

# 2007 Annual Report

New York City Commission on Human Rights



THE NEW YORK CITY  
HUMAN RIGHTS  
FELLOWSHIP

2007-2008

Commission on Human Rights  
Department of Citywide Administrative Services

2007  
Program for Employers

AVOIDING  
IMMIGRATION-RELATED  
EMPLOYMENT DISCRIMINATION

SCIENCE SOCIETY  
Understanding the Racial Achievement  
Gap  
Dr. Froyer, Jr.

Speaker  
Ruth M. Sherman, Esq.  
Moderator  
Jill O'Connell  
Event  
November 14, 2007

# **2007 Annual Report**

**NEW YORK CITY COMMISSION ON HUMAN RIGHTS**



**MICHAEL R. BLOOMBERG, MAYOR**  
**PATRICIA L. GATLING, COMMISSIONER/CHAIR**  
**NEW YORK CITY COMMISSION ON HUMAN RIGHTS**

# Message from the Mayor



New York's wealth of diversity and its culture of acceptance are what make this City so special. Our residents, workers, and visitors all share common dreams in life and have put their faith in this City because they believe in the promise and unlimited opportunities it has always offered.

Our Human Rights Law is one of the strongest civil rights laws in the nation and it protects New Yorkers and visitors from discrimination in employment, housing, and public accommodations. This City's Human Rights Commission vigorously enforces this Law, and ensures that everyone is treated equally and fairly.

Commissioner Gatling and her dedicated staff at the Commission on Human Rights have continued to build on the past six years of innovation and accountability, protecting and advancing the civil rights of New Yorkers and visitors. The Commission's proven track record in resolving discrimination complaints - rooting out systemic violations of the Law and providing educational programs - is illustrated in this 2007 Annual Report.

We are committed to making our City one that works for all the people -- a City that matches everyone's ambition, honors their dreams, and protects their human rights. I commend Commissioner Gatling and her staff for their vital role in this effort.

  
Michael R. Bloomberg

# Message from the Commissioner



Our commitment to promoting and protecting the civil rights of all those who live in, work in, and visit this City has made the New York City Commission on Human Rights the force it is today.

By vigorously enforcing the Law and fostering mutual understanding and respect among the City's diverse communities, we have brought justice to thousands of individuals seeking resolutions to their issues and have educated many more about the Human Rights Law. Today, the Commission is a model for many other civil and human rights organizations around the nation and globe to follow.

During this administration, our aggressive approach to tackling the issues is evident in our achievements: eliminating a serious backlog of cases by the end of our first year; accelerating the pace with which cases are resolved; dramatically increasing the number of settlements and the total dollar amount of settlements; building programs and providing community services including disability equal access, immigrant employment rights, our school program as well as the popular peer mediation training for high school students, and mortgage counseling; producing multi-lingual booklets and info-cards and distributing them at meetings, events, schools and businesses; and highlighting our high profile cases and events in the media and ethnic press to inform individuals about the work of the Commission and the Human Rights Law.

Taking a creative approach has helped propel the Commission forward. We took on the City's advertising giants, conducting an investigation into their hiring practices and negotiated historic agreements committing those firms to diversifying their workforce, particularly in the creative and managerial positions. In 2008 and the following two years, those agencies will report to the Commission their progress in meeting their hiring goals and making their workforce more reflective of the City's diversity. We also successfully litigated a landmark employment discrimination case based on religion. That case, which enabled the complainant to return to work and wear his turban while directing traffic, impacted the entire Sikh community. We assisted in a Princeton University study that examined the uphill battle and disparate treatment young

minority men face with or without criminal records when attempting to secure entry-level jobs in the City. And we reached millions of New Yorkers and visitors with a message of unity through a public awareness poster campaign displayed at bus shelters, phone kiosks, and the City's Sanitation trucks.

In 2007, we continued with the same momentum that we started with in 2002.

We continued to target employment discrimination. In addition to our groundbreaking diversity agreements with 16 of the City's largest ad firms in late 2006, we implemented a new testing program based on race and gender. Under this new program based on a Princeton University study the Commission assisted with, we sent out matched sets of testers (male and female Caucasians, African-Americans, and Latinos) who applied for the same jobs with equivalent résumés to over 300 locations throughout the City and referred nearly 15% of those tests to our Law Enforcement Bureau for investigation into possible discriminatory hiring practices by some of those employers.

Also in the area of employment discrimination, we successfully negotiated settlements on behalf of several individuals with arrest or conviction records who were refused employment, and we have similar cases currently under investigation. Today's recidivism rate would drop precipitously if many of the formerly incarcerated were gainfully employed and not discriminated against.

We have also been aggressive in our equal access and disability efforts and, for the fifth year in a row, the Commission has successfully negotiated over 150 modifications - such as the installation of ramps and grab bars and the repairing of elevators - for individuals with disabilities.

Nearly all of these modifications were accomplished through pre-complaint intervention - resolving allegations of discrimination without filing a formal complaint with the Commission. This successful process assures a speedy resolution, often bringing immediate relief to many individuals and avoiding lengthy and costly litigation.

Our equal access work in Brighton Beach, Brooklyn, continued where we negotiated modifications with building owners, and we recently targeted Washington Heights in upper Manhattan where there are also large numbers of elderly and disabled individuals and inaccessible buildings. Additionally, we worked with the City's Department of Parks & Recreation to make our City's beaches accessible to everyone with the installation of access mats. This enabled many individuals with disabilities use of the beaches last summer, some for the first time in their lives.

