



State of Illinois Human Rights Commission
1st Annual Inaugural Summit



Illinois Human Rights Commission

Building a Better Illinois through Equality

A Year in Review 2019

Our Mission Statement

The Commission is dedicated to promoting freedom from unlawful discrimination as defined by the Illinois Human Rights Act. The Act forbids discrimination based on race, color, religion, sex, national origin, ancestry, age, order of protection status, marital status, physical or mental disability, military status, sexual orientation, gender identity, sexual harassment, familial status, citizenship status, pregnancy/accommodation, language restrictions, arrest record, or unfavorable discharge from military service in connection with employment, real estate transactions, access to financial credit, and the availability of public accommodations and education. The Act also protects against retaliation.

Our mission at the Commission is to provide a neutral forum for resolving complaints of discrimination filed under the Act. We are also responsible for, and obligated to, furnishing information to the public about the Act and the Commission. To fulfill our mission, we strive to provide professional, competent, and considerate service to everyone who seeks information from us or who has a case before the Commission

The First
Illinois
Human Rights
Commissioners



IN THIS TEMPLE
IN THE HEARTS OF THE PEOPLE
WHOM HE SAVED THE
MEMORY OF ABRAHAM LINCOLN
IS ENSHRINED FOREVER



The Illinois Human Rights Act

- On December 6, 1979, Governor James R. Thompson signed into law the Illinois Human Rights Act, creating the broadest civil rights coverage for the people of Illinois in the history of the State.
- The Act created two separate administrative agencies with distinct functions regarding enforcement of the Act: the Illinois Department of Human Rights “IDHR” (investigative) and the Illinois Human Rights Commission “IHRC” (quasi-judicial).

Case Inventory June 2018



Illinois Human Rights
Commission

presents

*2019 Women's History Month
Celebration*





Commission Hearing Process



Department
Complaint sent to
Commission



Commission's
Administrative
Law Judge (ALJ)
presides over
Parties Hearing



Commission's ALJ
renders a
Decision



If Exceptions Filed
to ALJ Decision -
Panel of 3
Commissioners
Review
Exceptions



Commissioners
on Appeal can:
Resend to ALJ to
Modify Decision
or Sustain ALJ
Decision



Either Party can
appeal Decision
by filing with IL
Appellate Court



Commission Request for Review



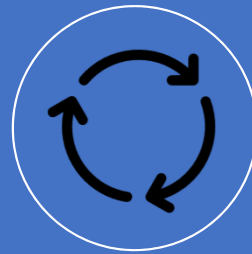
Department
Dismisses Charge
of Discrimination



Complainant files
Request for
Review with
Commission



Panel of 3
Commissioners
Review
Department's
Dismissal



Commissioners
can:
Reverse or
Sustain
Department's
Dismissal



If Commission
sustains Dismissal
- Complainant can
appeal Dismissal
by filing with IL
Appellate Court



If Commission
reverses
Dismissal-
Complainant can
file a Complaint
at Commission







Illinois Human Rights
Commission

ILLINOIS DEPARTMENT OF
Human Rights



Office of the Governor

JOIN US IN THE CELEBRATION OF





**OFFICE OF THE GENERAL
COUNSEL
INTERNSHIP TRAINING**

**OFFICE OF THE GENERAL
COUNSEL
ATTORNEY TRAINING**

**OFFICE OF THE GENERAL
COUNSEL
COLES FELLOW TRAINING**

**OFFICE OF THE GENERAL COUNSEL
COMMISSIONER TRAINING**

Training





James A. Ferg-Cadima
Chair



LeDeidre S. Turner
Vice Chair



Steven A. Andersson
Commissioner



Barbara Barreno-Pashall
Commissioner



Robert A. Cantone
Commissioner



Jeffrey A. Shuck
Chair

Current Illinois Human Rights Commissioners



Summer 2019 Coles Fellowship & Internship Programs

The Illinois Human Rights Act

Forty Years of Civil Rights



Authors

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Special thanks to:

