



MINUTES OF A REGULAR MEETING **APPROVED**

HUMAN RELATIONS COMMISSION

DATE: Tuesday, August 20, 2024
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; Peter Resnick; Greg Schroeder; Vahagn Chiflikyan; Jerry Frye

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 5:34 p.m. The Recording Secretary took the roll. A quorum was present.

B. APPROVAL OF AGENDA

Commissioners accepted the agenda without change.

C. APPROVAL OF MINUTES

1. July 16, 2024

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

D. PUBLIC PARTICIPATION

Members of the Carver Park neighborhood of Champaign and supporters from surrounding subdivisions, which include neighborhoods in portions of Urbana attended. Several spoke of their concerns about the Hope Village development. Attendees shared a letter to the commissioners citing Chapter 12 of the Urbana City Code, as they filed a formal complaint of discrimination by the City of Urbana.

Following the comments from the public, Mr. Resnick stated the new complaint falls under 12-22(g), and should be on the commission's agenda at the next meeting. Ms. Panthen concurred with Mr. Resnick, and the topic will be part of the September meeting's agenda.

E. UNFINISHED BUSINESS

1. Change to Process for Automatic EEO Certifications

In response to the previous meeting, Carla Boyd reported her research indicated a simple vote by the commissioners could change the procedure for receiving automatic EEO Certifications from contractors or vendors that have 14 employees or less. She added that her office recommends that the

Commission approves a resolution providing for the Chair to simply acknowledge receipt of automatic certifications at each meeting.

Mr. Resnick moved to accept the change as suggested by Ms. Boyd. Ms. Smith seconded the motion. Motion carried on a voice vote.

F. NEW BUSINESS

1. Receipt of Automatic EEO Certifications

Ms. Panthen announced that this month two companies qualified for automatic two-year EEO Certification:

- Michael Scott and Associates
- Resource Management Associates

2. Consideration of EEO Workforce Statistics

Ms. Panthen asked for a motion to approve certification of companies seeking certification. Jerry Frye moved to approve certification of the applicants as follows:

Altorfer Inc.	2 years
Arends Hogan Walker LLC d/b/a/ AHW LLC	2 years
Cross Construction, Inc.	2 years
Farnsworth Group	2 years
Feutz Constructors, Inc.	2 years
Graybar Electric Company, Inc.	2 years
Johnson Controls Fire Protection LP	2 years
Key Equipment & Supply Co.	2 years
LexisNexis Coplogic Solutions, Inc.	2 years
MTI Distributing, Inc.	1 year
Schomburg & Schomburg Construction, Inc.	2 years

Vahagn Chiflikyan seconded the motion.

Mr. Resnick stated that he would like to see updates on the “Good Faith Efforts” of Altorfer; Farnsworth; and Schomburg & Schomburg sooner than in two years. He suggested sending letters indicating support for each company’s efforts while instead asking for an update in one year. Mr. Resnick then offered a friendly amendment to certify those three companies for one year each.

Mr. Frye agreed to the friendly amendment and Mr. Chiflikyan expressed his strong agreement with the amendment.

Ms. Boyd stated that there may be additional information about a company’s community workforce that she could provide going forward as rationale for certain recommendations.

Ms. Panthen inquired about the application of Altorfer Inc. regarding their Affirmative Action program being the source of numbers for one table in their application. The office will ask for more details.

Following the discussion, the motion as amended carried on a voice vote:

- Certified for two years: AHW LLC; Cross Construction; Feutz Contractors; Graybar Electric; Johnson Controls Fire Protection; Key Equipment; LexisNexis Coplogic
- Certified for one year: Altorfer Inc.; Farnsworth Group; MTI Distributing; Schomburg & Schomburg Construction

G. OFFICER'S REPORT

Ms. Boyd shared her monthly report. Highlights included:

- Status of complaints and referrals made
- The office supported the Urbana Park District Neighborhood Night at South Ridge Park on July 24th
- She attended the meeting of the Age-Friendly Steering Committee of Champaign-Urbana and returns to present to them about the Office of Human Rights and Equity on August 22nd
- She recently conducted a second outreach event at Market at the Square. She returns on Saturday, September 7th, and invited commissioners to join her. She hopes for more member applications.
- She presented to City leadership on developing a Racial Equity plan for the City of Urbana. A racial equity plan provides a framework to examine our systems, policies, practices, habits, and culture.
- She attended the annual conference of the International Association of Official Human Rights Agencies. The theme for the event was "Creating a Human Rights Culture".

Commissioners' Follow Up:

- Mr. Resnick sought to clarify the nature of an ongoing Active Complaint about harassment. Ms. Boyd reported that the complaint is about harassment, and not about sexual harassment.

H. ANNOUNCEMENTS

1. This Commission has openings; this meeting is Commissioner Schroeder's last. Chair Panthen thanked Mr. Schroeder for his service on behalf of the commission and encouraged him to rejoin whenever his circumstances allow.
2. Next scheduled meeting: Tuesday, September 17, 2024 at 5:30 p.m.

I. ADJOURNMENT

There being no further business before the Commission, Ms. Panthen adjourned the meeting at 6:08 p.m.

Respectfully submitted,

Thomas D. Unzicker
Recording Secretary