



**URBANA HUMAN RELATIONS  
COMMISSION**

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**DATE:** Wednesday, December 9, 2020

**TIME:** 5:30 pm

**PLACE:** \*to be held virtually via Zoom, 400 S. Vine St., Urbana, IL 61801

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**AMENDED AGENDA**

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

**2. APPROVAL OF AGENDA**

**3. APPROVAL OF MINUTES**

- a. October 14, 2020

**4. PUBLIC PARTICIPATION**

**5. UNFINISHED BUSINESS**

- a. Proposed Changes to HRC Ordinance – Peter Resnick and Daniel Larson

**6. NEW BUSINESS**

- a. Introduction of Community Engagement Coordinator – Lemond Peppers
- b. Update on Recent HRC Appeals Hearing – Frances Rigberg
- c. EEO Workforce Statistics
- d. Staff Report – Elizabeth Hannan

**8. ANNOUNCEMENTS**

**9. ADJOURNMENT**

\*Due to the Governor and Mayoral Emergency Orders, the Urbana City Council Chambers will be not be open to the public during this meeting. For those wishing to provide public input, please follow the instructions below on how to provide public input. Anyone can watch the meeting on [streaming services](#), UPTV, or attend virtually via Zoom webinar. Additional instructions are attached.

You are invited to a Zoom webinar.

When: Dec 9, 2020 05:30 PM Central Time (US and Canada)

Topic: Human Relations Commission

Please click the link below to join the webinar:

<https://us02web.zoom.us/j/86189228155>

Or iPhone one-tap :

US: +13126266799,,86189228155# or +19292056099,,86189228155#

Or Telephone:

Dial(for higher quality, dial a number based on your current location):

US: +1 312 626 6799 or +1 929 205 6099 or +1 301 715 8592 or +1 669 900 6833 or +1 253 215 8782 or +1 346 248 7799

Webinar ID: 861 8922 8155

International numbers available: <https://us02web.zoom.us/j/86189228155>

### **Public Input and Viewing for Urbana City Council, Committee of the Whole, and some Boards and Commissions**

Anyone can watch the meeting on [streaming services](#) or UPTV. You can attend virtually via Zoom if you wish to provide public input during the meeting. If you attend the meeting via Zoom, please turn off any sound from other sources such as UPTV, as there will be a lag in the audio. The meeting will be recorded by the City as part of the record. The recorded video will be available on the City's website. The Zoom webinar information is listed on the agenda.

## **PUBLIC INPUT GUIDELINES**

The City of Urbana welcomes Public Input during open meetings of the City Council, the City Council's Committee of the Whole, City Boards and Commissions and other City-sponsored meetings. Our goal is to foster respect for the meeting process, and respect for all people participating as members of the public body, city staff, and general public. The City is required to conduct all business during public meetings. The presiding officer is responsible for conducting those meetings in an orderly and efficient manner.

Public Input will be taken in the following ways:

### **Zoom Webinar Participant**

Click on the link listed in the agenda to join the Webinar. You must provide your name and email address in order to join the Webinar. If you wish to speak during Public Input, "raise your hand" and wait to be called on by the meeting host. You must state your first and last name for the meeting record. Participants will be muted except when they are called on to speak; video will remain off for all members of the public when speaking.

### **Telephone Participant**

Call the phone number listed on the Agenda. Enter the Webinar ID followed by the # key. All callers are muted by default. If you wish to speak, "raise your hand" by pressing \*9 once. When you are called on Persons with disabilities needing special services or accommodations for this meeting should contact the City of Urbana's Americans with Disabilities Coordinator at 384-2466.

by the host or presiding officer you will be un-muted. You must state your first name and last name for the meeting record.

### **Email Input**

You may email public input between 8 am and 4 pm on the day of the meeting to [HRO@urbanaillinois.us](mailto:HRO@urbanaillinois.us). Please put "PUBLIC INPUT" and the meeting date in the subject line.

### **Written Input**

Any member of the public may submit their comments addressed to the members of the public body in writing. If a person wishes their written comments to be included in the record of Public Input for the meeting, the writing should so state. Written comments must be received prior to the closing of the meeting record (at the time of adjournment unless otherwise noted).

