



**Cambridge Human Rights Commission
Thursday, April 5, 2018**

Present: Commissioners Chair Chanta Bhan, Vice Chair Nadia Davila, Sabrina Selk, Bonita Cox, Amanda Savage, Cynthia Orellana, Mercedes Evans, Kuong Ly, Joshua Stadlan, Olinda Marshall and CHRC Staff Nancy Schlacter, Crystal Rosa and Attorney/Investigator Acloque.

Absent: Commissioners Katie Stack

Documents Used:

- March Minutes

1. Call to order

Chair Chanta Bhan called the meeting to order at 6:05 p.m. No one was recording the meeting.

2. Public Comment

Lori Young from 22 City View was present. Ms. Young explained that she has also been a resident of Cambridge for 15 years.

3. Review and approval of February Minutes

The Commission reviewed the minutes from the March meeting and unanimously approved them with edits on a motion from Commissioner Cox, and seconded by Commissioner Ly.

4. Executive Director's Report

ED Schlacter updated the Commission on cases, staff activities and outreach. Since the March meeting, 1 case opened, 3 cases are pending, 1 case closed. The first pending case involves an employment complaint alleging: discrimination against a person based on their national origin and religion. The second pending case involves a housing complaint alleging: discrimination against a person with a disability and based on their sex/sexual orientation. The third pending case involves a housing complaint alleging discrimination against a person because of their source of income. The case in post-cause proceedings, where probable cause was found, endeavored conciliation, without success. If the parties cannot resolve the case through conciliation, after a prescribed time period it will proceed to a public hearing. ED Schlacter coordinated six trainings in March with the Community Learning Center (CLC) that were conducted by members of the Commission and CHRC Staff. ED Schlacter and Project Coordinator Rosa attended a meeting with staff from the City Manager's Office to discuss issues and collaboration opportunities with other Boards and Commissions. ED Schlacter participated in a planning meeting for the NEPT June event. ED Schlacter met with the new Executive Director of the Commission for Persons with Disabilities regarding the passage of the Fair Housing Ordinance and Human Rights Ordinance. ED Schlacter conducted outreach at the CLC's Open House where information about the Fair Housing Event was displayed. CIRC's Immigrant Service Liaison has been distributing the flyer while conducting outreach. The City Manager approved the Commission tabling outside City Council meetings in April. Homeowners Rehab Inc. suggested the idea during the planning meeting for the Fair Housing Event.

5. March meeting follow up:

- **Transgender Rights & Public Accommodation Training – Postponed until approved by the Law Department**

The training designed by Attorney/Investigator Acloque and LGBTQ+ Commissioner Topping was sent to the Law Department for approval. The previously scheduled training dates are postponed until approval is obtained.

- **LGBTQ+ Commission Gender Neutral Bathrooms**

The LGBTQ+ Commission met with the City Manager regarding single stall restrooms in City offices and multi-stall restroom gender identity signage, in reference to a policy from the term of City Manager Bob Healy. Commissioner Stadlan asked if there was any conflict with building code and ED Schlacter explained that if a business already has single stall restrooms there is no problem. However, if a business has multi-stall restrooms, it will need a variance for a change to single stall restrooms. ED Schlacter did not know what the possible costs involved would be.

- **Brainstorm ideas from October 2017's meeting**

- **Baby U – Lead Law/Family status discrimination – no update**

Vice Chair Davila, who volunteered to reach out to Baby U regarding outreach, got in contact with Michelle Godfrey, who has referred her to the Center for Families.

- **Nursing Women**

Attorney/Investigator Acloque spoke with ED Sansoucy of the Women's Commission, who asked if there was a need or critical mass for developing a training for Nursing Women regarding their rights in Public Accommodations. ED Sansoucy was open to consult with an expert if needed. Chair Bhan suggested waiting until Commissioner Selk is present to clarify the possibilities of the issue being discriminatory.

- **Implicit Bias Training**

Chair Bhan provided planning details regarding the Implicit Bias training that the Civic Unity Committee is spearheading. The training is scheduled for Tuesday, October 16, 2018, from 6-7:30 pm at the Cambridge Public Library. Mahzarin Banaji, one of the authors of Blind Spot, agreed to speak at a city event without a fee and present a slideshow on types of biases. The presentation will be interactive with Q&A. Commissioner Stadlan will assist Chair Bhan's efforts in organizing an Implicit Bias training. The Civic Unity Committee is meeting on May 1st to plan the event and looking for sponsors. Based on the information provided by Chair Bhan, Commissioner Cox moved for the Commission to help with outreach for the event and to add the CHRC logo to any outreach, as sponsors, Commissioner Stadlan seconded the motion. The Commission unanimously approved to be sponsors for the Implicit Bias training.

- **Community Learning Center presentations – feedback?**

Many students at CLC did not know that CHRC existed. CLC is a great location for outreaching to new Cantabrigians about city services and their rights as citizens.

6. New Business:

- **Voting**
There were 3 commission members nominated to be Chair, however, Commissioner Davila withdrew her name from nomination, leaving Chair Bhan and Commissioner Stadlan who agreed to serve as Chair and Vice-Chair, respectively. No vote was necessary.
- **Fair Housing Planning**
Project Coordinator Rosa identified Commissioners for various volunteer roles for April's Fair and Affordable Housing Open House. Project Coordinator Rosa gave a run through of the day's events.
- **Commissioner Vacancy**
ED Schlacter announced that Commissioner Savage will be moving to CA and leaving the Commission in June.
- **River Fest**
CHRC Staff must notify the Arts Council by May 11, if we can commit to managing a table for the entire event time, 10:30-6:30 pm - includes setup/breakdown times. River Fest is scheduled for Saturday, June 2.

Commissioner Cox moved to adjourn the meeting at 7:10 p.m., seconded by Commissioner Kuong.

Next Commission meeting will be on Thursday, May 3, 2018, in the Large Conference Rm on the 2nd Flr at 6 pm.