



MINUTES OF A REGULAR MEETING **APPROVED**

HUMAN RELATIONS COMMISSION

DATE: Wednesday, September 14, 2022
TIME: 5:30 p.m.
PLACE: Urbana City Council Chambers
Urbana City Building
400 South Vine Street
Urbana, Illinois 61801

COMMISSIONERS PRESENT: Stacie Burnett, Chair; Julie Robinson Schaeffer, Vice Chair; Asako Kinase-Leggett; Peter Resnick; Greg Schroeder

COMMISSIONERS ABSENT: None

ALSO PRESENT: Carla Boyd, Human Rights and Equity Officer

1. CALL TO ORDER, ROLL CALL, AND DECLARATION OF QUORUM

Stacie Burnett called the meeting to order at 5:30 p.m. Roll was taken. A quorum was present.

2. APPROVAL OF AGENDA

Ms. Burnett called for a motion to approve the meeting agenda. Peter Resnick moved to approve the agenda. Greg Schroeder seconded the motion. The commission approved the motion by a voice vote.

3. APPROVAL OF MINUTES

a. August 25, 2022

Ms. Burnett called for a motion to approve the minutes from the previous meeting. Asako Kinase-Leggett so moved. Mr. Resnick seconded.

Mr. Resnick stated that the draft under Announcements described a special meeting as a “formal appeal process”. It should read “subject of a hearing”.

With the clarification noted, the commission approved the motion to approve the minutes by a voice vote.

4. PUBLIC PARTICIPATION

There was none.

5. UNFINISHED BUSINESS

There was none.

6. NEW BUSINESS

a. EEO Workforce Statistics

The commission received twelve (12) EEO Workforce Statistics applications:

- Barber & DeAtley, Inc.
- Carle Foundation Hospital (The Carle Foundation)
- Carle Healthcare, Inc.
- Carle West Physician Group
- Duce Construction
- Feutz Contractors, Inc.
- Idaho Ordnance Factory (IOF)
- Kinney Contractors
- Resource Management Associates
- Tyler Technologies, Inc
- Visu-Sewer of Missouri, LLC
- Visu-Sewer, Inc. (Wisconsin)

Mr. Resnick made a motion to approve the certification of Barber & DeAtley for one year; Duce Construction for one year; Feutz Contractors for one year; IOF, Inc for two years; Kinney Contractors for one year; Resources Management Associates for two years; Tyler Technologies for one year, and Visu-Sewer, Inc. (Wisconsin) for two years. Mr. Schroeder seconded the motion.

Mr. Resnick indicated he formatted the resolution as he had, with a number of companies to receive certification for one year, in part, because he wanted to see continued review of the hiring outcomes of those companies hiring employees with the assistance of labor unions.

The motion carried by a voice vote of the commission:

- Certified for two years: Idaho Ordnance; Resource Management; Visu-Sewer WI
- Certified for one year: Barber; Duce; Feutz; Kinney; Tyler Tech

Discussion turned to the other four applications before the commission this month (three from Carle, and Visu-Sewer of Missouri, a component of its parent company in Wisconsin).

Mr. Resnick wondered about the demographic composition shown in the Carle applications, particularly about unexpectedly higher numbers from a racial group, but that was not true across the board with other racial groups. He also highlighted what he thought appeared to be poor demographics reported on the application of the Visu-Sewer office in Missouri, given their address in East St. Louis.

After further discussion, Julie Robinson Schaeffer moved to certify the three Carle units for one year, and to put the application for Visu-Sewer on hold. Mr. Schroeder seconded.

The motion carried by a voice vote of the commission:

- Certified for one year: Carle Foundation Hospital; Carle Healthcare, Inc.;
Carle West Physicians Group
- More info needed: Visu-Sewer of Missouri

b. Reducing the occurrence of Special Meetings

The commission discussed the increasing frequency of special meetings and reversing the recent trend. Commissioners stressed the benefits of their receiving information early.

The office reported plans for avoiding special meetings by speeding up the process of getting initial information to the commissioners and thus being able to respond to their questions earlier as well. The office plans earlier deadlines for submitting applications, updating the application to obtain missing information and enlisting a vendor's City contact to follow up when needed.

7. OFFICER'S REPORT

Carla Boyd provided an update highlighting:

- Status of complaints
- Office of Human Rights & Equity is a sponsor of the Disability Rights Expo on Saturday, October 22, from 11:00 a.m. to 4:00 p.m. in the Marketplace Mall
- Office is also a sponsor of the International Services of Champaign-Urbana Welcoming Week Immigration Awards Reception, Saturday, September 17, 12:30 p.m. at the Urbana Free Library
- Encouraged each commissioner to obtain a City of Urbana email address
- She is participating in the MLK Advocacy for Justice Committee, planning MLK celebration events
- Attending the Friday Forum for Welcoming Week at the University YMCA

Commissioners' follow-up:

- In response to a request by Mr. Resnick for a status update on a planned full hearing, Ms. Boyd reported identifying a potential hearing officer. She expects scheduling to occur by October 12.

8. ANNOUNCEMENTS

Ms. Robinson Schaeffer reported that the effort to develop procedures for the commission to use when processing complaints concerning City of Urbana employees is pending.

9. ADJOURNMENT

There being no further business to come before the Commission, Ms. Burnett adjourned the meeting at 6:05 p.m.

Respectfully submitted,

Thomas D. Unzicker
Recording Secretary