of transitional bilingual education in preschool by the Illinois State Board of Education. Council members also worked closely with the youth initiative in the Back-of-the-Yards community to combat violence in the neighborhood.

In September 2009, the Council joined Mayor Daley in celebrating Hispanic Heritage Month at his annual reception. The Hispanic Heritage Month Leadership Awards were presented to: Alicia Amador, Youth Coordinator with Mujeres Latinas en Acción; Carlos M. Azcoitia, Educator and former Chicago Public School Principal; Leda Santodomingo, Journalist with Telemundo; and Pedro J. Cevallos-Candau, Civil Engineer with Primera Engineers, Ltd.

The Council also remains committed to working on immigration issues. For example, on May 1, 2009, the Council participated in the May Day March for immigration reform. Additionally, the Council collaborated with the Advisory Council on Immigrant and Refugee Affairs to develop a resolution concerning undocumented immigrants' rights, as well as support for the passage of the Dream Act, which will enable undocumented students the opportunity to earn conditional permanent residency.

Advisory Council on Lesbian, Gay, Bisexual and Transgender Issues

In 2009, the Advisory Council on Lesbian, Gay, Bisexual and Transgender Issues focused its community activities and outreach efforts on issues related to the City's personnel rules and practices, several successful annual events, and health advocacy.

The Council advocated for amendments to the City of Chicago Personnel Rules. The amendments included using the terms "sexual orientation" and "gender identity" instead of "sexual preference," bringing the Personnel Rules into accord with the Chicago Human Rights Ordinance. Additionally, the Council advocated for an amendment to the sick leave rule (Rule XXVIII) to provide City employees in domestic partnerships with the same benefits received by employees who are married. The Council succeeded in its efforts and the amendments went into effect on December 10, 2009.

Additionally, the Advisory Council held several successful annual events. The Council held its annual Mayor's Reception in honor of Pride Month on June 30, 2009, during which the Council honored the Illinois Safe Schools Alliance for its work to ensure that schools statewide are safe and respectful for all students, all staff, all families and all community members, regardless of sexual orientation or gender identity. The Council held its seventh annual Salute to LGBT Veterans in Daley Plaza on August 5, 2009, partnering with the Council on Veteran's Affairs. The event paid tribute to the honorable service of lesbian, gay, bisexual and transgender veterans and highlighted the inequities of the U.S. Military's "Don't Ask, Don't Tell" policy. The keynote speaker was Luke Visconti, CEO of Diversity, Inc., and the featured speaker was U.S. Representative Mike Quigley. The Salute was covered by many multi-media outlets, including traditional print, television, and radio outlets, as well as being posted on websites, YouTube, and VodPod. Additionally, the Advisory Council hosted its 19th annual induction ceremony for the Chicago Gay and Lesbian Hall of Fame on November 12. Thirteen individuals and one organization were inducted by Mayor Daley, and about 650 people attended.

Finally, the Advisory Council endorsed the 2009 National LGBTI Health Summit, a five day summit that met in Chicago in August 2009 and provided workshops, networking, and organizing activities for over 350 professionals, allies, and advocates. The Advisory Council Director coordinated and facilitated the kick-off plenary session, entitled "After 40 Years of Wandering: The Health of Our LGBTI Communities." The theme was the current civic health of the nation's LGBTI communities, using Chicago as a model. The summit addressed the emotional, physical, spiritual, mental, and social health of LGBTI people who experience health disparities with the goal of improving health outcomes for all members of the LGBTI communities.

Advisory Council on Veterans Affairs

In 2009, the Advisory Council on Veterans Affairs (ACVA) focused its community activities and outreach efforts on issues related to student veterans, veterans in various constituent groups, housing, and homelessness.

Throughout the year, the Advisory Council worked closely with the leadership of student veterans in Chicago, advised student veterans, and participated in activities hosted by student veterans. The Advisory Council assisted student veterans in navigating the Veteran's Administration system by informing them about policies that affect them and available services.

Additionally, the Advisory Council worked with veteran groups within various constituent groups. For example, the Advisory Council hosted events for the Asian American community. The Bataan Day Commemoration was an event with the Philippine community honoring those who fought to save the Philippines from invasion at the start of World War II. The Fall of Saigon Commemoration was an event with the Vietnamese community of Chicago in which participants reflected back on the war in Vietnam and honored the men and women who lost their lives during that conflict. Additionally, the Advisory Council participated in the seventh annual Salute to LGBT Veterans in Daley Plaza on August 5, 2009. The keynote speaker was Luke Visconti, CEO of Diversity, Inc., and the featured speaker was U.S. Representative Mike Quigley.

Furthermore, the Advisory Council addressed housing and homelessness, which are major issues facing veterans. In addition to the complex set of factors influencing all homelessness, a large number of displaced and at-risk veterans live with lingering effects of post-traumatic stress disorder (PTSD) and substance abuse. In 2009, the Advisory Council advocated on behalf of two veterans and connected them with various service providers to obtain housing. With regard to homelessness, the Advisory Council organized "Veterans Stand-down," a semi-annual event that reaches out to the homeless veterans' population. At this event, Federal, State, City, non-profits, civic and faith-based agencies come together to provide services to homeless veterans. The services included Federal and State veterans benefits, healthcare screening, screening for eyeglasses, clothing, housing referrals and meals. Approximately 500 veterans attended.

Advisory Council on Women

In 2009, the Advisory Council on Women continued to work to promote and protect the legal rights of women in Chicago. The Council partnered with the ONE and CARE organizations and local women's groups to celebrate International Women's Day by promoting and participating in the national viewing of the film "A Powerful Noise." The film chronicled the challenges of women from Mali, Vietnam, and Bosnia working to improve women's lives. The film was simulcast in 450 theaters across the country. Former Secretary of State Madeline Albright was among the panelists that participated in a live town hall discussion that followed the screening.

