

**URBANA HUMAN RELATIONS COMMISSION**  
**MINUTES**  
**March 14, 2012**

**MEMBERS PRESENT:** Frances Rigberg Baker, Lisa Mosley, Peter Resnick, Eric Smith, Aisha Lamb Sobh (by phone), Rizwan Uddin

**MEMBERS NOT PRESENT:** Carol Bradford, Rita Haber

**STAFF PRESENT:** Todd Rent

**I. CALL TO ORDER AND ROLL CALL**

Chair Larson called the meeting of the Urbana Human Relations Commission to order at 5:35 p.m. Roll was taken and a quorum was present.

**II. APPROVAL OF AGENDA**

Chair Larson proposed an addition to the agenda under the heading of Old Business regarding his and Mr. Resnick's recent meeting with the group Citizens with Conviction. There was no objection to said addition. Mr. Resnick made a motion to approve the agenda as amended. Ms. Mosley seconded the motion. Chair Larson called for a voice vote. All were in favor. The motion carried unanimously.

**III. APPROVAL OF MINUTES**

The minutes of the February 8, 2012 meeting were reviewed. Ms. Rigberg Baker made a motion to approve the minutes as presented. Mr. Smith seconded the motion. Chair Larson called for a voice vote. All were in favor. The motion carried unanimously.

**IV. PUBLIC PARTICIPATION**

There was none.

**V. OLD BUSINESS**

**A. Review of Prior Conviction Protected Class Status**

Mr. Rent gave a brief update to the Commission on the status of his review of this possible amendment to the Human Rights Ordinance. He noted that a staff memo in this regard was forthcoming and that it would be an agenda item for discussion at the next meeting.

B. Meeting with Citizens with Conviction (Daniel Larson & Peter Resnick)

Chair Larson and Mr. Resnick gave a brief introduction and background information on this item, stating that they had recently met with the members of the community group Citizens with Conviction. The meeting concerned the draft ordinance composed by the group, which covers the prohibition of discrimination in employment based solely upon an applicant's prior criminal conviction record.

Mr. Resnick invited Aaron Ammons, chair of Citizens with Conviction, to address the Commission. Mr. Ammons gave background information to the Commission on the "Ban the Box" initiative, which would effectively prohibit employers from asking potential hires about their criminal background and/or basing offer-of-employment decisions upon the same. Specifically, Mr. Ammons covered the differences between the existing Urbana Human Rights Ordinance and the draft ordinance set forth by Citizens with Conviction.

James Kilgore briefly addressed the Commission with legal information regarding the aforementioned draft ordinance.

Comments and questions from the Commission were addressed by Mr. Ammons and Mr. Rent. The Commission concluded by general consensus that it would like to review this matter further.

**VI. NEW BUSINESS**

A. Authorization of Expenditure for Advertisement in Champaign County N.A.A.C.P. Banquet

Mr. Rent requested the consent of the Commission to use funds from the Commission's budget to purchase advertisement space for the Commission in the upcoming Champaign County N.A.A.C.P. Banquet. The expenditure would total \$250.00.

Mr. Resnick made a motion to approve said expenditure. Ms. Mosley seconded the motion. Chair Larson called for a voice vote. All were in favor. The motion carried unanimously.

B. Authorization of Expenditure for Non-Biased Police Training

After giving background information on the recent Non-Biased Police Training undertaken by officers of the Urbana Police Department, Mr. Rent requested the consent of the Commission to use funds from the Commission's budget to assist in covering the cost of the same. The expenditure would total \$3,108.08.

Ms. Mosley made a motion to approve said expenditure. Ms. Rigberg Baker seconded the motion. Chair Larson called for a voice vote. All were in favor. The motion carried unanimously.

C. UC2B Update (Peter Resnick)

Mr. Resnick gave a brief update to the Commission on the status of the UC2B project. Comments and questions from the Commission were addressed by Mr. Resnick and Mr. Rent.

**VII. STAFF REPORT**

A. Approval of EEO Workforce Statistics

The EEO Workforce Statistics were reviewed for the following:

- Fuhrmann Engineering, Inc.
  - Recommend 1 year
- Johnson Engineering, P.C.
  - Recommend 2 years
- A & R Mechanical Contractors, Inc.
  - Recommend 6 months
- ERES International, Inc.
  - Recommend 2 years
- The Hartford
  - Recommend 2 years
- Shive-Hattery, Inc.
  - Recommend 6 months
- Wells Fargo Insurance Services USA, Inc.
  - Recommend 6 months

Mr. Resnick made a motion that the Commission approve each of the above contractors/vendors as per staff recommendations. Ms. Mosley seconded the motion. Following a brief discussion, Chair Larson called for a voice vote on Mr. Resnick's motion. All were in favor. The motion carried unanimously.

B. HRO Activity Report

Mr. Rent reviewed the monthly activity report with the Commission, addressing Commission comments and questions during the course of his review.

C. Budget Report

Mr. Rent noted that there would be an expenditure for advertising in the News-Gazette for its Black History Month circular; since this expenditure is paid each year from the Commission's budget, Mr. Rent noted that he had approved it administratively.

Following the above discussion, Mr. Rent made note of an offer of information from Dan McCall of Bricklayers & Allied Craftworkers Local #8 of Illinois. The information concerned the union's apprenticeship program.

Following the above discussion, Mr. Rent presented the monthly budget report to the Commission. The budget report was unchanged from the February 8, 2012 meeting.

#### **VIII. ANNOUNCEMENTS**

Chair Larson acknowledged the recent death of former Urbana Mayor Hiram Paley, during whose administration the Human Relations Commission was founded and the Urbana Human Rights Ordinance passed.

#### **IX. ADJOURNMENT**

There being no further business to come before the Commission, Chair Larson declared the meeting adjourned at 6:32 p.m.

Respectfully submitted,

Tony Weck  
Recording Secretary