



MINUTES OF A REGULAR MEETING **APPROVED**

HUMAN RIGHTS COMMISSION

DATE: Tuesday, January 13, 2026
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; Jerry Frye; Adam Ruggieri

COMMISSIONERS ABSENT: Vahagn Chiflikyan; 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 5:37 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. Peter Resnick requested the addition of "Labor Unions" for discussion under New Business.

C. APPROVAL OF MINUTES

1. December 9, 2025

Ms. Panthen called for a motion to approve the minutes of the December meeting. The Recording Secretary announced corrections since the draft on the spelling of Commissioner Adam Ruggieri's last name. Shalini Smith moved for approval of the minutes. Peter Resnick 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. Labor Unions

Mr. Resnick explained that the EEO review process stems from Chapter 2-119 of the City's Code of Ordinances dealing with City contracting. He stated that in addition to contractors submitting EEO statistics, the ordinance tasks this commission with holding union organizations accountable as well. He requested another commissioner join in exploring possible processes to do so.

The discussion touched on the number of labor organizations involved with the City needing a review. Jerry Frye pointed out that numerous organizations might seek such work with the City's contractors. Mr. Ruggieri suggested developing a plan focused on those unions whose members ultimately receive Urbana work projects. He volunteered to join with Mr. Resnick to further explore the issue.

2. Consideration of EEO Workforce Statistics

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

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|---|---------|
| • Air One Equipment, Inc. | 1 year |
| • Busey Bank | 2 years |
| • Glesco Electric, Inc. | 1 year |
| • Lauterbach & Amen, LLP | 2 years |
| • RingCentral, Inc. | 2 years |
| • Tom Davis Electric, Inc. d/b/a Davis Electric | 2 years |

Mr. Frye seconded the motion. Ms. Panthen asked for any discussion.

Mr. Resnick made note on Davis Electric's Provisional Certification a year ago and wondered whether to grant a one-year or two-year certification this time. Further discussion indicated commissioners supported a longer certification while the effort by the Commission to review union processes proceeds.

Following the discussion, the motion carried on a voice vote.

H. OFFICER'S REPORT

Ms. Boyd shared her monthly report. Highlights included:

- Status of complaints and referrals made
- Attended a promotional ceremony of the Urbana Police Department on Wednesday, December 10, 2025
- Has an appointment along with Chair Panthen to speak with the DEI Committee at Clark Lindsey on Friday, January 16, 2026
- Invited everyone to attend the annual Martin Luther King Jr Day celebration event at the Krannert Center on Sunday, January 18, 2026, at 5:00 p.m.
- The Unity Breakfast takes place on MLK Day, at 8:00 a.m. on Monday, January 19, at Vineyard Church.
- Commissioners received an invitation to attend the meeting of the Bicycle and Pedestrian Advisory Commission ADA Compliance Working Group, Tuesday, January 20, 2026, at 7:00 p.m. Attend in person or online.

Moments in Human Rights History included:

- January 13, 1966: Robert C. Weaver becomes the first Secretary of Housing and Urbana Development, and the first African American appointed to a president's cabinet.
- January 13, 1976: Sarah Caldwell becomes the first woman to conduct at New York's Metropolitan Opera.
- January 13, 1978: Former Vice President Hubert H. Humphrey dies in Minnesota.
- January 13, 1990: L. Douglas Wilder becomes Virginia's Governor, the nation's first elected black governor. He later ran for office again and served as the Mayor of the City of Richmond.
- January 13, 1995: America 3 ("America Cubed") becomes the first to win a defender trial in the
- January 13, 2002: More than 100 artists contribute works of art to "In the Spirit of Martin. The Living Legacy of Dr. Martin Luther King, Jr.", at the Wright Museum of African American History, in Detroit.

I. ANNOUNCEMENTS

1. It has been quite some time since an application came in from Wards 2, 3, and 4 for this commission, and this commission has two openings.
2. The Urbana City Council has a vacancy in Ward 4. Please contact the Mayor's Office for details.
3. Next HRC meeting: Tuesday, February 17, 2026, at 5:30 p.m.

J. ADJOURNMENT

There being no further business before the Commission, Ms. Panthen adjourned the meeting at 6:00 p.m.

Respectfully submitted,

Thomas D. Unzicker
Recording Secretary