

**STATE OF ILLINOIS  
HUMAN RIGHTS COMMISSION**

Meeting of the Commission  
February 19, 2014  
10:00 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

Martin R. Castro  
Robert A. Cantone  
David Chang  
Brad Cole  
Terry Cosgrove  
Merri Dee  
Nabi Fakroddin  
Lauren Beth Gash  
Rozanne Ronen  
David J. Walsh  
Diane M. Viverito  
Patricia Bakalis Yadgir

In Springfield

Marti Baricevic

Absent

none

**Staff**

LaNade Bridges  
N. Keith Chambers  
Dr. Ewa Ewa  
Mike Evans

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Donyelle L. Gray  
Evelio Mora  
Christine M. Welninski  
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 February 19, 2014 at 10:00 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) Commissioner Gash arrived at 10:11 a.m., after the roll call and vote to approve the minutes.

**II. Consideration of Minutes**

December 13, 2013

The Commission voted to approve the minutes of the December 13, 2013, as submitted by staff. Motion to approve the minutes of November 20, 2013 made by Commissioner Cantone and seconded by Commissioner Nabi. Motion carried 11 in favor, with 1 abstention by Commissioner Cole.

**III. Chairman's Report**

*Martin R. Castro, Chairman*

Chairman Castro welcomed newly appointed Commissioner Brad Cole. Commissioner Cole briefly introduced himself.

#### **IV. Staff Reports**

*A. N. Keith Chambers, Executive Director*

Mr. Chambers gave an update on the Commission's Annual Report. The Annual Report is being finalized and the finished report will be made available at the next en banc meeting. The finished report will also be posted on the Commission's website.

Mr. Chambers reported the annual audit is in the closing out stage. Mr. Chambers reported that there were no significant points in the audit.

Mr. Chambers reported that senior staff meetings are underway to discuss areas of operation in preparation for the upcoming budget hearings.

Mr. Chambers announced that he attended the Governor's State of the State address on January 29, 2014.

Mr. Chambers announced that the appropriation hearings for the Commission will be in April 2014.

Mr. Chambers reported on his talks with the Office of Chief Judge Timothy Evans of the Circuit Court of Cook County. Mr. Chambers had contacted the Chief Evans' Office in regards to lawsuits filed pursuant to the Illinois Human Act ("Act") in the Circuit Court of Cook County. Mr. Chambers reported that there were no statistics because the Circuit Court does not track cases filed under the Act.

Mr. Chambers reported that the Commission is working with Central Management Services ("CMS") to obtain additional office space for the Illinois Torture Inquiry and Relief Commission and for Commission tech needs.

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

Dr. Ewa reported that the Commission has responded to all findings of the annual audit.

Dr. Ewa reported that all expenditures are on target.

Dr. Ewa reported that the Commission's appropriation hearings are scheduled for April and the time and date of the hearings will be forthcoming. The hearings will be taking place in the Bilandic Building in Chicago.

Chairman Castro suggested the Commissioners endeavor to attend the hearings.

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

Chief Administrative Law Judge Evans gave the report for the Chief Administrative Law Section for the months of December 2013 and January 2014. Judge Evans further reported that Administrative Law Judge William Borah will be a participant on a panel for the Illinois State Bar Association. The panel will address practicing before the Commission.

*D. Donyelle Gray, General Counsel*

Ms. Gray gave reminders to the Commission regarding Statements of Economic Interest filings, Ethics training, and timesheet submissions.

Ms. Gray reported on several Bills pending in the Illinois General Assembly that amend the Act. The following bills were discussed in the meeting:

HB 4758 was discussed by the Commission. HB 4758 would change the managerial definition in sexual harassment cases. The Commission voted to oppose the bill. Motion made by Chairman Castro and seconded by Commissioner Cosgrove. Motion carried 13-0.

HB 4676 was discussed by the Commission. HB 4676 would allow employers to make inquiries regarding arrests for which criminal charges are pending at the time of the inquiry. The Commission voted to oppose the Bill. Motion made by Chairman Castro and seconded by Commissioner Cantone. Motion carried 11 in favor, with abstentions by Commissioners Walsh and Cole.

HB 4685 was discussed by the Commission. HB 4685 would require the DHR to administratively close the charge if issues that form the basis of that charge are also being litigated in State or federal court. Chairman Castro suggested that the issue be deferred to the Illinois Department of Human Rights. The Commission agreed by consensus; no vote was taken.

HB 4714 was discussed by the Commission. HB 4714 would provide legal protections in terms and conditions of employment to domestic workers that they currently do not enjoy under the HRA and other state laws. The Commission declined to take a position on this bill. The Commission agreed by consensus; no vote was taken.

SB 2971 was discussed by the Commission. SB 2971 would change the “intent” language of 775 ILCS 5/2-102(G)(2) of the Act. The Commission voted to oppose the bill. Motion made by Chairman Castro and seconded by Commissioner Gash. Motion carried 13-0.

Finally, Ms. Gray informed the Commissioners that she had just received notification about SB 3099 the prior evening. SB 3099 creates the Access to Government Service Act. Commission staff had not had a chance to thoroughly review the bill. Further

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discussion on the bill would be had once Ms. Gray and other senior staff had an opportunity to review the bill.

**V. New Business**

Commissioner Nabi requested a letter and a resolution by the Commission to condemn the continuing Central African Republic carnage against Muslims. Some discussion was had on whether or not such an action might be outside of the Commission's mandate/jurisdiction.

Ms. Gray stated that she would discuss the protocol of such a matter with the Governor's office and the Commission's Information Officer to obtain some guidance, and report back to Commissioner Nabi and the Chairman.

**VI. Unfinished Business**

None

**VIII. Public Comment**

None

**IX. Executive Session**

None

**X. Adjournment**

The meeting was adjourned at 11:31 a.m. Motion made by Commissioner Nabi, seconded by Commissioner Dee. Motion carried 13-0.

Respectfully submitted,

Donyelle L. Gray  
General Counsel