



MINUTES OF A REGULAR MEETING **APPROVED**

HUMAN RIGHTS COMMISSION

DATE: Tuesday, August 19, 2025
TIME: 5:30 p.m.
PLACE: Urbana City Council Chambers
Urbana City Building
400 South Vine Street
Urbana, Illinois 61801

COMMISSIONERS PRESENT: Ann Panthen, Chair; Shalini Smith, Vice Chair; Vahagn Chiflikyan; Jerry Frye; Charles Davidson

COMMISSIONER ABSENT: Peter Resnick

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. July 15, 2025

Ms. Panthen asked for a motion to approve the minutes of the July meeting. Shalini Smith so moved. Jerry Frye seconded the motion. The motion carried on a voice vote.

D. PUBLIC INPUT

There was none.

E. UNFINISHED BUSINESS

1. HRC Membership Modification

Carla Boyd reported on her discussion with the City Attorney and the City Clerk about quorum for this commission. With six seated members, four in the room meets quorum, and four must be in the room before a fifth could appear remotely. With nine members seated, five in the room meets quorum.

As for the possibility of reducing the number of members, Ms. Boyd reminded the commissioners that Peter Resnick expressed some interest in that part of the issue. She suggested he be present for further discussion.

Vahagn Chiflikyan sought clarification about a member attending remotely. Ms. Boyd stated the commission must meet quorum in the room before other members could attend remotely.

This item will appear on the next agenda for continued discussion.

F. NEW BUSINESS

1. Receipt of Automatic Two-Year EEO Certifications

Ms. Smith announced the names of five companies with 20 or fewer employees that qualified for automatic two-year EEO Certification this month:

- Barber & DeAtley, Inc.
- The Envision Group, Inc. d/b/a EnvisionCAD
- Specialty Commercial Flooring
- Chris and Company, Inc.
- Wingle Construction, Inc.

2. Consideration of EEO Workforce Statistics

Ms. Panthen announced companies had applied for consideration for EEO Certification. Ms. Smith moved to certify the following seven companies for specific terms of approval by the commission:

- | | |
|--|---------|
| • Carle Health Care Incorporated | 2 years |
| • Carle West Physician Group | 2 years |
| • Duce Construction Company | 1 year |
| • Farnsworth Group | 2 years |
| • PipeWorks, Inc. | 1 year |
| • The Carle Foundation d/b/a Carle Hospital Foundation | 2 years |
| • Tyler Technologies | 2 years |

Mr. Chiflikyan seconded the motion.

During discussion, Ms. Panthen and Ms. Smith noted significant turnover and reductions at Carle West Physician Group. Discussion determined their reported numbers were not related to Health Alliance concluding their work with the City. The three Carle entities seeking recertification this month have roles with the City that differ from the work of Health Alliance.

Following the 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 volunteered for the United Way repacking diapers event held on August 5th
- The 3rd Annual Black Mental Health and Wellness Conference occurs at Parkland Community College From 8:00 a.m. – 4:00 p.m. on Saturday, September 20, 2025

- The Illinois Commission on Discrimination and Hate Crimes is holding the 2025 “Illinois Together Against Hate” Conference in conjunction with the City of Champaign, the City of Urbana, and the Illinois Department of Human Rights, at the I-Hotel on Tuesday, October 21, 2025 from 8:00 a.m. to 4:00 p.m.
- She strongly encourages commissioners to register for and attend both the September 20th and October 21st events, which are free and open to the public. Some planned sessions are specific to members of human rights commissioners and board members.

Moments in Human Rights History included:

- August 19, 1791: Benjamin Banneker, publisher of an almanac Writes to Secretary of State Thomas Jefferson, criticizing Jefferson’s pro-slavery stance using language from the Declaration of Independence. Banneker published the correspondence in his next almanac
- August 19, 1864: Battle of Globe Tavern Destroys Weldon Railroad Supply Route
- August 19, 1954: Ralph Bunche, who had been the first Black American to win a Nobel Prize, becomes Under-Secretary General of the United Nations
- August 19, 1955: NYC’s WINS Radio Stops Playing White Cover versions of R&B music
- August 19, 1958: The NAACP Youth Council Begins Sit-In at Katz Drug in Oklahoma City
- August 19, 1981: President Ronald Reagan Nominates Sandra Day O’Connor, the first female justice to serve on the U.S. Supreme Court
- August 19, 2009: The first commemoration of World Humanitarian Day. The Day came about after Sergio Vieira de Mello, a Brazilian diplomat and 21 members of his staff, died in a hotel bombing in Iraq. He was Under-Secretary General at the time of his death.

H. ANNOUNCEMENTS

1. This Commission has three openings.
2. Next scheduled meeting: Tuesday, September 16, 2025, at 5:30 p.m.

I. ADJOURNMENT

There being no further business before the Commission, Ms. Panthen adjourned the meeting at 5:55 p.m.

Respectfully submitted,

Thomas D. Unzicker
Recording Secretary