

URBANA HUMAN RELATIONS COMMISSION
MINUTES
May 9, 2007

MEMBERS PRESENT: Candace Godbolt, Peter Resnick (via telephone), Marion Knight, Lisa Mosley, Carol Bradford

MEMBERS ABSENT: Daniel Larson

STAFF PRESENT: Todd Rent

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

The agenda was approved as submitted.

III. APPROVAL OF MINUTES

The minutes of the meeting of April 11, 2007 were reviewed. A Motion was made to approve the minutes as submitted. Motion was seconded. All voted aye. The minutes of the meeting of April 11, 2007 were approved as submitted.

IV. PUBLIC PARTICIPATION

There was no public participation.

V. OLD BUSINESS

A. Communications Workshop

Commissioner Resnick reported that he and Commissioner Larson have not had an opportunity to discuss this work further. He indicated that they will report back at a later date.

B. Advertising

Mr. Rent reported that he has heard back from the Ohio Human Rights Commission and they will allow us to license their public service announcement for free. Mr. Rent indicated that once the PSAs have been revised, he will bring them to the Commission for review and comments. He also indicated that Chris Foster of UPTV has agreed to help with formatting.

C. Electronic Meeting Participation

Mr. Rent reported that he has reviewed the rules for electronic attendance and does see any reason why the commission cannot continue the same practice as they have used in the past.

D. Human Resources Workshop

Lisa Mosley reported the Human Resources Workshop will be on the topic of “Communication in the Workplace”. She had a conflict with the previous time and suggested that the workshop be held from 1 - 4 p.m. at the Holiday Inn on June 22, 2007.

V. NEW BUSINESS

There was no new business to discuss.

VII. OFFICER’S REPORT

A. HRO Activity Report

Mr. Rent reported that the public hearing, City of Urbana (Morgan) vs. Insight Communications will begin in June 12, 2007 at 5:30 p.m. The hearing is scheduled for June 12, 13, 14, 15 from 5:30 p.m. to 8:00 p.m. An additional date of June 16 has been set beginning at 8:30 a.m. All dates will be held in the Urbana City Council Chambers.

Mr. Rent presented a spreadsheet with details the inquiries that have come into the HRO office during the past month.

B. Budget Report

The budget report was reviewed.

C. EEO Workforce Statistics

Mr. Rent referred the Commissioners to the following EEO Forms that were included in the packets:

AMR Digital Corporation

Mr. Rent reported that based on the EEO Forms submitted, he is recommending that they be approved for a 2 year certificate.

Commissioner Mosley made a motion to approve AMR Digital Corporation for 2 years. Motion seconded by Candace Godbolt. All voted aye. Motion approved.

Michels Corporation, Prairie International Trucks, Vermeer Sales & Service, Broeren Russo

Mr. Rent reported that the companies listed above were previously issued One Year certificates that are due to expire on May 31, 2007. He distributed a handout that shows their updated EEO information. He stated that he has asked each company to provide additional information on how they can improve minority hiring to create a workforce that more closely reflects the composition of the community. Statements have been provided from 3 of the 4 vendors.

Commissioner Resnick suggested that criteria be developed in which the Commission could deny certification to a vendor who has not made any attempts to increase their minority hiring.

Mr. Rent indicated that based on what other municipalities are doing, we should probably set a time limit before decertifying a company. Perhaps the 3rd year would have a much higher level of scrutiny. He also indicated that he has spoken with City staff about what could be done if the vendors do not comply with minority hiring.

Commissioner Resnick suggested that vendors whose workforce has gone down or remained stable, it would be reasonable to approve them for one year. For those vendors whose workforce has gone up, they should receive a six-month provisional approval.

Commissioner Bradford made a motion to approve all four vendors for one year. Motion amended to approve Prairie International Trucks, Vermeer Sales for one year and Michels Corporation and Broeren Russo for 6 months. Motion seconded by Commissioner Mosley. All voted aye, except for Commissioner Resnick who abstained. Motion carried.

Mr. Rent reported that he has included in the packet a letter of commitment to the Illinois Department of Human Rights regarding the City of Urbana co-sponsoring a housing fair. He felt this was a reasonable request and discussed it with Ms. Clark and Mayor Prussing who agreed that the City should participate. He stated that IDHR will be in contact with the dates. Commissioner Mosley made a motion to approve \$840.00 in kind contribution to the Illinois Department of Human Rights. Motion seconded by Commissioner Godbolt. All voted aye. Motion carried.

Mr. Rent reported that he and Commissioner Resnick attended the IMHRA Conference on May 3 and 4th. He reviewed the topics that were discussed.

There was a discussion about study circles.

Mr. Rent reported that he has received a response from College Park and the Assistant City Attorney is currently reviewing.

VIII. STUDENT REPORT

Chair Knight introduced the new student representative, Jeniece Mitchell. Ms. Mitchell stated that she is currently a junior at Urbana High School and is looking forward to working with the Commission.

IX. ANNOUNCEMENTS

There were no announcements.

X. ADJOURNMENT

The meeting was adjourned at 6:10 p.m.

Respectfully submitted,

Jolinda Ross
Recording Secretary