

Cambridge LGBTQ+ Commission

October 24, 2019 Minutes

Commissioners in Attendance: Catherine Grams, Nefyn Meissner, John Gintell (co-chair), Jessica Daniels, Aren Stone (co-chair), Maya Escobar, Silas Winer, Meesh Zucker, Susan Bernstein, Britt Huhmann, Bill Barnert, Rachel Oppenheimer.

Staff Present: Amelia Joselow

October Meeting Guests: Police Commissioner Branville Bard and Acting Fire Chief Gerry Mahoney

Community Member(s): Ashley Hicks

Commissioners Absent: Kimm Topping (co-chair), Steven Lee, Greg MacDonough, Lesley Phillips, Mal Malme, Leo Austin-Spooner, Noe Kamelamela, Bob Parlin

Minute Taker: Rachel Oppenheimer

Introductions

Minutes from September: Approved

Approve/Modify Agenda: Cannot cover original item of strategic planning committee update, so will do this at next meeting.

Police Commissioner Bard and Acting Fire Chief Gerry Mahoney

Commissioner Bard:

- Shared recent hate crime stats, which were two at CRLS.
- Reviewed meeting between himself and police-sub-committee regarding current GOAL (Gay Officer's Action League) training. Commissioner Bard talked with Brian O'Connor and it was agreed to schedule a meeting with Commissioner Bard, president of GOAL, trainer, and any LGBTQ+ Commissioners who can attend to discuss future GOAL trainings. Commissioner Bard also offered to look into getting an older version of the GOAL training for the Commission to review. Commissioner Bard says he heard good feedback about the city's SOGI (Sexual Orientation and Gender Identity) training and is hoping to use this again in the future.
- Confirmed he received a rainbow image to add to their recruitment ads for cadets.
- Mentioned he has asked that those working at the Police Department add their pronouns to their email signature.
- Informed Commission of next cadet training at Northeastern University in January 2020 with approximately 20 new cadets being training. He invited Commissioners to attend if available, and we discussed possibility of Commissioners offering some type of training, sharing of stories, or providing a talk.

Acting Fire Chief Mahoney:

- Confirmed senior management received the city's SOGI training approximately two years ago, seems to recall positive feedback about this training and was under the impression that Cambridge would have additional SOGI training for mid-level management within Fire Department. Chief Mahoney agreed to follow-up with new city personnel trainer about having this SOGI training for mid-level management.
- He explained the organizational structure of the Cambridge fire department.
- In answer to a Commissioner's question, Chief Mahoney described the culture and environment of the department and that he tries to impart to all personnel that they respect the diverse make-up of Cambridge residents. He says he stresses the importance of treating community members with the same dignity and respect one would give to family.
- He recalls some feedback from a GOAL training from approximately six years ago which was negative and he himself recalls it being "OK".

LOGO/Flags – Should they be changed?

- The Commission discussed the possibility of revamping our logo. Aren asked this be a topic we be thinking about and wanted to at least begin a discussion.
- The Commission discussed using the "Philadelphia flag" which incorporates racial visibility (brown and black stripes) or a flag that incorporates the rainbow flag, black and brown stripes, and the pink and blue stripes of the Transgender flag. The Commission also discussed the option of keeping current rainbow flag and using additional flags for representation (i.e. at June pride raising the Trans flag in addition to the traditional rainbow flag).
- There was some discussion about the benefits/disadvantages of adding more elements to the flag.
- Meesh, who has a background in graphic arts, volunteered to experiment with the logo and existing options to get some ideas of possible designs.

Strategic Planning

- John informed the Commission that seven Commissioner's terms expire at the end of this year and all seven have agreed to renew their terms.

Report from Amelia Joselow

- There will be a meeting on 11/13/19 to move forward with converting city bathrooms into all-gender bathrooms. Expected at this meeting are Nancy Schlacter, the City Manager, Deputy City Manager, Director of the law department, and Director of Inspection Services. We'll look into Amelia also joining this meeting.
- Amelia continues to work on the Senior Housing Report and will have the first half done tomorrow to send to Taha, Nancy, Aren and John. Amelia is almost done with data collection and had some questions for the Commission about how to best compare public and private housing data, though so far there appear to be no discrepancies
- Amelia plans to start working on the Community Center Project around spring 2020 after the other projects are complete and/or slow down. It was suggested there be a sub-committee to assist Amelia with this, however there were not enough in attendance at this point in the meeting for quorum to vote on this proposal.

Future Events

- The Rainbow Room event needs a chair person and has yet to meet. Aren agreed to email this sub-committee to encourage them to get started.

Public Comment/Announcements

- Ashely Hicks (community member) introduced herself and her interest in attending tonight's meeting.
- A reminder about CRLS's upcoming musical production was made.
- Jessica Daniels shared her blog "ourcambridge.org" and her recent interview with Commissioner Bard for her site.