In solidarity for global empowerment for all women, the Advisory Council on Women worked with the UNIFEM-Chicago Chapter. The Chicago Chapter, which is one of only six chapters in the United States, raises funds and awareness to support projects such as, establishing women's centers in Afghanistan, ensuring women's participation in negotiations in Darfur and strengthening citizenship rights for women in Latin America. The Advisory Council assisted with the planning and hosting of the annual meeting and conference of UNIFEM. The conference, "Empowering Women, Transforming Lives" was held for the very first time in Chicago on July 10-12, 2009, at the UIC Forum. The Council Director presented a greeting letter on behalf of Mayor Daley to 150 people attending the three-day conference.

The Council also planned and hosted the Mayor's Reception celebrating National Women's History Month. During the event, the Mayor honored the contributions of Chicago women of diverse backgrounds for advocacy, leadership, mentoring or working for local and global human rights initiatives with the SAGE Award. The 2009 honorees were Shirley Baugher, Writer, Teacher, Community Organizer; Judith Heineman, Storyteller and Educator; Elois McCoy, Community Activist and Volunteer; Sima Quraishi, Founder, Muslim Women's Resource Center; and Corina Santana, Truck Driver, City of Chicago Department of Streets and Sanitation. Over 500 guests attended the event, which was held at the Chicago Cultural Center.

The Council recognized Women's Equality Day on August 26, 2009, at John M. Smyth School. Council members worked with middle school staff to engage students in two weeks of educational activities focused on the 89th anniversary of the 19th Amendment, which secured the right to vote for women. Over 80 students shared essays, poems, and skits during a school assembly and reception. Each student signed a copy of the 19th Amendment to commemorate their participation in the City of Chicago's official celebration of Women's Equality Day 2009.

Women are frequently subjected to discriminatory treatment and are often victims of gender-based violence and hate crimes, yet many offences against women go unreported. Many women cite fear of government and police intervention, feelings of isolation, and lack of access to public services as their primary reasons for not reporting these unlawful acts. In response, the Council worked to promote a dialogue between women and the Chicago Police Department. The Council also partnered with Sergeant Maude Noflin of the Chicago Police Department's Office of Domestic Violence to honor Officer Mary Bochenczak, Officer Jenelyn Kramer, Officer Rene Sanders, and Officer Chana Varnardo for their advocacy and support of domestic violence victims. Additionally, the Council worked with the Chicago Police Department to sponsor "Safe in the City" a series of safety awareness seminars for women by women.

In an effort to assist the city's efforts to increase peace and eliminate violence, the Council organized the Mayor's Women's Peace Task Force. The Task Force conducted surveys and held forums across the city to ask women their thoughts on eliminating violence. A majority of the responses indicated that a uniformed structure for engaging parents as leaders within schools and the community would significantly reduce violence, increase communication between the school and home, and lead to improved academic outcomes. As an outgrowth of this effort, the Council developed the "Chicago Parent Leaders" program which will be presented to the Chicago Public Schools in 2010.

With the generous support of State Farm Insurance, the Council hosted its annual “Pink Lemonade Stand” to provide education on Breast Health, Breast Cancer, and raise awareness of the racial and ethnic disparities in breast cancer mortality in Chicago.

Together with the Advisory Council on African Affairs, the Council formed the “African Women’s Alliance,” to educate African women living in Chicago of their rights and to develop a network to address their concerns in a cultural context. The group met in late August 2009 for a series of conversations on “Women, Wellness and Wealth in the African Community.”

Intergroup Relations

The Intergroup Relations Unit (IGR) works with city residents to address tensions that may arise in racial, ethnic and economically diverse neighborhoods. IGR educates communities on conflict resolution techniques to eliminate tensions when they occur, and conducts extensive outreach to communities to raise awareness and improve human relations in the city. The unit also promotes the Commission's services and provides information on the Chicago Human Rights and Fair Housing Ordinances as well as procedures on how to file discrimination complaints.

Task Forces

Often after managing a community conflict, staff in the unit work with community residents to develop community-based Task Forces, which help foster long term improved human relations for the community. Community Task Forces are comprised of diverse groups of dedicated and caring residents with one common goal of making neighborhoods better places to live for all of their residents.

A Better Community (ABC) Human Relations Task Force

ABC was created in 1997, immediately following the unfortunate beating of Leonard Clark in the Armour Square community. Local community leaders along with the Commission Human Relations formed a Human Relations group to create partnerships and break down barriers in the surrounding communities. The acronym ABC originally stood for Armour, Bridgeport, and Chinatown. Over the years, the task force has expanded to include the surrounding communities of Pilsen, Canaryville, Back-Of-The-Yards, Wentworth Gardens, and McKinley Park. Members also include representatives from the Chinese American Service League, the Bridgeport Boys and Girls Club, and CAPS.

In 2009, ABC worked with Alderman Balcer and the Chicago Police Department to address gang issues in Chinatown. Additionally, the group is very involved in bringing together diverse youth to participate in activities such as ping pong and celebrating Chinese New Year.

International Human Relations Council (IHRC)

The IHRC is a citizen-led initiative supported by the Chicago Commission on Human Relations and the Chicago Lawyers' Committee for Civil Rights under the Law. The Council's mission is to promote respect and understanding of people's differences and commonalities, which will ultimately diminish barriers and establish united communities. The group works to foster unity among residents on the southwest side of Chicago.

Each year the IHRC sponsors the Unity Fest Picnic in Marquette Park, which is held in conjunction with the City of Chicago's annual celebration of 'Unity' during September. Additionally, the IHRC sponsors Chicago Dinners, which brings residents together to engage in dialogues about human relations and community issues, while "breaking bread" together. The group also hosts an Iftar dinner during the holy month of Ramadan.

North Side Task Force (NSTF)

NSTF is a proactive initiative which was formed in 2003 by a group of interested and committed community leaders who responded to the call of the Commission's mission. The NSTF works to promote respect for individual differences, foster cultural awareness and eliminate hate crimes and all forms of bias on Chicago's north side, which includes communities such as Rogers Park, Uptown, Albany Park, Logan Square, Edgewater, West Ridge, Portage Park, Belmont Cragin, Lincoln Park, Lakeview, Jefferson Park, and Dunning.

