



Cambridge Human Rights Commission
Thursday, November 2, 2017

Present: Commissioners Chair Chanta Bhan, Vice Chair Nadia Davila, Cynthia Orellana, Amanda Savage, Katie Stack, Joshua Stadlan, Sabrina Selk, Mercedes Evans, Bonita Cox, and CHRC Staff Nancy Schlacter, Crystal Rosa, and Attorney/Investigator Acloque.

Absent: Commissioners Chara Itoka, and Olinda Marshall.

Public present: Brit Bryer, resident of Cambridge, Ashley Barquin of the Cambridge Chronicle, Roni Li of Emerson College and Cambridge Chronicle

Documents Used:

- June Minutes
- Flyer for Challenges, Experiences, Freedom: LGBTQ+ Immigrants & Asylum Seekers event
- Copy of employee SOGI Cultural Competency training

1. Call to order

Chair Bhan called the meeting to order at 6:06 p.m. No one was recording the meeting.

2. Public Comment

Public present: Brit Bryer, resident of Cambridge, Ashley Barquin of the Cambridge Chronicle, Roni Li of Emerson College and Cambridge Chronicle. All participants provided their names and their interest in attending that meeting.

3. Introductions

Each member of the Commission stated their name, interest area in Human Rights, and years of service on the Commission or for the City of Cambridge.

4. Review and approval of June Minutes

The Commission reviewed the minutes from the June meeting and approved them on a motion from Commissioner Davila, seconded by Commissioner Stadlan, and accepted unanimously.

5. Executive Director's Report

ED Schlacter updated the Commission on cases, staff activities and outreach. Since the October meeting, 2 cases have opened, 5 cases are pending, 1 case is closed. ED Schlacter attended the Community Engagement Team's (CET) - Network Event Planning Team (NEPT) planning mtg for an upcoming outreach event for health and social services providers at the Cambridge YMCA, focused on how the American Born Black experience impacts mental health and racial equity in Cambridge. ED Schlacter explained that Human Rights staff is shared with the Commission on Immigrant Rights and Citizenship (CIRC), which is collaborating with the LGBTQ+ Commission on a 11/9/17 presentation regarding LGBTQ+ immigrants and asylum seekers, with people who have experienced the process and lawyers who have helped them. ED Schlacter and Attorney Investigator Acloque attended the Suffolk University Law School's Fair Housing Conference. CHRC staff and members of the Commission participated in outreach

tabling at Riverfest in June, Danehy Park Day in September and a CDD/Housing Inclusionary Zoning Rental Housing Forum in September.

6. September meeting follow up:

- **Fair Housing Ordinance**

FHO is still under review by the City Law Dept. to prepare for Home Rule petition to Legislature.

- **Transgender Rights & Public Accommodation**

The trainers for a business outreach/training regarding transgender rights in public accommodations is set. There is ongoing coordination with LGBTQ+ Cmsn and License Cmsn, with a projected rollout in February/March 2018. There was an article in “Wicked Cambridge” regarding the gender inclusive initiative. Commission member Stadlan suggested creating a map that can identify where gender inclusive restrooms can be located.

- **Brainstorm ideas from October’s gathering**

- Interest in Implicit Bias training open to city residents.
- Interest in public accommodations regarding breast feeding, possible collaboration with the Women’s Commission.
- Interest in Bystander training, how to empower bystanders to stop or defuse tension.

- **HUD funded outreach**

Completed! Fair Housing & Lead Paint brochures: complete; Story Journal @ Lead Paint: complete & online [Update required to reflect new state regs on blood lead level of concern] – still pending.

7. New Business:

- The Commission discussed an email received from a BU News Service Reporter regarding the “Take a Knee” movement. The Commission did not have a comment on the matter as there was nothing happening specific to Cambridge.
- Demographics presentation from Cliff Cook, CDD Demographer, is scheduled for December 7th. Members of the commission expressed interest in learning what trends have occurred between different migrant communities.
- A member of the Commission suggested having basic tenant rights information on CHRC website.
- The Commission heard a question from Cambridge Chronicle reporter regarding CPD Crime Report showing higher rates of hate crimes than previous years. Members of the Commission stated they would need more information to be able to comment but a possibility could be more visibility of information about how /where to report hate crime.
- CDSC Mediation Training – Saturday, 12/2/17, 9:30 AM – 4:30 PM [60 Gore Street, East Cambridge]
- Investigation Determination training for new Commissioners (Monday November 27, 2017, 5:30 – 7:30 PM)
- Fair Housing Planning started this week. CHRC met with CDD regarding changes, what to keep, and other logistics.

8. Outreach:

- Potential new sites for CHRC presentations: Baby U, Cambridge Hospital, Cambridge Libraries, Vet’s Services, CRLS – still in discussion for next month’s agenda.
- Suggestion for next year: How can we support youth?

Commissioner Evans moved to adjourn the meeting at 8:00 p.m., seconded by Commissioner Davila.

January Commission meeting date will be confirmed at December mtg.