Gzielkeith Barrios- Mather High School

Skyler Cepek- Hancock High School

Dylan Cha—Notre Dame College Prep

Aliyah Chand- Mather High School

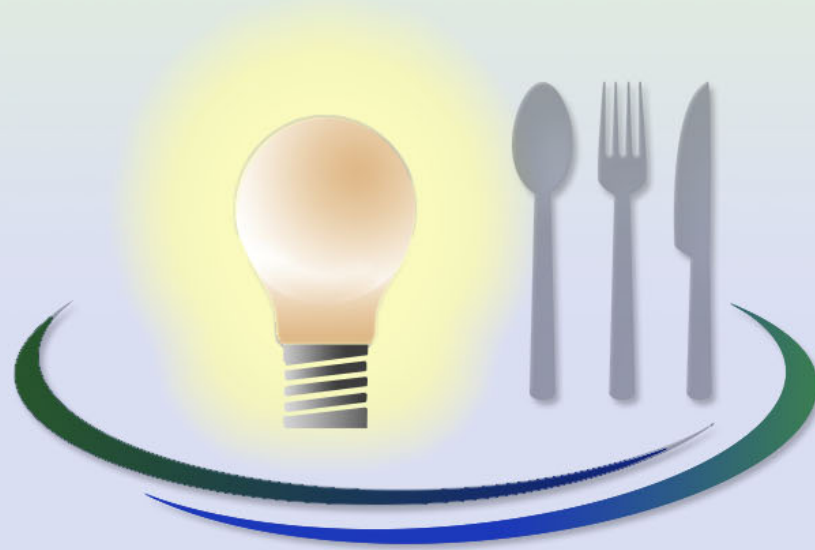
Stella Ervin- Myers Park High School

Chloe Lin—Green Hope High School

Jennifer Zavala- Hancock High School

Thank you for contributing to the handbook through research!





LUNCH
—AND—
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Illinois State Fair Outreach





Community Outreach



Youth Outreach



Illinois Human Rights Commission: Quarterly Newsletter

A NOTE FROM THE DIRECTOR

WVW — What an amazing six months at the Illinois Human Rights Commission (IHRC)! When I joined the Commission as Executive Director in June 2018, the Commission had several issues that needed immediate attention: a decade-long backlog of cases before the Commission, a dearth of resources and structure, and a need for a strategic plan to address how the Commission communicates and delivers important services to its residents under the Illinois Human Rights Act.

Despite the Commission's essential role in adjudicating cases of discrimination with the efforts of its hard-working staff and Commissioners, it had fallen short in its efforts to provide timely resolutions to participants. With a sense of urgency to stem the tide, the Commission undertook early on that the problems with the backlog were solved by merely being additional personnel. In fact, cultural change was necessary. There had to be major improvements in accountability and work processes. Under a new leadership team, those improvements have been made, and led directly to a substantial reduction in the backlog. By the end of 2018, the Commission reduced its backlog of cases by 44%.

To date, we have reduced the backlog by more than 60%, and plan to meet the goals outlined in Executive Order 2018-08 to eradicate the backlog by December 2019, if not earlier! We have also hired additional staff, both temporary and permanent, instituted a monthly Metrics Call Panel to increase efficiency, updated the Commission brochure and frequently asked questions in English, Spanish, and Polish, increased the frequency of Commissioner public hearings to once a week and developed a strategic plan to "rebrand" the Commission. Our Mission is straightforward: **To fight discrimination; promote freedom from unlawful discrimination as defined by the Illinois Human Rights Act. To resolve complaints; make impartial determinations of unlawful discrimination as defined by the Illinois Human Rights Act. To educate & inform;** provide information to the public about the Illinois Human Rights Act and the Commission.

