



**MINUTES OF A REGULAR MEETING      APPROVED**

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**HUMAN RELATIONS COMMISSION**

**DATE:**                    Tuesday, October 15, 2024

**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 5:33 p.m. The Recording Secretary took the roll. A quorum was present.

**B. INTRODUCTION OF NEW COMMISSIONER**

Carla Boyd introduced the new member of the commission, Mr. Charles Davidson. The City Council had approved his appointment the previous evening.

Mr. Davidson shared with the commission that he has been a life-long resident of Champaign County, and has enjoyed living in Urbana for over 20 years. He added that he decided to join the commission when he learned it needed additional members, and he is someone who tries to help people any way that he can.

**C. APPROVAL OF AGENDA**

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

**D. APPROVAL OF MINUTES**

**1. September 17, 2024**

Ms. Panthen called for a motion to approve the minutes from the previous meeting. Ms. Smith so moved. Vahagn Chiflikyan seconded the motion. The motion carried on a voice vote.

**E. PUBLIC INPUT**

There was none.

## **F. UNFINISHED BUSINESS**

### **1. 12-22(g) Complaint - Update**

Ms. Panthen provided an update on the complaint about the circumstances surrounding the Hope Village Development. She reported she has completed much of her investigation, which has included many conversations. However, she has additional work to do.

She will complete her investigation and present her findings at the November meeting of this commission. Soon after that, she and Carla Boyd will report the findings at a City Council meeting. Ms. Panthen added that she had shared this update with those Carver Park area residents who had submitted their petition along with the complaint.

## **G. NEW BUSINESS**

### **1. Receipt of Automatic EEO Certifications**

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

- Vistane Group, LLC d/b/a Vistane Group Consulting
- Rantoul Truck Center LLC
- Equipment Management Company

### **2. Consideration of EEO Workforce Statistics**

Ms. Panthen asked for a motion to approve certification of companies submitting applications this month. Discussion occurred regarding how to respond to a company making some, but limited progress.

Mr. Resnick suggested companies could receive a Provisional Certification with a letter commending progress. Ms. Panthen added suggested the letter convey the Board's intention to continue to monitor their situation. Additionally, Ms. Boyd offered the idea of, in the future, presenting additional demographic information about a community to assist in the commission's review of a company's route toward further progress.

Mr. Resnick moved to approve certification of the applicants as follows:

- |  |         |
|--|---------|
| • Axon Enterprise Company  | 2 years |
| • Berry, Dunn, McNeil & Parker, LLC                                  | 2 years |
| • Engineering Resource Associates, Inc.                              | 1 year  |
| • FGM Architects Inc.  | 2 years |
| • Mid Illinois Concrete & Excavation, Inc.                           | 1 year  |
| • Upkeep Maintenance Services  | 2 years |
| • Vermeer Sales & Services of Central Illinois d/b/a Vermeer Midwest | 2 years |

Mr. Chiflikyan seconded the motion.

Discussion ensued about the process and tools available for monitoring companies over time, the option of utilizing varying lengths of certifications, and the expectations commissioners have of small and large companies making progress over time and then effectively reporting it. Following the discussion, the motion carried on a voice vote.

**3. Scheduling 2025 monthly meetings**

Ms. Panthen surveyed commissioners regarding keeping the current monthly meeting date and time next year. A vote on a date and time will occur at the next meeting. Mr. Chiflikyan will determine whether he needs to ask for a modification by the time planning the agenda for the next meeting occurs.

**H. OFFICER'S REPORT**

Ms. Boyd shared her monthly report. Highlights included:

- Status of complaints and referrals made
- “Government 101”, about available community services for new immigrants occurred at Champaign Public Library in September. Due to few Urbana residents attending this year, next year the organization will consider holding two events including one located in Urbana.
- A Black Mental Health & Wellness Conference occurs at Parkland College on October 26. Registration continues.

**I. ANNOUNCEMENTS**

1. This Commission has three openings.
2. Next scheduled meeting: Tuesday, November 19, 2024 at 5:30 p.m.

**J. ADJOURNMENT**

There being no further business before the Commission, Ms. Panthen adjourned the meeting at 6:05 p.m.

Respectfully submitted,

Thomas D. Unzicker  
Recording Secretary