



**HUMAN RELATIONS COMMISSION REGULAR MINUTES
109 E. OLIVE STREET. Bloomington, IL
COUNCIL CHAMBERS**

WEDNESDAY, JANUARY 9, 2018 at 5:00 P.M.

- I. Call to Order 5:08**
- II. Roll Call of Attendance**
Jones, Krishna, McGinnis, Konam, Smith
- III. Public Comment**
None
- IV. Approval of Minutes:**
 - a. Consideration of approving the minutes of the Human Relations Commission Meeting of Wednesday December 12, 2018. Commissioner Jones made a motion to approve the minutes as written. Commissioner Konam seconded the motion. All in favor, the motion carried.
- V. Agenda Items**
 - a. Progress report on MLK Event activity

Everything is in great shape in spite of the challenges we had this year. We will have approximately 400 attendees. All tables have been numbered and Commissioner Smith will coordinate the assigning of tables, which will be completed by January 10, 2019. The meal count has been submitted to the Marriott. Nine students will be assisting to seat attendees. The MC for the event is Michelle Pazar, publisher of the Pantagraph. She has been provided with the script for the program.

Commissioner Smith and Mayor Renner will present the awards for the 2019 MLK Adult and Youth awards as well as the MLK Champion award. The trophy shop has not yet finished the awards. However, the awards and the program booklet will be ready by 1-10-2019.
- VI. Old Business**

Complaint Closed-No response from Complainant
The investigator made numerous unsuccessful attempts to contact the complainant so the complaint was dismissed due to non-cooperation on the part of the complainant.

New Business

a. McLean County Diversity Project-Requesting a donation of \$1000

M-Commissioner Jones motioned to approve \$750 under the same conditions as last year, (students come before the commission to share their experiences) and revisit the additional \$250 depending on the financial outcome of the MLK event. Commissioner Krishna seconded the motion. All in favor, motion carries.

VII. Next Scheduled Meeting Date:

February 13, 2019

VIII. Adjournment

Commissioner McGinnis motioned to adjourn the meeting. Commissioner Krishna seconded the motion. All in favor, the motion carried. The meeting adjourned at 5:45 p.m.



**HUMAN RELATIONS COMMISSION MINUTES OF THE
REGULAR MEETING
109 E. OLIVE STREET. Bloomington, IL
COUNCIL CONFERENCE ROOM**

WEDNESDAY, FEBRUARY 13, 2019 at 5:00 P.M.

I. Call to Order 5:06

II. Roll Call of Attendance

McGinnis, Konam, Krishna, Jones

Absent-Smith

III. Public Comment

None

IV. Approval of Minutes:

- a. Consideration of approving the minutes of the Human Relations Commission Meeting of Wednesday January 9, 2019.

M-Jones

S-Konam

V. Agenda Items

- a. Status of Marriott bill-No payment from the HRC.
- b. Refund of ticket purchases –online sales through Eventbrite. The money was refunded. Refund checks were mailed yesterday.
Tickets on sale on line until March 4. Tickets on sale at City hall. No tickets on sale at BCPA because none were sold from there the last time.

Online ad by the Pantagraph with all revisions for the new event. In the newspaper the advertisement will be there for a week. The ad runs Sunday through Thursday.

The time of the event is 1:30 to 3pm.

Jones will prepare a revised script for Michelle Pazar. It will be available by this Friday.

Other than the venue, all of the same players are available as for the January 12th event. Garry Moore is still the speaker. We will still use the same sign language interpreter.

Jones will send the names of the Normal award recipients to Krishna.

Commissioners should be at the event by 12:30 pm on March 9th.

VI. Old Business

a. Re-visit McLean County Diversity Project-Requesting a donation of \$1000
Process the \$750 check for this group on Thursday February 14th.

The additional \$250 will be discussed at the March meeting.

VII. New Business

- a. Rescheduled MLK Event

- b. MLK Ticket Distribution

VIII. Next Scheduled Meeting Date: February 13, 2019

IX. Adjournment-

M-mcginnis

S-Jones



**HUMAN RELATIONS COMMISSION MINUTES OF THE
REGULAR MEETING**

**109 E. OLIVE STREET. Bloomington, IL
COUNCIL CONFERENCE ROOM**

WEDNESDAY, FEBRUARY 13, 2019 at 5:00 P.M.