During 2009, the NSTF sponsored and participated in events such as a Hate Crime workshop for the Lincoln Park community at the Church of Scientology, the Indian-Pakistani community celebration,

and the “Back to School Bash” at Warren Park. The group also participated in community fairs at Logan Square, Humboldt Park, Portage Park and Uptown. The group also collaborated with the Advisory Council on Latino Affairs to organize the Know Your Rights Forums that were held at Wright and Truman College. The forums included panel discussions to educate community members about human rights, as well as employment, housing and disability rights.

Roseland/Pullman/Kensington (RPK) Human Relations Council

RPK was formed by the Chicago Commission on Human Relations in May 1998, after several area religious leaders requested assistance in bringing the Roseland, Pullman and Kensington neighborhoods together to eliminate the racial barriers and increase communication.

This group sponsors various programs on human relations that are of interest to its local communities, such as: Unity Forums, Unity Business Luncheons and Unity breakfasts, receptions. The members work closely with local businesses and organizations, which help support the Council’s events and efforts in the community.

During 2009, RPK organized a committee to work on a youth workshop. The group partnered with the Boys and Girls Club of Roseland to plan the RPK Youth Summit in the community held in May 2010. The mission of the workshop was to help make a difference in the lives of the youth in Roseland, Pullman, and Kensington. The workshop included the following seminars: Teen Dating, Teen Sex, Violence & Gang Prevention Consequences, Careers and Future Choices. All seminars also included discussions of hate crimes, sexual orientation, and bullying. The target participants were 7th, 8th and 9th graders from the 34th Ward.

Unity in Diversity Tack Force

Unity in Diversity is a grass roots community organization that responds to racial and ethnic tensions and organizes programs to celebrate diversity in the neighborhoods of Beverly, Morgan Park and Mount Greenwood. The organization addresses causes of intolerance and promotes healing through a low-key approach to issues which includes knocking on doors with announcements and alerts, posting flyers, inviting residents to meetings, initiating lawn vigils to show support for victims of violence, soliciting reactions and feedback to issues, and involving other local community grassroots organizations as part of their outreach efforts.

During 2009, the organization was very involved in helping to resolve a difficult community tension in Mount Greenwood. Several members were instrumental in providing much needed support to two families who had been victims of ongoing harassment, and contributed greatly to the Commission’s efforts to resolve the conflict. Task force members accompanied the victims of the harassment to court proceedings, maintained a vigil outside of the victims’ homes, and offered other forms of support to show them that they were not alone during this trying time.

In addition to working with community tensions, the Unity in Diversity Task Force also organized several community events to promote unity on the southwest side of Chicago. These events included an annual potluck dinner and square dance, a forum on youth issues, and the annual Unity Month Picnic in Graver Park.

Youth Task Force (YTF)

The Youth Task Force strives to promote unity and understanding between Chicago’s youth through education, sensitivity training, and inter-cultural exchanges. The YTF works in cooperation with CCHR and its affiliates, as well as public and private educational institutions, community-based youth organizations, non-profit foundations, and other youth-based organizations that share similar goals of fostering a united multi-ethnic and multi-racial youth community.

The Task Force is composed of diverse Chicago youth ranging from ages 15-25 years of age. Members work in conjunction with CCHR's North and South Region Task Forces.

The goals of the Task Force include assisting in the mobilization of Chicago's youth to educate, mediate, and work proactively to improve the state of human relations in the city. It also seeks to eradicate all forms of racism, discrimination, stereotypes, and biased behavior among Chicago's youth population.

Another emphasis of YTF's work is to spread awareness and make connections between agencies that support causes that affect Chicago youth. Several key issues the group is currently focusing on include:

- Curbing youth violence in Chicago
- Making Chicago a "greener" city, one small step at the time
- Promoting acceptance of cultural diversity
- Fighting childhood obesity

2009 HATE CRIMES IN CHICAGO

In 2009, 57 hate crimes were reported to the Chicago Police Department. This was the lowest number of reported hate crimes in Chicago in twenty years. In the 1990's reported hate crimes totaling 200 or more was the norm. This number has continued to drop significantly in the past ten years.

It is unclear what has caused this dramatic drop in hate crimes, but it is safe to say that a number of factors may have contributed to the reduction. For one, the demographics of many neighborhoods have changed significantly in the past twenty years. While many communities continue to be clearly defined by race, ethnicity and economic level, many others have become increasingly diverse. Yet, this does not mean that this change took place smoothly, and without conflict. In fact, some areas that experienced gentrification also experienced heightened community tensions and hate crimes.

Yet, as the perpetrators of the hate crimes of the 90's grew older along with their "Generation X" counterparts, a new generation of young adults, many who grew up in more diverse neighborhoods, attended more integrated schools, and gained a better understanding and appreciation for difference, left their parents hang ups about race, religion, ethnicity, and sexual orientation in the past. Surely, the ongoing efforts by the Commission, other civil rights agencies, Police, State's Attorney's Office, as well as schools, elected officials, the media, and even the corporate community to speak out against bias and hate while encouraging diversity has had a positive impact on our youth.

Of course, the numbers may also reflect the problem of under-reporting. Many hate crime victims, for a number of reasons do not report hate crimes. Some do not out of fear of retaliation, mistrust of the police and the criminal justice system, fear of being "outed" (sexual orientation) and others for cultural reasons, to name just a few. Yet, these issues have always been factors in reporting, so it is difficult to say whether fewer hate crimes are being reported now as a result of under-reporting.

So what does the data tell us? By closely reviewing the police reports of hate crimes, some trends and patterns can be determined. Yet, a thorough analysis of the reduction of reported hate crimes may also require a review of additional demographic information such as population density, income, level of education of the residents, average age of residents, etc.

Nonetheless, with 57 reported hate crimes across the city, but not necessarily in communities with a history of hate crime activity, perhaps these figures demonstrate not only the demographic shifts, but also the attitudinal shifts in the city.

