



**Cambridge Human Rights Commission  
Thursday, September 6, 2018**

**Present:** Chair Chanta Bhan, Vice Chair Joshua Stadlan, Commissioners Mercedes Evans, Kuong Ly, Katie Stack, Michael Kourabas, and Yasmin Forbes. City Staff: Police Superintendent Steven DeMarco, CHRC Staff Nancy Schlacter, Attorney Investigator Sabrina Acloque, and Project Coordinator Crystal Rosa.

**Absent:** Commissioners Nadia Davila, Olinda Marshall, and Sabrina Selk.

**Documents Used:**

- June Minutes
- City of Cambridge Policy Order dated July 30, 2018
- Draft memo to City Manager Louis A. DePasquale from Executive Director Nancy B. Schlacter
- Handout – Information Sheet for Suffolk Housing Discrimination Testing Program
- Guide to Nondiscrimination in Hiring and Employing Connecticut Veterans by the Connecticut Commission on Human Rights and Opportunities
- Email from Cambridge resident Robin Chen

**1. Call to Order**

Chair Chanta Bhan called the meeting to order at 6:10 p.m. No one was recording the meeting.

**2. Public Comment**

No public present.

**3. Introductions**

The members of the Commission introduced themselves to the newest members, Michael Kourabas, and Yasmin Forbes.

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

The Commission reviewed the minutes from the June meeting and unanimously approved them with edits on a motion from Vice Chair Joshua Stadlan and seconded by Commissioner Evans.

**5. Executive Director's Report**

ED Schlacter updated the members of the Commission on cases, staff activities and outreach. Since the June meeting, 6 cases opened, 6 cases are pending, and 6 cases closed. The first pending case is a housing complaint alleging discrimination based on the person's race and

religion. The second pending case is a public accommodation complaint alleging discrimination based on the person's disability. The third pending case is a public accommodation complaint alleging discrimination based on the person's race. The fourth pending case is a housing complaint alleging discrimination based on the person's age and disability. The fifth pending case is a public accommodation complaint alleging discrimination based on the person's disability. The sixth pending case is a housing complaint alleging discrimination based on the person's disability.

Regarding the cases closed since the June meeting: There was lack of probable cause found in a housing complaint alleging discrimination based on the person's disability and sex/sexual orientation. There was a settlement agreement reached in a public accommodation complaint alleging discrimination based on the person's disability. There was lack of probable cause found in a housing complaint alleging discrimination based on the person's disability and sex/sexual orientation. There was mixed determination in a housing complaint alleging discrimination based on race, source of income, and retaliation, finding that there was probable cause of disparate impact. A housing complaint alleging discrimination based on the person's disability was withdrawn on September 2, 2018. Probable cause was found in a public accommodation complaint alleging disability after an attempt to conciliate was unsuccessful. There is a housing complaint alleging discrimination based on the person's race, source of income, and retaliation in post-cause proceedings with a mixed determination.

ED Schlacter and Attorney Investigator Sabrina Acloque attended the Suffolk University Law School Brown Bag with local and state stakeholders to discuss the proof difference between the ADA and Fair Housing Act for service/assistance dogs. Afterward, ED Schlacter and Attorney Investigator Sabrina Acloque met with Cambridge Commission for Persons with Disability to discuss the proof differences with the Disability Law Center. All agreed that the ADA does not apply in housing situations covered by the Fair Housing Act, therefore a complainant must comply with the law required by the Fair Housing Act.

## 6. June meeting follow up:

- **Danhey Park Day – Saturday, September 15 from 10 am – 4 pm**

A flyer for the event was passed around. ED Schlacter and Commissioner Forbes are scheduled for the 10 am-12 pm shift. Chair Bhan is scheduled for the 12-2 pm shift, and Commissioner Kourabas volunteered to help Commissioner Cox during the 2-4 pm shift and pack up outreach materials. CHRC will be sharing the table with members of CIRC and Immigrant Services Liaison Wabeto.

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

Commissioner Davila not present to provide an update.