- I. Call to Order 5:06 p.m.
- II. Roll Call of Attendance: Commissioners Jones, McGinnis, Konam, Krishna,
Absent: Commissioner Smith
- III. Public Comment
None
- IV. Approval of Minutes:
 - a. Consideration of approving the minutes of the Human Relations Commission Meeting of Wednesday January 9, 2019.

Commissioner Jones motioned to approve the minutes of January 9, 2019. Seconded by Commissioner Konam.

All in favor. Motion passed.
- V. **Agenda Items**
 - a. Status of Marriott bill-No payment from the HRC. The Marriott agreed not to charge the Commission.
 - b. Refund of ticket purchases –online sales refunded through Eventbrite. For tickets sold through the City, refund checks were mailed on February 12, 2019. Tickets for the MLK Event at the Radisson will be on sale until March 4. Tickets are available at City hall. Tickets will not be available at the BCPA because no tickets were purchased from the BCPA for the previous event.

Online ad by the Pantagraph with all revisions for the new event. In the newspaper the advertisement will be there for a week. The ad runs Sunday through Thursday.

The time of the MLK Event at the Radisson is 1:30 to 3pm.

Commissioner Jones will prepare a revised script for Michelle Pazar. It will be available by February 15, 2019.

Other than the venue, all of the same players are available as for the January 12th event. Garry Moore is still the speaker, Ms. Pazar will be the MC and we will still use the same sign language interpreter.

Commissioner Jones will send the names of the Normal award recipients to Commissioner Krishna.

Commissioners should arrive at the Radisson by 12:30 pm on March 9th.

VI. Old Business

a. Revisit McLean County Diversity Project-Requesting a donation of \$1000

Proceed with the processing of the \$750 check for this group. The additional \$250 will be discussed at the March meeting.

VII. New Business

a. Rescheduled MLK Event

b. MLK Ticket Distribution- Tickets were distributed to Commissioners Jones, Krishna and Konam.

VIII. Next Scheduled Meeting Date: March 13, 2019

IX. Adjournment- Commissioner McGinnis motioned to adjourn. Seconded by Commissioner Jones.

Meeting adjourned at 5:46 pm



**HUMAN RELATIONS COMMISSION SPECIAL MEETING MINUTES
109 E. OLIVE STREET. Bloomington, IL
Legal Department CONFERENCE ROOM**

TUESDAY, MARCH 19, 2019 at 5:00 P.M.

I. Call to Order Roll Call of Attendance 5:01

Present- Commissioners: Jones, Ajayi, West, Konam, Krishna, and Smith

Absent- Commissioner McGinnis

Introduction of new Commissioners

II. Public Comment

None

III. Approval of Minutes:

- a. Consideration of approving the minutes of the Human Relations Commission meeting of Wednesday February 13, 2019. Commissioner Konam motioned to approve the minutes of February 13, 2019. Commissioner Krishna seconded the motion. All in favor.

IV. Agenda Items

- a. Debrief on MLK Event

Commissioner Konam stated the program needed more items to fill in the time in terms of entertainment. Commissioner Konam also stated that some individuals, who purchased tickets for the MLK luncheon, did not purchase tickets for the reception but showed up expecting to be seated. She deferred to Commissioner Jones to sort it out.

Commissioner Krishna had some feedback that individuals preferred the luncheon to the reception format. Commissioner Krishna questioned the absence of the singing of the National Anthem. He stated that some of the attendees asked about the absence of the national anthem. Commissioner Jones stated that part of the streamlining of the event eliminated some of the items from the luncheon. Commissioner Krishna preferred that the Commissioners were informed of the change. Commissioner Krishna ended by saying that in the future he would like the Commissioners informed of any changes. Commissioner Krishna stated that he was also questioned about the rise in ticket price.

Commissioner Smith stated that some attendees questioned why the event was still being held because it is now the month of March. Commissioner Smith stated that

part of the reason was to provide a proper forum for presentation to the awardees rather than have them receive their awards in the Mayors' office.

Commissioner Smith also preferred the reception format. It allowed the attendees to mingle and visit as opposed to being assigned to a table. Commissioner Ajayi stated that he would prefer the reception format as opposed to static seating with a sit down dinner. However, he wanted to compare the cost of the different formats for fiscal efficiency.