In October, we returned to the Schomburg Center for Research in Black Culture in Harlem to host the second in the Commission's *Civil Rights Public Lecture Series*. Our keynote speaker was Roland G. Fryer, Jr., a prominent Harvard University economics professor who also serves as the NYC Department of Education's Chief Equality Officer. He highlighted his efforts to narrow the 'racial achievement gap,' one of this country's most pressing social concerns. The forum brought into focus the disparities that still exist and its effect on our society. Other speakers included: Christopher D. Cerf, Deputy Chancellor of the NYC Department of Education; Rev. C. Vernon Mason, CEO of the Fund for Community Leadership Development and CEO of Uth Turn; Dr. Edison O. Jackson, President of Medgar Evers College and a NYC Human Rights Commissioner; and Dr. Bruce Western, Professor of Sociology and Director of the Program in Inequality and Social Policy at Harvard University.

With a focus on education, our Human Rights Specialists continued to teach students about the Human Rights Law, Sexual Harassment, and Conflict Resolution. We are now in our fifth year training high school students to become peer mediators. The Peer Mediation Training Program provides students with a way to address and resolve their disputes before they escalate and has proven to be highly effective in reducing violence in the schools.

We are currently developing two ESOL curricula to deliver through the City's three public library systems' free adult literacy classes. The libraries offer immigrants a crucial entry point to community services, culture, and civic awareness. While improving their literacy, students will learn about the protections they have under the NYC Human Rights Law and federal anti-discrimination laws.

The Commission also established a Human Rights Fellowship Program in conjunction with the City's Urban Fellows Program. We selected two recent college graduates from a diverse group of applicants and they began their one-year fellowship in September, assisting us with specific projects and programs.

As we look ahead, we will continue to focus on our proactive testing in employment and housing to root out violations of the Law. We are also planning the third in our *Civil Rights Public Lecture Series* and are working to lay the groundwork for a new museum. The NYC Civil Rights Museum would serve as an educational resource and gallery for all those wishing to understand the history and the impact of the Civil Rights Movement in New York City. It would also teach individuals about diversity and how much it has enriched this City.

I am grateful to Mayor Bloomberg for the opportunity to serve as Commissioner, advocating Human Rights on behalf of all the people of this City and its visitors.

  
**Patricia L. Gatling**

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# Introduction

The New York City Human Rights Law is one of the most comprehensive civil rights laws in the nation. The Law prohibits discrimination in employment, housing and public accommodations based on race, color, creed, age, national origin, alienage or citizenship status, gender (including gender identity and sexual harassment), sexual orientation, disability, marital status, and partnership status. In addition, the Law affords protection against discrimination in employment based on arrest or conviction record and status as a victim of domestic violence, stalking and sex offenses. In housing, the Law affords additional protections based on lawful occupation and family status. The City Human Rights Law also prohibits retaliation and bias-related harassment.

The New York City Commission on Human Rights is charged with the enforcement of the Human Rights Law, Title 8 of the Administrative Code of the City of New York, and with educating the public and encouraging positive community relations. The Commission is divided into two major bureaus -- Law Enforcement and Community Relations. The Law Enforcement Bureau is responsible for the intake, investigation, and prosecution of complaints alleging violations of the Law. The Community Relations Bureau helps cultivate understanding and respect among the City's many diverse communities through its borough-based Community Service Centers and numerous educational and outreach programs.

# Law Enforcement Bureau

The Commission's Law Enforcement Bureau (LEB) enforces the NYC Human Rights Law. LEB is responsible for the intake, investigation, and prosecution of complaints alleging violations of the Law.

The number of new cases the Commission filed in 2007 was 317, bringing the total caseload to approximately 510. In addition, the Commission successfully resolved 186 allegations of discrimination through pre-complaint intervention. Pre-complaint intervention assures a speedy resolution without the necessity of filing a complaint, avoiding costly and lengthy litigation.

An example of a pre-complaint intervention involved a disabled individual who could not attend a major sports event unless she paid for expensive seating. The Commission was made aware of her situation while conducting a Human Rights presentation at a hospital's rehabilitation center. The Commission immediately intervened and successfully negotiated a change in the stadium's seating policy. The new policy went into effect in time for the event and provides for accessible seating at all price-levels.

LEB also intervened on behalf of 12 disabled residents of a Bensonhurst building and successfully negotiated that the owner provide regular maintenance to the elevator in lieu of shutting it down for 3 months for questionable repairs. The lengthy shutdown would have made those residents prisoners in their own apartments.

Additionally, LEB successfully intervened on behalf of a youngster who is hard of hearing and negotiated that a Manhattan museum's screening room be made hearing accessible. The museum also hired a full-time access coordinator to ensure

disability compliance in all areas of the museum, trained tour guides to accommodate everyone in the tour, and printed museum flyers in Braille.

In addition to the 186 allegations resolved through pre-complaint intervention, the Commission resolved 350 filed cases in 2007. The Commission's two-pronged approach - an intensive initial interview of the complainant followed by an immediate investigation of the facts alleged - provides investigators with a greater ability to gather evidence, identify witnesses, and build the strongest case. This successful approach is responsible for the significant increase in Probable Cause Determinations and Settlements since 2002.

During 2007, 402 of the 510 pending cases at the Commission were under one year old as compared to just 14% of the total amount at the beginning of this administration. In 2007, there were no cases seven years or older as compared to 2002, when there were 1,500 cases at the Commission seven years or older. The overall reduction in cases since 2002 has given investigators the ability to focus on current cases and not be burdened with overwhelming caseloads.

## Orders

In 2007, the Commission issued one post-trial Order wherein the Commission ordered an employment agency to pay a \$5,000 fine to the City and \$1,000 in compensatory damages to a complainant, who was refused employment based on her age.

