

**LGBTQ+ Commission**  
**Minutes for February 28, 2019 Meeting**

**Minutes submitted by:** Jessica Daniels

**In attendance:** John W. Gintell; Aren Stone; Bill Barnert; Jessica Daniels; Greg MacDonough; Bob Parlin; Kimm Topping; Silas Weiner; Catherine Grams; Lesley Phillips

**Absent:** Noelani Kamelamela; Rachel Oppenheimer; Steven Lee; Susan Bernstein; Maya Escobar; Mal Malme

**Guests in attendance:** Michael McKenzie, Jan Shafer, Leo Austin-Spooner, Britt Huhmann, Nefyn Meissner. Eddie Namugerwa also attended as part of a college project.

**Minutes from the January meeting were approved.**

**New Commissioner Interview Status**

The Commission received 12 applications for four seats. Eight of the applicants have already been interviewed and all interviews will be completed within the next two weeks, after which the City Manager will review the selected applicants and appoint the new Commissioners at the recommendation of the Interview Committee.

**Opportunities to Table**

This topic was discussed briefly. The opportunities from which we will choose are MayFair, RiverFest, Youth Pride, Carnival, and Oktoberfest. One suggestion offered was to hold on registering for events until enough Commissioners have signed up to staff the table. Jessica will investigate the availability of community tables at Carnival and will share the event dates with the full Commission.

**Report from Amelia Joselow, Research Associate**

Amelia sent a report to say that there is not much to add since last month's meeting. A meeting with the city to discuss all-gender bathrooms has been scheduled for early March.

**Meeting with City Manager**

Co-chairs John and Aren met with the City Manager recently. The primary topic was the budget, and the Commission's projects were also discussed. The City Manager noted that the city is trying to create new signs to mark all-gender bathrooms in city buildings. The Commission may need to do further work to support this effort. The City Manager was interested in the idea of an LGBTQ+ Community Center, which the Commission has discussed recently. He also agreed to ensure that information about the Commission is included in the annual budget book, and he is looking into the question of arranging SOGI (Sexual Orientation and Gender Identity) training for the Fire Department and EMTs.

On a related topic, Kimm will join the lawyer from the Human Rights Commission to conduct a training in May about the public accommodations portion of the Transgender Anti-Discrimination Law, including all-gender bathrooms, for restaurants and bars licensed in Cambridge.

### **Gender Identity on City Forms**

Currently the digital form by which applicants apply to Boards and Commissions offer only male/female options. Aren and John raised this with the City Manager. This form is created and maintained by an outside vendor, not the city. City officials have asked the vendor to research whether additional gender options could be offered. Meanwhile, Amelia (the Commission's Research Associate) will catalogue other city forms that have limited gender options.

### **Co-Chair Future Planning**

Over the next six months to one year, Aren will transition some Co-Chair responsibilities to Kimm. They are discussing the division of tasks. The transition plan was approved by vote of the Commission. Thus there will be three Co-Chairs.

### **Sub-Committee Reports**

#### Police Relations

The Police Relations Sub-Committee met in February. Representatives of the Gay Officers Action League (GOAL) will attend the March meeting to discuss the GOAL training they give for police recruits from several municipalities, including Cambridge.

The Police Relations sub-committee has written a statement to detail the Commission's relationship with the Cambridge Police Department. The final version will be submitted to the Commission for approval in March.

#### Handbook

A draft of the new handbook is nearly complete and will be shared with the full Commission in March.

## Strategic Planning

The Strategic Planning committee met earlier this month and discussed:

- Recruiting of new commissioners
- Commission Well-Being / Self Care.
- Events we support and participate in
- Inventory of giveaways and what we should purchase next. (Bill will provide the inventory details.)
- Communications Strategy – How to reach more communities?
- Major event(s) for 2019
  - Rainbow Room in fall – second time and this one focused on trans theme.
  - LGBTQ+ Families (however defined) – perhaps in Spring 2020
- Possibility of arranging sign language support at events
- Succession planning
- Status of relationships with other Cambridge Commissions and departments and potential partnerships
- LGBTQ+ Community Center to provide a permanent space for community to connect
- All gender bathrooms

## **Other Business:**

- Commissioner Lesley Phillips asked the Commission to provide co-sponsorship for a fund-raising event by Professionals for Transgender Rights to benefit the Massachusetts Transgender Political Coalition (MTPC). The Commission approved.
- A committee was formed to organize the June 8 Pride Bruch. Silas, Kimm, Bill, John, and Mike McKenzie agreed to serve on the committee. Kimm will lead.
- It was agreed that the co-chairs will review future newsletters before they are distributed; and that a lead person will be named for all events.

## **Public Comment/Announcements**

There were no public comments or announcements.