



MINUTES OF A REGULAR MEETING **APPROVED**

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**HUMAN RIGHTS COMMISSION**

**DATE:** Tuesday, February 18, 2025  
**TIME:** 5:30 p.m.  
**PLACE:** Urbana City Council Chambers  
Urbana City Building  
400 South Vine Street  
Urbana, Illinois 61801

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**COMMISSIONERS PRESENT:** Ann Panthen, Chair; Shalini Smith, Vice Chair; Peter Resnick;  
Jerry Frye; Charles Davidson

**COMMISSIONER ABSENT:** Vahagn Chiflikyan

**ALSO PRESENT:** Carla Boyd, Human Rights and Equity Officer;  
Tom Unzicker, Human Rights Specialist

**A. CALL TO ORDER, ROLL CALL AND DECLARATION OF QUORUM**

Ann Panthen called the meeting to order at 5:33 p.m. The Recording Secretary took the roll. A quorum was present.

**B. APPROVAL OF AGENDA**

Ms. Panthen asked for any additions to the agenda. There were none.

**C. APPROVAL OF MINUTES**

**1. January 14, 2025**

Ms. Panthen called for a motion to approve the minutes from the previous meeting. Peter Resnick so moved. Shalini Smith seconded the motion. The motion carried on a voice vote.

**D. PUBLIC INPUT**

There was none.

**E. UNFINISHED BUSINESS**

**1. Automatic EEO Certification Process – “20 and Under”?**

After clarifying that a change could occur through a motion, Mr. Resnick moved to change the process of requiring a full review of workforce statistics if a company has more than 14 employees to now requiring a full review if a company has more than 20 employees. Jerry Frey seconded the motion.

During a brief discussion, some of the history of previous Commission processes and the range of federal options received review. The motion carried on a voice vote.

**F. NEW BUSINESS**

**1. The Illinois Commission on Discrimination and Hate Crimes**

Elana Kahn, Executive Director of the Commission on Discrimination and Hate Crimes (CDHC), and Mona Noriega, also a member of the advisory commission, appeared before the Human Rights Commission. The governor appoints and the state senate approves members.

Their commission's purpose is to strengthen responses to acts of hate and to prevent hate. They hope to establish an ongoing relationship with the HRC.

Their commission:

- Started a helpline called "Help Stop Hate" to report acts of hate, and provide support and referrals to those who call
- Works on creating outreach materials and developing suitable referrals tailored to local communities
- Is working with U of I's Institute for Government and Policy Affairs to launch a study on the state of hate in Illinois

HRC members expressed support for:

- The "Help Stop Hate" helpline and its potential for providing callers local referrals
- An opportunity to benefit from a study, which might provide local data not otherwise available
- CDHC's idea of co-branding materials
- Citizens having an option to file reports through the website of CDHC
- A potential regional CDHC conference in the fall with Champaign and Urbana serving as hosts

**2. Receipt of automatic two-year EEO Certifications**

Ms. Smith announced the names of three companies that qualified for automatic two-year EEO Certification this month with 14 or fewer employees:

- Evans, Froehlich, Beth & Chamley
- ERES International, Inc. d/b/a Engineering and Research International, Inc. (ERI)
- Clark Baird Smith LLP

**3. Consideration of EEO Workforce Statistics**

Mr. Resnick moved to approve certification of the applicants as follows:

- |  |         |
|--|---------|
| • A&A Concrete, LLC                              | 2 years |
| • Applied Pavement Technology                    | 2 years |
| • Evergreen Roadworks, LLC (5 Units)             | 2 years |
| • Glesco Electric, Inc.                          | 1 year  |
| • Lochmueller Group                              | 2 years |
| • Remco Electrical Corp                          | 2 years |
| • Sub-Aquatics, Inc. d/b/a Breathing Air Systems | 1 year  |
| • Worden Martin Inc d/b/a Champaign Ford City    | 1 year  |

Ms. Smith seconded the motion.

Discussion occurred regarding how A&A Concrete explained their demographics. They did so somewhat more clearly anecdotally than with the table in the application.

Evergreen Roadworks sought recertification for each of their units. However, their five units might not be doing work for Urbana all at the same time.

Following discussion, the motion carried on a voice vote.

## **G. OFFICER'S REPORT**

Ms. Boyd shared her monthly report. Highlights included:

- Status of complaints and referrals made
- She participated in the area's annual MLK celebration and unity breakfast, presenting community awards at the celebration on Sunday evening, and introducing students at the Monday breakfast
- Met with a member of the Moline Human Rights Commission at the Illinois Human Rights Association Meeting
- She completed the application process to become an Urbana School District Mentor and meets her mentee soon
- Met with the HRC Chair Ann Panthen to discuss potential impacts of changes involving the EEOC, which could potentially impact this commission. No impacts noted yet.
- Attended the Women United "Galantine" event. Jennifer Roscoe and Robin Kaler served as keynote speakers
- February 18, 1903: "In Dahomey", first African American musical opens on Broadway
- February 18, 1965: Police attack a peaceful protest and an Alabama State Trooper shoots Jimmy Lee Jackson, 26. His death eight days later serves as an inspiration for the Selma to Montgomery March, leading to the passage of the Voting Rights Act of 1965.
- February 18, 1979: "Roots: The Next Generations", a 14-hour miniseries continuing the story of "Roots", premieres on ABC-TV
- February 18, 2006: In Turin, Italy, Shani Davis becomes the first black athlete to receive an individual gold medal at a Winter Olympics, by winning the 1,000-meter speed skating race

## **H. ANNOUNCEMENTS**

1. This Commission has three openings.
2. Next scheduled meeting: Tuesday, March 18, 2025, at 5:30 p.m.
3. The office expects a large supply of EEO Certification applications during the next two months

## **I. ADJOURNMENT**

There being no further business before the Commission, Ms. Panthen adjourned the meeting at 6:19 p.m.

Respectfully submitted,

Thomas D. Unzicker  
Recording Secretary