

**URBANA HUMAN RELATIONS COMMISSION
MINUTES
October 13, 2010**

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

MEMBERS NOT PRESENT: Carol Bradford

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 5:40 p.m.

II. APPROVAL OF AGENDA

Mr. Resnick made a motion to approve the revised agenda. Mr. Smith seconded the motion. Chair Larson called for a voice vote. All voted aye. The motion carried unanimously.

III. APPROVAL OF MINUTES

The minutes of the meeting of August 11, 2010 were reviewed. Mr. Resnick made a motion to approve the minutes as submitted. Ms. Haber seconded the motion. Chair Larson called for a voice vote. All voted aye. The motion carried unanimously.

IV. PUBLIC PARTICIPATION

There was none.

V. OLD BUSINESS

A. Introduction – Police Chief Patrick Connolly

Recently appointed Urbana Police Chief Patrick Connolly introduced himself to the Commission. He gave a brief background on his experience with the Urbana Police Department and stated that he looked forward to working with the Commission to achieve its goals.

B. Discussion of Implicit Association Test

Mr. Rent queried the Commission as to which members had the opportunity to take the test. A show of hands revealed that most Commissioners had done so. Those who had taken the test provided feedback to City staff on the experience and

results. A general discussion of the test among Commissioners ensued. Following Commission discussion, Mr. Rent briefly discussed the test further.

C. EEO Avoidance Memo Update

Mr. Rent advised the Commission that he, along with Messrs. Resnick and Smith had met on this matter and that work on the same was continuing.

D. EEO Data Sheets

Mr. Rent presented the most recent EEO Data Sheets to the Commission. Following a brief discussion of the same by Mr. Rent, questions and comments from the Commission were addressed.

VI. NEW BUSINESS

A. UPTV Interview Taping Volunteers

Mr. Rent asked the members of the Commission for volunteers to perform interviews of a public-service-announcement nature on UPTV. He noted that said interviews would be approximately one half hour in duration. Commissioners Haber, Mosley, Resnick, Smith and Sobh volunteered.

B. MLK Award Proposal

Mr. Rent set forth the proposal that the Martin Luther King Awards in the cities of Urbana and Champaign as well as that in Champaign County be combined into one award for all three corporations. He asked for advice from the Commission with regards to whether or not to move forward with this proposal with the Martin Luther King Celebration Planning Committee. It was noted that the issue was to be discussed at the present Human Relations Commission meeting and voted upon by the Commission at the November meeting. It was the consensus of the Commission that the three aforementioned awards should be combined into one.

VII. STAFF REPORT

A. Approval of EEO Workforce Statistics

The EEO Workforce Statistics were reviewed for the following:

- ESCA Consultants, Inc
 - Recommend 2 years
- A & R Mechanical
 - Recommend 6 months
- OCE Document Printing
 - Recommend 2 years
- Champaign County Visitors & Conventions

- Recommend 2 years
- Upkeep Maintenance
 - Recommend 2 years
- Bray, Drake, Liles & Richard, LLP
 - Recommend 2 years
- Busey Bank
 - Recommend 1 year

A motion was made by Mr. Resnick to approve ESCA Consultants, Inc., and OCE Document Printing for two years. Commissioner Mosley seconded the motion. Chair Larson called for a voice vote. All voted aye. The motion carried unanimously.

A motion was made by Mr. Resnick to approve Champaign County Visitors & Conventions for two years; Upkeep Maintenance for two years; Bray, Drake, Liles & Richard, LLP, for two years; and Busey Bank for one year. The motion was seconded by Ms. Lamb Sobh. Chair Larson called for a voice vote. All voted aye. The motion carried unanimously.

With regards to the six-month approval of A & R Mechanical as recommended by staff, it was noted that this entity had lost its entire minority workforce within the year since its last EEO approval. Mr. Resnick made a motion that the Commission issue a notification to A & R Mechanical of an initial determination of non-compliance with the City's EEO guidelines, denying the six-month provisional approval as recommended by staff. Ms. Mosley seconded the motion.

Discussion of Mr. Resnick's motion followed. Mr. Rent suggested that the motion be tabled until the November Human Relations Commission meeting. This, he said, would allow time to gather further information from A & R Mechanical with regards to the loss of its minority workforce members. Mr. Resnick stated that he would not withdraw his motion but would support tabling the issue until the November meeting, and notifying A & R Mechanical that a vote on whether or not to find them non-compliant is pending.

A motion was made by Mr. Uddin to table Mr. Resnick's motion until the Human Relations Commission meeting on November 10th. The motion was seconded by Ms. Rigberg Baker. Chair Larson called for a voice vote. Commissioners Rigberg Baker, Haber, Larson, Mosley, Resnick, Lamb Sobh and Uddin voted aye; Commissioner Smith voted nay. The motion carried.

B. HRO Activity Report

Mr. Rent reviewed the monthly complaint activity report.

C. Budget Report

The budget report was reviewed. No funds had yet been expended for the present fiscal year, however a request for support from the Boy Scouts of America Prairielands Council was presented. It was determined that said request would be discussed at the November Human Relations Commission meeting.

VIII. ANNOUNCEMENTS

Chair Larson introduced the Commission's new student representative, Urbana High School senior, Ms. Rita Haber. Ms. Haber gave a brief overview of her background and extracurricular involvements.

X. ADJOURNMENT

There being no further business to come before the Commission, Chair Larson declared the meeting adjourned at 7:01 p.m.

Respectfully submitted,

Tony Weck
Recording Secretary