Pursuant to the Chicago Hate Crime Ordinance, the Commission on Human Relations assists victims of hate crimes, and produces periodic reports on incidents reported to the Chicago Police Department as a hate crime. Please note that incidents that have been reported as a hate crime may subsequently be determined as UNFOUNDED or UNDETERMINED. This report is a record of all reported incidents and final determinations.

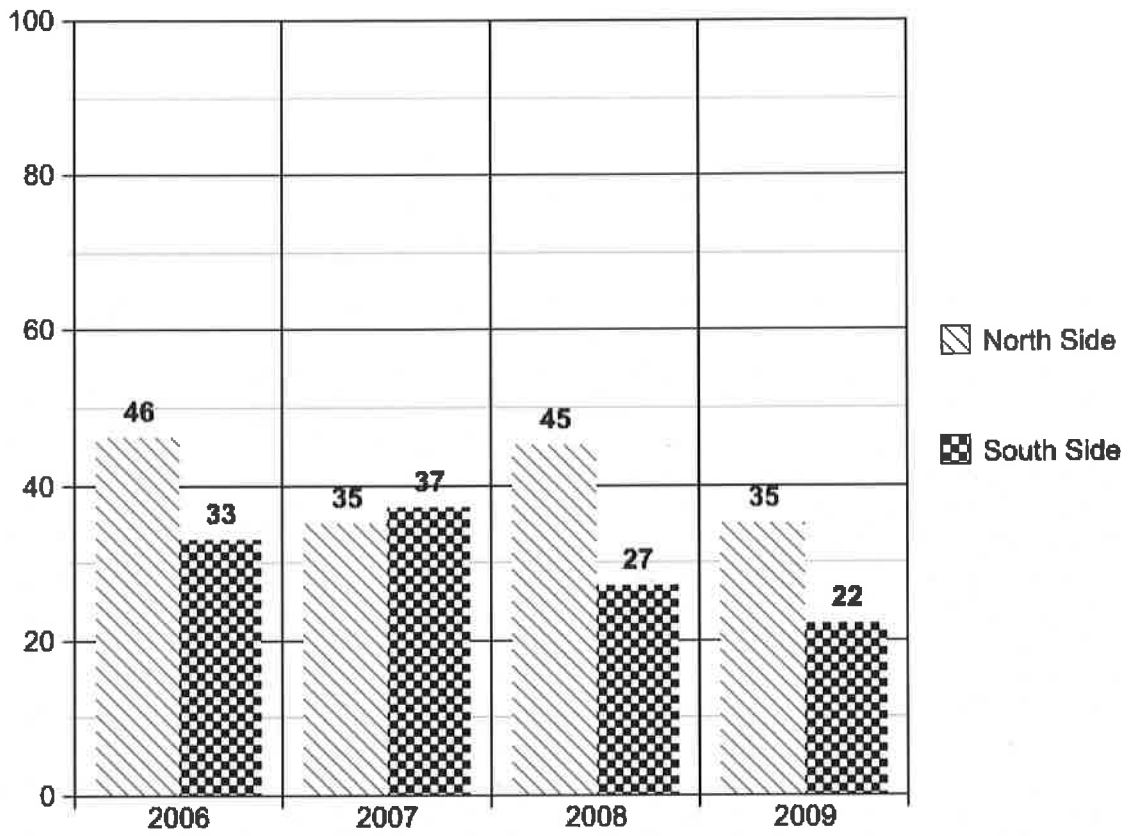
Status of hate crime incidents reported as of December 2009

Incidents reported as a hate crime, are subject to investigation by the Civil Rights Division of the Chicago Police Department. There are three possible dispositions that determine the final outcome of a hate crime investigation: 1) Bonafide - evidence supports the hate crime charge; 2) Undetermined - insufficient facts to support a hate crime charge; and, 3) Unfounded - evidence does not meet the hate crime criteria. There are wide variations in the time it takes to investigate cases; final dispositions are reflected in the hate crime report as they are resolved.

Bonafide	- 18 cases
Undetermined	- 6 cases
Unfounded	- 9 cases
Under Investigation	- 24 cases

	- 57 cases

Locations of Hate Crime



Reported Hate Crimes by Community Area

Note: only Community Areas with reported hate crimes in 2009 and/or 2008 are listed below.

Community Area	2009 Total	Natl.Orig	Race	Rel	Gender	Sexual Orientation	2008 Total
Albany Park	0	0	0	0	0	0	3
Ashburn	0	0	0	0	0	0	3
Auburn Gresham	0	0	0	0	0	0	1
Austin	1	0	1	0	0	0	4
Avalon Park	0	0	0	0	0	0	1
Belmont Cragin	0	0	0	0	0	0	1
Beverly	1	0	1	0	0	0	0
Brighton Park	1	0	1	0	0	0	1
Bridgeport	1	0	1	0	0	0	0
Chatham	1	0	0	0	0	1	1
Chicago Lawn	0	0	0	0	0	0	1
Clearing	0	0	0	0	0	0	1
Dunning	1	0	1	0	0	0	1
East Side	0	0	0	0	0	0	1
Edgewater	2	1	1	0	0	0	1
Englewood	0	0	0	0	0	0	2
Forest Glen	1	1	0	0	0	0	0
Gage Park	1	1	0	0	0	0	0
Hegewisch	1	1	0	0	0	0	1
Humbolt Park	1	1	0	0	0	0	1
Hyde Park	0	0	0	0	0	0	1
Irving Park	1	0	0	0	0	1	2
Jefferson Park	0	0	0	0	0	0	2
Lake View	4	0	0	2	0	2	2
Lincoln Park	3	0	0	0	0	3	4
Lincoln Square	1	0	1	0	0	0	2
Logan Square	0	0	0	0	0	0	2
Loop	2	0	1	0	0	1	2
Morgan Park	1	0	0	0	0	1	1
Mt. Greenwood	2	0	2	0	0	0	1
Near North Side	3	1	1	1	0	0	4

Reported Hate Crimes by Community Area

Note: only Community Areas with reported hate crimes in 2009 and/or 2008 are listed below.

