

**STATE OF ILLINOIS
HUMAN RIGHTS COMMISSION**

Meeting of the Commission
December 3, 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
Azeema N. Akram, Deputy 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
Bricia Herrera, Administrative Assistant I
Christine Welninski, Administrative Assistant I

Members of the Public:

Oral Bennett
Tomas Ramirez
David Rothal
Michael Vernon
Shanika Webb

I. Call to Order

A meeting of the Illinois Human Rights Commission was called to order on Wednesday, December 3, 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 – October 8, 2025

The Commissioners adopted the minutes of the October 8, 2025 meeting as submitted by staff. Motion made by Commissioner Glenn; seconded by Commissioner Ruiz-Velasco. Motion carried 7-0-0.

IV. Chair's Report

Chair D'Souza thanked the Commissioners and staff for their hard work, dedication, and commitment to public service. Chair D'Souza also announced that Commissioner Vaci will serve as the chair of Panel A and Commissioner Collins will serve as the chair of Panel B in the upcoming year. Finally, Chair D'Souza congratulated Vice Chair Gordon and Commissioners Glenn and Kouri on the Senate confirmation of their reappointments.

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, promoted an upcoming "Lunch and Learn" continuing legal education presentation, and confirmed that all Commissioners and staff completed their annual mandatory trainings. General Counsel Larson also responded to questions on the implementation of electronic timekeeping, access to appellate court opinions on Commission decisions, and tracking proposed legislation amending the Human Rights Act.

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 and the available funds for the remainder of the fiscal year.

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 responded to questions regarding a potential referral relationship with Northwestern University School of Law's Community Justice & Civil Rights Clinic, as well as the status of similar relationships with other legal aid organizations. Chief Administrative Law Judge Weinthal also responded to a question concerning the percentage of cases involving self-represented litigants.

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VI. Unfinished Business

None.

VII. New Business

A. Commissioner Outreach

Chair D'Souza provided an update on recent outreach activities and solicited ideas for future events. Commissioner Ruiz-Velasco discussed the possibility of expanding outreach to community organizations, including immigrant rights and LGBTQ groups. Vice Chair Gordon recommended closer coordination with the Department of Human Rights on education and outreach initiatives.

VIII. Public Comments

Shanika Webb addressed the Commission regarding a complainant information sheet filed with the Department of Human Rights.

IX. Adjournment

The meeting adjourned at 9:32 a.m. Motion made by Commissioner Collins; seconded by Vice Chair Gordon. Motion carried 7-0-0.

Respectfully submitted,

David R. Larson
General Counsel
Illinois Human Rights Commission