

Attending: Jessica Daniels, Devontae Freeland, John Gintell, Bill Barnert, Greg MacDonough, Aren Stone, Rachel Oppenheimer, Mal Malme, Steven Lee, Silas Weiner, Maya Escobar, Abby Duker, Bob Parlin, Susan Bernstein, Kate Grams

Absent: Kimm Topping, Linda Daniels, Lesley Phillips, Noe Kamelamela On Leave: Anna Weick

Guests: Detective Brian O'Connor, Cambridge Police Department liaison, Cambridge Police Commissioner Brandon G. Bard Jr., Detective William Phillips, Aide to Commissioner Bard

Approved Minutes from September Meeting
Modified and approved Agenda

Police Report

- We welcomed Commissioner Bard and Detective Phillips. Commissioner Bard said that he would like to have a vibrant partnership with the Commission and with Cambridge LGBTQ+ residents, that though the Police Department did outstanding work in this area under previous Police Commissioners he knows there is always room for improvement and he welcomes our input. He is very impressed with the progress that the Cambridge Police Dept., with the help of the LGBTQ+ Commission, has made in this area.
- Comm. Bard said that he didn't have experiencing working with the LGBTQ+ community in his previous police work in Philadelphia and that he would reach out to his contacts there to see what they are doing in their police department and what Cambridge might learn from their work (and what they might learn from Cambridge).
- Questions and requests from the us to Comm. Bard:
 1. Can he assist in bringing the current GOAL-NE (Gay Officers Action League-New England) training that police recruits receive as part of their training at the Lowell Police Academy to the Fire Department and EMTs? He will look into this with the Fire Chief.
 2. Does GOAL-NE have a process for updating their training as needed? Would one of us be able to attend a training at the Police Academy and give feedback? Brian will ask this question of GOAL.
- Our liaison at the Police Department, Det. Brian O'Connor, is receiving Henry Dumas Award from GOAL-NE on Nov. 11. This award is presented annually to a member or supporter of GOAL who works behind the scenes to continue to move the organization forward. The Commission congratulates Brian on receiving this well-deserved award.

Events

- Oct 8 - Oktoberfest We tabled at this event. We added more names to our email list and there was a lot of interest in our upcoming event on Immigrants and Asylum Seekers. Visitors to our table included a Gay man who was in the Israeli Army. He was put in contact with the Cambridge Veterans Services Department, whose Director is a former LGBTQ+ Commissioner. We were also visited by an owner of 13 Forest Gallery in Arlington, who was interested in the Commission's work and in supporting LGBTQ+ artists.
- Nov 9 - LGBTQ+ Immigrants & Asylum Seekers: Challenges, Experiences, Freedom Bill has been leading the planning for this event, cosponsored by the Immigrant Rights and Citizenship Commission Elysia is organizing food donations—Susan and Bob offered to help. Greg is organizing tables for community groups. After a discussion of photography protocols at the event we decided that no photos will be allowed except by Rachel, who will take photos of the stage, with the permission of those on the stage. CCTV will be filming and the attendees will be made aware that they are filming the stage and not the audience. We also will have Commissioners greeting attendees at the Library entrance, and inside the Library and the event. Commissioners who are helping can be at the library by 5:15, if they are able.

Research Associate Hiring Status

- The job description is posted on the city job list with the title "LGBTQ+ Commission Research Associate" at this link: http://www2.cambridgema.gov/viewjoblisting.cfm?Job_ID=1921
- The deadline is Nov. 21 but is also listed as "Open until filled" in case we need more resumes.

go to Personnel, who filter them for basics, then to Taha Jennings (Aide to the City Manager) and Nancy Schlacter (Human Right Commission) and us. Several Commissioners have offered to help interview candidates.

SOGI Training Report

- The city's SOGI (Sexual Orientation and Gender Identity) training for all city employees, requested by the Commission, has started.
- Maya and Aren attended a training. Both agreed that the trainers were excellent and handled questions and comments with professionalism and skill. The parts of the presentation that the attendees seemed most impressed with were a video of several LGBTQ+ people talking about instances in which they had been discriminated against and/or harassed because of their sexual orientation or gender presentation and a series of scenarios of workplace situations that might come up in doing ones job. Commissioners looked at the written Guide that Fenway prepared for all attendees.
- Aren will ask the city's training coordinator whether other Commissioners could attend a training and what the follow-up plans consist of.

Committees

- All of the Commission's committees need to meet.
- Strategic Planning (Lead: Steven) reviews past events and initiatives, makes goals and future plans
- Communications (Lead: Bill) external communications such as mailing list, website, informational brochures, social media
- Diversity (Lead: Linda) Looks at what the Commission might need in order to address any issues relating to diversity, especially race
- All Gender Bathrooms (Lead: John) What can the city be doing to increase understanding of and numbers of inclusive bathrooms
- Budget: Steven—as unofficial Treasurer, a committee of one, unless there are times when help is needed
- Leads on these committees should email all Commissioners and find out who currently wants to be on their committee and arrange meetings

New Members

- All Commissioners want to stay on for next year so there will be no openings.

Budget

- Steven will meet with his city contacts about the budget, which has hit numerous roadblocks this year.

Public Comment / Announcements

- TDOR the Transgender Day of Remembrance Boston TDOR is on November 19th 6:00-8:00 at Cathedral Church of St. Paul on Tremont St. across from the T station on Boston Common
- Elton John will be at Harvard on Nov. 6 to accept an Humanitarian of the Year award in honor of his HIV/AIDS activism.

Next Meeting - NOVEMBER 30 6-7:30 Senior Center in Central Square