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Commission on Human Relations

CCHR, A Closer Look

November 2021



Happy Autumn! In this edition of the CCHR newsletter we will bring you up to date on our work and community events.

CCHR is resuming in-person outreach and developing new partnerships to better serve Chicagoans. We've hosted "Know Your Rights" programs in collaboration with other City agencies, our State counterparts and community groups. We produced one-minute video educational segments, taken a deeper dive into implementing a new equity strategy, and celebrated Hispanic Heritage Month.

We hope you find this newsletter informative and helpful. As always, if we can be of assistance, please do not hesitate to contact us. Thank you.

Nancy C. Andrade
Chair and Commissioner

Empowering Workers and Fighting Discrimination



The City of Chicago is proud to be known as a city of immigrants. As a sanctuary city, we provide city services to all residents regardless of immigration status.

The CCHR continues to fight the exploitation of workers through the enforcement of the Chicago Human Rights Ordinance. We have also recently co-sponsored "Know Your Rights" programs at the National Museum of Mexican Art and Benito Juarez High School in partnership with Business Affairs and Consumer Protection (BACP), the Mayor's Office for New Americans, and the Illinois Department of Human Rights to educate workers on their rights under city and state labor and civil rights laws.

These events are designed to help workers, particularly immigrant workers understand how to identify unlawful employment practices, and what they can do about them. The CCHR has also expanded our outreach to foreign consulates representing thousands of immigrant workers in the city. Through these efforts our goal is to end the exploitation of immigrant workers and stop unlawful discrimination so these workers can support their families safely, and with honor.

Got a Minute? Learn About Discrimination with CCHR's New Videos

The CCHR is creating a new one-minute video series to help educate Chicago residents about discrimination and how to report it. Each video vignette briefly highlights a topic of discrimination, including information about



CCHR's complaint filing procedures.

The first two videos, "[Housing Choice Voucher \(Section 8\) Discrimination](#)" and "[Housing Discrimination Based on Disabilities](#)" are posted on our Facebook page and CCHR's webpage. The video scripts were written by our 2021 summer interns, Elizabeth Flores (University of Chicago) and Adam Faber (University of Illinois-Chicago), and feature CCHR staff in the starring roles.

Many thanks to the crew at BACP's Cable TV Productions for the taping, editing, and production of the videos. Stay tuned for upcoming additions to this series!

CCHR JOINS CITY'S NEW RACIAL EQUITY TRAINING PROGRAM

The CCHR is proud to participate in the Mayor's Office of Equity and Racial Justice's new Equity and Racial Justice Cohort. This new program brings together representatives from several city departments to take a deep dive into learning and developing new strategies to bring equity to all phases of city government from hiring, contracting, messaging, and working with diverse populations.

Bringing equity to city government has been a major focus for Mayor Lightfoot since her historic election. The training is being provided by the Government Alliance on Race and Equity (GARE), a pioneer in working with local and regional governmental bodies to implement system-wide equity programs.



Hispanic Heritage Month



As the proud daughter of Mexican immigrants, Hispanic Heritage Month has a special meaning for CCHR's Chair and Commissioner Nancy Andrade. She offered her reflections on the significance of the month in sharing her personal story in an op-ed feature for the Chicago Tribune September 29, 2021

<https://www.chicago.gov/content/dam/city/depts/cchr/most-recent-news/CommissionerTribuneOpEd93021.pdf>.

In her article, Commissioner Andrade states, "As a Latina leader in this great diverse city, I am committed to uplifting families that come to this country with nothing to give but wanting to give their children everything. During this celebratory and reflective month, I want us to look ahead and think of what our community can do to make Chicago stronger and more equitable."

In addition to having our commissioner featured in the Tribune, the CCHR was very active during Hispanic Heritage Month participating in several programs including our Know Your Rights Program in Pilsen, the 2021 Latina Expo, and the Latinx/ Hispanic Heritage Month Breakfast hosted by Mayor Lightfoot and City Clerk Anna Valencia.

Announcements



CCHR congratulates Iris Archilla, Administrative Services Officer II, on her new position with the Department of Aviation. Iris, we miss you already, but wish you all the best!

On July 16, 2021, Mayor Lori E. Lightfoot appointed Dr. Terrell Odom, MBA, CSBO as the new chair of the Advisory Council on Veterans. As the chair of the council, Dr. Odom also becomes its representative to the CCHR Board of Commissioners. We congratulate Dr. Odom and look forward to furthering our working relationship with the Council and addressing issues of discrimination.

CCHR welcomes Cynthia Garcia who has joined our staff as our fall intern. Cynthia is a fourth year student at the University of Chicago where she is studying Business Economics and Comparative Human Development. Welcome to CCHR Cynthia!

Finally, CCHR would like to thank the team at Assets, Information and Service's (AIS), Graphics and Reproduction Center for working with us in creating a veritable art gallery of

captivating photos of Chicagoans. The photos represent the protected classes under the Chicago Human Rights and Fair Housing Ordinances, reminding us why we do this important work.



CCHR BOARD OF COMMISSIONERS MEETING

November 18, 2021

3:30 p.m. - 5:00 p.m.

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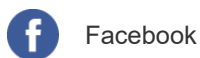
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Mayor Lori E. Lightfoot

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