Community Area	2009 Total	Natl.Orig	Race	Rel	Gender	Sexual Orientation	2008 Total
Near West Side	1	0	0	0	0	1	1
New City	0	0	0	0	0	0	1
North Park	1	0	0	1	0	0	0
North Lawndale	0	0	0	0	0	0	3
Norwood Park	2	0	0	2	0	0	0
O'Hare	0	0	0	0	0	0	2
Portage Park	1	0	0	1	0	0	0
Roseland	1	0	1	0	0	0	1
Rogers Park	3	0	2	0	0	1	1
South Chicago	0	0	0	0	0	0	2
South Deering	0	0	0	0	0	0	1
South Lawndale	2	0	2	0	0	0	1
South Shore	3	0	3	0	0	0	0
Uptown	1	0	0	1	0	0	6
Washington Park	1	1	0	0	0	0	1
West Lawn	1	1	0	0	0	0	1
West Garfield Park	1	0	0	0	0	0	1
West Pullman	1	0	1	0	0	0	0
West Ridge	7	1	0	5	0	1	3
West Town	3	0	0	1	0	2	1
Woodlawn	0	0	0	0	0	0	1
TOTALS	57	9	20	14	0	14	72

HATE CRIME BIAS TRIGGERS

Race

As it is each year, race continues to be the most reported basis for hate crimes in Chicago. There were 20 race-based hate crimes reported in the city in 2009. Blacks were the victims in 10 of the race-based hate crimes reported, and Whites were victims in 4.

Of the 20 hate crimes, 10 occurred on the south side. Aside from these race-based hate crimes, there were only 6 other hate crimes reported on the south side. This may be a reflection of the lack of diversity in this part of the city. On the other hand, on the more diverse north side, more hate crimes were based on sexual orientation, religion, and national origin.

Of the 20 reported cases of race-based hate crimes, the victim was or was perceived to be:

- Asian in 2 cases ● Black in 10 cases ● White in 4 cases ● Institution in 3 cases ● Latino in 1 case
- 1 Latino offender - 4 White offenders - 3 Black offenders - 3 unknown offenders -1 unknown offender
- 1 unknown offender - 6 unknown offenders - 1 unknown offender

National Origin: Out of the 9 cases reported, the victim was perceived to be:

- Institution in 2 cases
- Latino in 5 cases
- White in 2 cases
- 2 unknown offenders
- 1 white offender
- 1 Middle Eastern offender
- 4 unknown offenders
- 1 unknown offender

Sexual Orientation

Hate crimes based on sexual orientation were tied for second with religion as the second most reported basis for hate crimes in Chicago with 14. Of this number, 8 were reported on the north side which is home to one of the nation's largest, if not the largest outwardly lesbian, gay, bisexual, and transgender (LGBT) community. Unfortunately, this often makes residents of this area targets for hate crimes by perpetrators who have been known to "cruise" the neighborhood to attack gay people.

While at the same time, the south side LGBT community is itself becoming more visible, as more young people have become more open about their sexuality. The result unfortunately has been some backlash in the form of hate crimes. However, the increased numbers reported from the south side in the past few years, where few traditionally have been reported, may reflect the growing activism and willingness to come forward to report these crimes.

Of the 14 reported cases of hate crimes based on sexual orientation, the victim was or was perceived to be:

- Gay or Lesbian in 14 cases
- Male offender and male victim in 9 cases
- Female offender in 1 case
- Unknown offender and male victim in 4 cases

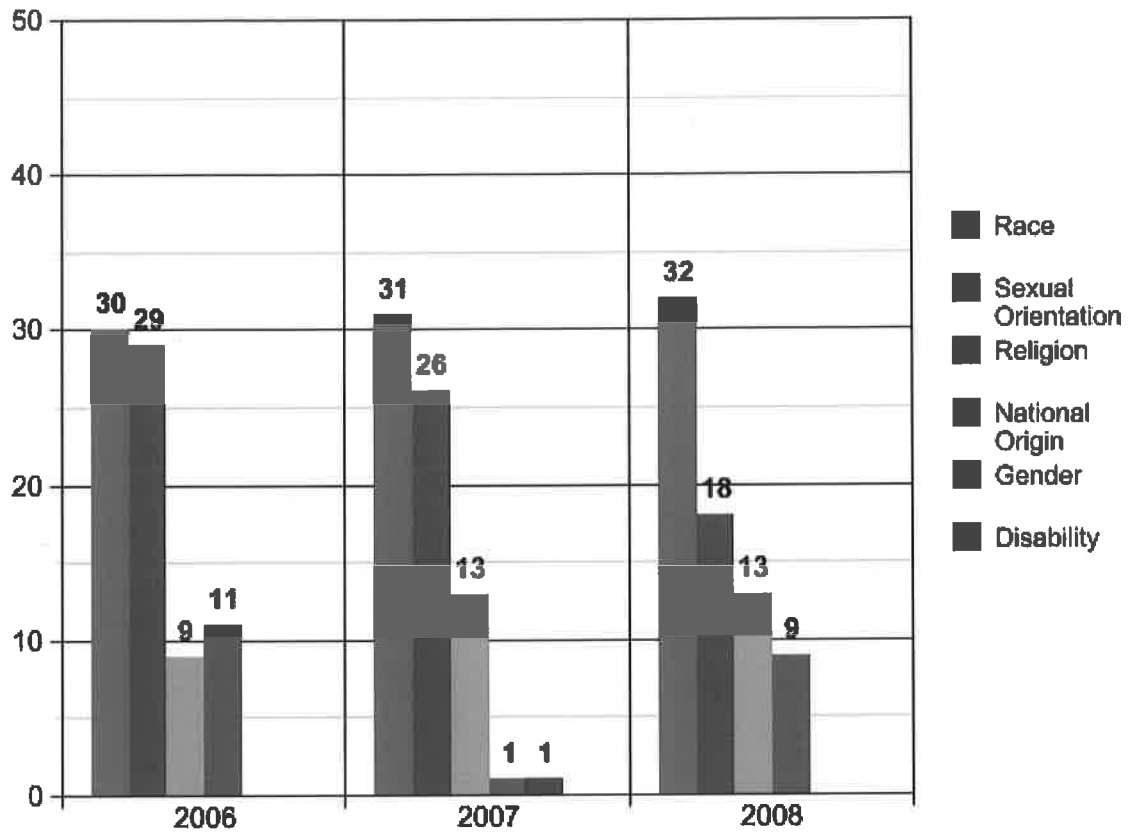
Religion

Religious based hate crimes remain one of the most reported of all bases of hate crimes, and again with most targeting the Jewish community. In 2009, there were 20 reported hate crimes based on religion; 13 against Jewish individuals or institutions. However, there were none reported against Muslims or Islamic institutions which is interesting in light of America's continued military activity in Iraq and Afghanistan. These types of conflicts often find their way to our communities and become catalysts for community tensions and hate crimes. For instance, following the bombings of September 11, 2001 there were dozens of hate attacks against people who appeared to be Muslim or Arab for two weeks after the bombings.