Commissioner Jones wanted a final decision on whether or not to include the Town of Normal (TON) in future MLK Events. Commissioner Smith suggested the Commission move ahead without the TON's participation. She does not want to approach the TON to try to convince them to partner with us. A lot of lead-time for the luncheon was lost waiting on them to respond to us. Commissioner Krishna stated he thought Normal wanted no parts of us. In the event that the TON comes with funds to add to the event, the Commission needs to decide which direction it will go and stick with it. Either we work with them or we don't. Do not allow the same run around we got last time.

V. Old Business

- a. McLean County Diversity Project
Remaining donation of \$ 250. Commissioner Krishna gave the new commissioners an overview of the McLean County Diversity project. The vote was tabled until the Commission receives the reconciliation from ticket sales and cost of the reception. Commissioner Ajayi asked if Commissioners can vote on projects they recommend to the Commission for funding, or must they recuse themselves. At present Commissioners do vote to fund organizations they have recommended to the Commission.

VI. New Business

- a. Orientation for new commissioners

The City Clerk's Office has stated that they do not have a process for training new Commissioners. They stated that a training is in the works. The HR Representative will check with similarly situated cities for what resources they have available for board training.

- b. Adjustment of the format for MLK event (reception vs. luncheon).

Commissioner Ajay made a motion to change the format of the MLK Event from the luncheon format to the reception format. Commissioner Jones seconded the motion.

The ayes were **4**, the nays were **2**. The ayes have it. Going forward, the MLK Event will be in a Reception format.

Next Scheduled Meeting Date: April 10, 2019

VII. Adjournment- 6:04

Commissioner Ajayi made a motion to adjourn the meeting. Commissioner Konam seconded the motion. All in favor. Meeting adjourned.



HUMAN RELATIONS COMMISSION REGULAR MINUTES
109 E. OLIVE STREET. Bloomington, IL
City Hall – Council Chambers and Conference Room
WEDNESDAY APRIL 10, 2019 at 5:00 P.M.

I. Call to Order Roll Call of Attendance-5:00 pm

Present: Commissioners Jones, McGinnis, Konam, Krishna, Smith and West

Absent: Commissioner Ajayi

IX. Public Comment

None

X. Approval of Minutes:

- a. Consideration of approving the minutes of the Human Relations Commission Meeting of Tuesday March 19, 2019

Motion to approve minutes: Commissioner McGinnis

Seconded: Commissioner Krishna

All ayes. Motion carried.

XI. Agenda Items

- a. Update on Citizen complaint-

HR Liaison Michael Hurt informed the Commission that the Respondent had replied to the respondent's letter in a timely manner and a Fact Finding Conference for both parties would be scheduled for the week of April 15th.

XII. Old Business

- a. Decision on Tabled McLean County Diversity Project- donation of \$ 250

Commissioner McGinnis Motioned to pay \$250 to Diversity Project

Seconded by Commissioner Konam

Ayes-Commissioners Konam, Krishna, McGinnis, Jones, West

Abstention- Commissioner Smith

Motion carried.

XIII. New Business

a. Invoice for Culture Fest-

Commissioner Jones requested to table the invoice until Culture Fest staff has a chance to produce a proposal.

b. Commission McGinnis would like to have a meeting just for the benefit of the new Commissioners in order to:

- Discuss the direction of the commission
- Bring the new members up to speed on how the Commission works
- What were the past projects, accomplishments, etc., of the Commission

Commissioner Jones volunteered to provide an overview of the Commission in terms of history, budget, and handling of finances. Commissioner McGinnis, would like to explore ways the Commission can be of additional help to the City.

XIV. Next Scheduled Meeting Date: May 8, 2019

XV. Adjournment- 5:21

Motion to adjourn-Krishna

Seconded-Commissioner West



**HUMAN RELATIONS COMMISSION REGULAR MINUTES
109 E. OLIVE STREET. Bloomington, IL
CITY COUNCIL CONFERENCE ROOM**

WEDNESDAY, MAY 8, 2019 at 5:00 P.M.

I. Call to Order Roll Call of Attendance – Present: Commissioner Konam, Chairwoman Commissioner Smith, Commissioner Jones, Commissioner McGinnis, Commissioner West and Commissioner Ajayi.

II. Public Comment - None

III. Approval of Minutes:

- a. Consideration of approving the minutes of the Human Relations Commission Meeting of Wednesday April 10, 2019.

