

**URBANA HUMAN RELATIONS COMMISSION
MINUTES
November 13, 2013**

MEMBERS PRESENT: Frances Rigberg Baker, Daniel Larson, Lisa Mosley, Peter Resnick

MEMBERS NOT PRESENT: Tyler Morrison, Eric Smith, Aisha Lamb Sobh, Rizwan Uddin

STAFF PRESENT: Todd Rent

1. CALL TO ORDER AND ROLL CALL

Chair Larson called the meeting of the Urbana Human Relations Commission to order at 5:34 p.m. Roll was taken. A quorum was present.

2. APPROVAL OF AGENDA

Mr. Resnick made a motion that the agenda be approved as presented. Ms. Mosley seconded the motion. Chair Larson called for a voice vote. All were in favor. The motion carried unanimously.

3. APPROVAL OF MINUTES

Ms. Rigberg Baker made a motion that the minutes of the October 9, 2013 meeting be approved as presented. Mr. Resnick seconded the motion. Chair Larson called for a voice vote. All were in favor. The motion carried unanimously.

4. PUBLIC PARTICIPATION

There was none.

5. OLD BUSINESS

A. Taxicab Licensure Presentation and Discussion

Mr. Rent gave a presentation to the Commission regarding the current state of the City of Urbana's taxicab license ordinance. Comments and questions from members of the Commission were addressed by Mr. Rent during the course of his presentation. The question Mr. Rent posed to the Commission for discussion was as follows: "whether a City rule which, in all probability, discriminates against African-Americans and Latino license applicants for a period of four years or less, is *narrowly tailored* to meet a compelling City interest (which is the protection of health, safety, and welfare)?" Additionally, "is there a way to ensure public safety that does not result in disparate impact to (African-American and Latino license applicants)?"

The recommendation of the Human Relations Office was as follows:

- Create a Denial Appeals Committee to review all cases of licensure denial.
 - The Committee would conduct an individualized assessment to determine whether, based upon the applicant’s prior conviction status, there is any reasonable basis to conclude that licensure of the applicant would endanger the protection of the public health, safety, and/or welfare.
 - Committee review would consist of a review of all available information regarding the prior conviction, to verify accuracy and completeness; an interview with the applicant; a brief assessment from the Urbana Police Department as to whether licensure would jeopardize the public health, safety, and/or welfare.
 - Relevant factors include: the specific facts or circumstances; the number of offenses; the applicant’s age at the time of conviction, or release from prison; evidence that the applicant has licensure with another municipality, with no known incidents of criminal conduct; the length and consistency of employment history before and after the offense or conduct; rehabilitation efforts; employment or character references; and the applicant’s bonding status.

Further comments and questions from the Commission were addressed by Mr. Rent, following which the members of the Commission discussed the topic. Mr. Rent requested that the members of the Commission forward to his office written feedback.

B. Prior Enforcement Rule Presentation and Discussion

This agenda item was deferred to the December 2013 meeting.

6. NEW BUSINESS

There was none.

7. STAFF REPORT

A. Approval of EEO Workforce Statistics

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

- National Power Rodding Corp.
 - Recommend 2 years
- Farnsworth Group, Inc.
 - Recommend 1 year
- Growmark, Inc. (d/b/a Illini FS)
 - Recommend 6 months
- Rice Tree Service, Inc.
 - Recommend 2 years

Following a brief discussion among members of the Commission, Mr. Resnick made a motion that the Commission approve National Power Rodding Corp. for two years; Farnsworth Group, Inc. for one year; Growmark, Inc. (d/b/a Illini FS) for six months; and Rice Tree Service, Inc. for two years. Ms. Mosley seconded the motion. Chair Larson called for a voice vote. All were in favor. The motion carried unanimously.

B. HRO Activity Report

The HRO Activity Report was deferred to the December 2013 meeting.

C. Budget Report

There were no changes to the budget since the October 2013 meeting.

8. ANNOUNCEMENTS

There were none.

9. ADJOURNMENT

There being no further business to come before the Commission, Chair Larson declared the meeting to be adjourned at 6:21 p.m.

Respectfully submitted,

Tony Weck
Recording Secretary