

**February 17, 2011 meeting minutes
Cambridge GLBT Commission**

THE NEXT MEETING WILL BE HELD ON THURSDAY, MARCH 24, 2011

Call to Order.

Toni Snow recorded these minutes.

The minutes of the November meeting were approved.

Commissioners Present: John Gintell, Sarav Chidambaram, Toni Snow, Steven Lee, Mal Malme, Bob Parlin, Jeff Walker, Kevin Shpritzer, Priscilla Lee, Lesley Phillips, Aren Stone, Robert Coates, Mike McKenna

Commissioners Absent: (excused) –Tony W., Marianne Mondt

Guests: Supt. Christopher Burke, Cambridge Police Liaison

I. **Welcome to New Commissioners:** Aren Stone, Robert Coates, Mike McKenna and Marianne Mondt

II. **Miscellaneous Updates**

- A. **Update on Bayard Rustin Award.** Award to person of color in GLBT community will be given at June 12 Pride Brunch. Nominations due March 15th and applications due April 15th. A five-person committee (two from our Commission) will process the nominations. Should also have a P10E youth on award committee. Other details to be worked out.
- B. **Update on Policy Order for Gender Neutral Bathrooms in Cambridge Public Buildings.** The Commission's response to an unfavorable Harvard Crimson article has been submitted and we'll wait to see if it's published.
- C. **Federal taxation and same sex health insurance.** Because the Federal government doesn't recognize same sex marriages, the cost of same sex married couples' health benefits are treated as taxable income. No response yet from City regarding correcting the inequity for same sex married Cambridge employees.
- D. **Liaison to other Cambridge Commissions.** John G. and Sarav C. met with Brian Coor (Peace Commission) and Colleen Johnston (Human Rights) for help on projects and to discuss ways of collaborating with other commissions.
- E. **Boston GLBT Film Festival.** We have agreed to co-sponsor this event -- will meet with organizers soon.
- F. **Co-sponsorship of documentary film "Left on Pearl."** Documentary will debut at Brattle Theatre on March 6th.
- G. **Second annual LGBTQ rights conference.** Priscilla L. will represent our Commission on the planning committee. Organized by Join the Impact, the

conference will be held at Old South Church, April 29-31. Twenty dollars to attend and scholarships may be available.

- H. **Update on self defense workshop.** Jeff W. is working with Meg Stone and Paul Ryder. CPD is working on a similar event for domestic violence. Looking at spaces at at 119 Windsor St. and at new West Cambridge teen center.
- I. **P10E:** Mal will run a workshop on March 3rd – John G. can attend.
- J. **GOAL New England Sensitivity Training Update - Supt. Burke:** There were a total of four trainings, two each day on Dec. 6th and Dec. 8th, 2010. The classes were instructed by GOAL trainers Robert Aldrich, Alicia Oulette, and Tony Mariki. In addition to ongoing trainings of new recruits at CPD, the goal this year will be to get Fire Dept. fully on board.

Participant numbers for the GLBT training instructed by Gay Officers Action League of New England (GOAL New England) were as follows:

CPD	21
CFD	18
MIT	10
HUPD	11
ProEMS	2
TOTAL	62

- K. **Elder housing.** John G. has been appointed to the City’s Silver Ribbon Committee. Committee will address senior housing, including nursing homes and assisted living. A Needs Assessment and Trainings to staff of senior living facilities can evolve through our participation on the committee. Question of whether we have access to an intern at City raised again.

III. **Review of past three years’ projects/activities:** *See attached Table for list of successes and areas to work on.*

IV. **Future Projects - Areas of Interest and Volunteers:** *See attached spreadsheet for detailed Timeline and Action Items.*

Elders – John, Aren, Lesley

- SCES Elder Fair, Tuesday April 19th, 9-2 pm – Sarav and John
- Monthly LGBT dinner at Cadbury Commons – John and others

Fire/EMT – Chris, Toni, John and Priscilla

Transgender Rights – Mal, Lesley

Town Hall Meeting – Sarav, Jeff, (Mayor’s Office, Denise Simmons, Lee Giannetti)

Publicity and Marketing – Kevin, Mike and Tony W.

