

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

Absent: Susan Bernstein, Linda Daniels On Leave: Anna Weick

Guest: Amelia Joselow, LGBTQ+ Commission Research Associate

Approved Minutes from November 2017 Meeting
Modified and approved January Agenda

Police Report

- ! Detective Brian O'Connor emailed his report along with regrets that he was unable to attend the meeting. He reports that:
- ! There were a total of 2 crimes that were coded as hate crimes involving the LGBTQ+ Community. One was a domestic incident.
- ! The Police Department is currently in the process of vetting a new academy class. Once the dates of the upcoming academy are finalized, he'll begin working with the academy staff to bring in GOAL training.

Research Associate Report

- ! We welcomed Amelia, the Commission's new Research Associate. She met with Elysia (former researcher) and is up to date on the Out-of-School-Time Youth Services research project. The project is about half done and Amelia will be completing it. Amelia is a new member of the Peace Commission and, in her job as Research Associate, will be attending other Cambridge Commission meetings to learn about their work and how we might work together.
- ! In a later discussion Amelia pointed out that all of the hiring documents that she had to read and fill out are gender binary. There are no options for putting non-binary and/or transgender options and no options for preferred names. This is something for the Commission to work with the city on.

SOGI Training Report

- ! There were 60 SOGI (Sexual Orientation and Gender Identity) training sessions with 1,000 city employees attending. The evaluation scores from the attendees were very good. The training organization, the Fenway Institute, will follow up with a plan for how training will continue for new hires and those who were unable to attend.

All Gender Bathrooms

- ! The LGBTQ+ Commission and the Human Rights Commission have partnered in creating a training for businesses in Cambridge on the public accommodations part of the Transgender Rights Bill. A pilot training will take place at the Cambridge Public Library on February 22 and March 1 (one session training offered two times). Our Commissioner, Kimm Topping, and the Human Rights Commission's attorney, Sabrina Acloque, will give the trainings. These sessions will target restaurants and bars and will be publicized with the help of the License Commission. Aren and John have attended planning and demo sessions of the training and have given feedback.
- ! At Susan's suggestion, students at Cambridge's technical high school, Rindge School of Technical Arts (RSTA, part of the Cambridge Rindge and Latin School), are creating all-gender bathroom signs. Kimm will check with Susan to see if any of these designs can be presented at the training.

Budget

- ! Our budget will now go through Amelia. She and Steven will order new give-aways with our new logo and will make sure that past receipts have been paid.

Diversity Training

- ! We will have a two-part diversity training, on March 29th and April 5th, focusing on race. Linda Daniels and Denise Phillips will conduct the trainings.

Tabling

- ! Jessica asked that all Commissioners put tabling events into their calendars and contact her as to availability.

Strategic Planning

Steven gave a report of the committee meeting and the full Commission discussed:

- ! Purpose: to discuss and refine ideas to bring to the Commission related to short and long-term planning
- ! All-gender bathrooms: now is a good time to focus on this issue, including getting the city and area businesses on board in creating more.
- ! Transgender issues: find out how the Commission might be able to be involved in the proposed non-binding ballot question repealing the public accommodations section of the Transgender Rights Bill. At the very least we can have information on our tables at events. We would like at least one event to focus on Trans issues, perhaps Rainbow Room 2.
- ! Youth: How to support LGBTQ+ young people. We could help them to put on an event.
- ! Police: Sponsor an LGBTQ+ coffee hour with Commissioner Bard. he has been very interested in and supportive of the Commission. How can we make more community members aware of the work we've done with the Police Dept. and the work they've done to be educated about and respectful of LGBTQ+ residents?
- ! New Committee: Policy Committee. This committee would gather information about issues relating to LGBTQ+ issues that we should be aware of, such as ballot initiatives and legislative bills and inform the rest of us.
- ! Co-Chairs: Succession planning discussion: Should we have term limits? Elections? Lesley gave some pertinent history on issues with chairs in the past. If we want to have elections how often? What process? How much do we want to change what we do? We should have a plan in place for a worst-case scenario if a chair is suddenly unable to continue. Knowing that a plan was in place would also allow a chair to leave their position more easily. Do we want to codify any plan in by-laws? We will check on what the original Commission Ordinance says about Commission chairs. It's important to write down all of the things that the chairs do behind the scenes to inform all members, including future chairs, and to see if anything could/should be delegated. The Strategic Planning Committee will come up with some scenarios and bring them back to the full Commission.

Event Possibility Brainstorming Session Some of the suggestions put on the table:

Story telling events: True Story Theater, Story Corp, curate and sponsor a storytelling event like the Moth -make it intergenerational Events highlighting Transgender folks, including Trans and GNB youth: help young people put on a play, such as "Pronoun", trans day at the library, another film event, Rainbow Room Film events: Put on a showing of "Moonlight" or another film, sponsor a theater takeover for a showing of "Call Me By Your Name", "BPM (Beats Per Minute)" or another film with LGBTQ+ content, show a film at the Kendall Sq. Theater, Somerville Theater, or MIT Film series, help people pay for tickets to current shows with LGBTQ+ content, event with film clips about LGBTQ+ folks in the media, film series at the library, Ballot Initiative: educational event for public awareness, outreach (partner w/ Mayor's office, other commissions) phone bank as a group with Freedom Massachusetts Trafficked Youth: awareness event, LGBTQ+ Families event, YA Literature and LGBTQ+

Common themes: events supporting youth, Transgender people, esp. youth, telling or presenting stories

Next Meeting - February 22 6-7:30 Windsor St. Health Center 119 WINDSOR STREET