### **Verbal Input**

Protocol for Public Input is one of respect for the process, and respect for others. Ridicule, obscene or profane language, lack of respect for others, and personal attacks are not acceptable behavior. Public Input shall not be used to air personal grievances. Speakers should address all comments to the public body as a whole and not to individual members or City staff.

Public comment shall be limited to no more than four (4) minutes per person. The Public Input portion of the meeting shall total no more than one (1) hour, unless otherwise shortened or extended by majority vote of the public body members present. The presiding officer or the city clerk or their designee, shall monitor each speaker's use of time and shall notify the speaker when the allotted time has expired. All public comments should be addressed to the public body as a whole. A person may participate and provide Public Input once during a meeting and may not cede time to another person, or split their time if Public Input is held at two (2) or more different times during a meeting. The presiding officer may give priority to those persons who indicate they wish to speak on an agenda item upon which a vote will be taken.

The presiding officer or public body members shall not enter into a dialogue with citizens. Questions from the public body members shall be for clarification purposes only. Public Input shall not be used as a time for problem solving or reacting to comments made but, rather, for hearing citizens for informational purposes only.

### **Accommodation**

If an accommodation is needed to participate in a City meeting, please contact the City Clerk's Office at least 48 hours in advance so that special arrangements can be made using one of the following methods:

- Phone: 217.384.2366
- Email: [CityClerk@urbanaillinois.us](mailto:CityClerk@urbanaillinois.us)

\*In order to maintain reasonable decorum at a meeting, the presiding officer or any member of the public body may call a speaker "out of order". The presiding officer of the meeting shall have the authority to provide a verbal warning to a speaker who uses abusive, harassing, threatening, or defamatory language, or who engages in disorderly conduct that disrupts, disturbs, or otherwise impedes the orderly conduct of a meeting. If the speaker refuses to cease such remarks or conduct after being warned by the presiding officer, the presiding officer shall have the authority to mute the speaker's microphone and/or video presence at the meeting. The presiding officer will inform the speaker that

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they may send the remainder of their remarks via email to the public body for inclusion in the meeting record.

**\*Definitions of Types of Language and Conduct That May Warrant Verbal Warning:**

**“Abusive”** means harsh, violent, profane, or derogatory language which would demean the dignity of an individual or which is intended to humiliate, mock, insult or belittle an individual.  
<https://www.lawinsider.com/dictionary/abusive-language>

**“Harassing”** means to annoy or bother someone in a constant or repeated way; to make repeated attacks on another person.  
<https://www.learnersdictionary.com/definition/harass>

**“Threatening”** means to say that you will harm someone or do something unpleasant or unwanted especially in order to make someone do what you want.  
<https://www.learnersdictionary.com/definition/threaten>

**“Defamatory”** means a statement or communication that tends to harm a person's reputation by subjecting the person to public contempt, disgrace, or ridicule, or by adversely affecting the person's business. A statement that is likely to lower that person in the estimation of reasonable people and in particular to cause that person to be regarded with feelings of hatred, contempt, ridicule, fear, or dislike.

Black's Law Dictionary (11th ed. 2019)

**Citations that Authorize the Presiding Officer to Bar Offensive Language During Public Comment:**

The following citations provide the legal basis for adopting UCC Section 2-5(b)(1)(d) that allows the presiding officer of a City Council, Committee of the Whole, or a City-sponsored board or commission regulate “abusive, harassing, threatening, or defamatory language” during public comment. The following Attorney General binding opinions and case law essentially classify abusive, “harassing, threatening and defamatory language as “manner”, not “content”, of speech that can be reasonably regulated under the First Amendment. UCC Section 2-5(c) (Ordinance No. 2020-09-049. Attorney General binding opinion numbers 2019 PAC 59187, 2018 PAC 55462, 2016 PAC 45349; *Milestone v. City of Monroe, Wisconsin*, 665 F.3d 774, 783-784 (7th Cir. 2011); *Vega v. Chicago Board of Education*, 338 F.Supp.3d 806, 811 (N.D. Ill. 2018); *Sandefur v. Vill. of Hanover Park*, 862 F.Supp.2d 840, 847 (N.D. Ill. 2012); *I.A. Rana Enterprises, Inc. v. City of Aurora*, 630 F.Supp.2d 912, 920-923 (D.C. N.D. 2009).