

URBANA HUMAN RELATIONS COMMISSION
MINUTES
August 11, 2010

MEMBERS PRESENT: Frances Rigberg Baker, Carol Bradford, Daniel Larson, Lisa Mosley, Peter Resnick, Eric Smith, Aisha Lamb Sobh, Rizwan Uddin

MEMBERS NOT PRESENT: none

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 5:38 p.m.

II. APPROVAL OF AGENDA

Mr. Rent proposed removal of the Department Presentation under the heading of New Business. There was no objection and the aforementioned change to the agenda was made. With no further changes proposed, the agenda was approved.

III. APPROVAL OF MINUTES

The minutes of the meeting of June 9, 2010 were reviewed. Commissioner Uddin made a motion to approve the minutes as submitted. Motion was seconded by Commissioner Mosley. The June 9, 2010 minutes were approved as submitted.

IV. PUBLIC PARTICIPATION

Otis Noble III addressed the Commission, discussing the recent completion of the University of Illinois's Construction Trades Opportunities Program.

V. OLD BUSINESS

A. Commissioner Mosley gave feedback to the Commission and City staff regarding her experiences participating in the Market at the Square as part of the Commission's community outreach program. She noted that she did not have the opportunity to speak to many Market attendees on the subject of Commission business. Commissioner Rigberg Baker suggested that the Commission have more of a presence at the Market at the Square and further suggested that more signage might help achieve this. Chair Larson agreed, stating that the Commission's presence at the Market at the Square was not standing out in its current form.

VI. NEW BUSINESS

A. EEO Memo

Mr. Rent presented a memorandum to the Commission with regards to the evasion of Affirmative Action programs for minority contractors. There was a brief discussion, during which Mr. Rent asked Commissioners Resnick and Smith to meet with him in order to study ways in which evasion of Affirmative Action programs could be avoided. Messrs. Resnick and Smith agreed however no formal subcommittee was created at this meeting.

B. Discussion of Implicit Association Test

Mr. Rent presented to the Commission the topic of the Implicit Association Test by Harvard University. He gave a brief background on the test itself and suggested that each member of the Commission take the web-based test. Mr. Rent further suggested that after the members of the Commission have taken the test, a recommendation be brought forth from the same for or against the test being taken by members of the City of Urbana's executive staff.

C. MLK Award Proposal Discussion

Mr. Rent gave an update to the Commission on the status of the 2010 Martin Luther King, Jr. Outstanding Achievement Awards. Questions and comments from the Commission were addressed during the course of Mr. Rent's discussion.

VII. STAFF REPORT

A. Approval of EEO Workforce Statistics

The EEO Workforce Statistics were reviewed for the following:

- Watts Copy Systems, Inc.
 - Recommend 1 year
- Champaign County Economic Development Corporation
 - Recommend 2 years
- OCE Document Printing
 - Recommend 2 years contingent upon accurate completion of workforce statistics
- Municipal Emergency Services
 - Recommend 6 months
- Rogards Office Products
 - Recommend 1 year
- Springfield Electric Supply Company
 - Recommend 1 year
- Brown, Woods & Associates
 - Recommend 2 years

- Ti Training Corp.
 - Recommend 2 years contingent upon accurate completion of workforce statistics.

A motion was made by Commissioner Resnick to approve the above based on staff recommendations. Commissioner Mosley seconded the motion.

Commissioner Bradford suggested that the Commission update its workforce statistics forms to include a request for information regarding turnover and reasons for said turnover. Ms. Bradford further suggested that reasons for termination/lay-off – specifically whether or not said termination/lay-off was voluntary on the part of the employee – be included on the forms.

Discussion followed.

Commissioner Smith made a motion for an amendment to Commissioner Resnick's previous motion (that being to approve EEO workforce statistics based on staff recommendation and discussion at this meeting), changing the approval for Brown, Woods & Associates from a duration of 2 years to 1 year. Commissioner Mosley seconded the motion. There was no objection to this amendment from Commissioner Resnick. Chair Larson called for a voice vote. All voted aye. The motion carried unanimously.

With regards to Commissioner Resnick's motion that the Commission approve EEO workforce statistics based on staff recommendation and discussion at this meeting and with the aforementioned amendment, Chair Larson called for a voice vote. All voted aye. The motion carried unanimously.

B. HRO Activity Report

Mr. Rent reviewed his monthly complaint activity report.

C. Budget Report

The budget report was reviewed. No funds had yet been expended for the present fiscal year.

VIII. ANNOUNCEMENTS

There were none.

X. ADJOURNMENT

There being no further business to come before the Commission, Chair Larson declared the meeting adjourned at 6:47 p.m.

Respectfully submitted,

Tony Weck
Recording Secretary