Commissioner Ajayi made a motion to amend the minutes to reflect the word “complainant” instead of “respondent”.

IV. Agenda Items

- a. Coordination of overview for new members.

Discussed the purpose of the HRC, their concerns about the need to do more for the community, promote the commission, invite community to attend meetings. Commissioner West and Commissioner Ajayi asked for training pertaining to being an HRC commissioner and stated that this would allow them to ask better questions, offer better solutions, ideas for the direction of the commission and be more prepared.

V. Old Business

- a. Review of Cultural Fest sponsorship proposal for the 40th Anniversary event
Commissioner Jones distributed the proposal for the upcoming events and Cultural Fest.
Commissioner West asked about how the entertainment for the Fest was selected and Commissioner Jones explained.

Commissioner Konam asked for the amount of previous year’s sponsorship amount

Commissioner McGinnis brought up his concerns about the location of their booth/table at last year’s Fest.

A motion was made by Commissioner Konam to approve the sponsorship request of \$1,040; seconded by Commissioner McGinnis. Vote: 5 yes 1 abstain

VI. New Business

- a. Human Relations Commission brochures and distribution opportunities.
- b. Planning discussion for the 2020 MLK Event

Commissioner Ajayi discussed the need to redesign the HRC brochure and offered suggestions

HRC would like to know what their budget is for speakers so that they can plan and try to get more crowd attracting speakers booked for events. Commissioner Ajayi says that he can help with speaker suggestions. Commissioner McGinnis suggested partnering with other groups to increase the budget for speakers.

HR updated the commission on the status of the Brian Adams v. Pilot Flying J investigation. Commissioner West and Commissioner Ajayi both stated that they would like further information and guidance as to the HRC's involvement in cases like this.

VII. Next Scheduled Meeting Date: April 10, 2019 – June 12th is the correct next meeting date. Commissioner Konam will be absent for the meeting in June.

VIII. Adjournment- 5:38pm



**HUMAN RELATIONS COMMISSION REGULAR MINUTES
109 E. OLIVE STREET. Bloomington, IL
CITY COUNCIL CONFERENCE ROOM**

WEDNESDAY, JUNE 12, 2019 at 5:00 P.M.

I. Call to Order Roll Call of Attendance: 5:11

Present: Commissioner Jones, Commissioner Smith, Commissioner Ajayi, and Commissioner McGinnis

Absent: Commissioners Konam, Krishna and West

II. Public Comment

None

III. Approval of Minutes:

Commissioner Ajayi motioned to approve the minutes of May 8, 2019. Commissioner McGinnis seconded the motion. All in favor, motion passed.

IV. Agenda Items

- a. Protocol for Commissioners discussing commission business with outsiders.
Commissioner Smith stated that any outside organization wishing to collaborate with the BHRC must come before the entire commission for discussion.
- b. Addressing the invitation from NHRC for joint MLK Event-email sent
Discussion tabled until all of the group can meet.

V. Commissioners stated they will not meet with Normal until they have an opportunity to meet and clarify the Commission's position on Normal's proposal. There was no indication from Normal that they had a budget for the MLK event. We are not sure if they have approval from the Normal Town Council to participate. Commissioner Smith asked the commissioners what would be the expectations of the HRC with Normal. Commissioner Jones stated that Bloomington should still drive the event.

VI. Old Business

- a. Commissioners next steps for Bryan Adams vs. Pilot Flying J case.

Commissioner Ajayi- If Pilot Flying J set a precedent for the complainant, Mr. Adams, to work without fulfilling an essential job function, despite the departure of the old manager, Mr. Adams should still not be required to do on calls. Precedent was set and Pilot Flying J should continue to abide by it. People with the same job descriptions have negotiated different salaries and vacation time etc. However, the policy is not discriminatory based on familial status. Adams did not have to apply for this job.

Commissioner Jones- Where does the ordinance fit in here? It has merit to move forward, based on his familial status.

Commissioner McGinnis- New management should have no bearing on the previous agreement. The agreement was badly handled and I think the complainant has a legitimate complaint. We should move forward with it. The manager was operating as the company when he made the decision.

Commissioner Smith- The hiring manager created an issue. If this person was the only one allowed to do this, manager should have committed this to writing. Commissioner Smith asked for a motion on moving the complaint to the Conciliation Conference phase.

