



**Cambridge Human Rights Commission  
January 4, 2024  
Hybrid Public Meeting**

**Present:** Chair Judith Laguerre, and Commissioners Mercedes Evans, Stefanie Haug, Stephen Curran, Sue Mapel, Samuel Myers, Caroline Palavicino-Maggio, and Beverly Sealey

City Staff: Executive Director, Carolina Almonte and Director of Operations, Sarah Binney.

Guest Presenters: Chief of Equity and Inclusion, Deidre Travis Brown and Employee Engagement Manager, Saffana Anwar

Member of the Public: Derrick Neal

**Absent:** Commissioners Josh Stadlan, Olinda Marshall, Yasmin Padamsee Forbes, Superintendent Frederick Cabral

**Documents Used:**

- December 7, 2023 Minutes

**1. Call to Order:**

- Chair Laguerre called the meeting to order at 6:08pm.

**2. Public Comment**

- No members of the public opted to give public comment.

**3. Review and approval of December 2023 Minutes**

- The Commission reviewed the minutes from the meeting on December 7, 2023. Commissioner Evans moved to approve the minutes. Commissioner Curran seconded.

**4. Welcome New Commissioners and Orientation**

- Commissioners and staff introduced themselves and shared why they chose to join the Commission. ED Almonte presented about the work of the Commission. She discussed the Commission's discrimination cases, overviewing the types of cases the commission can accept, the process of investigating the complaints, and the Commissioners' role in reviewing determinations and settlement agreements and the Commissioners' assistance mediation of complaints after a finding of probable cause. ED Almonte also discussed the meeting structure of the Commission, outlining the schedule of meetings, the role of the Chair, and the process for voting to approve events and projects. She discussed Open Meeting

Law and reminded the commissioners of the Open Meeting Law training on January 25<sup>th</sup>.

**5. Presentation – Chief of Equity and Inclusion, Deidre Travis Brown and Employee Engagement Manager, Saffana Anwar**

- CEI Brown and EEM Anwar presented to the Commission about the Department of Equity and Inclusion. They discussed the restructuring of City departments, including Human Rights, LGBTQ+, CIRC, and Women’s Commission, which are now under of the Department of Equity and Inclusion, the mission of the Department of Equity and Inclusion, and the ongoing work and goals for the Department of Equity and Inclusion. Commissioners asked questions about the budgets of the departments under of the Department of Equity and Inclusion, the hiring process for a new Attorney Investigator, the connections with other Commissions such as the Commission for Persons with Disabilities and the Peace Commission, and the relationship between the Department of Equity and Inclusion for the City of Cambridge and the Office of Equity, Inclusion, and Belonging for the Cambridge Public Schools.

**6. New Business**

- During the February Commission meeting, Commissioners will vote on a new Commission Chair or two Co-Chairs. Commissioners thank Commissioner Laguerre for her amazing work as Commission chair in 2023.
- During the February commission meeting, Saskia Vann James will join the meeting to present about the American Freedman Commission.

**7. Adjournment**

- Commissioner Currans moved to adjourn at 7:51pm, Commissioner Evan seconded.

**The next Commission meeting will be a hybrid meeting on February 1, 2024 at 51 Inman St. or on Zoom.**