

NEW YORK CITY

COMMISSION ON  
HUMAN RIGHTSMAYOR  
MICHAEL R. BLOOMBERG

CCHR NEWSLETTER

COMMISSIONER  
PATRICIA L. GATLING

## CCHR's 50th Anniversary



Congresswoman Eleanor Holmes Norton, former CCHR Commissioner / Chair from 1970 -1977 speaks at anniversary event.

Human Rights Commission from 1970-1977. Other speakers included: **Ellis Cose**, author, columnist, and contributing editor for Newsweek; **Professors Devah Pager and Bruce Western** from Princeton University and **Glenn Martin**, co-director of the Legal Action Center's National HIRE Network; and **Reverend C. Vernon Mason**, CEO of Uth Turn. **Dr. Edison O. Jackson**, President of Medgar Evers College and NYC Human Rights Commissioner co-hosted the program with **Commissioner/Chair Patricia L. Gatling**.

The panel discussed a study of the impact of race, ethnicity and criminal records on securing entry-level positions. Dr. Devah Pager and Dr. Bruce Western of Princeton University conducted the study with assistance from the Commission and support from the JEHT Foundation. Using matched pairs of testers (Whites and African-Americans or Latinos) applying for the same 1,470 jobs with the same resumes, the professors tracked call-backs, interviews, and job offers. The study revealed that young white high school graduates were twice as likely to be hired as their black counterparts. The Latino testers fared better than blacks by one third in securing the low-wage position. The study also revealed that young black men with no criminal records fared about the same as young white men with criminal records.



Left to Right: Dr. Bruce Western, Dr. Edison O. Jackson, Ellis Cose, Commissioner/Chair Patricia L. Gatling, Congresswoman Eleanor Holmes Norton, Reverend C. Vernon Mason, Dr. Devah Pager, Glenn Martin.

The Commission celebrated its 50th Anniversary as a City agency by calling on employers to review their hiring practices and eliminate discrimination. At a December 2005 conference entitled *Race At Work: Realities of Race and Criminal Record in the NYC Job Market*, held at the Schomburg Center for Research in Black Culture in Harlem, the panel discussed a Princeton University study describing the uphill battle young minority men with or without criminal records face when securing entry-level jobs in the City and other wide-ranging issues.

The event featured and honored **Congresswoman Eleanor Holmes Norton**, a renowned civil rights and feminist leader and former Commissioner/Chair of the City's



## Ad Campaign Seen by Millions of NYers

CCHR launched a citywide public awareness campaign celebrating the City's rich diversity as part of the Commission's 50th Anniversary educational efforts. The campaign is another key element in CCHR's intense efforts to alert those who live, work, and visit here to the Commission's work, the Human Rights Law and how to file a discrimination complaint. The campaign reinforces the message of the City's rich diversity, spirit of unity, and long-standing history of tolerance.

The posters - *From Many Countries, One City* - were displayed throughout the City at 80 bus shelters in November and 50 telephone kiosks in December. In January and February 2006, 220 bus shelter posters and 41 telephone kiosk posters will be on view citywide. Nearly 5 million people will view the posters each day. CCHR is grateful for the assistance of NYC Marketing, a local development corporation created by Mayor Bloomberg.



## MOVING FORWARD Commissioner's Message

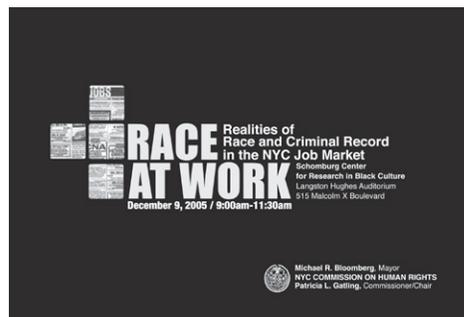
This year marks the Commission's 50th anniversary as an official City agency: 50 years of promoting and protecting the civil rights of all those who live, work, or visit this City; 50 years of enforcing the City Human Rights Law including the nation's first fair housing law; and 50 years of bringing communities together and encouraging positive relations.

To celebrate the occasion, we held a large

public conference entitled *Race At Work: Realities of Race and Criminal Record* in the NYC Job Market at the Schomburg Center for Research in Black Culture. How appropriate to have held this successful event in Harlem, where the Commission was born - out of race riots in 1935 and 1943.

We were honored to have as speakers Congresswoman Eleanor Holmes Norton, Ellis Cose, Professors Devah Pager and Bruce Western, Glenn Martin, Reverend C. Vernon Mason, and Dr. Edison O. Jackson, all leaders in their own respective fields. A packed auditorium during the fall's first big snowstorm speaks volumes about our participants and an audience eager to be informed.

The event featured a study conducted by Princeton University Professors Devah Pager and Bruce Western - with assistance from the Commission and the JEHT Foundation - on the impact of race, ethnicity and criminal records on securing entry-level positions. Their disturbing findings revealed the uphill battle young minority men with or without criminal records face when seeking a job and how young white men with felony convictions do just as well, if not better than young minorities without records. This kind of important research and an event such as



*Race At Work* raise people's consciousness and strengthen this City's unity. The Commission has called upon employers to review their hiring practices and eliminate discrimination.

