

Attending: Jessica Daniels, John Gintell, Bill Barnert, Greg MacDonough, Aren Stone, Rachel Oppenheimer, Mal Malme, Steven Lee, Silas Weiner, Maya Escobar, Bob Parlin, Susan Bernstein, Kate Grams, Noe Kamelamela, Lesley Phillips, Linda Daniels, Kimm Topping

Absent: Devontae Freeland, Abby Duker On Leave: Anna Weick

Guests: Cambridge Police Commissioner Brandon G. Bard Jr., Detective William Phillips--Aide to Commissioner Bard, Robert Owens--Cambridge community member

Approved Minutes from October Meeting
Modified and approved November Agenda

Police Report

- ! We welcomed Commissioner Bard and Detective Phillips. Detective Brian O'Connor was absent but shared updates by email. Aren will forward question responses related to GOAL-NE (Gay Officers Action League-New England) to all LGBTQ+ commissioners.
- ! Mal Malme shared a message from Meg Stone, of IMPACT (a self-defense organization) asking that we work with the police department to address messages sent out to the community after incidences of street violence. Meg asked how messages can be more supportive of victims and provide practical, evidence-based strategies for preventing and responding to attacks, rather than telling people (usually women) how to restrict their lives in order to avoid attack. Commissioners suggested a joint effort between the LGBTQ+ Commission, Women's Commission, Liz Speakman (Cambridge's Domestic and Gender-Based Violence Prevention Coordinator), and the Police Department to review and update these messages. Commissioner Bard was willing to review.
- ! Commissioner Bard offered to host a future Commission meeting at the Police Station.

Events

- ! Nov 9 - LGBTQ+ Immigrants & Asylum Seekers: Challenges, Experiences, Freedom The event was a success, with attendees from the community and from other City departments. We thanked Bill for his leadership and others for their work on the event. John suggested thinking about how we can increase attendance further for future events.
- ! Dec 9 - JSA Panel Junior State of America contacted Nancy Schlachter, Human Rights Commission Executive Director, about a speaking opportunity which she forward to us. Silas Weiner and Bill Barnert will participate in a panel focused on LGBTQ+ rights.
- ! Dec 14 - MA LGBTQ Youth Commission John Gintell and Elysia Chandler will attend a Panel on Homelessness to present our work on out-of-school time programs.
- ! Feb 22 and Mar 1 - Public Accommodations Trainings In partnership with the Human Rights Commission, trainings for places of public accommodation in Cambridge (restaurants, bars, hotels, etc.) will be offered this spring. Kimm Topping (LGBTQ+ Commissioner) and Sabrina Acloque (Attorney for Human Rights Commission) are preparing and facilitating the trainings. A committee has been reviewing the content and will attend a pilot training in late January.
- ! Upcoming Events: We discussed having fliers from Freedom Massachusetts at all tabling events this spring/summer to support the non-discrimination law for trans folks and to inform voters about the 2018 ballot question asking for the law to be repealed.

Research Associate Hiring Status

- ! 82 resumes were received for the position. 8 were chosen for interviews to occur by the end of the month. The selected candidate would hopefully begin in January.
- ! Aren Stone, John Gintell, Nancy Schlachter (Human Rights Commission Executive Director), and Taha Jennings (Aide to the City Manager) will conduct all interviews.

SOGI Training Report

- ! The city's SOGI (Sexual Orientation and Gender Identity) training for all city employees, requested by the Commission, has started. Maya, Aren, Steven, Jessica, Bill, and Linda have attended.
- ! Commissioners reviewed copies of the mid-point evaluation produced by the trainers, in

partnership with the city. The city's Training Coordinator, Jackie Phillips, gave the Commission a copy of the extensive training manual for each Commissioner. Feedback has been overall very positive and hundreds of staff have been trained.

Committees

- ! All of the Commission's committees need to meet.
- ! Strategic Planning (Lead: Steven) will meet in January.
- ! Communications (Lead: Bill) will meet soon. Bill is addressing issues with our website.
- ! Diversity (Lead: Linda) will meet in January. Linda will also send out a Doodle poll to schedule two diversity trainings with all Commission members in early spring.
- ! All Gender Bathrooms (Lead: John) will meet soon. Susan is meeting with staff at CRLS to coordinate a design project for all gender bathroom signs.
- ! Budget: Steven asked Aren and John to address issues with the City Manager and Deputy City Manager about where our budget is housed so that we can avoid the access difficulties we have had in the past.

Strategic Planning

- ! We had two quick rounds of brainstorming possible events and issues to address in the next year. The Strategic Planning Committee will take the ideas, incorporate them into their work, and bring some plans to the whole Commission to review.
- ! Some of the ideas: Conversion therapy ban advocacy, Big push on all gender bathrooms, Trans non-discrimination law, Supporting trans folks in prison, More interaction with CRLS/Project 10 East/You Can Play Project, Making a You Can Play video or having pride nights for team, Another Rainbow Room - story-telling event, Trans youth event, Network with other commissions/cities, Partnering with universities in Cambridge, Balance between informative and celebratory, Something with families, Pair trans youth event with families - Pride, Better liaisons with schools in Cambridge and GSAs, Communities in the "+" - more representation on the commission and at events, Reaching older adults in Cambridge - connection, community, education, Partnering with IMPACT Boston and others on self-defense training, Story-telling event with older adults, Supporting younger youth - non-binary education, The Ask and Tell project

Next Meeting - JANUARY 25 6-7:30 Windsor St. Health Center 119 WINDSOR STREET