



MINUTES OF A REGULAR MEETING **APPROVED**

---

**HUMAN RIGHTS COMMISSION**

**DATE:** Tuesday, July 15, 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; Peter Resnick; Jerry Frye; Charles Davidson  
Arrive Later: 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 5:32 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. May 20, 2025**

Ms. Panthen asked for a motion to approve the minutes of the May meeting. Shalini Smith so moved. Peter Resnick seconded. The motion carried on a voice vote.

**2. June 17, 2025**

Mr. Resnick moved to approve the minutes of the meeting of the June meeting. Ms. Smith seconded the motion. The motion carried on a voice vote.

**D. PUBLIC INPUT**

There was none.

**E. UNFINISHED BUSINESS**

There was none.

**F. NEW BUSINESS**

**1. Consideration of EEO Workforce Statistics**

Ms. Smith moved to approve the following companies for EEO Certification:

- Kirby & Turner Masonry Inc. 2 years
  - MES Service Company LLC 2 years
  - Rush Truck Centers of Illinois, Inc.  
d/b/a Rush Truck Center of Champaign 2 years
  - Western Waterproofing Company LLC  
d/b/a Western Specialty Contractors 1 year

Jerry Frye seconded the motion.

During discussion, Mr. Renick asked for clarification on the recommendation for Western Specialty when compared with Kirby & Turner. Carla Boyd explained Kirby & Turner had clearly explained their efforts and outcomes, and Western Specialty had not been as clear in reporting what had led to any specific outcome.

Ms. Smith drew attention to the EEO statement of MES Service Company. It has a strong emphasis on their openness toward hiring veterans. Mr. Resnick noted that while the company does not list all protected classes mentioned in most standard EEO statements, the company did agree to support expected actions through their completion and submission of the Workforce Statistics application form.

Vahagn Chiflikyan commented on Kirby & Turner Masonry's positive civic engagement activities. He would like to see the company's staff demographics increasingly reflect the diversity of its community. He also urged all applying companies to strengthen their staff diversity when they have opportunities to do so.

Following the discussion, the motion carried on a voice vote.

## 2. Discussion of HRC Membership Modification

Ms. Boyd posed a question to the Commission about whether it might seek to reduce the number of members of this Board from nine to seven. There have not been nine members during her time here. She asked Mr. Resnick about his recollection during his time on the commission.

Mr. Resnick recalled there had been nine members when he started. That continued for a time. There was also a non-voting member student from the high school who attended.

Discussion turned to the requirements to reach quorum with four being in the ordinance. Ms. Boyd explained that some discussion has been happening in the City due to the Illinois Open Meetings Act (OMA) having a different way of defining quorum.

The City Clerk would attend a meeting of the Commission as a follow up to this meeting's discussion when a presentation is ready. Any changes that might follow would be through the City Council.

## G. OFFICER'S REPORT

Ms. Boyd shared her monthly report. Highlights included:

- Status of complaints and referrals made
- As a follow-up to the June meeting, the definition of "MMUR" in one of the EEO applications was found to mean "Monthly Manpower Utilization Report"
- She completed a training in the IDOT ADA Coordinators Group, and another through the Illinois Commission on Discrimination and Hate Crimes

- The City of Urbana's Juneteenth 2025 celebration events included "History, Liberation, and Legacy" on June 18<sup>th</sup>. Due to weather-related issues during the afternoon, later sessions moved from the Urbana Park District's Health and Wellness Center to the City Council Chambers.
- Tom attended two "Neighborhood Nights" recruitment events: Blair Park on July 2<sup>nd</sup>, and Crestview Park on July 9<sup>th</sup>
- They both attended the ribbon cutting at a new downtown Urbana business: Olive and Orchard

Moments in Human Rights History included:

- July 15, 1870: Georgia, the last Confederate State, readmitted to the United States
- July 15, 1951: Mary White Ovington activist on human rights, women's suffrage, and pacifism, dies. A co-founder of the NAACP, she was its first Executive Secretary.
- July 15, 1954: Border Patrol begins "Operation Wetback", stopping "Mexican-looking" people on the street and deporting more than one million to Mexico
- July 15, 1978: The "Longest Walk", a 2800-mile trek from California in support for Native American justice concludes in Washington, D.C. Focusing on a lack of jobs and housing, and threats to treaty rights and culture, it succeeds in stopping proposed legislation

#### **H. ANNOUNCEMENTS**

1. This Commission has three openings.
2. Next scheduled meeting: Tuesday, August 19, 2025, at 5:30 p.m.

#### **I. ADJOURNMENT**

There being no further business before the Commission, Ms. Panthen adjourned the meeting at 6:07 p.m.

Respectfully submitted,

Thomas D. Unzicker  
Recording Secretary