



**Cambridge Human Rights Commission
Thursday, May 3, 2018**

Present: Chair Chanta Bhan, Vice Chair Joshua Stadlan, Commissioners Bonita Cox, Cynthia Orellana, Kuong Ly, Sabrina Selk, Police Superintendent Steven DeMarco, CHRC Staff Nancy Schlacter and Attorney Investigator Sabrina Acloque.

Absent: Commissioners Nadia Davila, Amanda Savage, Katie Stack, Mercedes Evans, Olinda Marshall and CHRC Staff Crystal Rosa

Documents Used:

- April Minutes
- Massachusetts Gender Identity Anti-Discrimination Veto Referendum (2018)

1. Call to Order

Chair Chanta Bhan called the meeting to order at 6:31 p.m. No one was recording the meeting.

2. Public Comment

No public comment.

3. Review and approval of April Minutes

The Commission reviewed the minutes from the April meeting and approved them with edits on a motion from Vice Chair Joshua Stadlan, and seconded by Commissioner Ly. Commissioner Orellana abstained.

Edits:

- Cynthia was not here in April but she's listed as present
- Sabrina Selk was not here in April
- Commissioner "Kuong" should be changed to Commissioner "Ly" on 3rd page
- Josh moved to approve; Kuong seconded
- All in favor, Cynthia abstained

4. Executive Director's Report

ED Schlacter updated the Commission on cases, staff activities and outreach. Since the April meeting, 1 case opened, 2 cases are pending, and 1 case closed. The first pending case is a housing complaint alleging discrimination based on the person's disability and sex/sexual orientation. The second pending case is a public accommodation complaint alleging discrimination based on the person's disability. One case is currently in post-cause proceedings. Probable cause was found in that matter and the parties endeavored to

conciliate, 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 and Attorney Investigator Acloque have been meeting with the IT department to create an online intake form for possible complaints of discrimination. Project Coordinator Rosa tabled outside the City Council meeting in April to conduct outreach about the Fair Housing event. ED Schlacter and Attorney Investigator Acloque attended the Massachusetts Commission Against Discrimination's annual Civil Rights Conference in Springfield, Massachusetts in mid-April. ED Schlacter and Project Coordinator Rosa attended the City of Boston's Fair Housing Open House event which was modeled after the Commission's Fair Housing event. They observed approximately 300 attendees at the event. Commissioners Stadlan and Ly tabled outside the City Council meeting in April to conduct outreach about the Fair Housing event. Attorney Investigator Acloque attended an Equal Pay Act Training at Harvard Law School, which was sponsored by the Attorney General's Office. CHRC staff and Commissioners Cox, Stadlan, Ly, Orellana, Davila, Bhan, Evans, Marshall, and Stack participated in the Commission's Fair and Affordable Housing Open House event on April 28, 2018. ED Schlacter attended a NEPT planning meeting in April.

5. April meeting follow up:

- **CHRC/LGBTQ+ Collaboration: Public Accommodations Law Trainings for Licensed Businesses**

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.

- **Brainstorm ideas from November 2, 2017 Commission Meeting**

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

Commissioner Davila was absent, so no updates were available.

- **Implicit Bias Training in October 2018**

Chair Bhan updated the Commission on the planning details regarding the training that the Civic Unity Committee is spearheading. Chair Bhan stated that she will be meeting with members of the Civic Unity Committee to discuss ticketing and other planning details. Cambridge Rindge & Latin School has offered its space for the training. The Library will be a back-up space. The Police Department has agreed to assist with outreach for the event when it gets closer.

6. New Business:

- **Online complaint intake form**

ED Schlacter and Attorney Investigator Acloque have been meeting with the IT department to create an online intake form for receiving inquiries regarding potential complaints of discrimination. The form is currently being reviewed by the Law Department.

- **Ballot referendum pertaining to proposed veto of Senate Bill 2407, Massachusetts Gender Identity Anti-Discrimination legislation**

The Commission discussed what role it could play in informing the public about the upcoming referendum that will be placed on the November ballot. A “yes” vote would preserve the Senate Bill prohibiting discrimination on the basis of gender identity, and a “no” vote would repeal the legislation. There was general agreement that the LGBTQ+ Commission should take the lead on any plan of action and the Commission agreed to support the LGBTQ+ Commission in its efforts.

- **Cambridge community response to 4/13/18 Cambridge Police arrest in Harvard Square**
ED Schlacter and Attorney Investigator Acloque attended a Q&A Discussion with Police Leadership for City employees, which they found to be very informative. Police Superintendent DeMarco shared the police department’s response to the incident and stated that the police department reviews every incident in which force is used.

7. Outreach:

- **Fair Housing Event Impressions**
There was discussion about having additional signs on the campus so that more people would know where the event was being held. Other suggestions included having a welcome table outside to attract passersby on the day of the event; posting a flyer on the entrance door with much less text, or just featuring a banner or the Commission’s logo on the flyer; making a sign or putting up a stand to direct people to the panel rooms; having someone collect feedback surveys at the door; and having better signage in the cafeteria to inform the public which organization is represented at each table.
- **River Fest Tabling**
CHRC staff must notify the Arts Council by May 11 whether the Commission can commit to staffing a table for the duration of the event, from 10:30 a.m. to 6:30 p.m., which includes set-up and breakdown times. River Fest is scheduled for Saturday, June 2, 2018. ED Schlacter suggested that Commissioners could fill 2-hour shifts. Commissioners Cox and Ly stated that they could table at River Fest.
- **Commissioner Vacancy**
ED Schlacter announced that Commissioner Orellana will be leaving the Commission to attend graduate school. This will be her last meeting.

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

Next Commission meeting will be on Thursday, June 7, 2018, in the Large Conference Room on the 2nd Floor at 6:00 p.m.