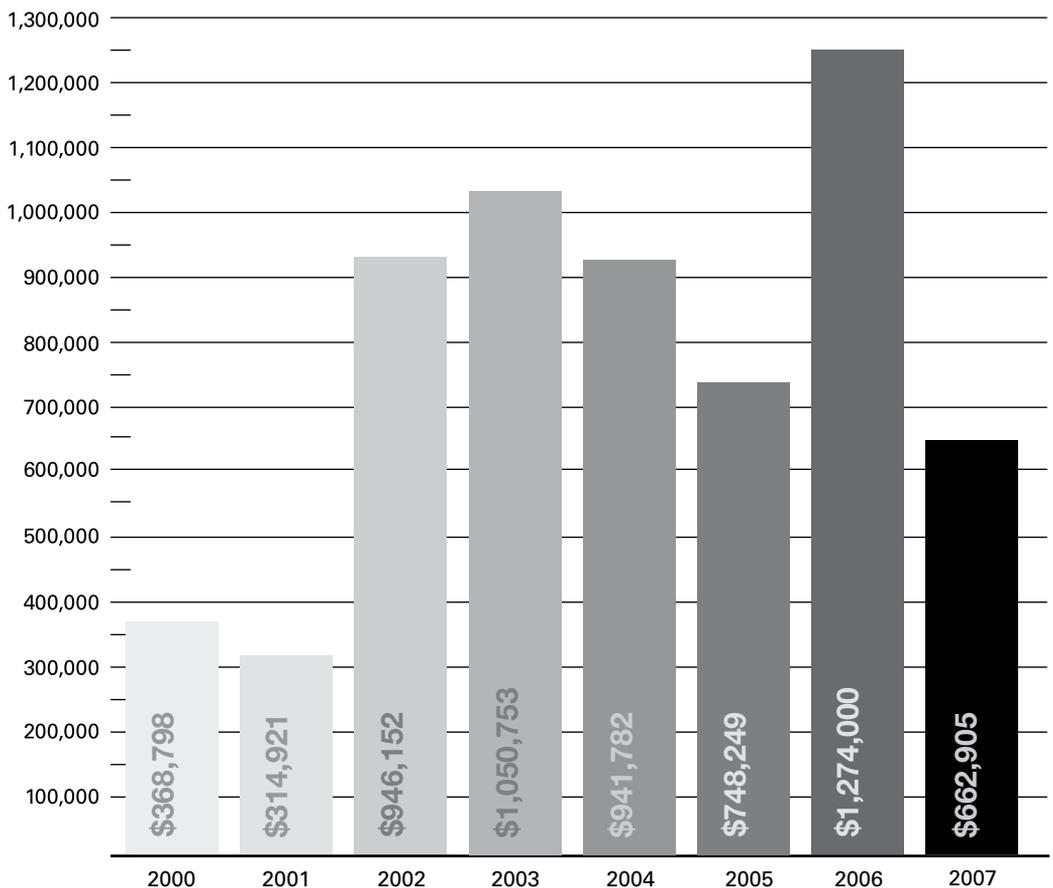
## Fines

In 2007, the Commission assessed and collected fines totaling \$60,000.

## Settlements

The Commission has the authority to obtain cash settlements for those aggrieved by violations of the Human Rights Law. In 2007, the total dollar value of settlements was \$662,905. Though the total dollar value of settlements decreased, the average cash settlement remained consistent at \$12,600. Non-cash settlements successfully negotiated by the Commission include rehiring, policy changes, and modifications for accessibility.