Our quarterly newsletter — this being our inaugural issue — marks one of our most anticipated ways to inform YOU of change the Commission will implement to achieve our mission. We look forward to your input, ideas, and suggestions! We are looking forward to building relationships with stakeholders and the community. We are working more efficiently and streamlining the process so that it works better for those involved in the hearing process. We are excited for YOU to get to know what we have been doing at the Commission.

Phil Dalmage
Executive Director



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Illinois Human Rights Commission: Quarterly Newsletter



Illinois Human Rights Commission Presents Second Round of Diamond Award Recipients

Commission Honors Three Illinoisans Fighting for Justice and Equity

(Chicago) The Illinois Human Rights Commission (IHRC) presented its IHRC Diamond Awards during the Juneteenth Celebration on Wednesday, June 19, 2019. The Juneteenth event was held in partnership with the Illinois Department of Human Rights. The event celebrated Juneteenth Emancipation Day by honoring

three individuals who have dedicated their careers to protecting human and civil rights for all Illinoisans through activism, leadership, and multi-generational discourse.

During the ceremony at the James R. Thompson Center, IHRC Executive Director Philip Dalmage presented the IHRC Diamond Award to Mylin Sengstacke-Rice, Michelle Dexter, and Dr. Haki R. Madhubuti, PhD, for their exemplary community service, extraordinary bodies of work, and activism.

These three Diamond Award honorees join the inaugural honorees, Jasmine Cruz, Bonnie Allen, and Alexandra Sosa, who were all recognized with this award during IHRC's Women's History Month ceremony in March 2019. The IHRC Diamond Award Series will continue through the year with two additional events to be announced.

Governor J.B. Pritzker served as the keynote speaker at the ceremony and issued an official proclamation commemorating Juneteenth and Illinois's observance.

IHRC Executive Director Philip Dalmage stated: "As we celebrate Juneteenth, we are reminded that this occasion marks the recognition of the news of emancipation for each former slave. This day, June 19, 1865, became a significant cog in Freedom's wheel; moving us down the road which would be long-coveted, and the quest for equality that would be hard-fought. Through faith and perseverance of the people, and with the enactment of the Thirteenth Amendment, the Civil Rights Act of 1964, the 1965 Voting Rights Act, and the Illinois Human Rights Act, the descendants of former slaves here in the State of Illinois can celebrate this day in this state, in this country, as Americans, free and equal."

Juneteenth Emancipation Day celebrates the day enslaved African-Americans in Texas were informed of their freedom a full two-and-one-half years after the signing of the Emancipation Proclamation on January 1, 1863. Juneteenth has become a nationally recognized holiday throughout Black communities, celebrating the freedom of nearly 3.5 million enslaved African-Americans.

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Special points of interest

- Human Rights Commission Presents Diamond Award Recipients
- A Working Letter from the Chair
- Meet the New Commissioners
- This Quarter in Civil Rights History
- A Note on Motion Practice from an ALJ
- Patterson v. Walgreens Co.

Quarterly Newsletters



***The Illinois Human Rights Commission
Celebration of LGBT History Month***

October
2019







Our Mission

Fight Discrimination

Promote freedom from unlawful discrimination as defined by the Illinois Human Rights Act.

[Rules and Forms](#)

Resolve Complaints

Make impartial determinations of unlawful discrimination as defined by the Illinois Human Rights Act.

[Upcoming Meetings](#)

Educate and Inform

Provide information to the public about the Illinois Human Rights Act and the Commission.

