

**URBANA HUMAN RELATIONS COMMISSION
MINUTES
November 10, 2004**

MEMBERS PRESENT: Marion Knight, Lisa Mosley, Carl Reisman, Alex Cater

MEMBERS EXCUSED: Peter Resnick, Cope Cumpston

MEMBERS ABSENT: Rachael Dietkus, Ivon Ridgeway

STAFF PRESENT: Vacellia Clark

OTHERS PRESENT: Amy Kummerow, Ruth Fliegel

I. CALL TO ORDER AND ROLL CALL

Chair Knight called the meeting of the Urbana Human Relations Commission to order at 5:35 p.m.

II. APPROVAL OF AGENDA

Due to a lack of quorum, the agenda will stand as presented.

III. APPROVAL OF MINUTES

The minutes of the meeting of May 12, 2004 were reviewed. Due to a lack of quorum, the minutes will be approved at the next meeting.

IV. PUBLIC INPUT

Amy Kummerow from the League of Women Voters appeared before the commission and distributed new Who's Who booklets.

Ruth Fliegel extended a thank you to Cope Cumpston for submitting information about Lester Pritchard's appointment to the Illinois American's with Disabilities Commission. She indicated that the next Champaign Human Relations Commission meeting would be December 15 if a representative would be available to update Champaign's Commission on what the Urbana Human Relations Commission has been doing.

V. OLD BUSINESS

A. Idea of Training

Lisa Mosley indicated that she had an idea for community training which would include a ½ day seminar for employers and their supervisory staff. The seminar could include a guest speaker focusing on the dos and don'ts of hiring and terminations. Ms. Mosley suggested that maybe a room at the city building could be used and that refreshments could be served. Lisa will follow up with Vacellia Clark.

VI. NEW BUSINESS

A. Jerry Williams vs. Don Moyer Boys and Girls Club, Case #UC0312-10

Marion Knight turned the meeting over to Hearing Officer, Donald Jackson, to discuss the above case. Mr. Jackson reported that a motion has been filed by Respondent to have this case dismissed based on the grounds that this Commission does not have jurisdiction. He reported that in addition to the City case that has been filed, there is currently a case pending with both the Illinois Department of Human Rights and Illinois EEOC. Mr. Jackson suggested that this case should be deferred until a decision has been made in the EEOC or IDHR case. He added that the Commission would not lose jurisdiction and that a public hearing could still be held. The commissioners present all agreed that this case should be deferred until a decision is made in the EEOC or IDHR cases. Mr. Jackson indicated that he would send an order to the Chair for signature deferring this case until a decision is made in the other cases.

B. MLK Awards

Vacellia Clark reported that nomination forms have been sent out for the 2005 MLK Awards with a December 1, 2004 deadline. She plans to bring nomination forms to the December 8 meeting for consideration.

VII. OFFICER'S REPORT

A. Ms. Clark distributed copies of positions open at the city and encouraged them to refer applicants to the Personnel Department.

Ms. Clark reported that the MLK Program is still in the planning stages.

Ms. Clark distributed a copy of her activity report.

B. Budget Report

A copy of the budget report was distributed.

VIII. STUDENT REPORT

Alex Cater reported that there continues to be an achievement gap among the high school students. He also indicated that there has been an increase in violence. He added that the administration has changed some of the policies to deal with disturbances and Anger Management Programs. He noted that about 70% of the students attending Anger Management Programs are African American.

Alex indicated that the Anger Management Programs are a way to avoid suspension and consists of a Saturday detention, however, the punishment does not always fit the offense committed.

Chair Knight asked if there is a Black Program for students. Alex indicated that there is a Minority Enrichment Program. Chair Knight suggested that Alex encourage his peers to get their parents involved.

Alex reported that the High School is looking at doing a community forum after school where the HRC could explain their mission. He asked if the HRC would like to be involved. Ms. Clark indicated that she would entertain a conversation with the coordinator. She commented that the speakers should address issues that enlighten students to become more productive citizens in the community and have a better image of their self.

IX. ANNOUNCEMENTS

There were no announcements.

X. ADJOURNMENT

There being no further business to come before the Commission, Chair Knight adjourned the meeting at 6:10 p.m.

Respectfully submitted,

Jolinda Ross
Recording Secretary