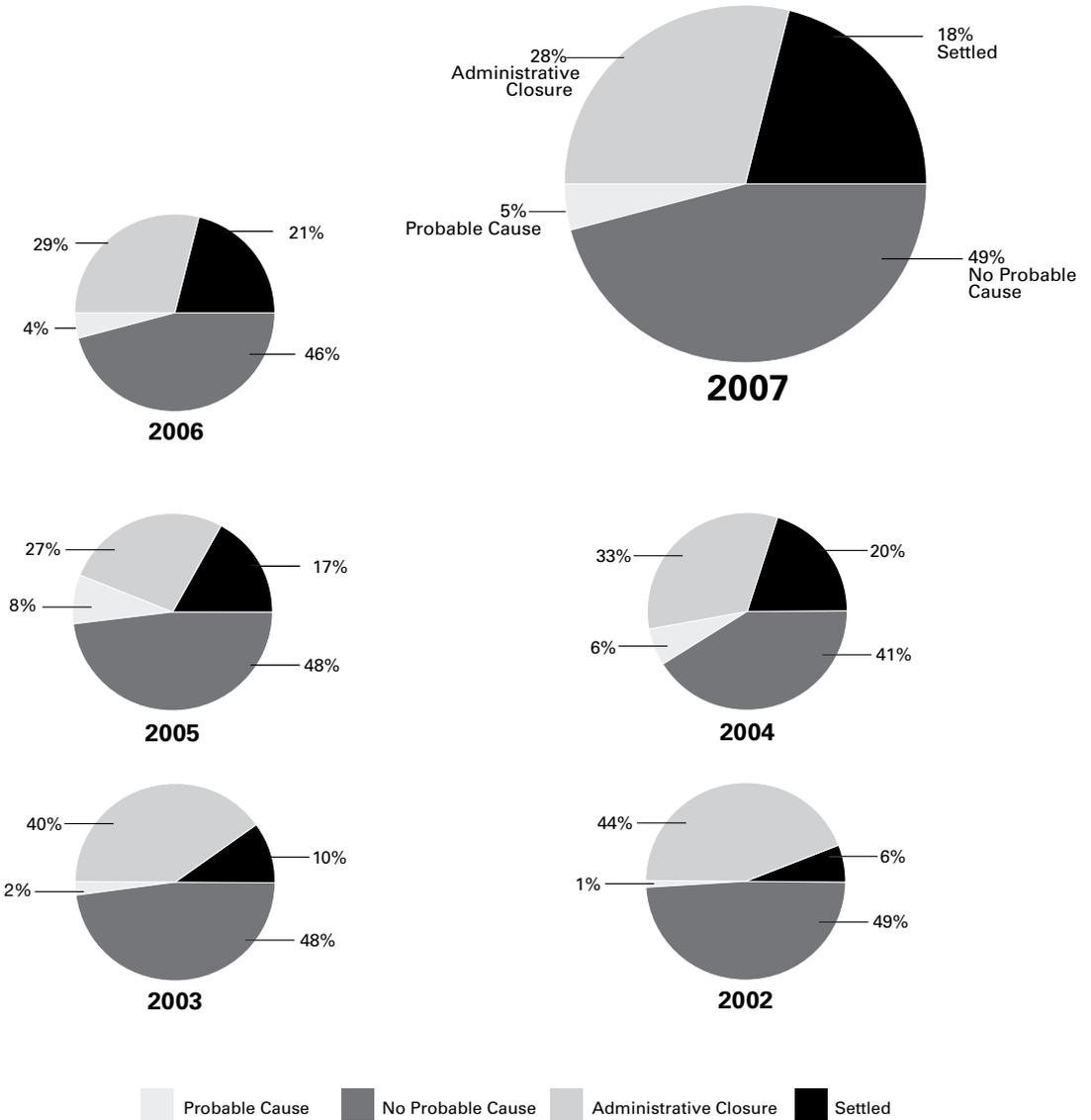
## SETTLEMENTS



### Determinations and Resolutions

Since 2002, Settlements and Probable Cause Determinations have dramatically risen as the Determinations and Resolutions chart illustrates.

## DETERMINATIONS AND RESOLUTIONS



## Disability Access

Many of New York's buildings, stores, and other public accommodations are not accessible to people with disabilities. As a result of its aggressive efforts in 2007, the Commission successfully negotiated 177 modifications for individuals with disabilities; more than double the amount in 2002. 147 of these modifications were accomplished through pre-complaint intervention. For the fifth year in a row, the Commission has successfully negotiated over 150 modifications for individuals with disabilities, bringing the total number of modifications to over 850 during this administration's 6-year tenure.

The Equal Access Program assists the disabled community by identifying architectural and financial resources that are available, advocating for the disabled when dealing with landlords and/or service providers, and assisting with legal actions if intervention fails. Community Relations staff members, trained in conducting investigations at various sites requiring disability access, have

coordinated their efforts with the Law Enforcement Bureau.

Modifications secured through the Commission include: installing permanent and portable ramps – both interior and exterior - bell and buzzer systems for entry to stores, offices, and apartment buildings, hand rails, grab bars, curb cuts, accessible ATM machines and teller windows, and accessible fitting rooms and bathrooms; widening of aisles; signage, permitting service animals in public accommodations; moving a family to a ground floor apartment -- making building entrances accessible; moving an individual to an accessible location while the elevator was under repair; providing listening devices for the hard of hearing in a theater; and changing a seating policy at a major annual sports tournament – adding disability seating in all price levels.

## LEB Staff

The Law Enforcement Bureau consists of 17 attorneys, 7 Human Rights Specialists - including one retired NYPD officer - and 4 support staff members.

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## COMPLAINT PROCESS

INTAKE	An investigator or attorney conducts the interview and tries to intervene and resolve the issue before generating a complaint.
COMPLAINT IS FILED	Office of Docketing files and serves the complaint; parties are invited to mediate.
INVESTIGATION	Investigator or attorney interviews witnesses, reviews documents.
DETERMINATION	Probable Cause: assignment to an attorney for prosecution. No Probable Cause: case is dismissed, complainant may appeal to the Commissioner.
THE HEARING PROCESS	Administrative Law Judge holds a pre-trial conference. If case does not settle, Administrative Law Judge conducts a hearing and issues a Report and Recommendation.
FINAL DECISION AND ORDER	The Commission issues a Final Decision and Order. If no liability found: case dismissed. If liability found: relief ordered.

# Community Relations Bureau

The Law charges the Commission with encouraging understanding and respect among New York City's many communities. To address this mission, the Community Relations Bureau (CRB) provides services through the Commission's five borough-based Community Service Centers.

The various services of the Community Relations Bureau's field operation compose its Neighborhood Human Rights Program (NHRP). The NHRP works on a local level with block, tenant, religious, educational, merchant and community groups to stabilize communities, educate them about their protections under the Human Rights Law, and connect them to the Commission's law enforcement functions and other City services.

Each field office, or Community Service Center, offers the Commission's many services including: Immigrant Employment Rights training; Equal Access (disability access) investigations, workshops, and pre-complaint interventions; School Program sessions with three separate curricula (NYC Human Rights Law, Sexual Harassment, and Conflict Resolution); Peer Mediation Training in high and middle schools; and Mortgage Counseling and Predatory Loan Prevention to reduce predatory lending practices. Dedicated teams of Human Rights Specialists staff each borough office.

As part of a comprehensive public education campaign, the Commission published its informational booklet in several languages, including English, French, Korean, Mandarin, Russian, and Spanish. The contents of these books appear on the Commission's website: [www.nyc.gov/cchr](http://www.nyc.gov/cchr). In addition to those languages, some of the Commission's info cards were translated into Creole, Arabic, Urdu, and Polish.

The Commission maintains its aggressive outreach campaign to the public through the programs it provides.

## Immigrant Employment Rights

The Commission conducted 136 workshops and other outreach events during 2007 to inform immigrant workers, employers, and immigrant advocacy organizations about their rights and obligations under federal and City laws. The discussions, literature and PowerPoint presentations explained discrimination based on national origin and citizenship or alienage status. The citywide presentations were conducted in English, Spanish, Creole, and Russian.