Motion by Commissioner Ajayi. Seconded by Commissioner Jones. All in favor. Motion passed.

VII. New Business

- a. MBE/WBE/DBE minority business registration. Need a vehicle to let incoming businesses know where to find these disadvantaged businesses, so they can get some of the City Contracts.

Commissioner Ajayi suggested the Commission encourage minority business participation by creating a minority business registry that major contractors could use to find sub-contractors for some city projects. Commissioner Ajayi will research other municipalities for guidance on creating this registry for Bloomington.

- b. Suggestions for speakers for the MLK Event.

VIII. Next Scheduled Meeting Date: July 10th 2019 is the next meeting date.

IX. Adjournment:-

Commissioner McGinnis motioned to adjourn. Seconded by Commissioner Ajayi. All in favor. Motion passed. Meeting adjourned at 6:01.



**HUMAN RELATIONS COMMISSION MINUTES
109 E. OLIVE STREET. Bloomington, IL
City Hall – Council Chambers and Conference Room’
WEDNESDAY JULY10, 2019 at 5:00 P.M.**

I. Call to Order Roll Call of Attendance 5:01

Present: Commissioners: Jones, Konam, McGinnis, West, Ajayi, Krishna

Absent: Smith,

II. Public Comment

None

III. Approval of Minutes:

- a. Consideration of approving the minutes of the Human Relations Commission Meeting of Wednesday June 12, 2019

Motion to approve: Commissioner Ajayi

Second: Commissioner McGinnis. All in favor. Motion passed.

IV. Agenda Items

- a. Conciliation Conference for Bryan Adams vs. Pilot Flying J complaint

Attorney Greg Moredock addressed the Commissioners regarding his concern of all commissioners attending the conciliation conference. The Commissioners decided to expedite the agenda to allow adequate time for the conciliation conference. Also, the Commissioners received Hannah Eisner, who was proposed as the Conciliator for the Adams v. Pilot Flying J complaint. The Commissioners voted to approve Ms. Eisner as the Conciliator.

Motion to approve: Commissioner Ajay

Second: Commissioner McGinnis. All in favor. Motion passed.

V. Old Business

- a. Suggestions for speakers for the MLK Event
Commissioner Jones suggested selection is Aaron A. Vessup. Mr. Vessup was the first Community Relations Specialist employed by the City. He is the author

of *Black in China* a book based on his experience with the City and as an educator in China.

Commissioner McGinnis agreed that Mr. Vessup should be added to the list of potential speakers due to his unique experience and background.

Commissioner Ajayi requested for staff to provide budget for speaker. Staff informed him there is \$27,000 in the MLK line item in the Human Resources budget. He also asked that a deadline be set to decide on speaker.

Commissioner Jones stated that normally the speaker is chosen and retained at least 6 months in advance.

Commissioner Krishna was concerned about the Commission's ability to pay a speaker if only Bloomington is providing funds to hire the speaker. The Commission agreed not to partner with any entity who provided no funds for the MLK Event.

Commissioner Ajayi suggested to table the issue until all members were present.

VI. New Business

None

VII. Next Scheduled Meeting Date: August 14, 2019

VIII. Adjournment: 5:19

Commissioner Jones motioned to adjourn. Seconded by Commissioner McGinnis.

Called to order at 5:05pm

Konam, Ajayi, McGinnis, Jones, West, Krishna, Smith

Commissioner Ajayi moved to approve minutes Seconded by Commissioner McGinnis all ayes

Vote to approve Conciliation Agreement for Adams vs Pilot Flying J

Commissioner Smith polled the Commissioners on approval of the Conciliation Agreement.

All ayes

Commissioners want to view a copy of the Linda Moore complaint.

Public Comment-Janessa Williams-wanted to clear up any confusion regarding normal participation in the MLK event. Normal is definitely interested in continuing the partnership between the two commissions. Ms. Williams stated that she is hopeful that the joint collaboration between normal and Bloomington will continue

Jones summarized the events that led up to this day. Normal had no budget for MLK event but wanted to participate in awards ceremony.

Item 5 Old Business- Suggestions for Speakers for the MLK event.

Commissioner Jones recommends Mr. Aaron Vessup as speaker. He was the first city of Bloomington human relations commission specialist.

Commissioner McGinnis suggested that we meet with normal to get their suggestions for speaker.