We have also been reaching New Yorkers and visitors to our City about the Commission and the City's Human Rights Law through our *One City* public awareness campaign, by displaying posters throughout the City at bus shelters and telephone kiosks in all five boroughs from November through February. The campaign will also be back again in the spring. Nearly 5 million people view these large posters daily.

We continue to move forward with the strongest civil rights law in the nation, aggressively enforcing the Human Rights Law and offering our service-based programs, especially those emphasizing public education.

*Patricia L. Gatling*

## Grants/Honors/Appointments

### Peer Mediation Grant Renewed

The Commission received a \$25,000 grant renewal from the JP Morgan Chase Foundation to continue its work providing peer mediation training in area high schools. The successful program is now in its third year. Over 570 students have been trained as peer mediators to resolve conflicts in their schools.

### Tiger Baron Foundation Grant Awarded

CCHR received a \$3,000 grant from the Tiger Baron Foundation for its 50th Anniversary video project. High school

students from each borough produced short videos examining the effects of discrimination.

### CRB's New Database

CCHR's Community Relations Bureau began implementing a comprehensive data-based system in early 2005 which easily tracks community activities. The new system was made possible by a \$13,650 Planning grant from the US Department of Housing and Urban Development.

### Appointments

Mayor Bloomberg recently appointed

Jonathan Capehart to the Commission. Mr. Capehart is the Senior Vice President and Senior Counselor of Public Affairs at Hill & Knowlton. Previously, he served as Deputy Editorial Page Editor at the New York Daily News. Mr. Capehart was awarded The Pulitzer Prize in 1999 and The George Polk Award in 2000. He received a B.A. from Carlton College in Minnesota.



Jonathan Capehart



Matt Foreman

Mayor Bloomberg also reappointed Matt Foreman to the Commission. Mr.

Foreman is an attorney and serves as the Executive Director of the National Gay and Lesbian Task Force.

### New Staff Attorneys

CCHR added 3 new attorneys to its staff. They are: Ted Amos - J.D., City University of NY School of Law; Adam Aprigliano - J.D., Benjamin N. Cardozo School of Law; and Zaharoula Mavrikos - J.D., Hofstra University School of Law. They will investigate complaints and prosecute violators.



L - r: Amos, Mavrikos, and Aprigliano



## CCHR Turns Gender Law Into Action



Ray Carannante, MSW (left) and Carrie Davis, MSW (right), from the Gender Identity Project trained all CCHR staff members on the barriers transgenders encounter.

CCHR's Law Enforcement Bureau fined a room listing service that had discriminated against a transgender individual \$22,500. This is CCHR's first gender-identity case to go to trial since the 2002 amendment to the City Human Rights Law was signed into law which forbids discrimination based on gender identity.

After a Manhattan-based business, Space Hunters, refused to provide services when they learned that the applicant was transgender, a complaint was filed. CCHR Staff Attorney Garfield Willis took the November 2002 case to trial and obtained a \$15,000 civil penalty and \$7,500 in

compensatory damages, and ordered the company's owner to undergo sensitivity training and to implement a policy against discrimination.

CCHR also resolved two other gender-identity discrimination cases in the area of public accommodation. Both cases dealt with an individual's right to use the restroom of their choice based on their sexual-identity or expression and both cases were settled with monetary damages and sensitivity training. These cases and their outcomes demonstrate the Commission's commitment to enforcing the Human Rights Law and send the message that discrimination in any form will not be tolerated in New York City.

**During the summer**, all CCHR staff members received training to better understand the problems and obstacles transgender individuals face. For additional information, CCHR's publication *Guidelines Regarding Gender Identity Discrimination* can be found on the Commission's website at [www.nyc.gov/cchr](http://www.nyc.gov/cchr) or obtained by calling 311.



Commissioner/Chair Patricia L. Gatling enjoys a few moments with her former boss Kings County District Attorney Joe Hynes (l) and her present boss Mayor Michael R. Bloomberg (r).

## Commissioner Speaks at Fair Housing Symposium

Commissioner Patricia L. Gatling joined the City's Housing, Preservation and Development (HPD) Commissioner Shaun Donovan and former US Department of Housing and Urban Development Secretary Andrew Cuomo at a Fair Housing Symposium.

Commissioner Gatling highlighted the Commission's aggressive citywide testing efforts and the results of the testing. CCHR's Project Equal Access Director Ted Finkelstein addressed accessibility issues for those with disabilities and the effectiveness of the City's Human Rights Law.



Left to right: Patricia L. Gatling, Andrew Cuomo, and Shaun Donovan.

NEW YORK CITY

COMMISSION ON  
HUMAN RIGHTS

### NEW YORK CITY COMMISSION ON HUMAN RIGHTS

40 Rector Street  
New York, NY 10006  
Tel: (212) 306-7450 or **Dial 311**

### COMMUNITY SERVICE CENTERS

#### Manhattan

40 Rector Street, 10th Fl.  
New York, NY 10006

#### Brooklyn

275 Livingston Street, 2nd Fl.  
Brooklyn, NY 11217

#### Bronx

1932 Arthur Avenue, Rm. 203A  
Bronx, NY 10457

#### Queens

136-56 39th Avenue, Rm. 305  
Flushing, NY 11345

#### Staten Island

60 Bay Street  
Staten Island, NY 10301

### THE LAW

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.