## Equal Access

The Commission continues to expand its Equal Access Program. In conjunction with LEB, CRB staff regularly conducts investigations and provides pre-complaint intervention when individuals experience accessibility problems. As a result, CRB staff successfully negotiated 147 modifications during 2007 through pre-complaint intervention and LEB negotiated an additional 30 modifications. Modifications include: installing permanent and portable ramps – both interior and exterior - bell and buzzer systems for entry to stores, offices, and apartment buildings, hand rails, grab bars, curb cuts, accessible ATM machines and teller windows, and accessible fitting rooms and bathrooms; widening of aisles; signage, permitting service animals in public accommodations; moving a family to a ground floor apartment -- making entry and exit to and from the building accessible; moving an individual to an accessible location while the elevator was under

repair; providing listening devices for the hard of hearing in a theater; and changing a seating policy at a major annual sports tournament to add disability seating in all price levels. The Equal Access Program also provides extensive public education to senior citizens, the disabled community and advocates, healthcare and housing providers, and community members.

### **School Program**

Commission staff members visited 54 City schools and 17 youth centers and conducted 529 sessions, teaching 19,985 students in grades 6-12 three basic curricula: the Human Rights Law, Sexual Harassment and Conflict Resolution. The Conflict Resolution workshops are the most requested and often lead to the schools' interest in the Commission's Peer Mediation Training Program.

The Commission's Peer Mediation Training Program prepares middle and high school students to become Peer Mediators. These students then assist their peers in resolving differences before they escalate into violence. CRB's approach to teaching young students how to be peer mediators is grounded in the principles that underlie the Human Rights Law -- tolerance, human dignity, and respect. The 8-10 week after-school voluntary program also teaches these young students valuable life skills such as patience, persistence, active listening, and problem solving, while presenting alternatives to threats and violence. Students, faculty, and staff report benefits from the program. Approximately 20 students per school participate in the Peer Mediation Training Program. The Commission published *Talk it Over: A Peer Mediator's Guide* to assist the student mediators with the mediation process.

During the 2006-2007 school year, 204 high school students from 13 schools throughout the City graduated from the Peer Mediation Training Program.

### **Mortgage Counseling and Predatory Loan Prevention**

The Commission expanded its number of trained counselors to six counselors in 2007. One or more counselors are assigned to each of the Commission's borough-based Community Service Centers.

CRB staff members conduct outreach and counseling services to address the community instability created by predatory loan practices. These lending practices include excessively high fees and commissions, misrepresentation of the mortgage's terms and conditions, high interest rates, repeated financing of loans, balloon payments, and the financing of high-cost credit insurance. CRB staff provided 720 counseling sessions for 246 homeowners facing foreclosure and also conducted 16 workshops, advising people about fair housing and lending laws.

The Commission continued its aggressive outreach campaign to complement its counseling services. Staff members distribute information which contains helpful resources, including consumer and banking information. The Commission also participates in homeownership seminars and predatory lending workshops in communities prone to this type of discrimination.

### **Other CRB activities**

The Commission also participates in activities to promote fair housing -- equal housing opportunity under the law. These activities include: fair housing training for providers and protected groups; resolution of informal housing complaints, particularly those that are disability-related; investigation of unlawful real estate practices; providing technical assistance to tenants as part of the Citywide Task Force on Housing Court; and active participation in community activities that encourage harmonious intergroup relations and

neighborhood stability in areas undergoing ethnic change. In 2007, CRB delivered 143 Fair Housing workshops.

CRB's comprehensive database includes all of the Commission's field activities. This software enables the Commission to track all CRB's activities more efficiently and comprehensively.

By year-end, CRB staff delivered 58,578 units of service to individuals throughout the five boroughs.

The Commission's educational programs and services were supplemented in 2007 with funding by JPMorgan Chase, the Tiger Baron Foundation, and the Christopher Reeve Foundation.

**CRB Staff**

The Community Relations Bureau consists of 31 program and field staff and 5 support staff members.

**COMMUNITY PROGRAMS**

IMMIGRANT EMPLOYMENT RIGHTS	Presentations and materials on employment protection for immigrants (City law and Federal law) for: 1) immigrant workers; 2) employers; 3) immigrant advocacy organizations.
MORTGAGE COUNSELING & PREDATORY LOAN PREVENTION	HUD-referred counseling for individuals facing the loss of their homes that includes: 1) reviewing in person their financial and mortgage status; 2) writing letters to creditors or banks to negotiate payment; 3) exploring alternatives to foreclosure with individuals and lending institutions; 4) referring cases of suspected predatory lending; 5) distributing literature and participating in housing coalitions; 6) community presentations on predatory lending and foreclosure prevention.
EQUAL ACCESS	The Program provides: 1) investigation of individual inquiries (interviews, space assessment, code assessment, analyzing possibilities of code compliance, discussion of the law); 2) intervention, i.e. educating and negotiating with owners (calls, letters, visits); 3) group presentations regarding disability rights to consumers, business people, social service agencies, and hospitals; 4) drafting complaints and follow-up investigations.
SCHOOL PROGRAM	Present three basic curricula, the "NYC Human Rights Law," "Sexual Harassment," and "Resolving Conflict": 1) to school classes (grades 6-12); 2) to parent groups.
PEER MEDIATION & COMMUNITY MEDIATION	The Mediation Program: 1) responds to requests to mediate bias and other community disputes; 2) sets up peer mediation groups in schools (grades 6-12); 3) delivers conflict resolution training to community groups as well as not-for-profit and school personnel.

# FY 2008 Budget

The Commission's funding comes primarily from City tax-levy monies and the Federal Community Development Block Grant (CDBG) administered by the US Department of Housing and Urban Development (HUD). A contract with the Equal Employment Opportunity Commission (EEOC) and supplemental grants from the US Department of Housing and Urban Development, the US Department of Justice, and the Tiger Baron Foundation provided additional funding.