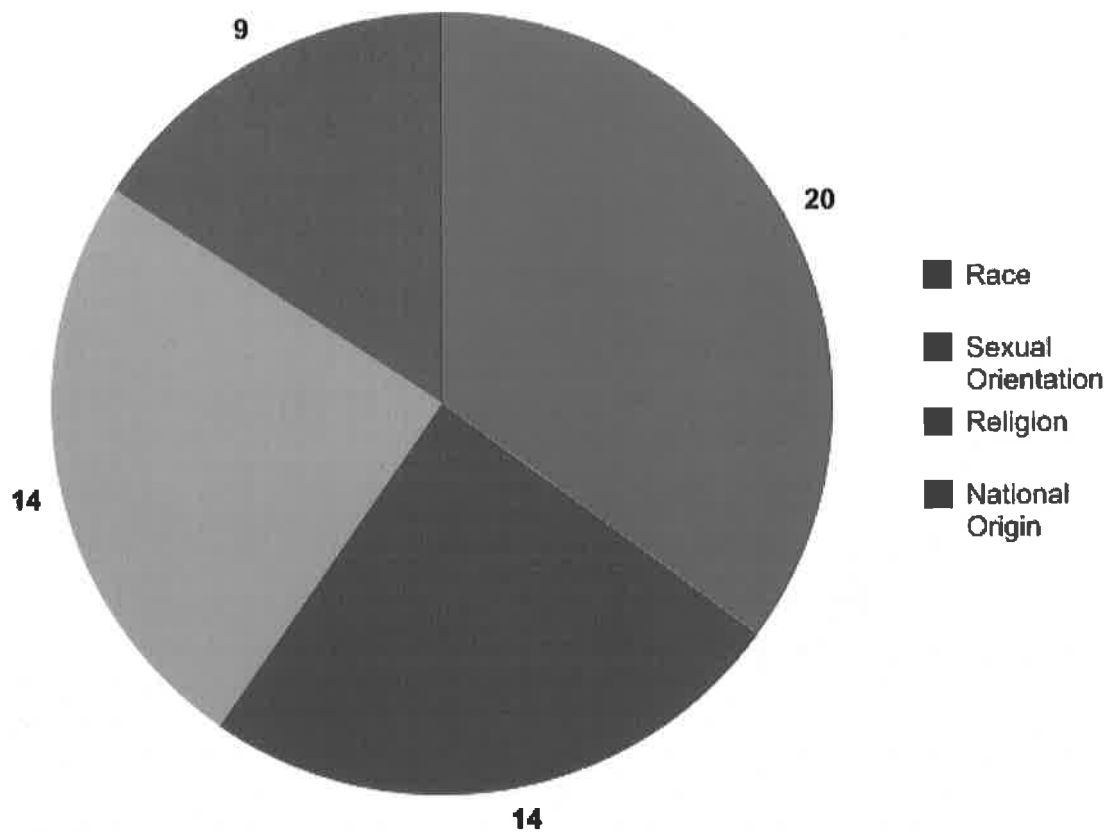
Of the 14 religious hate crimes reported, the victim was or was perceived to be:

- Jewish in 6 cases
- Jewish Institution in 7 cases
- 5 unknown offenders
- Catholic Institution in 1 case
- 1 unknown male offender
- 8 unknown offenders

