

## **LGBTQ+ Commission Minutes – February 22, 2018      6:00 - 7:30 PM**

Attending: Jessica Daniels, John Gintell, Greg MacDonough, Aren Stone, Rachel Oppenheimer, Mal Malme, Silas Weiner, Maya Escobar, Kate Grams, Abby Duker

Absent: Susan Bernstein, Linda Daniels, Noe Kamelamela, Lesley Phillips, Kimm Topping, Bob Parlin, Devontae Freeland, Steven Lee, Bill Barnert

On Leave: Anna Weick

Guests: Amelia Joselow, LGBTQ+ Commission Research Associate, Police Commissioner Branville G. Bard, Jr., Detective Bill Phillips, assistant to the Police Commissioner

Approved Minutes from January 2018 Meeting  
Modified and approved February Agenda

### **Police Report**

Commissioner Bard delivered the report for our liaison Detective Brian O'Connor, who was unable to attend the meeting.

- ! There were no hate crimes directed at the LGBTQ+ community in January.
- ! Commissioner Bard would like to participate in our suggestion of having coffee hours with the LGBTQ+ community. A few venues were suggested, with 1369 Coffee House as the most likely location. Commissioner Bard's business liaison will look into it.
- ! Brian and Commissioner Bard would like to extend the city's SOGI (Sexual Orientation and Gender Identity) training to the Police Department's sworn officers. The Commissioner will work with the city and the Police Department's training academy on the next steps.

### **Research Associate Report**

- ! Amelia has completed the first draft of the Out-of-School-Time Youth Services research project, which has been reviewed and edited by Aren, John, and Nancy Schlacter (Human Rights Commission Executive Director). She is working on the second draft and has created an infographic that will be shared with the service providers. Next steps on this project include talking to young people themselves, submitting the report to the City Manager for review, deciding how to get the information out to participating and non-participating organizations, and the public, and creating a Story Map on our web page.
- ! It was suggested that Amelia continue to work on the housing report. There are several pieces not yet done. The Cambridge Residents Alliance was enthusiastic about working together. Silas will speak with them.
- ! Commissioners are welcome to attend research discussion meetings with Amelia, Nancy Schlacter, John, and Aren (and sometimes Taha Jennings). Interested Commissioners can contact Amelia, Aren, or John.
- ! Amelia has been attending meetings of all the other commissions to see how they work.

### **Diversity Training, March 29 and April 5, 6:00-8:00 p.m.**

- ! Linda Daniels will conduct the Commission training, along with Denise Phillips, Director of Multicultural Affairs at Wheelock College. Both are experienced trainers.
- ! The Commission will also meet for its usual monthly meeting on March 22.

### **Future events**

- ! Drag Storytime at the Central Square Library on Saturday April 28<sup>th</sup> from 12:00-1:00.
  - o The Commission will have a table to share information about our work. Have buttons and stickers ready to distribute. Maya has been in contact with the organizer.
- ! Public Accommodations Law Training for businesses, given by the Human Rights Commission lawyer and Kimm. This training, co-sponsored with the Human Rights Commission, has been postponed until the city's law department looks over the content. It will be scheduled when they give the okay.
- ! We'd like to suggest to the Agenda for Children, the library, and other organizations that give away books

that they add books inclusive of LGBTQ+ characters to their give-aways.

### **Gender Markers on Cambridge Forms**

Several of the employment and other forms used by the city have only the possibility to check male or female when asking about gender. John will look into what the city can do about this. The census form is a state form. How to bring this up with state? We will encourage the city to use male/female/non-binary on their own forms and to consider whether gender needs to be asked at all.

### **Committee Reports**

#### Budget

- ! We received an addendum to our current budget to cover the cost of our diversity training.
- ! The Commission budget will be increased next fiscal year by \$500 to \$3,000.
- ! We will continue to try to make new swag a reality. Steven and Amelia will work on this.

#### Communications

- ! Bill and John got website training, but it was imperfect and they need more city help to fully access our web pages. They, and Amelia, will be going to a multi-commission meeting about the city website.
- ! There is a plan to make a PSA at CCTV. Silas was volunteered for filming the PSA, and he accepted the assignment.
- ! There was discussion of how often to send news to our email list.
- ! Publicity needs to go out early for the Bayard Rustin Award. Aren and John will schedule a meeting with the mayor about the Pride Brunch.

#### All Gender Bathrooms

- ! At Susan's suggestion, graphic arts students at Cambridge's technical high school, Rindge School of Technical Arts (RSTA, part of the Cambridge Rindge and Latin School), created all-gender bathroom signs. The teachers made this into a contest for the students and winning signs have been selected with the designers receiving a cash prize.
- ! A policy on unisex bathrooms was issued by the City Council in 2012, but not much has happened. A new policy is needed, with follow-up by the City Manager. He and his staff have been considering and researching next steps. We need to arrange a meeting with the City Manager and the members of the subcommittee to share the subcommittee's wish list.
- ! The wish list includes:
  - o That a new policy requires all single-stall bathrooms be labeled all-gender and that newly constructed buildings have at least one all-gender bathroom.
  - o The Commission and the city partner on a postcard campaign to educate all businesses (and residents) about the need for all-gender bathrooms.
- ! Abby suggested that the All Gender Bathroom Committee widen its focus to include other issues such as gender identification on city forms. The committee will decide on a new name to reflect this.

**Next Meeting – March 22, 6-7:30 Windsor St. Health Center 119 WINDSOR STREET**