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City Tax-Levy	\$2,667,828
Federal Community Development Block Grant	\$4,397,902
<b>TOTAL</b>	<b>\$7,065,730</b>

## Additional Program Grant Funding

EEOC Contract (Workshare agreement)	\$99,650
HUD CDBG (supplemental funds)	\$66,000
US Department of Justice	\$75,000
Tiger Baron Foundation	\$10,000
<b>TOTAL</b>	<b>\$250,650</b>

# Major Highlights

## Employment Discrimination Testing

Under the Commission's new testing program in employment for race and gender discrimination, the Commission sends out matched sets of testers (male and female Caucasians, African-Americans, and Latinos) who apply for the same jobs with equivalent résumés, and then analyzes if the testers were treated equally. The Commission has conducted more than 300 tests in a one-year period and 39 of those tests have been referred to the Commission's Law Enforcement Bureau for possible discriminatory hiring practices by employers.

The program is based upon a recent study conducted by Princeton University that the Commission assisted with, measuring the role that race plays in obtaining entry-level employment in the City. The study revealed that a Caucasian high school graduate was twice as likely to obtain a position as a similarly situated African-American applicant. Unlike the study, where no formal complaints were filed, the Commission will file charges against any employer found to be discriminating on the basis of race or gender.

## Civil Rights Public Lecture Series

In October 2007 the Commission hosted a discussion on equity in education and narrowing the 'racial achievement gap,' marking the Commission's second in its *Civil Rights Public Lecture Series*. The event, held at the Schomburg Center for Research in Black Culture in Harlem, featured Dr. Roland G. Fryer, Jr., the NYC Department of Education's Chief Equality Officer who jointly serves as an Assistant Professor of Economics at Harvard University. Dr. Fryer's remarks focused on his application of economic research techniques to confront issues of race and discrimination.

## Beach Access Mats Installed

As part of its aggressive equal access efforts under the NYC Human Rights Law, the Commission worked with the City Department of Parks & Recreation to modify City beaches -- creating mobility and independence for the elderly and disabled communities. In June 2007, both agencies showed off the newly installed mats at an event in Brighton Beach. The specially designed mats, known as *Mobi-Mats*, provided many individuals over the summer access to the sand and water for the first time in their lives.

The collaboration between the two agencies was a key element of the City's disability access efforts in the parks and communities throughout the five boroughs. The event underscored the Parks Department's commitment to making all City parks accessible to everyone and complemented the Commission's work in Brighton Beach and other communities, making residential buildings and stores accessible to their residents.

## NYC Human Rights Fellows

With assistance from the Department of Citywide Administrative Services, the Commission established the NYC Human Rights Fellowship Program in conjunction with the City's Urban Fellows Program. Two individuals were selected from a large diverse national pool of applicants. They began their one-year fellowship in September 2007 and are currently assigned projects that will assist the Commission in meeting specific goals. The program offers recent college graduates a unique opportunity to obtain practical government experience in an agency that enforces one of the strongest civil rights laws in the nation and encourages positive relations among the City's diverse communities.

## Bilingual Agency Booklets and Postcards Produced and Distributed

The Commission translated its English/Spanish bilingual booklets - *Equal Access: It's the Law* and *Fair Housing: It's the Law* - and its *Immigrant Employment Rights* info card into Korean and Mandarin. The Commission also produced a new bilingual info card: *Domestic Violence and Employment Rights* in numerous languages. Tens of thousands of these publications and info cards have been widely distributed at meetings, fairs, events, schools, government offices, and businesses.

# Commission in the News

The Commission's Communications Division works closely with both the Law Enforcement and Community Relations Bureaus to develop a media strategy that would maximize the number of people the Commission reaches, informing them of the Commission's work and the NYC Human Rights Law. Part of this aggressive anti-discrimination campaign includes highlighting the Commission's high-profile cases and events. The Commission also focuses on reaching the City's diverse communities through the ethnic and community press.

During 2007, the Commission appeared 88 times in the media, with the majority prominently featuring the Commission. These numbers do not include each media outlet's online version of the story or the multiple times a story was broadcast.

Significant placements in both New York's print and electronic media included: The Associated Press, NY 1, NY 1 Noticias, WCBS-TV, WABC-TV WNYW-TV, *The New York Times*, *NY Daily News*, *NY Newsday*, *NY Post*, *NY Sun*, *Staten Island Advance*, *The Amsterdam News*, *Gay City News*, *The Blade*, *El Diario*, *Ming Pao Daily News*, *Sing Tao Daily*, *World Journal*, *Advertising Age*, *Diversity Inc.*, *Black Enterprise*, *NY Magazine*, *The Network Journal*, WNYC 820 AM, WNYC 93.9 FM, WWRL 1600 AM, and WRKS 98.7 FM, as well as numerous local and ethnic media outlets.

The following two pages provide a small sampling of the Commission's 2007 highlights in the media.





圖  
與  
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紐約人權委員會會長 PATRICIA GATLING 街指導聯盟主席 THOMAS J. SHEA (不在照片) 書館共同主持一項「防止與移民有關的就業歧視」主講人 ROBIN M. STUTMAN, ESQ (右) 為委員會的特別訴訟委員。她在會中討論美國移民規中的反歧視條款。

The Liberty Times 11/13/07 Page 17



колясками. Хотя появление этих матов, по которым один человек на инвалидной коляске может добраться до воды, - первый шаг в правильном направлении, до полноценных кирпичных или деревянных настилов от бордюра к океану еще очень далеко.

Главная церемония прошла в районе 2-го Брайтона, где на пляже установлена металлическая дорожка («Вечерний Нью-Йорк» сообщил об этом две недели назад). Перед собравшимися инвалидами-колясочниками, пожилыми людьми, активистами рай-

Vecherny NY 06/22/07 Page 4

# METRO NEWS

News Bureau (718) 822-1174 - Fax (718) 822-1562

## Trannies can rest easy now

Store in human rights deal over loos & fitting rooms

AN AGREEMENT allowing transgender people free access to Loehmann's fitting rooms and restrooms was announced yesterday by a human rights fund and the apparel chain.

