

**STATE OF ILLINOIS  
HUMAN RIGHTS COMMISSION**

Meeting of the Commission  
December 4, 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 C. D'Souza, Chair  
Demoya R. Gordon, Vice Chair  
Jacqueline Y. Collins  
Elizabeth A. Coulson  
Janice M. Glenn  
Stephen A. Kouri II  
Howard A. Rosenblum

**Staff:**

Tracey B. Fleming, Executive Director  
Claudia P. Ortega, Chief Financial and Human Resources Officer  
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  
Emily A. Fancher, Administrative Law Judge  
James S. Shovlin, Administrative Law Judge  
Bricia Herrera, Administrative Assistant I  
Christine Welninski, Administrative Assistant I  
Michelle Crayton, Private Secretary

**Members of the Public:**

Alex Bautista  
Oral Bennett  
Ingolf Karst  
Betsey Madden  
Audrey Walling

**I. Call to Order**

A meeting of the Illinois Human Rights Commission was called to order on Wednesday, December 4, 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, Kouri, and Rosenblum were physically present at the meeting.

**III. Minutes – October 9, 2024**

The Commissioners adopted the minutes of the October 9, 2024 meeting as submitted by staff. Motion made by Commissioner Kouri; seconded by Commissioner Glenn. Motion carried 7-0-0.

**IV. Chair's Report**

Chair D'Souza welcomed new Commissioner Howard Rosenblum. Chair D'Souza also discussed recent outreach events at Northern Illinois University College of Law and the University of Illinois Chicago School of Law and reported that several Commissioners met with a delegation from the U.S. Department of State's International Visitor Leadership Program.

**V. Staff Reports**

A. Tracey B. Fleming, Executive Director

Executive Director Fleming submitted a written report prior to the meeting. Executive Director Fleming welcomed new Commissioner Howard Rosenblum and Private Secretary Michelle Crayton. Executive Director Fleming also addressed the Commission's participation in the Central Management Services Interagency Executive Roundtable and the Illinois Association of Hispanic State Employees Annual Conference.

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. Chief Financial and Human Resources Officer Ortega discussed the current headcount and the number of remaining vacancies within the Commission.

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 provided updated case statistics for the Administrative Law Section and addressed a question about judicial settlement conferences.

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 responded to a question about the Commission's decisions on appeal before the Illinois Appellate Court.

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**VI. Petition for Rehearing En Banc**

- A. *Jennifer Rose Hasso v. City Colleges of Chicago*  
Charge No.: 2020CF1841 ALS No.: 22-0218

The Commissioners denied the Complainant's Petition for Rehearing En Banc. Motion made by Commissioner Glenn; seconded by Commissioner Collins. Motion carried 7-0-0.

**VII. Unfinished Business**

None.

**VIII. New Business**

None.

**IX. Public Comments**

None.

**X. Adjournment**

The meeting adjourned at 9:25 a.m. Motion made by Vice Chair Gordon; seconded by Commissioner Coulson. Motion carried 7-0-0.

Respectfully submitted,

David R. Larson  
General Counsel  
Illinois Human Rights Commission