



MINUTES OF A REGULAR MEETING **APPROVED**

HUMAN RIGHTS COMMISSION

DATE: Tuesday, March 17, 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; Vahagn Chiflikyan; Adam Ruggieri

COMMISSIONERS ABSENT: Peter Resnick; 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 5:36 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 17, 2026

Ms. Panthen called for a motion to approve the minutes of the February meeting. Shalini Smith moved for approval of the minutes. Vahagn Chiflikyan seconded the motion. The motion carried on a voice vote.

D. PUBLIC INPUT

There was none.

E. UNFINISHED BUSINESS

1. Response to the Surveillance Technology Ordinance

Ms. Panthen reintroduced the topic discussed by the HRC at the February meeting. Carla Boyd stated that the City Council would like a letter or statement from HRC, and then members of HRC appear before the City Council at their meeting scheduled for April 6, 2026.

Following discussion, Ms. Panthen said she might send her text to each commissioner individually for feedback before sending it to the City Council. She then summarized the statement's language to include:

- The Commission supports the ordinance
- Members feel the proposed revision need not mention this commission because the current language, which speaks to the types of cases HRC receives, already covers any suggested new ones

After Adam Ruggieri expressed concurrence with the explained language, Ms. Panthen put the question to a vote. The proposed statement received passage by the Commission unanimously.

In response to a question from Ms. Panthen, Ms. Boyd clarified that the proposed draft under consideration would amend a new ordinance that the City Council has yet to pass.

F. NEW BUSINESS

1. Receipt of Automatic Two-Year EEO Certification

Ms. Smith announced the name of a company receiving automatic approval this month: Locution.

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:

- American Chevrolet, Inc. d/b/a Advantage Chevrolet of Hodgins 2 years
- Federal Signal Corporation 2 years
- Foth Infrastructure & Environmental, LLC 2 years
- Traffic and Parking Control Co., LLC d/b/a TAPCO 2 years
- TWM, Inc. 1 year

Mr. Ruggieri seconded the motion. Ms. Panthen invited discussion.

Mr. Chiflikyan reviewed components of various companies and expressed some concerns about the applications from TWM, Inc., TAPCO, Foth Infrastructure & Environmental, LLC. He encouraged continued efforts to strengthen their diversity.

Ms. Boyd pointed to the "Available Workforce" as a stronger measurement than the population of a city when evaluating a company. She suggested commissioners could counter her recommendation in their motion. Additionally, she welcomed questions in advance of the monthly meeting that might stem from the materials shared with the commissioners for their meeting preparation.

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
- Her office has focused on in-house activities, including researching translation and interpretation services, budgeting, annual performance reviews, and scheduling recruitment opportunities
- She presented at Clark-Lindsey today. Ms. Smith joined her this morning and they responded to residents' questions
- A reminder to schedule time to regularly check City email since security requirements prevent it from automatic forwarding to a personal email account

Moments in Human Rights History

- March 17, 1912. Bayard Rustin born. Rustin became a prominent leader in social movements, including civil rights, gay rights, and nonviolence.
- March 17, 1919. Nat King Cole born. Cole, a singer, jazz pianist, and actor, became the first African American to host a nationally broadcast television show.
- March 17, 1933. Birth of Myrlie Evers-Williams. She worked for decades seeking justice in the 1963 assassination of her husband, Medgar Evers. She served as a Chairwoman of the NAACP.
- March 17, 1969. Golda Meir becomes Israeli Prime Minister. Born in Ukraine, and raised in Wisconsin, Meir served as Prime Minister until 1974.
- March 17, 1992. White South Africans voted on a referendum putting an end to Apartheid in that country. Two years later, with all voters eligible to vote, a newly constituted Parliament elected Nelson Mandela President.

I. ANNOUNCEMENTS

1. This commission has two openings.
2. Next HRC meeting: Tuesday, April 21, 2026, at 5:30 p.m.
3. Please review the Outreach calendar from your email and consider signing up to assist.

J. ADJOURNMENT

There being no further business before the Commission, Ms. Panthen adjourned the meeting at 6:14 p.m.

Respectfully submitted,

Thomas D. Unzicker
Recording Secretary