"If an individual is expressing themselves as a woman by outward appearance, including dress, and that individual would like to use the women's bathroom or dressing room, the individual may use such women's facilities," the chain told employees in a memo.

BY OWEN MORITZ  
and KING DUKE WITTE

men by outward appearance, including dress," the chain said. The agreement, negotiated by the Transgender Legal Defense & Education Fund, grew out of an April 30, 2006, complaint from a transgender Jane Galla, that managers of Loehmann's flagship store in Chelsea barred her from using the woman's fitting room.

"I'm very happy that Loehmann's has taken appropriate steps to ensure that transgender shoppers are treated with the same respect and dignity as everyone else," Galla said. "Like all

business, but the price is too high if I have to endure discrimination when I go shopping."

Michael Silverman, who heads the transgender legal group, says other department stores have long honored the needs of "gender identity and gender expression" customers.

The City Commission on Human Rights prohibits discrimination based on gender identity and gender expression, the agency says. Loehmann's was founded in Brooklyn in 1921 by Freida Loehmann, a woman with a saintly reputation in retailing, who bought seasonal overstocks from top



Loehmann's chain struck deal allowing transgender people access to fitting rooms and restrooms of their clothes. Photo by Todd Martini

NY Daily News 02/15/07

# NYC shops scramble to hit diversity targets

As city reveals minority goals, Mad Ave. giants start recruitment drives

By LISA SANDERS  
lsanders@craim.com

TALL, TANNED, silver-haired and distinctly WASP-y, Bill Gray, co-CEO of Ogilvy North America, is not exactly the person you'd expect to lead advertising's charge to attract and retain minorities.

See DIVERSITY on Page 33

## Agency tactics

1. Tie managers' compensation to minority-hiring results
2. Use executive-search firms to find minority leaders
3. Heavier recruitment at historically black colleges
4. Long-term mentoring for younger minority hires
5. Create a culture welcoming for minorities
6. Focus on retaining existing minority staffers

Advertising Age 01/15/07 Page 1

# How mean for chow mein!

Restaurant hit over menu with higher charges for non-Chinese

EXCLUSIVE  
BY MICHAEL SAUL  
and LISA L. COLANGELO  
DAILY NEWS CITY HALL BUREAU

THE PRICE YOU PAY for your beef with string beans depends entirely on whether or not you



NY Daily News 02/25/07 Page 3

# Executive Staff

**Patricia L. Gatling**

Commissioner/Chair

**Cliff Mulqueen**

Deputy Commissioner/General Counsel

**Lee Hudson**

Deputy Commissioner for Community Relations

**Carlos Vélez**

Executive Director for Law Enforcement

**Nimer Basha**

Assistant Commissioner for Human Resources

**Alex Korkhov**

Executive Director for Community Relations

**Betsy Herzog**

Director of Communications

# Commissioners

The Human Rights Commissioners are appointed by the Mayor to serve in a non-salaried position, assisting the Commissioner and Chair, Patricia L. Gatling, in addressing issues of discrimination.

## **Reverend Dr. Calvin O. Butts III**

Pastor of the Abyssinian Baptist Church, one of the founders of the Abyssinian Development Corporation, and President of the State University of New York College at Old Westbury.

## **Matt Foreman**

Esq., Executive Director of the National Gay and Lesbian Task Force.

## **Dr. Eda F. Harris-Hastick**

ACSW, Ed.D., Tenured Associate Professor of Social Work at Medgar Evers College of the City University of New York and a licensed clinical social worker.

## **Dr. Edison O. Jackson**

President of Medgar Evers College in Brooklyn.

## **Rabbi Haskel Lookstein**

Rabbi of Congregation Kehilath Jeshurun and Principal of the Ramaz School.

## **Grace Lyu-Volckhausen**

President of the Tiger Baron Foundation.

## **William Malpica**

Esq., Director and Associate General Counsel of the international bank, ABN AMRO Incorporated.

## **Omar T. Mohammedi**

Esq., Private attorney specializing in employment discrimination and corporate and real estate transactions.

## **Derek Bryson Park**

Ph.D., Investment banker; Vice-Chair of the NYC Industrial Development Agency; Vice-Chair of the NYC Capital Resource Corporation; and Anglican Priest-in-Charge of a Brooklyn parish.

## **Rabbi Joseph Potasnik**

Executive Vice President of the NY Board of Rabbis, Senior Rabbi at Congregation Mt. Sinai in Brooklyn Heights, author, and radio personality and commentator.

## **Lisa Quiroz**

Senior Vice President of Corporate Responsibility for Time Warner Inc.

# Publications

## Booklets:

*NYC Commission on Human Rights*

English/French

English/Korean

English/Mandarin

English/Russian

English/Spanish

*Discrimination Against Muslims, Arabs and South Asians in New York City Since 9/11*

Survey report

*Equal Access: It's the Law*

English/Korean

English/Mandarin

English/Spanish

*Fair Housing: It's the Law*

English/Korean

English/Mandarin

English/Spanish

*Guidelines Regarding Gender Identity Discrimination*

English/Spanish

*Making It Happen & Staying Home: Services For You\**

English/Spanish

Pocket guide for prisoners and

formerly incarcerated

*Race At Work: Realities of Race and Criminal Record in the NYC Job Market* by Dr. Devah Pager and Dr.