Fundraising – Kevin, Steve and Toni

Pride Brunch – Priscilla, John, Commissioners

City-Sponsored Events (May Fair, Riverfest, Family Day, Oktoberfest) – Toni

CCTV, NCOD – Sarav, Bob, Mal

Minority Outreach/translation of materials – Priscilla, Tony W., Sarav, Kevin

Issues affecting GLBT people of color – Bob and Priscilla, Sarav
GLBT Film Festival Boston – Priscilla, Mal, Sarav
LGBTQ Rights Conference – Lesley, Sarav, Priscilla
Annual Out & Equal Workplace Conference – John and Sarav
Organizational outreach – Robert C. and all Commissioners (Chamber of Commerce)
Youth Pride – Mal, Marianne M.
Outreach to Homeless Shelters – John, Aren, Marianne, Mal
Outreach to Charter and Private Schools – Aren, Bob, Steven, Lesley, Priscilla
Organizational Outreach – Robert C.

Announcements:

- Gov. Patrick has signed an executive order preventing transgender discrimination.
- Transgender rights and LGBT aging bills are before Mass legislation.
- Former City Councillor Brian Murphy is new CDD City Manager

Meeting adjourned at 7:30 p.m.

Summary of Progress 2008-2010

2008	WHAT WORKED	WHAT HASN'T WORKED YET
	<p>Successfully recruited 6 new members:</p> <p>Toni S., Tony W., Sarav C., Neal M., Richard J., Chris M.</p>	<p>No progress obtaining paid staff or intern and/or budget support from City.</p>
	<p>Subcommittees re-established:</p> <p>Elders, Public Safety (training), Publicity/Outreach, Education (schools) and Operations.</p>	<p>Discussed, but did not follow through with, forming new subcommittees to address <u>Public Health</u> and <u>Transgender Rights</u>. Also discussed but did not follow up on asking Gunnar Scott to speak to our group re Trans issues.</p>
	<p>Outreach to Welcoming Schools - meeting Melody Brazo.</p>	
	<p>Outreach to CRLS' P10E and Kathy Keegan, and beginning of discussions about CRLS' need to address racial tensions through hiring a Diversity Coordinator.</p>	<p>Discussed but no progress made on idea of P10E youth attending Commission meetings.</p>
	<p>Worked with CPD on future GLBT sensitivity trainings and implementation of Hate Crimes policy and procedure for reporting.</p>	<p>No progress on securing GLBT sensitivity training for EMT and Fire Dept. staff.</p>
	<p><u>Events</u>: Held second Town Hall Meeting (to elicit feedback from community), Pride Brunch (with support from Mayor's office) and OutFest. Lighted candles at Holocaust remembrance event and represented Commission at SCES Elder Fair.</p>	<p>Discussed need for greater visibility.</p>

2009	WHAT WORKED	WHAT HASN'T WORKED YET
	<u>Staff Retreat</u> (funded by City) was useful in terms of helping us clarify our mission and future agenda.	Ideas generated at retreat were so numerous that we have subsequently not been able to address them all.
	<u>WBC Protest</u> . Commission responded quickly and effectively to a visit from members of a Kansas-based hate group, the Westboro Baptist Church. WBC planned a March protest at CRLS and Commissioners were able to play an important role in organizing a successful non-violent counter-protest.	
	<u>Phelps-A-Thon</u> . In response to WBC visit, Commissioner Chris Mason organized a fund-raising event that raised \$3000 for CRLS' P10E and Welcoming Schools.	We learned that it was difficult for the School Dept. to handle this type of business transaction; i.e. depositing the funds raised and directing them to the proper departments.
	<u>Publicity/Outreach</u> . Designed letter head, business cards, "Timeline" flyer, Commission brochure, and developed email "drop box" system for receiving phone calls. Mayor's Office paid for the printing of a banner and we were designated a mailbox in City Hall mailroom.	Impeded by lack of funding for printing written material.
	<u>Publicity/Outreach</u> . Website updated and GLBT Commission was listed more clearly under "Departments."	
	<u>Education</u> . Outreach to new CRLS Diversity Coordinator, Ed Byrne. Rec'd assurance that P10E will continue.	
	<u>Education</u> . Began discussing outreach to Charter and Private schools.	

