



**Cambridge Human Rights Commission  
Thursday, March 1, 2018**

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

Absent: Commissioners Chair Chanta Bhan, Katie Stack, and Olinda Marshall.

Documents Used:

- February Minutes

**1. Call to order**

Vice Chair Nadia Davila called the meeting to order at 6:25 p.m. No one was recording the meeting.

**2. Public Comment**

No public comment

**3. Introductions**

The Commission introduced themselves to the newest member of the Commission, Kuong Ly.

**4. Review and approval of February Minutes**

The Commission reviewed the minutes from the February meeting and approved them with edits on a motion from Commissioner Selk, seconded by Commissioner Orellana, Commissioner Marshall abstained, and accepted by the members present.

**5. Executive Director's Report**

ED Schlacter updated the Commission on cases, staff activities and outreach. Since the February meeting, 0 cases have opened, 3 cases are pending, 1 case closed. There is also 1 case in post-cause proceedings, where probable cause was found, and the next step is conciliation. If the parties cannot conciliate, then the case moves to a public hearing. ED Schlacter participated in the monthly Brown Bag with Suffolk University Law School, where fair housing professionals discuss current legislation, HUD insights, concerns, and other work in the field. ED Schlacter attended the NEPT event where Tagesech Wabeto, CIRC's Immigrant Service Liaison, presented information on how to successfully *Outreach to the Ethiopian Community*. ED Schlacter and Attorney/Investigator Acloque did "walkthroughs" of the CHRC presentations with newer members. Currently, ED Schlacter and Attorney/Investigator Acloque are waiting to hear back from Law Department about Public Accommodations Law training. Attorney/Investigator Acloque attended the Women's Bar Association Legislative Breakfast, which provides updates on legislation affecting women and families.

**6. February meeting follow up:**

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

Postponed: Thursday, February 22, 2017, and Thursday, March 1, 2018 were scheduled dates for the Transgender Rights & Public Accommodation trainings, at the Main Library from 2-3 pm. There are

approximately 700 business licensees invited to the training. Attorney/Investigator Acloque and LGBTQ+ Commissioner Topping conducted a pilot training with city staff to fine tune the presentation. Commissioners may volunteer to help with survey collection and attendee check-in. The training has been sent to the Law Department for approval.

- **All-Gender Restroom Poster Contest at RSTA**

The students at CRLS's Rindge School of Technical Arts' (RSTA) creative arts design program competed for best design of an all-gender restroom sign. The designs were shown to the Commission and will be shown at the public accommodations training to demonstrate different ways licensees can create/signal an inclusive environment. The students were asked to create versions with and without text, to help people who do not read English.

- **Brainstorm ideas from October's gathering**

- **Baby U – Lead Law/Family status discrimination**

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.

- **Implicit Bias Training – on hold for update from Chair Bhan**

Commission Stadlan expressed interest in helping Chair Bhan's efforts in organizing an Implicit Bias training that would be open to city residents. Chair Bhan updated the Commission that Mahzarin Banaji, one of the research authors of Blind Spot, agreed to speak at a city event without a fee. Chair Bhan projected that the event would occur sometime between May and October. The members of the Commission provided Chair Bhan with a series of questions that would need to be addressed before they could decide if the Commission would collaborate or sponsor the event with the Civic Unity Committee. Chair Bhan also expressed interest in having Cambridge Police Department present at the event to hear the speaker.

- **Fair Housing Ordinance**

Commissioner Savage asked ED Schlacter about the status of the Fair Housing Ordinance. ED Schlacter provided a summary of the legal issues regarding the new language added to the FHO. Currently, the FHO is under review by the City Law Dept. for an eventual Home Rule petition to the State Legislature.

## 7. New Business:

- **Voting**

The Commission agreed that an annual nomination process take place in November and in December the Commission would vote on willing nominees. The newly elected Chair would start in January. Commissioners unanimously voted that 1 year of service with the Commission be a pre-condition for a nomination, moved by Commissioner Orellana, and seconded by Commissioner Ly. The Commission held a nomination for an election at the April meeting. After the nominated members confirmed their interest in the position, the members on the ballot for April's election are Commissioners Stadlan, Davila and Bhan. ED Schlacter will reach out to Chair Bhan to confirm her interest in being considered for re-election. The new Chair will serve an abbreviated term, through

the new election in December. Voting by proxy was accepted as a way for anyone absent to cast a vote.

- **Fair Housing Planning**

CHRC staff summarized all planning efforts for April's Fair and Affordable Housing Open House. Nearly all organizations that participated last year have confirmed their interest. CDD and CHRC have met multiple times to manage planning timelines. We are expanding our outreach by using the CET outreach workers and CIRC's Immigrant Services Liaison. The City of Somerville has also reached out to discuss planning logistics and concept with CHRC staff to emulate the event in their city. Project Coordinator Rosa will reach out to the Commission regarding volunteer opportunities for the event. Outreach table shifts and other volunteer roles will be organized at the April 5 meeting.

## **8. Outreach**

- **CLC Discrimination Trainings**

ED Schlacter announced Wednesday, March 7 from 6:30 – 7:15 PM as a confirmed date for an additional training at the Community Learning Center. She noted that there is another teacher with a flexible schedule seeking a training in March or April – Monday or Wednesday b/w 9:00 AM – 12 noon. ED Schlacter encouraged volunteers to reach out if they are available to help with this.

- **Nursing Women**

Attorney/Investigator Acloque explained that she would wait until after the Law Dept. has evaluated and made a decision on the Public Accommodations Gender Identity training before sharing her training development process with the Women's Commission, which may be the agency interested in developing a training for Nursing Women regarding their rights in Public Accommodations.

Commissioner Selk moved to adjourn the meeting at 7:45 p.m., seconded by Commissioner Cox.

**Next Commission meeting will be on Thursday, April 5, 2018 in the Large Conference Rm on the 2<sup>nd</sup> Flr at 6 pm.**