



MINUTES OF A REGULAR MEETING **APPROVED**

HUMAN RIGHTS COMMISSION

DATE: Tuesday, March 18, 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; Charles Davidson

COMMISSIONER ABSENT: Peter Resnick; Jerry Frye

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 5:31 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. February 18, 2025

Ms. Panthen called for a motion to approve the minutes from the previous 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 announced the names of six companies with 20 or fewer employees that qualified for automatic two-year EEO Certification this month:

- S. Shaefer Excavating Inc.
- Denler, Inc.
- Fresh Cut Lawn Care
- Gilbert Transport LLC
- Insituform Technologies USA, LLC
- Berns, Clancy and Associates, P.C.

2. Consideration of EEO Workforce Statistics

Ms. Panthen called for a motion to approve certification of this month's applicants. Ms. Smith moved to certify two companies as follows:

- | | |
|---|---------|
| • Online Solutions, LLC d/b/a Citizen Serve | 2 years |
| • Clark Dietz, Inc. | 2 years |

Mr. Chiflikyan seconded the motion.

During discussion, Ms. Smith commented that Clark Dietz had gone "above and beyond" in their "Good Faith Efforts" update. Ms. Panthen spoke highly about the software product that Citizen Serve provides the City. She hopes to see their diversity continue to improve in reflecting their location.

Following discussion, 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 involved in the City's annual budgeting process, and ongoing planning
- March 18, 1831: The U.S Supreme Court decides "Cherokee Nation v. State of Georgia", which stated tribes are "domestic dependent nations" whose relationship to the U.S. "resembles that of a ward to his guardian"
- March 18, 1877: President Rutherford B. Hayes appoints Frederick Douglass as a U.S. Marshal for Washington, DC
- March 18, 1922: American Civil Rights Activist Fred Shuttlesworth was born. He played a central role in the struggle against segregation and discrimination in Birmingham, Alabama. He co-founded the Southern Christian Leadership Conference (SCLC) alongside figures such as Martin Luther King Jr., Ralph Abernathy, and Bayard Rustin.
- March 18, 1933: American Civil Rights Activist, Unita Blackwell was born. She became an activist after her employer fired her for trying to register to vote. She was the first black woman elected to be a mayor in Mississippi, and she served as a president of the National Conference of Black Mayors.
- March 18, 1942: The U.S. government establishes the War Relocation Authority to take Japanese Americans into custody
- Also in 1942, Two black players, Jackie Robinson & Nate Moreland, request a tryout and workout with the Chicago White Sox. It would be another five years more though, before Robinson would become the first black man in the majors, playing for the Brooklyn Dodgers.

H. ANNOUNCEMENTS

1. This Commission has three openings.
2. Next scheduled meeting: Tuesday, April 15, 2025, at 5:30 p.m.

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I. ADJOURNMENT

There being no further business before the Commission, Ms. Panthen adjourned the meeting at 5:48 p.m.

Respectfully submitted,

Thomas D. Unzicker

Recording Secretary