Basis of Hate Crimes 2006-2008

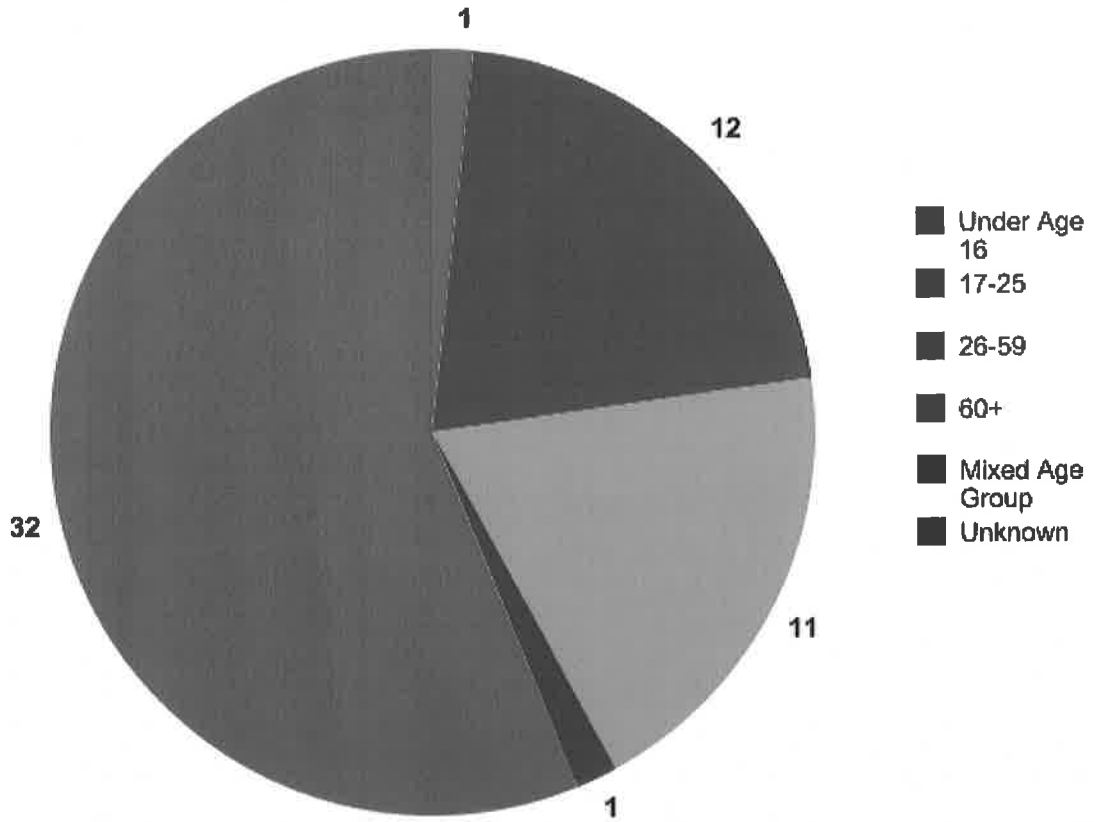


Basis of Hate Crime-2009



During 2009, there were no reported gender or disability based hate crimes.

Age of Offender in Reported Hate Crimes



EDUCATION UNIT

The Education Unit of the Chicago Commission on Human Relations is empowered by the City of Chicago Human Rights Ordinance to provide educational programming to all City of Chicago employees and community residents. This department provides human relations-based trainings, workshops, and presentations to City of Chicago employees, community-based organizations, schools and universities, and sister agencies. Further, the Education Unit consults with these agencies to suggest strategic “best practices” for improving human relations and building pluralistic environments throughout the city.

In 2009, the Education Unit provided various forms of consulting, strategic planning, and guidance to numerous City of Chicago departments, sister agencies, schools, K-12 schools and universities. Trainings presented included Managing and Valuing Workplace Diversity, Conflict Resolution in the Multicultural Workplace, and the Art of Communicating Multiculturally. Forty-nine workshops were offered to City of Chicago departments and sister agencies, reaching approximately 2,200 employees.

Thirty-one workshops and presentations were facilitated within Chicagoland communities, reaching over 300 residents. Trainings presented included Appreciating Community Diversity. Additionally, the Education Unit worked with the Chicago Public Schools to present training on Bullying and Hate Crimes.

During 2009, the Education Unit hosted faculty development at Malcolm X Community College, which included a series of lectures on classroom diversity and gentrification. Additionally, a series of lectures for students on the status of human relations and social responsibility.

Each year, the Education Unit sponsors the Seventh Grade Human Relations Student Essay Contest which is open to all seventh grade students attending parochial, public and private schools in the City of Chicago. The annual theme of the contest is “*How Can I Improve Human Relations?*” Students are asked to write about the importance of good human relations between people who are different (racial, ethnic, religious, etc.) The top twenty finalists are honored during a formal award ceremony and luncheon. In 2009, the overall participation for this event increased from the previous year by 36% and the division exceeded its projected number of new participating schools by 70%.

2009 Seventh Grade Human Relations Student Essay Contest winners:

First Place **Mariette Bahati** (St. Thomas of Canterbury School)

Second Place **Jessica Donada** (Rufus M. Hitch Elementary School)

Third Place **Fyori Berhe** (St. Thomas of Canterbury School)

The unit is also working to create a mandatory on-line diversity training program for city employees and a city wide diversity newsletter.

Special Programs and Events

While Chicago continues to be a “City of Neighborhoods” this sometimes makes it difficult for many residents to have experiences and make connections with others from different racial, ethnic, economic and other backgrounds. For this reason, the Commission continues to create opportunities to bring people together to promote unity and combat bias. Through a number of special programs and events held throughout the city, thousands of Chicagoans are brought together for positive interaction which helps to reduce prejudice and dispel myths and stereotypes. Here is a brief listing of many of the Commission’s special programs and events, in addition to the numerous programs hosted by the Commission’s Advisory Councils and Task Forces as previously noted:

Commission on Human Relations Awards and Luncheon
Unity Month Programs
Unity Walk and Peace Rally
Mayor Daley’s Heritage Month Receptions
Ethnic Heritage Month Programs
Gay and Lesbian Hall of Fame
7th Grade City-Wide Human Relations Essay Contest

Advisory Council Members

Council on African Affairs

Patience Adigbli	Anghesom Atsbaha	Michael J. Bracey	Asrat E. Gmeskel
Andrea M. Knowles	Kokouvi B. Mensan	Gregory Nimpson	Haroon Rashid
Michael Towns*	Ernest Tucker		

Council on Arab Affairs

Hanadi Abukhdeir	Roxane D. Assaf	Diala Atassi	Fadwa Hasan
Darlene G. Attiah	Saida Callahan	Majdel Musa +	Jihad Saleh+

Council on Asian Affairs

Jatinder S. Bedi	Dr. Myrna P. Garcia	Bala R. Ghimire	Vida Gosrisirikul
Arshad "Sony" Javid	Yin Kean	Hameedullah M. Khan	Denise Lam*
Ricky M. Lam	Lynn K. Oda	Don Sakamoto	Khamphoui Singvongsa
Chaffee Tran	Dr. Soo-Lyon Yon		

Council on Immigrant and Refugee Affairs

Hussein M. Affey	Dale Asis	Nerma Bajramovic-Campara	Igor Boguslavsky
Salvador A. Cicero	Bindi J. Desai	Sonia C. Gaete	Zalmay Gulzad
Azita M. Mojarad	Mark A. Rodriguez	Dr. Edwin B. Silverman*	Befekadu T. Retta
Gabija Steponenaite	Anna Shilov Sterk		

Council on Latino Affairs

Martin Artega	Yolanda DeAnda	Rodolfo D. Espinoza	Mark A. Flores*
Mario A. Garcia, Jr.	Victor H. Garibay	Veronica M. Loewy	Ana Gil-Garcia
Marlo I. Irizarry-Valadez	Roberto Montaño	Adriana B. Morales	Stewart Muñoz
Eleazar "Al" H. Perez	Rosalba Priego	LuzMaria B. Solis	Grant E. Vitale
Mirtha E. Quintana-Toomey			