2010	WHAT WORKED	WHAT HASN'T WORKED YET
	<p>Recruited 4 new members: Kevin S., Steven L., Julia P., Mallory L.</p>	<p>Retention a problem. Two of the four new members quickly dropped out. (Subsequently revised and refined procedure for selecting new members including position description, interviews, and references checked.) Still no progress obtaining paid staff, intern or operating budget</p>
	<p><u>US Census Outreach and Funding.</u> Federal Census GLBT liaison contacted us re helping get the word out to same-sex married couples that this census would be the first ever to count their union. Commission received funding from gov't to buy promotional items.</p>	<p>Need to identify more opportunities like this, especially regarding funding.</p>
	<p><u>Education/Charter Schools.</u> Connected with liaison at Prospect Hill Academy and learned about culture there. Connected PHA with P10E.</p>	<p>No ongoing connection established between PHA and P10E. No progress yet with other Charter Schools</p>
	<p><u>Education.</u> Co-chair attended reception for new school superintendant.</p>	
	<p><u>Publicity/Outreach.</u> NCOD video produced and aired.</p>	
	<p><u>Events:</u> Census outreach at Roller Derby, SCES Elder Fair, May Fair, Pride Brunch, Riverfest, Danehy Park Family Day, Oktoberfest, Harvest Coop. Also participated in Holocaust remembrance, Out & Equal Workplace Conference, Race and Class Workshop, Anti-Bullying Task Force, Police Review Cmte for Gates incident, Open Meeting Law training, City sponsored "World Café" and GLBT Elders Dinner at Cadbury Commons.</p>	<p>Self Defense workshop planned but canceled due to no enrollment. Reviewed what went wrong and will try again in spring 2011. We discussed, but did not follow through on a response to the "It Gets Better" campaign. We discussed, but did not follow through with how we might assist victims of hate crimes. (Chris B. suggested that we use model established with victims of domestic violence.)</p>
2010	WHAT WORKED	WHAT HASN'T WORKED YET

<i>Cont'd</i>		
	<p><u>Same Sex Marriage & Fed. Income Tax.</u> Council Order passed and public comment made re tax burden imposed on same sex families who work for City under current situation where health insurance costs are counted as taxable income. Requested City to review and consider absorbing the costs as other employers (Draper, Google) have done.</p>	<p>Waiting for City Manager's response.</p>
	<p><u>Gender Neutral Bathrooms.</u> Council Order passed re considering gender neutral bathroom options in all public buildings in Cambridge.</p>	<p>A lot of misunderstanding and controversy over this issue. Could we have done a better job of explaining it? Also, we don't really have a good means to get our work turned into something real in the rest of the city.</p> <p>Waiting for City Manager's response.</p>
	<p><u>Elders.</u> Co-chair appointed to a City Silver Ribbon Committee to continue the work begun with the City's "Aging in Place" initiative in 2009 and 2010.</p>	
	<p><u>Publicity/Outreach.</u> Mayor's Office will print business cards for us and may give us an access code to do photocopying.</p>	<p>Need to follow up re these offers.</p>
	<p><u>Publicity/Outreach.</u> We discussed creating a GLBT History month for Cambridge.</p>	<p>Good idea. Need to follow up.</p>
	<p><u>Publicity/Outreach.</u> We discussed social gatherings/outreach with local companies as well as Cambridge Boards and Commissions. Open House/other event.</p>	<p>Need to follow up.</p>
	<p><u>Recruitment underway for new members.</u></p>	<p>Will utilize newly agreed upon recruitment procedures. Still no progress obtaining paid staff, intern or operating budget</p>
	<p><u>Public Safety.</u> Success finally at providing GOAL GLBT sensitivity training to Fire, EMT and Harvard/MIT.</p>	<p>There is still resistance. Need to strategize how to keep the momentum going.</p>