

**URBANA HUMAN RELATIONS COMMISSION
MINUTES
November 14, 2012**

MEMBERS PRESENT: Frances Rigberg Baker, Peter Resnick, Eric Smith, Rizwan Uddin

MEMBERS NOT PRESENT: Carol Bradford, Daniel Larson, Lisa Mosley, Aisha Lamb Sobh

STAFF PRESENT: Todd Rent

I. CALL TO ORDER AND ROLL CALL

In the absence of Chair Larson, Commissioner Peter Resnick acted as chair of this meeting. Mr. Resnick called the meeting of the Urbana Human Relations Commission to order at 5:34 p.m. Roll was taken and a quorum was present.

II. APPROVAL OF AGENDA

Mr. Uddin made a motion that the Commission approve the agenda as presented. Ms. Rigberg Baker seconded the motion. Mr. Resnick called for a voice vote. All were in favor. The motion carried unanimously.

III. APPROVAL OF MINUTES

The minutes of the October 10, 2012 meeting were reviewed. Ms. Rigberg Baker made a motion that the draft minutes be approved as presented. Mr. Smith seconded the motion. Mr. Resnick called for a voice vote. All were in favor. The motion carried unanimously.

IV. PUBLIC PARTICIPATION

There was none.

V. OLD BUSINESS

A. Draft Rule for the Enforcement of Prior Conviction as a Protected Class

Mr. Rent gave a brief update to the Commission on this process. He recommended that the Commission review the draft rule and return to the December 2012 meeting with comment, concerns and/or questions. Mr. Rent addressed preliminary comments and questions from the Commission. At the Commission's request, Mr. Rent agreed to have a draft resolution to adopt the rule on the agenda for the December 2012 meeting.

B. Review of Community Scorecard Data

Mr. Rent gave a brief review to the Commission on this project. In Chair Larson's absence, further discussion was deferred to the December 2012 meeting.

VI. NEW BUSINESS

A. Appointment of Hearing Officer in Case #UC1106-03

Mr. Rent reviewed the curriculum vitae of hearing officer candidate, attorney Donald R. Jackson. Following his review, Mr. Rent formally presented City staff's recommendation of Mr. Jackson as hearing officer for the above referenced case. Mr. Rent addressed comments and questions from the Commission.

Mr. Smith made a motion that the Commission approve staff's recommendation of Donald R. Jackson as hearing officer in Case #UC1106-03. Mr. Uddin seconded the motion. Mr. Resnick called for a roll call vote. Roll was taken and the votes were as follows:

Rigberg Baker – aye	Smith – aye
Resnick – aye	Uddin – aye

The motion carried unanimously.

VII. STAFF REPORT

A. Approval of EEO Workforce Statistics

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

- Meier Oil Service, Inc.
 - Recommend 6 months
- Baxter & Woodman, Inc.
 - Recommend 6 months
- Cannon Cochran Management Services
 - Recommend 2 years
- Clark Dietz, Inc.
 - Recommend 6 months

Following a brief discussion, Ms. Rigberg Baker made a motion that the Commission approve the EEO Workforce Statistics as per staff recommendations. Mr. Smith seconded the motion. Further discussion of the EEO Workforce Statistics ensued, during which Mr. Rent addressed comments, concerns and questions of the Commission.

Mr. Uddin proposed an amendment to Ms. Rigberg Baker's motion: that the Commission consider the EEO Workforce Statistics of Baxter & Woodman, Inc., separately from those of Meier Oil Service, Inc., Cannon Cochran Management Services, and Clark Dietz, Inc. In the same amendment, Mr. Uddin proposed that the latter three vendors' statistics be approved as per staff recommendation. Ms. Rigberg Baker seconded the amendment to her motion. Mr. Resnick called for a voice vote. As the outcome of said voice vote was indeterminate, Mr. Resnick then called for a roll call vote. Roll was taken and the votes were as follows:

Rigberg Baker – aye	Smith – aye
Resnick – aye	Uddin – aye

The motion carried unanimously as amended.

Mr. Uddin made a motion to approve the EEO Workforce Statistics of Baxter & Woodman, Inc., for a period of six months. Mr. Smith seconded the motion. Discussion of Baxter & Woodman's poor minority and female hiring numbers ensued. Following discussion, Mr. Resnick called for a roll call vote. Roll was taken and the votes were as follows:

Rigberg Baker – nay	Smith – nay
Resnick – nay	Uddin – nay

The motion failed unanimously. The Commission requested that a review of the minority and female hiring and recruiting practices of Baxter & Woodman, Inc., be presented at the December 2012 meeting.

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. Referencing the request for sponsorship from WBCP Radio noted at the October 2012 meeting, Mr. Rent advised the Commission that an action item would appear on the December 2012 agenda to allocate those funds from the Commission budget. At that point the Commission would have the opportunity to undertake a formal vote on said allocation. A brief discussion ensued, during which Mr. Rent addressed comments and questions from the Commission.

VIII. ANNOUNCEMENTS

Mr. Rent reminded the Commission of the State of Illinois requirement that all elected and appointed members of public bodies complete online Open Meetings Act Training by December 31, 2012.

IX. ADJOURNMENT

There being no further business to come before the Commission, Mr. Uddin made a motion that the meeting be adjourned. Mr. Smith seconded the motion. Mr. Resnick called for a voice vote. All were in favor. The motion carried unanimously and the meeting was adjourned at 6:25 p.m.

Respectfully submitted,

Tony Weck
Recording Secretary