



**Cambridge Human Rights Commission**  
**Thursday, October 9, 2014**

Present: Commissioners Chanta Bhan, Bonita Cox, Nadia Davila, Mercedes Evans, Melissa Gonzalez-Brenes, Nicholas Leydon, Harry Reyes, Sabrina Selk, and Randa Shedid, and City staff Nancy Schlacter, Mariah Freark, Carmen S. Negrón

Absent: Commissioners Kerry Gough and Kim Nghiem

Guests: Chris Burke, Police Superintendent; Kahris McLaughlin, Affirmative Action Officer for Cambridge Public Schools; and Conor Houston, Human Rights Attorney/Intern with CHRC from Northern Ireland

Documents Used:

- September Minutes
- EEO5 Report for School Year 2014-2015: Parity Data for Cambridge School Committee
- MCAS Report 2014 –Cambridge Public Schools
- Kahris McLaughlin's Quarterly Report to the Cambridge School Committee
- Uniform Grievance Procedures
- Bullying Prevention and Intervention in School
- List of questions Commissioners wanted Kahris McLaughlin to address at October meeting
- Schools at a Glance 2013-14

**1. Call to order**

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

**2. Public Comment**

No public comment.

**3. Review and approval of September Minutes**

Motion to approve minutes by Commissioner Davila and seconded by Commissioner Bhan. Commissioner Reyes abstained. September minutes were unanimously approved. Commissioners Cox, Evans, Davila, Selk, Bhan, Gonzalez-Brenes, Shedid and Leydon.

**4. Executive Director's Report**

Executive Director Schlacter updated the Commission on cases and staff activities. She notified the Commission of upcoming activities and events, including: an upcoming event (date to be determined) CET event about fatherhood; CHRC will be funding a train-the-trainer session for shelter workers to learn about working with transgender guests; and E.D. Schlacter continues to work on coordinating the production of a series of videos on lead paint awareness.

E.D. Schlacter informed Commissioners that CET would like to do a presentation for the Commission in November or December. Commissioner Reyes motioned to have CET present in November and Commissioner Gonzalez-Brenes seconded. E.D. Schlacter also informed Commissioners that she will be reaching out to try to work with the CLC again for the spring term.

**5. Outreach Follow-up**

Commissioner Gonzalez-Brenes, Cox and Gough tended the CHRC tables at the Danehy Park Family Day event. They said that there were lots of people coming up to them for information and that it was a very good event

**6. Cambridge Public Schools Presentation – Kahris McLaughlin (AAO McLaughlin)**

Affirmation Action Officer for Cambridge Public Schools Kahris McLaughlin said she wanted to provide the Commission with a lot of information so that the Commission can understand what Ms. McLaughlin and her department do, what they can do and what they would like to do. She discussed CPS' progress and ongoing challenges with equality and parity among teachers, students and staff, and answered Commissioners' questions on a variety of topics.

AAO McLaughlin requested to meet with the Commission at least twice a year, once at the beginning of the school year, and one at the end, so she can give a more full picture of what is going on.

**7. Introduction of Intern Conor Houston – Nancy Schlacter**

E.D. Schlacter introduced Conor Houston, a lawyer from Northern Ireland interning in our office for few weeks.

**8. Updates**

- Google Drive updates were tabled until next meeting.

Commissioner Bhan motioned to adjourn, and Commissioner Cox seconded.

**Meeting was adjourned at 8:08 p.m. Next Commission meeting will be held on Thursday, November 6, 2014.**