



MINUTES OF A REGULAR MEETING **APPROVED**

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**HUMAN RIGHTS COMMISSION**

**DATE:** Tuesday, September 16, 2025  
**TIME:** 5:30 p.m.  
**PLACE:** Urbana City Council Chambers  
Urbana City Building  
400 South Vine Street  
Urbana, Illinois 61801

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

**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**

Ms. Panthen asked for any additions to the agenda. There were none.

**C. APPROVAL OF MINUTES**

**1. August 19, 2025**

Ms. Panthen reminded members that the minutes from the August meeting became part of the Commissioner's packet later than usual. She asked whether commissioners had had time to review the minutes or whether they wanted to delay their approval. Shalini Smith moved to approve the minutes. 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**

With all commissioners present, Carla Boyd reviewed her discussion with the City Attorney and the City Clerk about quorum for this commission. Four in the room meets quorum when there are six members seated. With nine members seated, five in the room would meet quorum.

Discussion occurred and commissioners expressed opinions about the impact of any change and possible pros and cons if commissioners sent a proposal to City Council. Ms. Boyd also reminded the commissioners that the City Clerk plans a presentation at a future HRC meeting to review the code.

## F. NEW BUSINESS

### 1. Receipt of Automatic Two-Year EEO Certifications

There were none.

### 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:

- |   |         |
|---|---------|
| • Banner Fire Equipment, Inc.                     | 2 years |
| • CDW Government LLC                              | 2 years |
| • Chapman and Cutler LLP                          | 2 years |
| • ClearSpan Fabric Structures International, LLC. | 2 years |
| • Drake-Scruggs Equipment, Inc.                   | 1 year  |
| • Kinney Contractors                              | 2 years |
| • Time Manufacturing Company                      | 2 years |

Mr. Resnick seconded the motion.

Discussion occurred about the staffing demographics at CDW Government. Mr. Resnick expressed concern about some of their numbers with minority hiring. Vahagn Chiflikyan agreed but pointed out women comprise a third of their staff. He compared the staff demographics at Chapman and Cutler, also located in Chicago, with those at CDW Government.

Mr. Chiflikyan asked about the staffing at Drake-Scruggs Equipment. Ms. Boyd explained they are a first-time applicant and her recommendation of a year's certification for them for the company to provide detailed information about their hiring practices next time. Mr. Chiflikyan continued by expressing appreciation for the efforts of this month's other applicants. He encouraged the companies to continue their commitment to diversity on their staffs.

Ms. Panthen inquired whether there were any changes to the motion after the review of the recommendations from the Office. There were none and 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 joined a tour of Solo Gratia farm along with Mayor Williams and other City employees
- Participated in the Philo Road Ahead event, a community block party
- Registration continues for the 2025 "Illinois Together Against Hate" Conference, a free event at the I Hotel on Tuesday, October 21, 2025 from 8:00 a.m. to 4:00 p.m.

Moments in Human Rights History included:

- September 16, 1877: Levi Coffin died. He had the nickname of "President of the Underground Railroad". His home in Fountain City, Indiana, designated "The Underground Railroad's Grand Central Station" is now a museum.
- September 16, 1913: Women in the Netherlands Protest for Right to Vote. The campaign took six years to succeed.
- September 16, 1925: Musician B.B. King Born in Mississippi
- September 16, 1966: African American artist Leontyne Price plays Cleopatra in "Antony and Cleopatra" at the Metropolitan Opera House in New York City

- September 16, 1987: The Montreal Protocol receives its first signatures. Eventually 198 nations signed, agreeing to phase out the production of ozone depleting substances

**H. ANNOUNCEMENTS**

1. This Commission has three openings.
2. Next scheduled meeting: Tuesday, October 21, 2025, 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