

**STATE OF ILLINOIS  
HUMAN RIGHTS COMMISSION**

Meeting of the Commission  
November 30, 2011  
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  
Auditorium  
Springfield, Illinois

**MINUTES**

PRESENT:

**Commissioners**

In Chicago

Martin R. Castro, Chairman  
David Chang  
Robert A. Cantone  
Terry Cosgrove  
Nabi Fakhroddin  
Marylee V. Freeman (via telephone)  
Spencer Leak, Sr.  
Munir Muhammad  
Rozanne Ronen  
Diane M. Viverito  
David J. Walsh  
Patricia Bakalis Yadgir

In Springfield

Marti Baricevic

**Staff**

Reva Bauch  
Lanade Bridges  
Michael J. Evans  
Dr. Ewa I. Ewa  
Ian Fritz  
Donyelle L. Gray  
Evelio Mora  
Christine Welninski

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

*En Banc* Minutes – November 30, 2011  
Page 2 of 5

**Members of Public:** Mike Claffey

**NOTICE:**

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

**I. Call to Order**

On November 30, 2011, at 10:00 a.m., Chairman Martin R. 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, Commissioner Freeman gave notice (and good cause as defined by the Illinois Open Meetings Act) to the Acting General Counsel and Secretary of the Public Body, Donyelle L. Gray, that she would be unable to be physically present for the November 30, 2011, meeting. Commissioner Freeman participated in the meeting via telephone. Because of technical difficulties with the phone line, Commissioner Freeman began her participation in the Commission meeting after approval of the minutes.

**II. Consideration of Minutes**

October 26, 2011

The Commission voted to approve the minutes of the October 26, 2011, as submitted by staff. Motion to approve the minutes made by Commissioner Nabi and seconded by Commissioner Cantone. Motion carried 12-0.

**III. Chairman's Report**

*Martin R. Castro, Chairman*

Chairman Castro announced that Commissioner Rozanne Ronen accepted appointment as Vice Chair of the Commission and Chair of Commission Panel C.

Chairman Castro reported that the Illinois Attorney General's Office has not responded to his letter regarding alleged racial profiling by the McHenry County Sheriff's Office.

Chairman Castro announced that he attended the Illinois Department of Human Rights' Native American celebration event which took place in early November.

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

*En Banc* Minutes – November 30, 2011  
Page 3 of 5

Chairman Castro announced that he was recently named one of the most influential Hispanics in the Government Sector in the United States.

**IV. Staff Reports**

A. *N. Keith Chambers, Executive Director*

Mr. Chambers provided the Commissioners with a copy of the news article written by the Better Government Association (“BGA”) after the Commission complied with the BGA’s Freedom of Information Act (“FOIA”) request for Commissioner time sheets.

Mr. Chambers announced that the Commission’s annual audit is coming to a close and that he did not see any items of major concern.

Mr. Chambers announced that the FY13 budget process has begun. A preliminary budget submission aligned to the Governor’s Budgeting for Results was submitted on 11.15.11.

Mr. Chambers introduced Mike Claffey from the CMS Press Office. Mr. Chambers advised the Commission that all press inquiries are to be directed to Mr. Claffey.

Mr. Chambers announced that the new legislative session is approaching and suggestions for new legislation were encouraged.

Chairman Castro suggested that the Commission explore the possibility of amending the Illinois Human Rights Act to include protection against bullying.

A discussion ensued and it was recommended by the Chairman that the Commission’s Legislative Committee should explore legislative options regarding the issue of bullying.

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

Dr. Ewa reported that there were no major changes to the Commission’s budget. Dr. Ewa is waiting on the General Assembly regarding the Torture Commission’s budget. Dr. Ewa will be meeting with the Budget Office on December 1, 2011.

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

Judge Evans submitted the Administrative Law Section’s statistics for the month of October 2011. Judge Evans announced the resignation of Administrative Law Judge Lester Bovia.

D. *Donyelle L. Gray, Acting General Counsel*

Ms. Gray reminded the Commissioners to submit their timesheets to OGC staff.

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

*En Banc* Minutes – November 30, 2011  
Page 4 of 5

Ms. Gray solicited feedback from the Commissioners on the Commission's three-month experiment with "Going Green," which entailed providing the Commissioners with meeting materials on CD. The Commissioners supported continuation of the "Green" policy. It was agreed that the Commission's OGC will continue to distribute materials in this manner to all except those who specifically requested paper until further notice.

Ms. Gray updated the Commission on the matter of Cheryl Lockard vs. Keith Jones & First Baptist Church. The Illinois Appellate Court upheld the Commission's order which rendered judgment in favor of Ms. Lockard in a sexual harassment claim. The Appellate Court's order, which was originally unpublished, is now published and can be cited as legal precedent. Incidentally, Cheryl Lockard was quoted in a newspaper article about sexual harassment, where reference was made to this case. The Commissioners were provided a copy of the article.

Ms. Gray also announced that Commission staff will be attending the Midwest Public Interest Law Career Conference on February 4, 2012 at Northwestern University School of Law. Ms. Gray and Assistant General Counsel Evelio Mora will interview law student candidates for the Commission's Coles Fellowship.

Ms. Gray reported that she appeared as a guest on a legal education cable show produced by the Illinois State Bar Association on the topic of litigating employment claims under the Illinois Human Rights Act. The show was taped on October 10, 2011, and it will broadcast in December 2011.

Ms. Gray distributed articles about the problem of disabled students being bullied in some schools on Chicago's West and South sides, and how disabled individuals on the West and South sides are often isolated from resources.

Finally, Ms. Gray distributed Employment Law updates.

**V. Old Business**

*A. Commission Holiday Party*

The Commission Holiday Party will be held on December 14, 2011 at 12:00 p.m. The party will commence after the Commission's December *en banc* meeting, which will begin at 11 a.m. Commissioner Ronen asked the Commissioners to contribute \$ 35 each for the party.

**VI. New Business**

*A. Meet the HRC Staff*

Ian Fritz, who staffs the Commission's front desk, talked to the Commissioners about his duties.

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

*En Banc* Minutes – November 30, 2011  
Page 5 of 5

**VII. Executive Session**

Executive Session

Pursuant to the Open Meetings Act (5 ILCS 120/2(c)(1) ), the Commissioners voted to close a portion of the public meeting at 10:45 a.m. in order to discuss an internal personnel matter. Motion made by Chairman Castro, seconded by Commissioner Nabi. Motion carried 13-0.

At 11:44 a.m., the open meeting resumed.

**VIII. Adjournment**

The meeting was adjourned at 11:47 a.m. Motion made by Commissioner Ronen, seconded by Commissioner Nabi. Motion carried 13-0.

Respectfully submitted,

Donyelle L. Gray  
Acting General Counsel