Bruce Western

Report on the impact of race, ethnicity

and criminal records on securing

entry-level positions in NYC

*Talk It Over—A Peer Mediator's Guide \**

*The NYC Human Rights Law: Administrative Code of the City of NY Title 8*

## Cards:

Commission Offices, Law, and Services

Domestic Violence and Employment Rights

English/Arabic

English/Creole

English/Korean

English/Mandarin

English/Polish

English/Russian

English/Spanish

English/Urdu

Gender Identity

Immigrant Employment Rights

English/Creole

English/Korean

English/Mandarin

English/Polish

English/Spanish

Peer Mediation

Pregnancy and Employment Rights

English/Spanish

School Program

Sexual Harassment

English/Spanish

## Brochure:

*Mediation Questions and Answers \**

## CCHR Newsletters:

Winter 2003

Spring 2003

Summer/Fall 2003

Winter/Spring 2004

Summer/Fall 2004

Summer/Fall 2005

Summer/Fall 2006

Summer/Fall 2007

## Annual Reports:

2002 – 2007 Available online: [www.nyc.gov/cchr](http://www.nyc.gov/cchr)

## Posters:

Fair Housing

English

Spanish

*From Many Countries, One City*

Multi-lingual

## CD-ROM:

Discrimination and Race Relations: Selected Reports

From the NYC Commission on Human Rights

(1935-2005) \*\*

100 selected major reports, speeches, surveys, documents, testimony from public hearings, and policy papers since the Commission's earliest days in 1934 as a voluntary Mayoral committee

\*Currently not available online

\*\*Only table of contents available online

# Office Locations

## Main Office

Dial 311 or Tel: (212) 306-7500

Fax: (212) 306-7658

NY Relay Services:

(800) 421-1220 English

(877) 662-4886 Spanish

Website

[www.nyc.gov/cchr](http://www.nyc.gov/cchr)

For Mortgage Counseling Services, call  
(718) 886-6162.

## Community Service Centers

### Manhattan

40 Rector Street, 10th Floor

New York, NY 10006

### Queens

136-56 39th Avenue, Room 305

Flushing, NY 11354

### Bronx

1932 Arthur Avenue, Room 203A

Bronx, NY 10457

### Staten Island

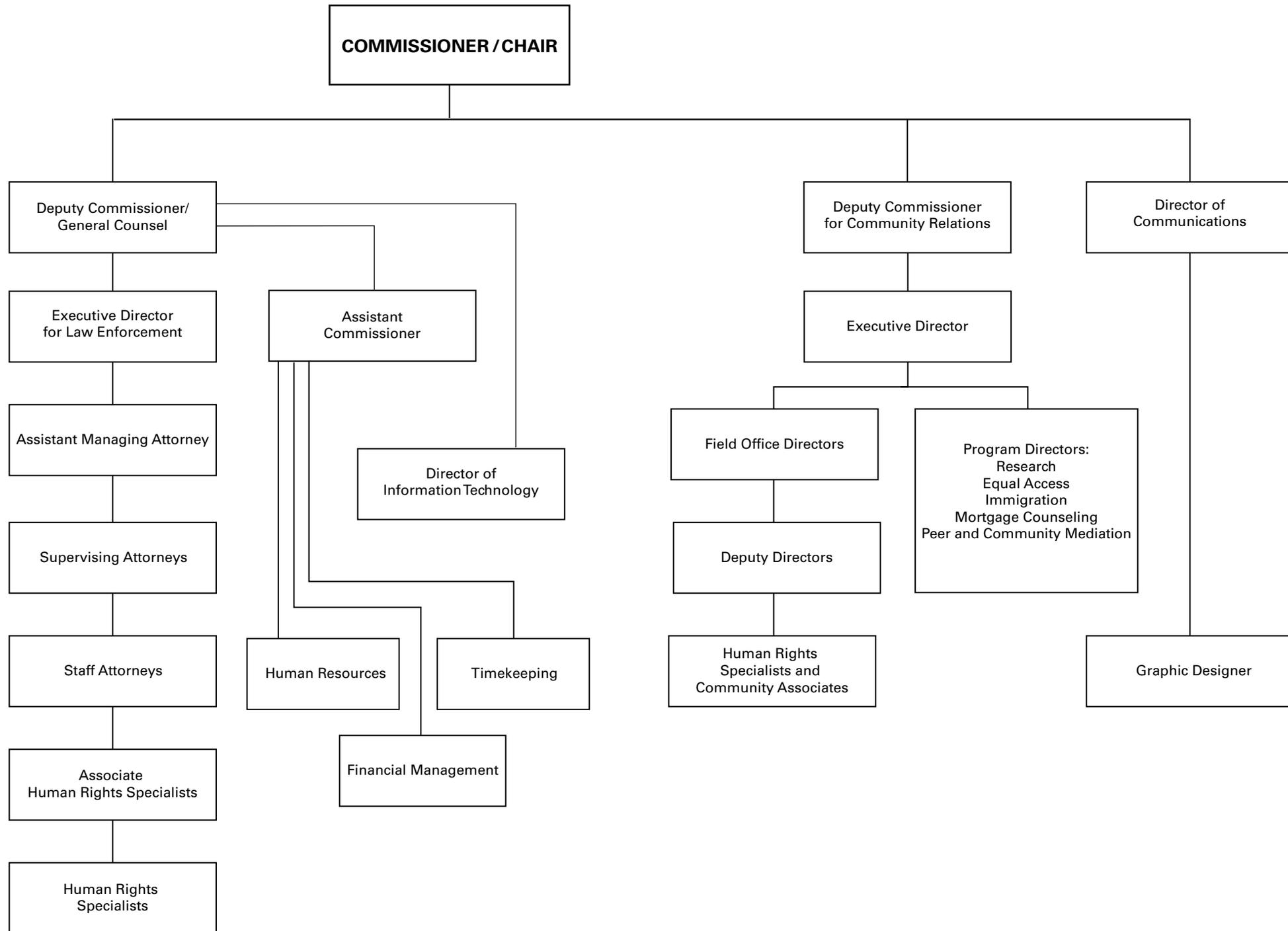
60 Bay Street, 7th Floor

Staten Island, NY 10301

### Brooklyn

275 Livingston Street, 2nd Floor

Brooklyn, NY 11217





**NYC COMMISSION ON HUMAN RIGHTS**

MICHAEL R. BLOOMBERG, Mayor | PATRICIA L. GATLING, Commissioner/Chair