

**STATE OF ILLINOIS
HUMAN RIGHTS COMMISSION**

Meeting of the Commission
October 8, 2025
9:00 a.m.

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

MINUTES

PRESENT

Commissioners:

Selma C. D'Souza, Chair
Demoya R. Gordon, Vice Chair
Jacqueline Y. Collins
Janice M. Glenn
Stephen A. Kouri II
Mony Ruiz-Velasco
Gregory E. Vaci

Staff:

David R. Larson, Interim Executive Director and General Counsel
Claudia P. Ortega, Chief Financial and Human Resources Officer
Brian Weinthal, Chief Administrative Law Judge
Pamela Curran, Administrative Law Judge
Bonnie Kim, Deputy General Counsel
Adrian J. Atwater, Assistant General Counsel
Emily Curosh, Assistant General Counsel
Jaz Park, Assistant General Counsel
Shantelle Baker, Administrative Assistant I
Bricia Herrera, Administrative Assistant I
Christine Welninski, Administrative Assistant I
Cecilia Torres, Office Coordinator

Members of the Public:

Tomas Ramirez
David Rothal
Michael Vernon
Audrey Walling

I. Call to Order

A meeting of the Illinois Human Rights Commission was called to order on Wednesday, October 8, 2025, 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, Glenn, Kouri, Ruiz-Velasco, and Vaci were physically present at the meeting.

III. Minutes – August 6, 2025

The Commissioners adopted the minutes of the August 6, 2025 meeting as submitted by staff. Motion made by Commissioner Vaci; seconded by Vice Chair Gordon. Motion carried 7-0-0.

IV. Chair's Report

Chair D'Souza discussed recent outreach events at the Illinois Legislative Latino Caucus Foundation's 2025 Raíces Public Policy Conference and North Park University's School of Business and Nonprofit Management. Chair D'Souza also reported that the Commission will participate in the Illinois Association of Hispanic State Employees Annual Conference and noted that Commissioners Collins and Glenn will present to students at the University of Illinois at Urbana-Champaign, Gies College of Business.

V. Staff Reports

A. David R. Larson, Interim Executive Director and General Counsel

Interim Executive Director and 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 and promoted an upcoming "Lunch and Learn" continuing legal education presentation. General Counsel Larson also provided an overview and responded to questions on Executive Order 25-05 and the roll-out of Copilot Chat for State employees.

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 provided an update on the current headcount, vacant positions, and the available funds for the remainder of the fiscal year. Chief Financial and Human Resources Officer Ortega also responded to questions about updating personnel transactions in the State's new human capital management system and the annual appropriation for printing costs.

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 discussed an outreach event at Northwestern University School of Law's Community Justice & Civil Rights Clinic to explore a possible referral relationship with the clinic and responded to a question about establishing a similar relationship with the Chicago Lawyers' Committee for Civil Rights. Chief Administrative Law Judge Weinthal also addressed the settlement process and the number of cases that settle versus cases that go to trial.

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VI. Petition for Rehearing En Banc

A. *Teri Davis v. IBEW Local 702*
Charge No.: 2020SF2066

ALS No.: 22-0071

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

VII. Unfinished Business

None.

VIII. New Business

None.

IX. Public Comments

None.

X. Adjournment

The meeting adjourned at 9:49 a.m. Motion made by Vice Chair Gordon; seconded by Commissioner Collins. Motion carried 7-0-0.

Respectfully submitted,

David R. Larson
General Counsel
Illinois Human Rights Commission