



MINUTES OF A REGULAR MEETING **APPROVED**

HUMAN RIGHTS COMMISSION

DATE: Tuesday, May 19, 2026
TIME: 5:30 p.m.
PLACE: Urbana City Council Chambers
Urbana City Hall
400 South Vine Street
Urbana, Illinois 61801

COMMISSIONERS PRESENT: Ann Panthen, Chair; Shalini Smith, Vice Chair; Peter Resnick, Adam Ruggieri

COMMISSIONERS ABSENT: Vahagn Chiflikyan

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. APPROVAL OF AGENDA

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

C. APPROVAL OF MINUTES

None to approve.

D. PUBLIC INPUT

There was none.

E. UNFINISHED BUSINESS

There was none.

F. NEW BUSINESS

1. Receipt of Automatic Two-Year EEO Certification

Shalini Smith announced the name of one company receiving automatic approval this month:

- Freehill Asphalt Inc.

Ms. Panthen expressed her appreciation for the letters to labor unions submitted by Freehill Asphalt.

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 three companies for specific terms of approval by the commission:

- | | |
|----------------------------|---------|
| • Sherwin Industries, Inc. | 2 years |
| • SHI International Corp | 2 years |
| • Siemens Industry Inc. | 2 years |

Peter Resnick seconded the motion.

Ms. Panthen started discussion about the “Good Faith Efforts” update submitted by Siemens Industry. Their update mentioned that women attending the company’s career fairs seemed more interested in office jobs than working on construction sites. Ms. Panthen thought the company seemed shortsighted in their analysis.

- Carla Boyd suggested that the office could reach out to clarify Siemens’ experience and approach
- Adam Ruggieri wondered about the climate at the particular worksites that the company sends workers
- Ms. Panthen would like clarification as to whether the company has had high students or college students attending their career fairs

Ms. Panthen mentioned Sherwin Industry’s demographics. The company submitted a “Good Faith Efforts” update, but they had no new hires in the past year.

Mr. Ruggieri wondered about actions the Commission could take if members felt companies were not following through on diversifying. Mr. Resnick responded by explaining that the Commission’s role would be to report its concern to the mayor if it feels that a company has violated its contract with the City. He added that the HRC has not taken that step during the time he has been a commissioner.

After some additional discussion reviewing the application packets of all three companies, the commissioners left the motion unchanged. It carried on a voice vote.

H. OFFICER’S REPORT

Ms. Boyd shared her monthly report. Highlights included:

- Status of complaints
- She attended a ribbon cutting at Parcadia and recommended others go see their place
- She attended the end of year pizza party with her elementary school student mentee. They have been meeting for a year and a half.

Moments in Human Rights History

- May 19, 1796. Congress passes the Game Protection Law, restricting the encroachment of the hunting grounds and resources of Native Tribes
- May 19, 1864. President Lincoln writes Massachusetts Senator Charles Sumner, an Abolitionist to indicate his agreement with Sumner’s views. He believes Civil War widows and children should receive equal treatment by the government regardless of race.

- May 19, 1921. Congress passes an immigration quotas law, restricting immigration from certain countries and providing preference to other countries
- May 19, 1963. Portions of Dr. Martin Luther King, Jr's "Letter from a Birmingham Jail" are first published. In the letter, King asserts, "Injustice anywhere is a threat to justice everywhere".
- May 19, 1975. Chinatown in New York City nearly shuts down when demonstrators organize to protest police brutality

I. ANNOUNCEMENTS

1. This commission has four openings. Applications are open to all residents, but residents of Wards 2, 3 and 4 are especially encouraged to apply as there are no commissioners from those wards at this time.
2. Please review the Outreach calendar from your email and consider signing up to assist.
3. Next HRC meeting: Tuesday, June 16, 2026, at 5:30 p.m.

J. ADJOURNMENT

There being no further business before the Commission, Ms. Panthen adjourned the meeting at 6:01 p.m.

Respectfully submitted,

Thomas D. Unzicker
Recording Secretary