

LGBTQ+ Commission Meeting, November 15, 2018

Attending: Aren Stone; Rachel Oppenheimer; Jessica Daniels; Maya Escobar; Kate Grams; John Gintell; Greg MacDonough; Bill Barnert; Abby Duker; Susan Bernstein; Noe Kamelamela

Excused absence: Kimm Topping, Silas Winer, Lesley Phillips, and Mal Malme
Guest: Yasmine Ghanem from the Cambridge Chronicle.

Committee reports:

All-Gender Bathrooms

- They need to meet soon. Kimm is the lead.
- Plan to convert bathrooms in some city buildings. Amelia is working with the DPW; may need signage advice. Need to determine which buildings have plans to convert, and which don't. Intent to create one in city hall during the upcoming renovation; unanswered city order from City Council about this.
- Next item: partner with the Human Rights Commission for voluntary training for local business' employees on their responsibilities under the public accommodations law.
- Suggestion: Mailing to local businesses suggesting they convert their facilities - as previously discussed.
- Promotion with feedback from establishments that have already made the conversion?
- City could create an ordinance requiring all-gender accommodations; needs to go through City Manager. There are examples of similar ordinances from other cities which were quite successful.
- Suggestion: That the Committee compile some examples of ordinances from other cities to present to the City Manager

Police Subcommittee

- Met with Police Commissioner Bard to let him know about new process for questions from the Commission; he will attend the January Commission meeting.
- Police department is starting a cadet program (aimed for fall 2019) for under-18-year-olds. Salary and benefits included, upon completion they would be able to go directly into police training at age 21.
- Inclusive message in promotional material; looking to recruit both women, people of color, and persons from the LGBTQ+ community.
- Department is working hard to educate officers about marginalized communities.
- Department is also thinking about ways to improve their relationship with Youth On Fire, such as visiting to say hello and develop a relationship, not just show up for emergencies.
- Questions for January:
 - Is outreach happening between Cambridge Police and other police departments in the state?
 - When was GOAL training last updated?
 - Do new hires from other cities undergo GOAL training?

- What happens to transgender individuals in police custody? In state prisons?
- Year-end statistics on hate crimes?
- Year-end statistics on domestic violence? Data for same-sex partnerships?
- Is there any interaction with the LGBTQ+ community that Commissioner Bard wishes to highlight?

Communications Committee

Met immediately after Commission meeting.

Swag is on the agenda.

Double-check social media links on city webpage.

City website page: we have limited access, including the front page and meeting subsection. List of commissioners needs updating.

Youth Committee (Abby and Bill, co-chairs; Bob, John, Kate, Kimm, Noe, Amelia and Maya)

Abby and Bill met to plan first meeting. First meeting November 25 at 7:00PM.

Outreach for new Commissioners:

- There are three vacancies.
- Steven has written call for applicants from last year.
- Alert sent out in last Commission newsletter, Facebook posting.
- Amelia recommended asking Denise Simmons to contact Black Pastors' Association; and for us to contact Community Engagement Teams; Disabilities Commission.
- Also post in Cambridge Chronicle, Rainbow Times, City View Weekly, The Kristen Porter List, Harvard LGBTQ email newsletter.

Co-sponsoring events:

- Can range from just including Commission's name to helping organize and run the event.
- Need to determine up front what our responsibilities are; especially with limited time and resources.
- Ask what other organization wants: tabling, access to our mailing list, presenters?
- Co-Chairs can decide on whether or not to co-sponsor outside of monthly meetings, so long as event is not controversial.
- Suggestion: draw up a handbook that includes details on this and other procedures. Motion to create a Handbook Committee approved; Jessica will convene. Amelia's involvement will be a great help as she can research old policies. Handbook Committee is Jessica, Aren, Greg, Rachel, with Amelia's help as needed.