- **Implicit Bias Training**

Chair Bhan passed out flyers for the event at CRLS on October 17 at 5:30 pm and asked for the flyers to be distributed at Danhey Park Day. Project Coordinator Rosa will email the PDF version of the flyer to the Commission for distribution to their networks. The event is free for all to attend. The Mayor's Office has expressed interest in hosting ongoing conversations regarding implicit bias.

- **Collaborate with LGBTQ+ Commission**

There was a Freedom for All MA rally on July 25 at the Main Library Lecture Hall. LGBTQ+ Cmsn and CHRC are determining a date for a Town Hall related to opposing the referendum to repeal public accommodations law and gender identity in October.

## 7. New Business:

- **Online Discrimination Intake Form**

The intake form is available online and translations of the form will become available in Spanish and Haitian Creole. Project Coordinator Rosa will be working with IT on this project.

- **Fair Housing & Human Rights Ordinances**

The Fair Housing and Human Rights Ordinances proposed revisions were moved to second reading on the City Council Agenda for June 25th and was left as unfinished business at the July 30th City Council meeting. ED Schlacter and the Law Department will address changes to pronouns based on suggestions provided by City Council members. Review of the edits to the HRO & FHO are on the City Council agenda for September 17.

- **City Council Order O-10 from July 30 Summer Meeting**

ED Schlacter provided handouts to the Commission of the City of Cambridge Policy Order dated July 30, 2018 and a draft memo to the City Manager from CHRC regarding the City Council response toward the information provided by CHRC.

- **Connecticut Human Rights Commission Guidance on Non-discrimination in Hiring Veterans**

Commissioner Ly asked ED Schlacter to add the topic for discussion on the agenda for the next meeting to provide the Commission time to review.

- **Suffolk Housing Discrimination Testing Program info sheet**

Attorney Investigator Acloque reviewed the information sheet summary of requirements that the Suffolk Housing Discrimination Testing Program would need to conduct a test. Attorney Investigator Acloque explained how Suffolk executes a test on a respondent and how a person who believes they experienced discrimination would go about having a test activated. Commissioner Evans suggested that CHRC run a search of frequent respondents to reach out for educational purposes to address public interest in change in behavior, rules, and training. Commissioner Stadlan asked if there were ways service providers could bring attention to information of possible discrimination to Suffolk's Testing Program. ED Schlacter explained that service providers could contact a FHIP agency that could act as an advocate.

## 8. Outreach:

- CHRC had an intern in the Summer who distributed the City's anti-discrimination notice to real estate agencies and notice about lead paint/family status discrimination to university housing offices.
- ED Schlacter encouraged the Commission to strategize how to get CHRC presentations at the locations identified in previous meetings: Cambridge Hospital, Cambridge Libraries, Vet's Services, and CRLS. Who is the audience for our outreach?

## 9. Ongoing Planning

- CHRC and LGBTQ+ Collaboration: Public Accommodations Law Trainings for Licensed Businesses is still postponed depending on the outcome of the referendum vote in November 2018. The Law Dept. will review/approve following the referendum.

#### **10. Announcements**

- Commissioner Stadlan announced that Harvard University will be hosting a discussion on data discrimination with the New York Human Rights Commission. Commissioner Stadlan will send to the CHRC staff to circulate to the rest of the Commission.
- ED Schlacter announced that the Library will be hosting a reading of the Declaration of Human Rights on Monday, December 10, 2018 during lunchtime for CRLS students to participate. The Library has asked for funding to pay for a pizza lunch for student readers.
- ED Schlacter and Chair Bhan provided the new commission members an overview of how they can engage with the city and participate new initiatives for the Commission.
- Attorney Investigator Acloque stated she would follow up regarding a Discrimination Determination and Conciliation Training.
- ED Schlacter stated she will try to have a refresher on the Open Meeting Law at the next meeting for all members of the Commission.

Commissioner Evans moved to adjourn the meeting at 7:50 p.m., seconded by Commissioner Ly.

**Next Commission meeting will be on Thursday, October 4, 2018, in the Large Conference Room on the 2<sup>nd</sup> Floor at 6:00 p.m.**