



MINUTES OF A REGULAR MEETING **APPROVED**

HUMAN RIGHTS COMMISSION

DATE: Tuesday, April 15, 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; Peter Resnick; Vahagn Chiflikyan

COMMISSIONER ABSENT: 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 5:35 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. March 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:

- Urban GIS, Inc.
- Blueshift Cyber Security, Inc.

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:

- | | |
|--|---------|
| • M&O Environmental Company | 1 year |
| • Engberg Anderson, Inc. | 2 years |
| • 217, Inc. | 2 years |
| • Prairie Engineers, P.C. | 2 years |
| • KONE Inc | 2 years |
| • SAK Construction, LLC | 2 years |
| • Allied Waste Transportation Services d/b/a Republic Services of Urbana | 2 years |
| • Cascade Engineering, Inc. d/b/a Cascade Cart Solutions | 2 years |
| • Gibbs Technology Company d/b/a GFI Digital, Inc. | 2 years |
| • The Roderick Group d/b/a Ardmore Roderick | 2 years |
| • Rezzar Demolition, LLC | 2 years |
| • Environmental Systems Research Institute, Inc. d/b/a Esri | 2 years |
| • Green Demolition Contractors, Inc. | 2 years |
| • Safe Environmental Corporation | 2 years |
| • Enviroserve, Inc. | 2 years |

Peter Resnick seconded the motion.

During discussion, Ms. Resnick inquired about demographic tables presented by 217, Inc. and Republic Services. The companies appeared to have hired more minority employees than are currently on staff. What had happened was the companies had had new hires after the previous report who did not continue through the entire time-period covered by their current report.

Mr. Resnick commented that GFI Digital had new hires, but their "Good Faith Efforts" update indicates they did not actually try any efforts. He asked for a friendly amendment to approval their new certification for one year instead of two. Ms. Smith agreed to the change to her motion. Mr. Chiflikyan expressed that he would like to see improvement on the gender balance at GFI, as well as greater minority representation.

Additionally, Mr. Chiflikyan expressed his appreciation for the overall number of the companies applying to do business with the City, their diversity of specialties, and their creation of jobs. He encouraged the companies to continue to strive to create inclusive workspaces. Ms. Panthen expressed her appreciation for the level of seriousness companies generally take to complete the EEO application process with the City.

Following the discussion, the amended motion carried on a voice vote, with the outcome as follows:

For One Year:

Gibbs Technology Company d/b/a GFI Digital; M&O Environmental Company

For Two Years:

217, Inc.; Allied Waste Transportation Services d/b/a Republic Services of Urbana; Cascade Engineering, Inc d/b/a Cascade Cart Solutions; Engberg Anderson, Inc.; Environmental Systems Research Institute, Inc. d/b/a Esri; Enviroserve, Inc.; Green Demolition Contractors, Inc.; KONE Inc; Prairie Engineers, P.C.; Rezzar Demolition, LLC; Safe Environmental Corporation; SAK Construction, LLC; The Roderick Group d/b/a Ardmore Roderick

G. OFFICER'S REPORT

Ms. Boyd shared her monthly report. Highlights included:

- Status of complaints and referrals made
- Planning is underway for the City of Urbana Juneteenth 2025 celebration events, which will occur on Thursday, June 12th and Wednesday, June 18th
- The Mayor's Recognition of student service volunteer hours occurs at Urbana High School tomorrow Evening

Moments in Human Rights History included:

- April 15, 1861: President Abraham Lincoln organizes a federal army of 75,000 volunteers at the start of the American Civil War
- April 15, 1865: President Lincoln dies from wounds he received the evening before from assassin John Wilkes Booth. Andrew Johnson becomes president.
- April 15, 1889: A Philip Randolph is born. Randolph organized the Brotherhood of Sleeping Car Porters, the first successful African American labor union. He advocated for the integration of hiring, the integration of the military, and he led the 1963 "March on Washington".
- April 15, 1922: Harold Washington is born. In 1983, he became the first African American elected Mayor of Chicago
- April 15, 1947: Jackie Robinson, #42, becomes the first African American to play U.S. Major League Baseball, as a member of the Brooklyn Dodgers

H. ANNOUNCEMENTS

1. This Commission has three openings.
2. Next scheduled meeting: Tuesday, May 20, 2025, at 5:30 p.m.

I. ADJOURNMENT

There being no further business before the Commission, Ms. Panthen adjourned the meeting at 5:56 p.m.

Respectfully submitted,

Thomas D. Unzicker
Recording Secretary