



**Cambridge Human Rights Commission
Thursday, November 8, 2018**

Present: Chair Chanta Bhan, Vice Chair Joshua Stadlan, Commissioners Bonita Cox, Katie Stack, Nadia Davila, Mercedes Evans, Yasmin Padamsee Forbes, City Staff: Police Superintendent Steven DeMarco, CHRC Staff: Executive Director Nancy Schlacter and Attorney Investigator Sabrina Acloque

Absent: Commissioners Sabrina Selk, Michael Kourabas, Olinda Marshall, Kuong Ly, and CHRC Project Manager Crystal Rosa

Documents Used:

- October Minutes
- Sample Letter to Respondents Informing them of Discrimination Prevention Trainings conducted by the MCAD and CHRC
- Cambridge Digs Deep Flyer

1. Call to Order

Chair Chanta Bhan called the meeting to order at 6:07 p.m. No one was recording the meeting.

2. Public Comment

Tyler Oringer from the Cambridge Chronicle was present.

3. Review and approval of October Minutes

The Commission reviewed the minutes from the October meeting and unanimously approved them with edits to add Attorney Investigator Acloque as the author of the Commission's Sample Letter to Respondent Attorney Regarding Mandatory Training for Repeated Violations of Anti-discrimination laws. Another edit was made to reflect the date and place of the November Commission meeting. Commissioner Mercedes Evans moved to approve the minutes, seconded by Vice Chair Joshua Stadlan and Commissioner Bonita Cox.

4. Executive Director's Report

ED Schlacter updated the members of the Commission on cases. Since the October meeting, two cases opened, and four cases are pending. Three cases closed. The pending cases involve allegations of discrimination in places of public accommodation and in housing based on race and disability. The cases that were closed concerned allegations of discrimination in housing based on age and disability. ED Schlacter updated the Commission on staff training and activities. Attorney Investigator Acloque and a number of CHRC Commissioners attended the Implicit Bias discussion featuring Harvard Professor,

Mahzarin Banaji, on October 17, 2018, which was very well attended by members of the community and City Staff. ED Schlacter attended the NEPT Planning Meeting for a December housing resources event; Vice Chair Joshua Stadlan tabled at a housing information session event hosted by the Cambridge Community Development Department; and Attorney Investigator Acloque partnered with the Massachusetts Commission Against Discrimination on November 6, 2018 to provide “Preventing and Addressing Housing Discrimination” training to a repeat Respondent Property site. ED Schlacter also attended an Integrating Communications, Assessment and Tactics Training at the Cambridge Police Headquarters on October 23, 2018. Both ED Schlacter and Attorney Investigator Acloque attended a statewide fair housing coalition meeting in Worcester in October 2018.

5. October meeting follow up:

- **Baby U – Lead Law/Family Status discrimination**
Commissioner Nadia Davila stated that she would reach out to the program. A discussion was had about the Commission conducting outreach to parents during the program’s Saturday classes from January to March 2019.

- **Implicit Bias Presentation on Wednesday, October 17th at CRLS Auditorium**
Commissioners shared their feedback and overall favorable impressions of the discussion. The event was very well attended by the larger Cambridge community. Following this event, the City has planned a city-wide community forum called “Cambridge Digs Deep” to share feedback, build trust, and engage in dialogue across difference. The forum is scheduled to take place on Wednesday, November 28, 2018 at the Fletcher Maynard Academy Gymnasium from 5:30 – 8:00 p.m.

- **LGBTQ+ Commission/Mayor’s Office October Town Hall event with a youth focus on October 11, 2018 in the City Hall Sullivan Chamber at 6:00 p.m.** The LGBTQ+ Commission researcher informed ED Schlacter that the event was well attended and that the LGBTQ+ Commission shared best practices with the audience. CHRC Commissioners and Commission staff were unable to attend the event.

- **Connecticut Human Rights Commission Guidance on Non-discrimination in Hiring Veterans**
This discussion was postponed due to Commissioner Kuong Ly’s absence.

6. New Business:

- **Nominations for Chair/Vice Chair for 2019**
Nominations are due by December 2018. Self-nominations are accepted. The Commission can decide between having a co-chair or a chair/vice-chair model. The new Chair will begin his/her role in January 2019.

- **Online Discrimination Intake Form**
The English version came online on May 30, 2018. The form is currently being translated into Spanish and Kreyol and will be finalized by the IT Department. The translated versions are expected to be online by November 13, 2018.

- **Update on the Fair Housing Ordinance**
The Fair Housing Ordinance is still awaiting legislative ruling on the City’s Home Rule petition, and therefore has not yet been approved.

7. Outreach:

- **Outreach at CDD/Housing Inclusionary Information Meeting**
Vice Chair Joshua Stadlan tabled at a housing information session event hosted by the Cambridge Community Development Department and shared his impressions of the effectiveness of conducting outreach at the event.
- **CHRC contact “postcards” for Commissioners**
ED Schlacter distributed CHRC post cards for Commissioners to share with their groups to increase awareness about the CHRC’s services.
- **Outreach to CRLS Guidance Counselors**
The discussion was postponed due to Commissioner Michael Kourabas’ absence.
- **Potential New Sites for CHRC Presentations**
Chair Chanta Bhan provided ED Schlacter with the contact information of a social worker at Cambridge Hospital so that the Hospital can determine whether it would like to have a presentation from the CHRC.
- **Outreach to Properties that have had multiple complaints alleged against them in recent years, for education**
Attorney Investigator Acloque discussed the training that she led at a Respondent site, in partnership with the Massachusetts Commission Against Discrimination, and stated that the training was well-received.

8. Future Planning

- **CHRC/LGBTQ+ Collaboration: Public Accommodations Law Trainings for Licensed Businesses**
Planning for this training is underway.
- **Annual Fair Housing Event in April**
Planning for the event will begin in January 2019.

Commissioner Mercedes Evans moved to adjourn the meeting at 6:55 p.m., seconded by Commissioner Bonita Cox.

Next Commission meeting will be on Thursday, December 6, 2018, in the Large Conference Room on the 2nd Floor at 6:00 p.m.