



MINUTES OF A REGULAR MEETING **APPROVED**

HUMAN RELATIONS COMMISSION

DATE: Tuesday, April 16, 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

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 5:30 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. March 26, 2024

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

D. PUBLIC PARTICIPATION

There was none.

E. UNFINISHED BUSINESS

There was none.

F. NEW BUSINESS

1. EEO Workforce Statistics

Prior to a motion regarding applying companies this month, Ms. Panthen read a statement for the record indicating that one of the applicants (Engberg Anderson, Inc.) seeks contract work with the Urbana Free Library. Although both Commissioners Shalini Smith and Ann Panthen are employed by the Urbana Free Library, their roles do not involve decisions for contract work. Their roles involve workforce data only.

Ms. Smith then moved to approve certifications for the following companies as follows:

Fuhrmann Engineering, Inc.	1 year
Clark Dietz, Inc.	1 year
Engberg Anderson, Inc.	1 year
Applied Pavement Technology, Inc	1 year
Stryker Sales, LLC	2 years
SHI International Corp.	2 years
Prairie Engineers, P.C.	1 year
Gibbs Technology Company	1 year
A&R Mechanical Contractors, Inc.	1 year
Fire Catt	2 years

Mr. Resnick seconded the motion.

Discussion occurred about the demographics of Fire Catt. Mr. Resnick pointed out that while the diversity in general appears strong, the staffing does not seem to be representative of the high Asian population of Troy, Michigan, and the Detroit metro area. The discussion moved the commissioners toward full certification for Fire Catt, but with an intention of close review should the company reapply for certification in two years.

Further discussion briefly mentioned SHI International, then concentrated on the 11 units (six with turnover in the last year) at Prairie Engineers.

Prairie Engineers have locations in both small towns and large metropolitan areas. The variety of locations and populations raised questions about individual site demographics, company approaches by location toward recruitment, and their results overall. Carla Boyd explained that some of their plans detailed in their Good Faith Efforts update are persuasive toward a two-year recommendation, but she ultimately decided to recommend a one-year certification since there is clearly work to be done at some of their units. Commissioners urged a strong letter requesting details of that work and its outcomes in their next GFE update.

The motion carried on a voice vote.

G. OFFICER'S REPORT

Ms. Boyd shared her monthly report. Highlights included:

- Status of complaints
- An explanation of formal vs. informal complaints
- One HRC application is moving to City Council. One prospective application is pending.
- Attended Illinois Municipal Human Rights Association meeting, which included a briefing from the Illinois Department of Human Rights
- Work is ongoing to prepare for a new City of Urbana website
- Sharing "Know Your Rights" poster and information with all Urbana property owners and managers is nearly wrapping up
- Tabling opportunities will be occurring. She will recruit commissioners to assist

Commissioners' Follow Up:

- Mr. Schroeder reiterated that he will be absent from the May and June meetings. It was determined that with a new commissioner under consideration for approval at the April 22nd City Council meeting, and thus allowing for quorum despite Mr. Schroeder's schedule, no HRC meetings would need rescheduling.

H. ANNOUNCEMENTS

1. This Commission has openings for new members.
2. Next Scheduled Meeting: Tuesday May 21, 2024, at 5:30 p.m.

I. ADJOURNMENT

There being no further business before the Commission, Ms. Panthen adjourned the meeting at 6:04 p.m.

Respectfully submitted,

Thomas D. Unzicker
Recording Secretary