Council on Lesbian, Gay, Bisexual and Transgender Issues

Graylon B. Alcaraz	Katherine M.T. Ast	Aaron G. Bowen	Robert P. Castillo
Gary Chichester	William B. Kelley	Elizabeth A. Kelly*	Deborah L. Mell
John Pennycuff	Lawrence E. Perea	Lourdes M. Rodriguez	Catherine J. Sikora
Kevin G. Smith	Kevin E. Tindell	Adrian E. Williams	Robert G. Zuley

Council on Veterans Affairs

Ronald J. Baltierra	John Barry, Sr.	Joe Bazil	Philip Chan
James Darby	Jerry J. Field	Robert M. Malnik	Roger McGill
Lucy Martinez-Schallmoser	Samuel Miller, Jr.*	Rick Murray	Eric Myers
Theodore Saunders, Jr.	Fred Randazzo	Lizette Rhone	Carlos Saladino
Mark Stroud, Jr.			

Council on Women

Gemma B. Allen	Jenny L. Brandhorst	Sharon A. Buchanan	Merri Dee
Maria Garcia	Kendra J. Jackson*	Bette J. Nahas	Angela J. Rogensues
Juanita Santillan	Antoinette P. Taylor	Katherine M. Tully	Cynthia M. Washington
Linda B. Walton-Todd	Jill Zwick		

**Council Chair*

+Honorary Member

Task Force Members

A Better Community (ABC)

Thieu Dang	Milton Dixon	Susan Ng-Harroun	Ricky Lam
David Lee	Theresa Odum	Mary-Ellen Ratkovich	Ivy Siu
Andrew Wawrzyniak	Sharon Wilcher	Diann Wright	Bernie Wong
Ester Wong	Preston Woo		

International Human Relations Council (IHRC)

Hatem Abudayyeh	Khawla Ahmad	John Boelter	Alejandra Cabrera	Jennifer Dowling	Jana Estell
Fatima Abu-Eid	Linda Ewing	Veronica Goodman	Quaid Hassan	Andrea Hood	Robert Heskin
Carl Hurdlik	Tina James	Khadijah Kemp	Francoise Johnson	Amal Khateeb	Bahir Khalil
Ted Lally	Adriana Morales	Luis Mendoza	Sultan Muhammad	Mercedes Nodal	Cammille Odeh
Hector Rico	Walter Repuszka	Sylvia Robinson	Joshua Salter	Artena Samuels	Cherri Stepney
Rami Nashashibi	Anthony Tramil	Anthi Stellatos	David Zverow	Nelly Valencia	Valerie Reynolds
Betsy Schuman-Moore	Nick Kollias Palhtar				

North Side Task Force (NTSF)

Joe Angelastri	Syed Wahaj Ahmed	Robert Agnoli	Ed Bannon	George Borovik
Mahmoud Bambouyani	Rebeca Cusano	John Clifford	Marla Flora	Mayra Gomez
Leonardo Jimenez	Edward Johnson	Jin Lee	Angel Kindo	Martha Name
Mario Reza	Betsy Schuman-Moore	Jill Gimshaw	Zehra Qadric	

Roseland/Pullman/Kensington Human Relations Council (RPK)

Ald. Carrie Austin	Ald. Anthony Beale	Clyde El Amin	Felicia Hooker-Sanders
Patrick Brannon	Ledall Edwards	Mike Shymanski	Audrena Spence
Gwen Hughes	Marlene Paige	Suzanne Cheefus	Michelle Cash
Rev. Mark Krylowicz	Ted Stalnos	Kelly Moore	Paul Luu
Jan Bailey	Jean Oden	Francoise Johnson	Rae Smith
Tom Shepherd	Charles Gregersen	Pat Oravetus	Ruby L. Larkin
Marsha Eaglin	Rev. Ernest Peterson	Michael Duck	Bernadette Duck
S.E.C.C.	Historic Pullman Foundation		Metropolitan Family Services
Olive-Harvey College	5 th District, Chicago Police Department		Pullman Elementary School
St. Anthony Church	Rosemoor Community Association		Pullman Civic Organization
St. John DeLaSalle Church	Calumet Area Industrial Commission		
Roseland Business Development Council			

Unity in Diversity Task Force

Charlie Butler	Ellen Bedore	Sari Breslin	Augustus Braswell	Linda Cooper
Chris DeJan	Kathy Fredricks	Steve Flowers	Barb Burke Green	Eilenn Fay Garnet
Jewel Hamilton	Raymond Hill	Ellyn Hershman	Francoise Johnson	Edna Jones
Marcus Jones	Claire Karcher	Ensign Leininger	Allan Lindrup	Betsy Perrine
Simon Piller	Carol Piller	Sue Rishworth	Rev. Rod Reinhart	Butch Rishworth
Frances Sowa	Judi Smith	Laura Spizzirri	Anne Schaible	David Stephens
Adrienne Topic	Mike Wolf	Lenore Wolf	Morris Webb	Tony Thompson

West Haven (U.F.I)

Clifton Cooper	Michael Cunningham	Oji Eggleston	Ernest Gates	Keith Jackson
John Joseph	Lisa Jones	Heather Jamison	Fred Jones	Paul Mortel
Crystal Palmer	Mike Quinlan	Albert D. Tyson	Jewel Ware	Darolisovei Robinson
Wilma Ward	Richard Williams			

Youth Task Force

Saeb Ahsan	Sireze Booker	Jeremy Carter	Anabelle Doulas	Kristen Gietz	Erica Gonzalez
Jeremy Harper	Colcen Kent	Angela Kim	Kathleen Lee	Tiffany Liao	Kimi Mayomi
John Mixer	Simonne Seymore	Jonathan Suarez	David Villanueva	William Whitfield	Liz Wolf
Victoria Yan	Jialong Yu				