[Decision Search](#)

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HRC » How the Process Works

Process Overview

The Separate Roles of the Commission and the Department

The Illinois Human Rights Act empowers two entities, the [Illinois Department of Human Rights](#) and the [Illinois Human Rights Commission](#), to play coordinated but separate roles related to the Act:

Roles

Human Rights Department

- Filing of Charges
- Mediation
- Investigation
- Findings and Results
- Legal Review

Human Rights Commission

- Independent Review of Department Findings
- Adjudication of Complaints
- Appeals of Decisions

HOW THE PROCESS WORKS

[Process Overview](#)

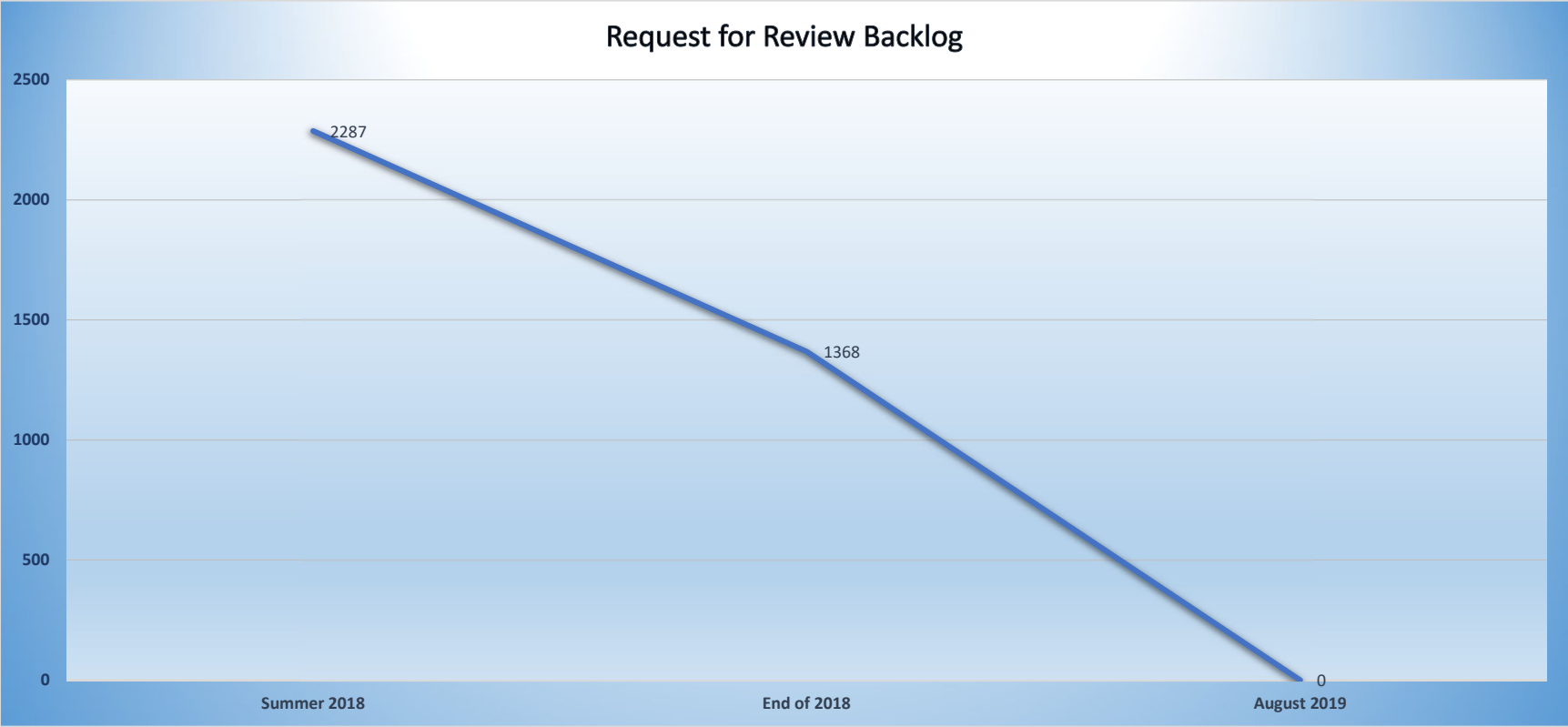
[Frequently Asked Questions](#)

[Commonly Used Terms](#)

New and Improved Website

www.Illinois.gov/ihrc

Request for Review Backlog





Music: www.bensound.com