

**STATE OF ILLINOIS  
HUMAN RIGHTS COMMISSION**

Meeting of the Commission  
October 9, 2024  
9:00 a.m.

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Michael A. Bilandic Building  
160 North LaSalle Street, Suite N-1000  
Chicago, Illinois 60601

and

Jefferson Terrace  
300 West Jefferson Street, Suite 108  
Springfield, Illinois 62702

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**MINUTES**

**PRESENT**

**Commissioners:**

Selma D'Souza, Chair  
Demoya R. Gordon, Vice Chair  
Jacqueline Y. Collins  
Elizabeth A. Coulson  
Janice M. Glenn  
Stephen A. Kouri II

**Staff:**

Tracey B. Fleming, Executive Director  
Brian Weinthal, Chief Administrative Law Judge  
David R. Larson, General Counsel  
Bonnie Kim, Deputy General Counsel  
Adrian J. Atwater, Assistant General Counsel  
Emily Curosh, Assistant General Counsel  
Bricia Herrera, Administrative Assistant I  
Christine Welninski, Administrative Assistant I

**Members of the Public:**

Alex Bautista  
Oral Bennett  
Ingolf Karst  
Steven Monroy  
Anthony Roland  
Deena Sanceda  
Joanna Szuba  
Michael Vernon

**I. Call to Order**

A meeting of the Illinois Human Rights Commission was called to order on Wednesday, October 9, 2024, at 9:00 a.m. by Chair D'Souza.

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**II. Roll Call**

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

Chair D'Souza, Vice Chair Gordon, and Commissioners Collins, Coulson, Glenn, and Kouri were physically present at the meeting.

**III. Minutes – August 14, 2024**

The Commissioners adopted the minutes of the August 14, 2024 meeting as submitted by staff. Motion made by Commissioner Glenn; seconded by Commissioner Collins. Motion carried 6-0-0.

**IV. Chair's Report**

Chair D'Souza thanked Vice Chair Gordon for serving as the acting Chair and helping her get acclimated to the duties and responsibilities of the position.

**V. Staff Reports**

**A. Tracey B. Fleming, Executive Director**

Executive Director Fleming submitted a written report prior to the meeting. Executive Director Fleming noted that Deputy Chief Administrative Law Judge Azeema Akram was honored at the 2024 Interagency Committee on Employees with Disabilities Awards Celebration. Executive Director Fleming also discussed the upcoming budget request and responded to questions on recent outreach to the Southern Illinois University School of Law and the Illinois Deaf and Hard of Hearing Commission.

**B. Claudia P. Ortega, Chief Financial and Human Resources Officer**

Chief Financial and Human Resources Officer Ortega submitted a written report prior to the meeting. In Chief Financial and Human Resources Officer Ortega's absence, Executive Director Fleming discussed the implementation of the State's new human capital management system and responded to a question on hiring for vacant positions.

**C. Brian Weinthal, Chief Administrative Law Judge**

Chief Administrative Law Judge Weinthal submitted a written report prior to the meeting. Chief Administrative Law Judge Weinthal announced the hiring of a new Office Coordinator and addressed the work of the new Administrative Law Judges in the Springfield office.

**D. David R. Larson, General Counsel**

General Counsel Larson submitted a written report prior to the meeting. General Counsel Larson gave an update on the number of cases pending before the Commissioners, discussed the schedule for future "Lunch and Learn" continuing legal education presentations, and announced the job posting for the Assistant General Counsel position.

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**VI. New Business**

None.

**VII. Unfinished Business**

None.

**VIII. Public Comments**

None.

**IX. Adjournment**

The meeting adjourned at 9:25 a.m. Motion made by Vice Chair Gordon; seconded by Commissioner Collins. Motion carried 6-0-0.

Respectfully submitted,

David R. Larson  
General Counsel  
Illinois Human Rights Commission