

**URBANA HUMAN RELATIONS COMMISSION
MINUTES
January 9, 2013**

MEMBERS PRESENT: Frances Rigberg Baker, Daniel Larson, Lisa Mosley, Peter Resnick, Eric Smith, Rizwan Uddin

MEMBERS NOT PRESENT: Carol Bradford, Aisha Lamb Sobh

STAFF PRESENT: Todd Rent

1. 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.

2. APPROVAL OF AGENDA

Mr. Resnick made a motion that the agenda be approved as presented. Ms. Mosley seconded the motion. Chair Larson called for a voice vote. All were in favor. The motion carried unanimously.

3. APPROVAL OF MINUTES

Ms. Rigberg Baker made a motion that the minutes of the December 12, 2012 meeting be approved as presented. Mr. Uddin seconded the motion. Chair Larson called for a voice vote. All were in favor. The motion carried unanimously.

4. PUBLIC PARTICIPATION

There was none at this point in the meeting.

5. OLD BUSINESS

A. Public Input on Draft Rule for Enforcement of Prior Conviction as a Protected Class

The following members of the community group Citizens with Conviction addressed the Commission: Aaron Ammons, James Kilgore, Snow Leopard, Gregory Hayes. Mr. Ammons introduced the group, following which Mr. Kilgore articulated the group's comments, concerns and questions regarding the proposed rule to the Commission. The Commission and City staff addressed the group's comments, concerns and questions. A general discussion of the same ensued.

B. Consideration of Request to Partner with Citizens with Conviction in an Upcoming Discussion on the Impact of the War on Drugs

(As the members of Citizens with Conviction were already present to address the Commission, the order of agenda items 5B and 5C were reversed.)

Mr. Ammons led the discussion on this matter, noting that an event regarding the impact of the War on Drugs would be hosted by Citizens with Conviction on February 28th and March 1st, 2013. Mr. Ammons addressed comments and questions from the Commission during the course of discussion and, on behalf of Citizens with Conviction, requested the Commission's support for the event. The Commission discussed the matter with City staff.

By consensus, the Commission requested that staff add an item to the agenda of the February 2013 meeting calling for a vote to approve a \$500.00 grant to Citizens with Conviction for the aforementioned event.

C. Resolution in Support of the Publication for Public Input of Draft Rule for Enforcement of Prior Conviction as a Protected Class

This matter was discussed briefly by the Commission and City staff. Mr. Resnick made a motion that the Commission resolve that the Draft Rule for the Enforcement of Prior Conviction as a Protected Class be published for public input, with a recommendation that the following language be removed:

4(d)(2): which convictions may disqualify an applicant from employment based upon the duties and responsibilities;

Ms. Rigberg Baker seconded the motion. Further discussion ensued, during which Mr. Uddin suggested a friendly amendment to Mr. Resnick's motion. To wit: a recommendation that in Section 5 of the Draft Rule, language be included that apprises an applicant of his/her right to provide evidence of rehabilitation to a prospective employer.

The amendment was accepted by both Mr. Resnick and Ms. Rigberg Baker. With no further discussion, Chair Larson called for a voice vote. All were in favor. The motion carried unanimously.

D. Preliminary Data on Champaign County Corrections Division Inmate Population

Pending arrival of further data, this item was deferred to the February 2013 meeting.

E. Review of Baxter & Woodman, Inc.

City staff having recommended a review of the EEO practices of the aforementioned vendor, the matter was briefly discussed by the Commission. City staff recommended a provisional approval of this vendor's workforce statistics for a period of six months.

Ms. Rigberg Baker made a motion that the Commission render provisional approval of the EEO workforce statistics of Baxter & Woodman, Inc., for a period of six months. Ms. Mosley seconded the motion. Chair Larson called for a voice vote. All were in favor. The motion carried unanimously.

6. NEW BUSINESS

There was none.

7. STAFF REPORT

A. Approval of EEO Workforce Statistics

The EEO Workforce Statistics were reviewed and staff recommendations for approval were as follows:

- Springfield Electric Supply Co.
 - Recommend Review

The Commission discussed the recommended review with City staff, following which Mr. Resnick made a motion that the Commission accept staff's recommendation to conduct a review of the EEO practices of Springfield Electric Supply Co. over the course of the ensuing month. Mr. Smith seconded the motion. Chair Larson called for a voice vote. 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 reviewed the monthly Budget Report, outlining changes that had occurred since the December 2012 meeting.

8. ANNOUNCEMENTS

Mr. Rent announced that the 2013 Rev. Dr. Martin Luther King, Jr., Countywide Celebration would take place on Friday, January 18th, beginning at 4:00 p.m. at the Hilton Garden Inn, Champaign. Mr. Rent asked Commissioners to volunteer to arrive at the Celebration at 3:00 p.m. to act as ushers for attendees. Ms. Mosley and Ms. Rigberg Baker volunteered for the same.

9. ADJOURNMENT

There being no further business to come before the Commission, Chair Larson declared the meeting adjourned at 7:02 p.m.

Respectfully submitted,

Tony Weck
Recording Secretary