Commissioner Smith asked the Commissioners if they had any knowledge of the proposed speaker, or done any research on him. Commissioner Ajayi had review some of the writings of Mr. Vessup and deemed him an appropriate speaker for the MLK event.

Commissioner McGinnis asked if it would be appropriate to meet with the Town of Normal sometime in the near future to allow them input into the choice of speaker.

Old Business-B

and speaker. He will provide a deadline date within the week. We need to lock in the decision as soon as possible.

Commissioner Smith said that these items would be

Short term planning details for the MLK EVENT.

Commissioner Jones related the critical timeline for securing the venue. We currently have 2 venue options, The Doubletree Hotel and the Park Hotel. Commissioner Jones has prepared a spreadsheet that compared the costs of the 2 proposed venues.

Commissioner Suresh asked that Commissioner Jones provide the Commissioners with copies of the spreadsheet, so they could review it before the September meeting.



**HUMAN RELATIONS COMMISSION MINUTES
109 E. OLIVE STREET. Bloomington, IL
City Hall – Council Chambers and Conference Room
WEDNESDAY SEPTEMBER 11, 2019 at 5:00 P.M.**

I. Call to Order Roll Call of Attendance- 5:02

Present: Commissioners Ajayi, West, Jones, Smith, Konam, Krishna

Absent: Commissioner McGinnis

II. Public Comment-None

III. Approval of Minutes:

- a. Consideration of approving the minutes Of the Human Relations Commission Meeting of Wednesday August 14, 2019.

Motion to approve: Commissioner Ajayi. Seconded-Commissioner Konam. All in favor. Motion passed.

IV. Agenda Items

a. MLK event planning schedule review

- October 1, 2019 -November 15, 2019 the Commission will accept nominations for adult and youth awards. (solicit nominations through the churches, social media, press releases, schools etc.
- Website address for the nomination form will be sent to all commissioners
- Ad book solicitations: January 3 will be cut off date for accepting ads in order to allow sufficient time for layout and printing. Commissioner Jones will create the layout if a suitable 3rd party cannot be identified.
- Layout will be completed by January 6. It was suggested that printing will maybe be done by last years' provider 48 Hour Books printing company. However, Commissioner Jones will secure 3 other bids from printers and provide the information to the Commissioners.
- Sending out solicitations to groups we have dealt with in the past to increase the number of ad purchases.
- Ticket purchase time frame: October 1, 2019 thru January 3, 2020.

-a. tickets can be ordered online asap, same company as last year (1000 tickets for \$89).

-ii. online ticket purchase set up on website. Invoice purchase is an option

-iii. Will use BCPA for ticket sales. Commissioner Jones will also check to see if ISU's box office to see if they will sell tickets.

-iv. website will be updated for 2020 event by September 20, 2019.

-v. Mr. Vessup speaker package including his transportation comes out of his \$1600 fee. HRC will also pay for hotel, local transportation, and meals.

vi. Normal Human Relations Commission will be allowed to participate by nominating awards for an adult and a youth. However, it is too late for the NHRC to partner with the BHRC as the implementation of the workplan is near completion and all major tasks have been accomplished.

- b. *Minority Business Directory*: Formerly published by the HRC and maintained online. It became obsolete and updating was discontinued. Commissioner Jones proposes that the HRC re-activate the directory, and start from scratch, collecting the information on local minority businesses. The online version of the directory would undoubtedly be the most utilized, however some hard copies should be printed to be placed in local businesses.

V. Old Business

- a. *Certification program for women, minority and disadvantaged business enterprises.*

Commissioner Krishna asked about the manpower needed to create the Minority Business Directory, as the expectation would be that City staff would take the lead on this project. However, the City staff formerly assigned to the HRC is no longer a filled position. This precipitated a conversation about the HRC support staff positions written into the ordinance. Neither of these positions have been filled since the departure of the last incumbent in 2016.

The Commissioners agreed that the work of the Commission has been hampered by the absence of the work performed by the Human Relations Coordinator, and the Human Relations Associate, effectively reducing the role of the Commission as event planners for the MLK Event in January. As the Commission is made up of volunteer citizens who all work full-time jobs, they conclude that the work of the Commission is negatively impacted by the absence of the Human Relations Coordinator and the Human Relations Associate preventing the Commission from serving the Community to its fullest capacity by fulfilling the duties of the

Commission as defined in Ordinance 22.2. The primary concern is for the City to staff these positions according to the ordinance.

