



**Cambridge Human Rights Commission
Thursday, October 3, 2019**

Present: Co-Chair Mercedes Evans, Co-Chair Joshua Stadlan, Commissioners Olinda Marshall, Sabrina Selk, Katie Stack, Bonita Cox, Kuong Ly, and Brandon Morgan. City Staff: CHRC Staff: Executive Director Nancy Schlacter and Attorney Investigator Sabrina Acloque, and CHRC Project Coordinator Crystal Rosa

Absent: Commissioners Yasmin Padamsee Forbes and Michael Kourabas

Documents Used:

- September Minutes

1. Call to Order

Co-Chair Mercedes Evans called the meeting to order at 6:50 p.m. No public were present, and no one was recording the meeting.

2. Presentation by Director Betsy Allen, Office of the Equity and Inclusion

Director Allen provided a printed guide to the Commission. Director Allen described her work on expanding equity and inclusion training for employees in the City. Currently the City offers two trainings on “Valuing Diversity” and “Sexual Harassment.” Director Allen would like to include trainings on implicit bias and microaggressions. The City has hired a consulting firm to work on addressing cultural competencies and starting the process by targeting managerial staff with 3 workshops with 3 cohorts on Identity, Structural Racism, and Leadership Expectations. The City will be rolling out a survey for employees in the next few weeks. Director Allen explained that the focus is to set goals with each department and for the director to follow up on a yearly basis.

3. Review and approval of September Minutes

The Commission reviewed the minutes from the September 5th meeting. Commissioner Stadlan moved to approve the minutes, seconded by Commissioner Selk.

4. Executive Director’s Report

ED Schlacter updated the members of the Commission on cases. Since the September meeting, there are two cases pending. Two cases have closed. The pending cases involve allegations of discrimination based on the person’s disability in places of public accommodation and housing. The cases that were closed concerned allegations of discrimination based on the person’s race, disability and national origin in public accommodation and housing. ED Schlacter updated the Commission on staff training and activities. There were 10 eligible applications received for the current vacancies on the

Commission. Interviews will be scheduled for October or November. ED Schlacter attended a two-day HUD FHIP and FHAP Policy Conference in Providence, RI. ED Schlacter and Attorney Investigator Acloque attended a planning meeting for a 5-year report on an Analysis of Impediments to Fair Housing with the Community Development Department Housing staff. ED Schlacter and Attorney Investigator Acloque participated in the quarterly MCAD Fair Housing Coalition meeting. ED Schlacter participated in a 2020 Census Planning meeting to address issues with language access and other concerns for immigrants. ED Schlacter and Attorney Investigator Acloque are participating in ongoing training by CEII, which started with an orientation in September.

5. September meeting follow up:

- **Danehy Park Day** – The event Saturday, September 14, 2019 ended at 2 pm when the rain came, thankfully the plastic sheet saved most of the outreach materials.
- **Feedback**
 - **CDSC Mediation training**
The CDSC Mediation occurred on September 21, 2019. Co-Chair Evans stated that it was an engaging group and each agency brought a different perspective to the scenarios. Commissioners Evans, Padamsee-Forbes and Morgan attended.
 - **Cambridge Affordable Housing Information Sessions**
Commissioner Kourabas volunteered at the session on September 12, 2019. Commissioner Kourabas was not present at the meeting, thus this topic will be discussed at the next meeting.
- **Cambridge Public School Department** – A member of the Commission suggested asking CPSD Dep. Supt. Carolyn Turk who conducts the hiring/recruitment and promotions at CPSD. CPSD Dep. Supt. Turk has been invited to return and present on the progress on CPSD/CRLS equity and inclusion efforts in March or May 2020.
- **CHRC Co-sponsorship of “Pride & Progress: Film Festival & Symposium”**
- The Commission is a cosponsor to Pride & Progress: Film Festival & Symposium scheduled for Saturday, October 25, 2019 at the Harvard Kennedy School. CHRC staff will post the event information on the City calendar and Find it Cambridge once an event flyer is finalized. CHRC staff will follow up with Commissioner Padamsee Forbes for the flyer.
- **January 2020 meeting**
Commissioner Selk moved to reschedule the date of the January meeting to January 9, 2020, seconded by Co-Chair Stadlan, and unanimously accepted by the members of the Commission.
- **Follow-up Commissioner Activities**
Co-Chair Evans attended an event about Women’s Suffrage on September 25, which provided parallels to where society is currently.
- **Last Hate Crimes Presentation**
Former Superintendent DeMarco presented at a meeting in January 2019. ED Schlacter will follow up with Dep. Supt. Lowe to update the Commission on the latest information regarding hate crimes in Cambridge.
- **Last Demographics Presentation**

Cliff Cook, the City's Demographer, presented at a Commission meeting in December 2017. ED Schlacter will invite Cliff Cook to update the Commission in June 2020. Co-Chair Stadlan suggested plotting complaints have occurred in the city and comparing that data with information Cliff Cook would present.

6. New Business:

- **Presentation from Commission for Persons with Disabilities**

Rachel Tanenhaus, Director of Commission for Persons with Disabilities, is available to present at the meeting in December. Commissioner Ly moved to schedule CCPD staff at the December 5, 2019 meeting, seconded by Commissioner Cox, and unanimously accepted by the members of the Commission.

7. Outreach

- **Outreach materials updates**

Project Coordinator Rosa is working with the PIO Intern to design a brochure discrimination in general and describe the work of the Commission.

- **CPD Stakeholders Meeting**

ED Schlacter will follow up with Dep. Supt. Lowe regarding the best date to participate in the Stakeholders Meeting hosted by Cambridge Police Department. Commissioner Selk suggested the meeting in May.

8. Future Planning

- ED Schlacter mentioned the Public Charge Rule changes and the lawyers added to the CIRC legal clinic in October and possibly November.

Commissioner Ly moved to adjourn the meeting at 7:45 p.m., seconded by Co-Chair Stadlan.

Next Commission meeting will be on Thursday, November 7, 2019, in the Large Conference Room on the 2nd Floor at 6:00 p.m.