

**STATE OF ILLINOIS  
HUMAN RIGHTS COMMISSION**

Meeting of the Commission  
December 17, 2014  
11:00 a.m.

James R. Thompson Center  
Murdock Room - IDHS  
Suite 5-300  
100 West Randolph Street  
Chicago, IL 60601

and

Lincoln Land Training Center  
130 W. Mason Street  
Room 104  
Springfield, Illinois

**MINUTES**

PRESENT:

**Commissioners**

In Chicago

Chairman Martin R. Castro  
Marti Baricevic  
Robert A. Cantone  
David Chang  
Terry Cosgrove  
Nabi Fakhroddin  
Lauren Beth Gash  
Rozanne Ronen  
Diane M. Viverito

In Springfield

Brad Cole

Absent

Merri Dee  
Patricia Bakalis Yadgir  
David J. Walsh

**Staff**

Dr. Ewa Ewa  
Michael Evans  
Reva Bauch  
Donyelle L. Gray  
Evelio Mora  
Michael Robinson  
Christine M. Welinski

**STATE OF ILLINOIS**  
**Human Rights Commission**

*En Banc* Minutes – December 17, 2014  
Page 2 of 4

Byron Wardlaw

**Members of Public:** None

**NOTICE:**

Public and closed meetings of the Illinois Human Rights Commission are audio recorded.

**I. Call to Order**

On December 17, 2014 at 11:04 a.m., Chairman Castro called to order a meeting of the Illinois Human Rights Commission.

Pursuant to the Illinois Open Meetings Act, 5 ILCS 120/1 et seq., it was determined that:

- 1) A quorum of the public body was present at the meeting.
- 2) Prior to the meeting, Commissioners Dee, Yadgir and Walsh gave notice and good cause to the General Counsel and Secretary of the Public Body, Donyelle Gray, that they would not be present for the meeting.

**II. Consideration of Minutes**

November 19, 2014

The Commission voted to approve the minutes of the November 19, 2014, as submitted by staff. Motion to approve the November 19, 2014 minutes as submitted by staff made by Commissioner Gash and seconded by Commissioner Nabi. Motion carried 10-0.

**III. Chairman's Report**

*Martin R. Castro, Chairman*

Chairman Castro did not have a report for the December 17, 2014 meeting.

**IV. Staff Reports**

A. *N. Keith Chambers, Executive Director*

Mr. Chambers reported that he met with staff for the Speaker of the House Michael Madigan to discuss supplemental funding for the HRC.

**STATE OF ILLINOIS**  
**Human Rights Commission**

*En Banc* Minutes – December 17, 2014  
Page 3 of 4

Mr. Chambers reported that all state agencies must submit a Transition Status Report for the incoming administration. The report will include agency organization, budget and red flag issues. No issues with the transition have been arisen; if they do, Mr. Chambers will report to the Commission.

Mr. Chambers reported that the Annual Report is 90% complete and is on schedule. A draft of the Annual Report will be distributed at the January 2015 *en Banc* meeting.

*B. Dr. Ewa I. Ewa, Chief Fiscal Officer*

Dr. Ewa reported that he has met with the transition team and has submitted two budget scenarios. One budget has a 20% reduction and the second budget has a 1% increase. Dr. Ewa further reported that he is still waiting for final figures.

Dr. Ewa reported that he is holding off on purchasing the remainder of new computers until the final figures come in from the Governor's Office of Management and Budget.

Dr. Ewa reported that that the system migration of the HRC computers has finished successfully.

Dr. Ewa reported that a new staff person has begun working in the Springfield office.

*C. Michael J. Evans, Chief Administrative Law Judge*

Chief Administrative Law Evans gave the report for the month of November 2014.

*D. Donyelle Gray, General Counsel*

Ms. Gray reported that there were no new substantive issues.

Ms. Gray distributed employment law updates for December 2014.

Ms. Gray gave a brief report on the status of the lawsuit regarding the state employee pension and the new amendment to the Illinois Human Rights Act regarding pregnancy discrimination in employment.

**V. New Business**

Mr. Chambers announced that the Illinois Secretary of State Office is taking donations for a member of the Jesse White's tumblers who passed away.

Commissioner Gash suggested that the speakers who talked at a DHR presentation of the movie "Mirrors of Privilege" be invited to a future *en banc* meeting to give a presentation on whiteness and privilege. Chairman Castro recommended the January 2015 meeting. General Counsel Gray would follow up on the matter.

**STATE OF ILLINOIS**  
**Human Rights Commission**

*En Banc* Minutes – December 17, 2014  
Page 4 of 4

**VI. Old Business**

None

**VII. Public Comment**

None

**VIII. Executive Session**

None

**IX. Adjournment**

The meeting was adjourned at 11:30 a.m. Motion made by Chairman Castro, seconded by Commissioner Nabi. Motion carried 10-0.

Respectfully submitted,

Donyelle L. Gray  
General Counsel