Commissioner Ajayi recommends that the City be approached with a request to fill these positions asap.

In viewing the MBE/WBE information from the City of Champaign, the Commissioners decided it was a good idea to add veteran owned businesses to the list of disadvantaged enterprises.

In viewing the information from the City of Peoria's affirmative action plan, and utilization plan, the City has penalties in place such as withholding payment from prime contractors until they come into compliance with the ordinance. Their program generates income by charging a \$50 registration fee required for all businesses wanting to do business with the City of Peoria.

In Bloomington, local advocacy groups may be willing to pay the registration fee for disadvantaged Bloomington businesses. Upon approaching the City for a similar program, the Commissioners will provide all City stakeholders with copies of the Certification Programs used in Peoria and Champaign.

VI. New Business

- a. None

VII. Next Scheduled Meeting Date: October 9, 2019

Motion to adjourn: Commissioner West. Seconded: Commissioner Jones. Motion passed.

VIII. Adjournment: 6:08



**HUMAN RELATIONS COMMISSION MINUTES
109 E. OLIVE STREET. Bloomington, IL
City Hall – Council Chambers and Conference Room
WEDNESDAY OCTOBER 9, 2019**

I. Call to Order Roll Call of Attendance: 4:58 pm.

Present: Commissioners Ajayi, Smith, Jones, Konam, McGinnis

Absent: Commissioners Krishna, West

II. Public Comment

None

III. Approval of Minutes:

- a. Consideration of approving the minutes of the Human Relations Commission Meeting of Wednesday September 11, 2019

Commissioner Jones motioned to approve minutes. Second by Commissioner Konam. All in favor, motion approved.

IV. Agenda Items

- a. Discussion of Commissioner Ajayi's document review

Commissioner Smith stated that the Commission is in full support of moving forward and taking action. However, it is the consensus of the Commissioners that they have neither the capacity or the skillset to move forward with implementing a Certification Program. The Mayor and the City Manager will be approached regarding resources in the form of a Community Relations Coordinator and the Community Relations Associate, who will provide the Commission with assistance on the Certification Program and other goals the Commission plans to implement aligning with their mission and purpose.

Chairperson, Commissioner Jones sent a memo dated October 8, 2019 to the Mayor and the City Manager asking for assistance to help the Commission execute critical goals. Her memo stated in part that the goal of the Commission is to be more intentional about aligning its work with the Commission's mission and to increase community outreach.

Chairperson, Commissioner Smith also sent a memo September 12, 2019 to the Normal Human Relations Commission Chairperson, and the City Manager for the Town of Normal, Pamela Reece. The memo stated in part that the BHRC has determined that it had advanced too far along in the program planning process to

create an effective partnership with the NHRC for 2020. Key components of the program have already been confirmed and other essential tasks are underway. However, the Town of Normal is invited to participate as they did in the 2019 MLK program at no cost. She also extended an invitation for the NHRC to meet with the BHRC to discuss a more enhanced partnership between the BHRC and the NHRC to host the MLK event for 2021.

- b. Finalization of joint participation proposal for MLK Event

The Commissioners decided not to take on any extra work that should be done by Staff positions named in the City Ordinance.

V.Old Business

- a. Next steps for Minority Business Directory

This task is paused until adequate resources are allocated for its completion. Covered in Agenda Item A. The Commission is waiting on a response from Mayor and City Manager.

VI.New Business

- a. None

VII.Next Scheduled Meeting Date: November 13, 2019

VIII.Adjournment: Adjourned at 5:32



**HUMAN RELATIONS COMMISSION MINUTES
109 E. OLIVE STREET. Bloomington, IL
City Hall – Council Chambers and Conference Room
WEDNESDAY November 13, 2019**

II. Call to Order Roll Call of Attendance: 5:07 pm.

Present: Commissioners Ajayi, McGinnis, Konam, Krishna, West
Absent: Commissioners Jones, Smith

(In the absence of the chairperson, the meeting was chaired by Commissioner Krishna.)

III. Public Comment

None

IV. Approval of Minutes:

b. Consideration of approving the minutes of the Human Relations Commission Meeting of Wednesday October 9, 2019.

Commissioner Ajayi motioned to approve minutes. Second by Commissioner McGinnis. All in favor, motion approved.

