



**Cambridge Human Rights Commission
Thursday, October 4, 2018**

Present: Chair Chanta Bhan, Vice Chair Joshua Stadlan, Commissioners Michael Kourabas, Katie Stack, Bonita Cox, and Olinda Marshall. City Staff: Police Superintendent Steven DeMarco, CHRC Staff Executive Director Nancy Schlacter and Attorney Investigator Sabrina Acloque

Absent: Commissioners Nadia Davila, Sabrina Selk, Mercedes Evans, Kuong Ly, Yasmin Forbes, and CHRC Project Manager Crystal Rosa

Documents Used:

- September Minutes
- Memo to City Manager Louis A. DePasquale from Executive Director Nancy B. Schlacter (response to Council Order)
- Sample Letter to Respondent Attorney Regarding Mandatory Training for Repeated Violations of Anti-discrimination laws from Attorney Investigator Acloque
- Human Rights Ordinance Approved by the City Council (redlined version)
- Flyer on Implicit Bias Presentation by Mahzarin R. Banaji
- AGO's Open Meeting Law Guide

1. Call to Order

Chair Chanta Bhan called the meeting to order at 6:37 p.m. No one was recording the meeting.

2. Public Comment

No member of the public present.

3. Review and approval of September Minutes

The Commission reviewed the minutes from the September meeting and unanimously approved them with edits to add Commissioner Bonita Cox to the list of Commissioners present at the last meeting. Commissioner Bonita Cox moved to approve the minutes, seconded by Vice Chair Joshua Stadlan. Commissioner Olinda Marshall abstained.

4. Executive Director's Report

ED Schlacter updated the members of the Commission on cases. Since the September meeting, no new cases opened, and 5 cases are pending. One case closed. The pending cases involve allegations of discrimination in places of public accommodation and in housing. The case that was closed concerned allegations of discrimination in housing.

ED Schlacter submitted the Commission's revised response to City Council Order O-10 on September 17, 2018. ED Schlacter informed the Commission that the City Council approved the modifications to the City's Human Rights Ordinance at its September 17, 2018 Council Meeting. The modifications include a definition of "person," "gender identity," and using person-first language, among other changes.

5. September meeting follow up:

- **Implicit Bias Presentation on Wednesday, October 17th at CRLS Auditorium.** Chair Chanta Bhan asked each Commissioner to distribute flyers in four or five different places. The event will take place from 5:30 – 8:00 p.m. Approximately 250 people are currently registered to attend. Chair Chanta Bhan stated that 20 employees from the City's Police Department will be attending. Chair Chanta Bhan asked Commissioners to let her know if they could assist with greeting people at the event or with distributing microphones to audience members. Chair Chanta Bhan stated that the City Council will issue a proclamation to thank Ms. Banaji for speaking at the event.
- **LGBTQ+ Commission/Mayor's Office October Town Hall event with a youth focus** on October 11, 2018 in the City Hall Sullivan Chamber at 6:00 p.m. ED Schlacter will send flyers to Commissioners electronically. This event is open to everyone.
- **Open Meeting Law Overview.** ED Schlacter reviewed essential parts of the Open Meeting Law Guide with Commissioners.

6. New Business:

- **Online Discrimination Intake Form**
The English version came online on May 30, 2018. The form is currently being translated in Spanish and Kreyol and will be finalized by the IT Department.
- **Human Rights Ordinance and Fair Housing Ordinances**
The Human Rights Ordinance was passed with a few amendments by the City Council on September 17, 2018. The Fair Housing Ordinance is still awaiting legislative ruling on the City's Home Rule petition; thus, it has not yet been approved.
- **Council order O-10 from Summer Meeting regarding CHRC case data/procedures (final version).** ED Schlacter submitted a revised and approved version of the CHRC response on September 17, 2018 to the City Council order.
- **November Meeting**
Chair Chanta Bhan asked whether the next meeting can be switched to November 8, 2018 because of a conflict that she has on November 1, 2018. ED Schlacter stated that she would send out a doodle poll to determine the date that would work best for the Commissioners.

7. Outreach:

- **Feedback regarding Danehy Park Family Day – Saturday 9/15/18 from 11am – 4pm**
Commissioners stated that it would be worth exploring different ways to attract a bigger crowd to the Commission’s table. Ideas suggested were bringing a map so that children could place stickers on the countries where their families are from, getting customized stickers with the Commission’s logo and phone number on them, having attendees draw flags or places that represent home or their countries of origin, bringing give away items that families can take with them such as stickers, coloring books or pages, and temporary tattoos. Placing the Commission’s table in a different location was also suggested.
- **Potential new sites for CHRC Presentations**
Commissioners discussed handing out CHRC informational materials to school diversity coordinators, guidance counselors, and parent organizations. Attorney Investigator Acloque stated that Commissioners can also distribute flyers to local places that they frequent. Commissioner Michael Kourabas suggested the Pathways to Family Success Program as a potential site for a presentation; he stated that he would find out more information about the program. Vice Chair Joshua Stadlan suggested tabling at affordable housing information sessions conducted by the Cambridge Community Development Department (CDD). Vice Chair Joshua Stadlan stated that he would be able to share CHRC outreach materials at CDD’s next affordable housing presentation at the Central Square Branch Library on October 23, 2018 at 6:00 p.m. Commissioner Bonita Cox stated that the Commission could inform Respondents in the closing letter at the conclusion of each investigation about training opportunities that are available to them and their staff in order to prevent instances of discrimination. ED Schlacter stated that Commission staff could provide a sample letter at the next Commission meeting.

8. Future Planning

- CHRC/LGBTQ+ Collaboration: Public Accommodations Law Trainings for Licensed Businesses is postponed. Awaiting Law Department review/approval following the referendum vote in November 2018.

Vice Chair Joshua Stadlan moved to adjourn the meeting at 7:22 p.m., seconded by Commissioner Bonita Cox.

Next Commission meeting will be on Thursday, November 8, 2018, or Thursday, November 8, 2018, in the Commission’s Conference Room on the 2nd Floor at 6:00 p.m.