

# MINUTES

## CHICAGO COMMISSION ON HUMAN RELATIONS (CCHR) BOARD OF COMMISSIONERS MEETING April 14, 2022

### Attendance

#### Commissioners Present:

Nancy Andrade, Chair  
Jamie Brown  
Marta Cerda  
Daniel Goldwin  
Rey Gonzalez  
Daniel Hernandez

Mirna Holton  
Ahmad Jitan  
Ray Koenig, III  
Margaret Kulujian  
Ester Nieves  
Edward Peecher

Michael Takada  
Butch Trusty  
Kim Waller

#### Staff Present:

Kenneth Gunn  
JoAnn Newsome  
Gloria Vu  
Karen Wallace

### Call to Order

Chair and Commissioner Nancy Andrade called the meeting to order at 3:34 p.m. and Gloria Vu recorded the minutes. A quorum of board of commissioners was present, and the meeting, having been duly convened, was ready to proceed with business.

### Approval of Minutes

Commissioner Andrade presented the minutes of the September 9, 2021, Board meeting to the Board for approval, where upon motion was duly made by Ray Koenig, III to adopt as written, seconded by Mirna Holton and unanimously adopted. The minutes were approved as presented.

A motion to move into Executive Session was duly made by Mike Takada, seconded by Rey Gonzalez, and unanimously adopted.

### Adjudication Review Committee

*Jessica Davis v Michael Andiorio and MVA Property Management LLC, CCHR No. 18-H-33*

Karen Wallace provided a summary of this source of housing discrimination case along with the Hearing Officer's recommended attorney fees. She explained that the Hearing Officer reviewed the attorney's submission for fees at a total of \$62,132.14, and costs and expenses of \$348.14. Karen stated that the Hearing Officer recommended a reduction in the requested fees by \$9,267.60 or 15% reduction. This was based on clerical costs, not legal work by an attorney that were not clearly defined in the attorney's submissions. The new total recommended by the Hearing Officer was \$52,516.40.

Ray Koenig, III, who was on the Adjudication Review Panel, reviewed the Hearing Officer's recommendation and made a motion to propose a change in the Hearing Officer's recommendation and recommended awarding the attorney's fees of \$55,023, or a reduction of \$6,767, and accepting the Hearing Officer's recommendation of \$150.04 for costs and expenses.

Commissioner Andrade made a motion to accept the Adjudication Review Panel's recommendation and Butch Trusty seconded. And the motion was unanimously adopted.

A motion to end the Executive Session was made by Esther Nieves and seconded by Rey Gonzales, and unanimously approved.

## **Commissioner's Report**

### MMIW Awareness Campaign

The American Indian Health Center (AIHC) is promoting an awareness campaign for the national observance day for Murdered and Missing Indigenous Women (MMIW). On April 28<sup>th</sup>, the CCHR will have a lunchtime rally at the Daley Plaza, to help create general awareness because of tragic events happening in Native American territories in the U.S. as well as Canada. This campaign also coincides with Mayor Lori Lightfoot's gender-based violence initiative. Also, on April 30<sup>th</sup>, the AIHC will host a POW WOW event at a forest preserve in Niles where the CCHR will have an informational table.

### Unity Summit

The CCHR and the Mayor's Office have been in communication to coordinate the Unity Summit which will be a virtual and in-person event. A July event is being considered. The agenda will consist of breakout sessions to include topics relating to racial inclusion, how to address issues of racial intolerance, and how Chicagoans can work together collectively for a more peaceful society. An Award ceremony will be held sometime in September to recognize the achievements of community leaders/stakeholders who have worked towards unifying their communities. Updates are to follow.

### Hate Crime Coalition

Commissioner Andrade stated in 2014 CCHR created a Hate Crime Coalition to address hate crimes occurring in the city. The Hate Crime Coalition successfully produced two Hate Crime summits, the first in 2014 and the second in 2017. She explained, the CCHR has rebooted the Hate Crime Coalition and has invited members on the CCHR Board to participate in the conversation. Daniel Goldwin and Ahmad Jitan from the CCHR Board have agreed to participate along with the Native American Health Center and the Chinese American Service League (CASL). The CCHR is looking for more members who would like to join the coalition or to introduce any community organizations who would be interested in contributing to the conversation. The goal is to collectively share information and to determine how hate issues can be addressed. The next meeting will be in May. Updates are to follow.