V. Agenda Items

b. Review of topics for meeting with City Administration

Commissioner Ajayi informed the Commission that he had been in contact with members of the disabled community who were planning to attend a council session en masse to protest the lack of ADA compliance throughout the City. He has also heard from the LGBTQ community who don't feel as though their concerns are being heard and addressed. Additionally, there are other protected classes whose needs we are failing to address. He hopes that when the City is made aware of the Commission's concerns, they will move expeditiously to get the help requested by the Commission.

The Commission is unable to do any high-level planning or goal setting due to lack the manpower to carry out those goals.

Commissioner McGinnis wants to make the city a welcoming place for those protected classes that we haven't supported, but also address the difficulties these protected groups face as they attempt to start a business. He is also frustrated with the limited amount of time spent doing the actual work of the Commission.

He is also frustrated by the perceived low status of the Commission when compared to other Commissions like the Planning Commission. This sends the wrong message to protected class citizens regarding the importance of their issues.

VI. Old Business

a. Finalization of joint participation proposal for MLK Event

Commissioner Krishna reported the Michelle Pazar from the Pantagraph has again agreed to MC the program for the MLK luncheon. He stated that the Pantagraph has requested one complimentary table in exchange for advertising the MLK Event in print and online. Advertising will begin 30 days before the event. The Event is also advertised on the Human Relation Commissions page on the City website.

VII. New Business

b. None

VIII. Next Scheduled Meeting Date: December 11, 2019

IX. Adjournment:

Commissioner McGinnis motioned to adjourn. The motion was seconded by Commissioner West. Meeting adjourned at 5:32



**HUMAN RELATIONS COMMISSION MINUTES
109 E. OLIVE STREET. Bloomington, IL
City Hall – Council Chambers and Conference Room
WEDNESDAY DECEMBER 11, 2019 at 5:00 P.M.**

XVI. Call to Order Roll Call of Attendance at: 5:02 pm.

Present: Commissioners: Smith, Jones, West, Ajayi, McGinnis, Krishna

Absent: Commissioner Konam

XVII. Public Comment-None

XVIII. Approval of Minutes:

All in favor. Ayes have it.

- a. Consideration of approving the minutes of the Human Relations Commission Meeting of Wednesday November 13, 2019. Motion to approve-Commissioner Ajayi. Second-Commissioner McGinnis. All ayes, motion approved.

XIX. Agenda Items

- a. Approval of BHRC meeting schedule for FY 2020.

Commissioners discussed the following options for meeting times:

1-Maintain the status quo – continue to meet 2nd Wednesdays of each month, 5:00pm in the fishbowl.

2 – Go back to previous schedule and meet 2nd Wednesdays of each month, 6:00pm in the Council Chambers.

3 – Select a new date and time (1st or 2nd Thursdays) at 4pm when the Council Chambers are available.

After hearing from Director Albertson who stated that DCM Tyus would intervene to get the Council Chamber cleared in time for the HRC meeting, a motion was put forth to keep the status quo meeting time and meet in Council Chambers: Motion to approve-Commissioner McGinnis. Second- Commissioner West. All ayes. Motion carries.

XX. Old Business

a. Update on BHRC staffing concerns

DCM Tyus informed Chairperson Smith that he would be unable to attend today's meeting, in order to attend to a family matter with his child. However, he does plan to attend a future meeting, and he also said the Commission can expect more support from City Staff moving forward.

Also, HR Director Albertson stated that the meeting with Commissioners Smith and Ajayi, HR Staff and DCM Tyus was very productive focusing on the Commissions' role in the community regarding equal employment, and equal access, compliance with minority contracting on city funded projects, and making the community aware of the services offered by the Commission. She presented copies of the proposed job description for the Community Relations Coordinator. She made no guarantee on how the position would be implemented but guaranteed that the position would be primarily dedicated to the Commission. Chairperson Smith thanked City Staff for the quick action taken on this concern.

Commissioner Ajayi will present a draft of proposed EEO compliance policy for review by City Administration.

b. MLK Luncheon loose ends

XXI. New Business

- a. Discrimination Complaint- The recommendation is to move to the fact-finding phase of the investigation. By vote of consensus the Commission agreed with the recommendation.

XXII. Next Scheduled Meeting Date: January 8, 2020

XXIII. Adjournment: 5:38