

Minutes of the Cook County
Commission on Human Rights – Open Session
May 26, 2022

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Attendance:

Present: Jack Block, Chair Angie Cowan Hamada, Ceylan Eatherton, Vice Chair S. Mayumi Grigsby, Gia Orr, Amber Smock, Sufyan Sohel, Rev. Richard Tolliver, Anjali Waikar

Staff Present: Director S. Baker, Deputy Director J. King, Investigator A. Cahn, Investigator J. Jones, Investigator J. Brown, Outreach and Training Coordinator J. Epplin-Zapf, Administrative Analyst K. Johns

I. Open Session

A. Call to Order

Chair Hamada called the meeting to order at 10:04 a.m.

B. Statements by the General Public

There were no statements by the public.

C. Agenda Approval

Chair Hamada pointed out that it was not necessary to hold a closed session for this meeting. A motion to amend the agenda removing closed session item M was approved by unanimous vote.

A motion approving the agenda as amended was approved by unanimous vote.

D. Approval of the March 31, Regular Meeting Open Minutes

The meeting minutes to the March 31, 2022, Regular Meeting Open Minutes were approved and adopted by unanimous vote.

E. Commissioners' Updates

There were no Commissioners' updates.

F. Director's Report

Director S. Baker reported that there was a slight decrease of inquiries and cases filed since the last board meeting. Director S. Baker reported that a total of \$10,500.00 had been collected in settlements during the last period. She stated there was a total of 8 cases settled and 4 of those in administrative hearing. Director S. Baker noted that Orders of Dismissal had been determined for cases that were reviewed by the Executive Review Committee. Of those cases reviewed, Deputy Director J. King discussed that many of the cases were settled through private negotiations or facilitated by investigators. Deputy J.

King stated that some cases settled due to lack of jurisdiction, failure to state a claim, didn't meet certain criteria, or did not allege a violation under the ordinance. Outreach and Training Coordinator J. Epplin-Zapf reported that there were several trainings in April related to fair housing. She mentioned the release of the fair housing video collection that has been added to a new page on the Commissions' website. She also mentioned the compilation of language translations to several guidance documents and compliant forms that are available in Spanish on the Commissions' website and additional notices available in Spanish and multiple languages.

G. Human Rights Annual Report 2021 – Commission Approval

The Human Rights 2021 Annual report was approved and adopted by unanimous vote.

H. Minimum Wage 2022 Update

Director S. Baker stated that the Cook County minimum wage increased effective July 1, 2022, to \$7.40 for tipped workers, and \$13.35 for non-tipped workers. Outreach and Training Coordinator J. Epplin-Zapf stated the Cook County Minimum Wage Ordinance notice to employees is on the Commissions' website in four languages. She mentioned that an email will be sent to President Preckwinkle's outreach listserv of approximately 15,000 Cook County residents and partners. Finally, she stated that Cook County's Board of Economic Development has agreed to distribute this information on the Commission's behalf.

I. Commission 180-Day Extension for Investigation

180-day extension for investigation was approved by unanimous vote on 2021E012, 2021JHA013, 2021E014 and 2021E016.

J. 2021JHA013 Complainant's Motion for Individual Right of Action

Director S. Baker discussed that respondents requested an additional 2 weeks to respond. Director Baker noted that staff allowed the 2-week request and will also allow any replies.

K. Notice of Discussion of Process and Procedures related to Cook County Human Rights Ordinance Section 42-34(d)

Director S. Baker stated that there was an inadvertent meeting with most of the quorum of the Commissioners. She stated that during the meeting, she sought institutional information from some of the Commissioners to determine what processes the Commission had followed with respect to similar motions in the past. Director Baker confirmed that there were no official actions nor votes taken to any matter or case.

L. Approval of the March 31, 2022, Regular Meeting Closed Minutes

The meeting minutes to the March 31, 2022, Regular Meeting Closed Minutes were approved and adopted by unanimous vote.

M. Adjourn

By unanimous vote, the meeting adjourned at 10:25 a.m.