### Holy Month of Ramadan

Ahmad has cordially invited the board to an IFTAR, which is the breaking of the fast, on April 27<sup>th</sup> at the Inner-City Muslim Action Network (IMAN). This event is open to the community, and all are welcome to join.

### AAPI Hate Crime Ad-Hoc Committee

Mike Takada announced that members of the Asian American community have joined with the CCHR to look at what the city can do to address hate crimes against Asian Americans. The group is preparing a "white paper" to present to the Mayor's Office with recommendations and ideas to help reduce hate crimes and other acts of bias impacting the Asian American community.

Commissioner Andrade also provided an update on the filling of vacancies in the department. She stated that the process of hiring for the HR Business Partner is moving along and interviews have begun, she hopes to hire for this position soon. First Deputy Commissioner Kenneth Gunn has also reported that the hiring process for the Director of Intergroup Relations position will also begin soon. Once the position is open, it will be posted online on the City's website.

Ken provided an update on the new Sexual Harassment Ordinance. He explained, the mayor is proposing an amendment to the Chicago Human Rights Ordinance, which is enforced by the CCHR, to strengthen the laws regarding sexual harassment. First, it will require businesses to have a policy prohibiting sexual harassment for their companies. Second, it will require at least one hour of sexual harassment training for employees and an additional hour for managers. And third, all employees will be required to have bystander intervention training. Businesses will also be required to post a notice in their facilities informing employees that sexual harassment

will not be tolerated along with a list of resources. The CCHR has added a sexual harassment section on the City's website which will include model policies and other materials to help small businesses with compliancy. These materials will be translated into five languages. The amendments to the ordinance include increased fines for all violations with the minimum fine being \$5,000 and a maximum of \$10,000. The City Council will vote on the ordinance next week.

Commissioner Andrade also mentioned that the CCHR will promote the use of Language Line for interpretation and translation services. She also reported that CCHR's online complaint filing system has been improved to make the process easier and more user-friendly. The new online complaint form is now available on CCHR's website.

### **Advisory Council Reports**

Commissioners Butch Trusty (LGBTQ+), Ester Nieves (Equity), and Marquis Miller who is the Mayor's Office's policy lead on Veteran's Affairs provided brief updates of the status and activities of their respective advisory councils.

Butch mentioned that the LBGTQ+ Advisory Council will have an in-person meeting next Tuesday. The Chicago Police Department is working on the Consent Decree that has been created by the LGBTQ+ liaisons because of the violence in the City. The city is also piloting an alternative response program to ensure when a mental health call comes in, that does not require a police response, to be routed to someone who can provide help. The committee is also discussing ways to commemorate Pride Month along with the Pride Parade with the Mayor's Office. The city will also have a marketing campaign focused on gender identity to normalize the use of gender-neutral pronouns, and there will also be a rally at the Federal Plaza to bring awareness on April 27<sup>th</sup> at 5 p.m. The flyer will be distributed.

Ester mentioned that the Equity Council is also heavily involved in planning and coordinating the events for the Unity Summit in July and September and encourages all to visit the Office of Equity and Racial Justice city website.

Marquis stated the Veterans Council is working on re-constituting its membership. They are also working on a project called "E3," which means, employment, entrepreneurship, and education to address these vital issues to the veterans' community. Finally, after almost three years, the council is re-launching the Memorial Day Parade which will be held on May 28<sup>th</sup>.

### **Next Meeting**

May 12, 2022, at 3:30 p.m. at 740 N. Sedgwick, Suite 400.

There being no further business to come before the board, a motion to adjourn was duly made by Ray Koenig, III was seconded by Daniel Hernandez and was unanimously adopted at 4:34 p.m.