



MINUTES OF A REGULAR MEETING **APPROVED**

HUMAN RIGHTS COMMISSION

DATE: Tuesday, October 21, 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 5:35 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. September 16, 2025

Ms. Panthen called for a motion to approve the minutes of the September meeting. Shalini Smith so moved. Vahagn Chiflikyan 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. Receipt of Automatic Two-Year EEO Certifications

Ms. Smith reported four companies received automatic two-year approval as follows:

- Donald Sublon d/b/a Sublon Construction
- Martin Equipment of IL Inc.
- Thielen, Foley & Mirdo LLC
- Harris Clothing & Uniforms, Inc. d/b/a Sam Harris Uniforms

2. Consideration of EEO Workforce Statistics

Ms. Panthen turned to consideration of the applications from companies needing approval by the commissioners for EEO Certification. Ms. Smith moved to certify the following eight companies for specific terms of approval by the commission:

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| • Engineering Resource Associates, Inc. | 1 year |
| • Fehr Graham & Associates, LLC | 2 years |
| • Hanson Professional Services, Inc. | 2 years |
| • Michels Trenchless, Inc. | 2 years |
| • Mid Illinois Concrete & Excavation, Inc. | 1 year |
| • Motorola Solutions, Inc. | 2 years |
| • Ray O'Herron Company, Inc. | 1 year |
| • Williams Charles Construction Company, LLC | 1 year |

Mr. Chiflikyan seconded the motion.

Ms. Panthen asked for any discussion. There was no discussion, and the motion passed on a voice vote.

G. OFFICER'S REPORT

Ms. Boyd shared her monthly report. Highlights included:

- Status of complaints and referrals made
- She attended the 2025 "Illinois Together Against Hate" Conference at the I Hotel today. She described it as a sobering event and she intends to report more about it at the next meeting.

Moments in Human Rights History included:

- October 21, 1833: Alfred Nobel is born. He invented dynamite and founded the Nobel Prizes.
- October 21, 1867: The Medicine Lake Treaty caused tribal members to relocate to Oklahoma
- October 21, 1940: Benjamin O. Davis, Sr. becomes a General in the U.S. Army, the first African American to do so. In 1954, his son would become the first African American general in the Air Force.
- October 21, 1945: Women vote in France for the first time
- October 21, 1967: 100,000 gathered in Washington to protest the Vietnam War. 50,000 marched to the Pentagon.
- October 21, 2013: Canada's Parliament gives Pakistani women's rights and education activist Malala Yousafzai honorary citizenship

H. ANNOUNCEMENTS

1. This Commission has three openings.
2. Next scheduled meeting: Tuesday, November 18, 2025, at 5:30 p.m.
3. December's meeting: Tuesday, December 16, 2025, at 5:30 p.m.

Mr. Chiflikyan inquired about a follow up agenda item on the number of members for this commission. Ms. Boyd responded that the City Clerk requested additional time to develop her presentation before coming to HRC.

I. ADJOURNMENT

There being no further business before the Commission, Ms. Panthen adjourned the meeting at 5:47 p.m.

Respectfully submitted,

Thomas D. Unzicker
Recording Secretary