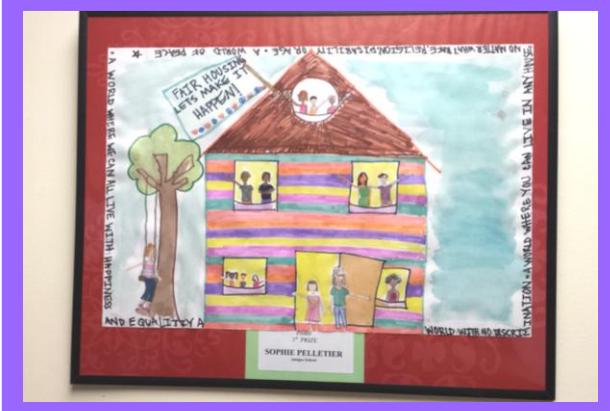


Cambridge Human Rights Commission  
51 Inman Street, 2<sup>nd</sup> floor  
Cambridge, MA 02139  
(617) 349-4396

## 2013 FAIR HOUSING MONTH WINNING POSTERS



**First Prize**  
by Sophie Pelletier, Amigos School



**Second Prize**  
by Deirdre Keane, Amigos School



The Cambridge Human Rights Commission is a city law enforcement agency that investigates complaints of discrimination that occur in Cambridge – in housing, employment, education and public accommodations. Federal, State and local laws prohibit discrimination based on race, color, national origin, sex, gender, physical and mental status, disability, sexual orientation, religion, age, family status, military status, and source of income. If you feel like you have been discriminated against, we are here to help. Our offices are open Mondays 8:30 a.m. – 8:00 p.m., Tuesdays-Thursdays 8:30 a.m. – 5:00 p.m. and Fridays 8:30 a.m. – 12:00 p.m. and our telephone number is 617-349-4396

### Hablamos Español

*The Cambridge Human Rights Commission does not discriminate on the basis of disability. The CHRC will provide auxiliary aids and services, written materials in alternative formats, and reasonable modification in policies and procedures to persons with disabilities upon request. Our office is wheelchair accessible.*



# CAMBRIDGE HUMAN RIGHTS COMMISSION



## DATELINE

### Newsletter of the Cambridge Human Rights Commission



# SUMMER 2013



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### MEET OUR NEW EXECUTIVE DIRECTOR NANCY B. SCHLACTER



Greetings from the CHRC! In May, I was appointed Executive Director of the Commission. Over the past 13 years, I have worked for the City Law Department and the City Manager's Office and, for a period of time, as the Interim Executive Director of the CHRC. I am looking forward to working with the CHRC staff and Commissioners to reach out to the community about the work and services of the Commission in addressing and eradicating discrimination in Cambridge.

In April, the CHRC held its 20<sup>th</sup> Annual Fair Housing Month event. Sixteen outstanding entries to our poster contest were recognized during the ceremony. Coverage of our event begins on page 3.

In addition to three staff members, the CHRC usually has 11 Commissioners. Due to two Commissioners moving out of Cambridge, we currently have openings for two new Commissioners, which we will be filling later this summer.

Starting later this year, we will be working with "testers" from Suffolk University Law School, to enhance our investigations into housing discrimination complaints. If you believe you have been discriminated against in your efforts to obtain housing in Cambridge, give us a call so we can assist you in addressing this problem.



## Cambridge City Council

Henrietta Davis, *Mayor*  
 E. Denise Simmons, *Vice Mayor*  
 Leland Cheung  
 Marjorie Decker  
 Craig Kelley  
 David P. Maher  
 Kenneth E. Reeves  
 Timothy J. Toomey, Jr.  
 Minka vanBeuzekom

## City Executive Administrators

Richard C. Rossi, *City Manager*  
 Lisa C. Peterson, *Deputy City Manager*

## CHRC Staff

Nancy B. Schlacter  
*Executive Director*  
 Mariah Freark  
*Attorney Investigator*  
 Carmen S. Negrón  
*Office Manager/ Project Coordinator*

## CHRC Board of Commissioners

Bonita Cox, *Chair*  
 Elaine Angelone  
 Matthew Barrett  
 Chanta Bhan  
 Mercedes Evans  
 Melissa Gonzalez-Brenes  
 Randa Shedid  
 Brendan St. Amant  
 Adrian Velázquez

## Five Facts Every Parent Should Know About Their Housing Rights

Did you know that federal law makes it illegal for housing developers, landlords and even homeowners associations to deny housing to families with children or to place unreasonable restrictions on children?

### 1. You Cannot Be Denied Housing Because You Have A Child

Although it has been illegal for 20 years, many housing developments and apartment buildings still have rules prohibiting families with children or families expecting a child. With the exception of senior housing and small properties where the owner resides, such provisions are always illegal. The Cambridge Human Rights Commission (CHRC) takes these matters seriously and will take action when it sees developments that try to keep parents out.

### 2. You Cannot Be Evicted From Housing Because You Have A Child

While the birth of a child is usually a time of celebration, some landlords feel it is also the time for new parents to find another place to live. Though such actions are illegal, many facilities evict parents because they are expecting or have given birth to, adopted or obtained custody of a child.

### 3. Families Cannot be Restricted to One Area of a Building or Complex

Some housing complexes allow families but restrict them to lower floors or to certain areas of the property. Both restrictions are illegal.

### 4. Rules Cannot Unfairly Target Children

Many parents are unaware that it is illegal for landlords to make rules specifically against children. For example, a landlord cannot forbid children from a common area that adults are allowed to use. There was a case in St. Louis against an Apartment Complex that had restrictive rules. Anyone under the age of 18 had to be supervised anytime they were out of their apartment. The rule was so strict that teenagers weren't allowed to talk to their friends in the hallways without a parent present. The case was investigated and the owners and managers agreed to a settlement to compensate the families and create an after-school program for children on the property.

### 5. Advertisements Cannot State that Children Are Not Wanted

Finally, no property, other than senior-only housing, is allowed to advertise that it is restricted to adults or that it will not allow children.

*This information was adapted from the HUD News Release dated March 20, 2008. If you need further information you may contact Shantae Goodloe at 202-708-0685 or CHRC at 617-349-4396.*



## A Note from the CHRC Chair... Bonita Cox

The Cambridge Human Rights Commission (CHRC) was established in 1984 to ensure the rights of every citizen in their pursuit of fair housing, employment and public accommodations. The CHRC Commissioners are your neighbors, who volunteer their time and energies in making sure that everyone's voice will be heard.

The CHRC has redoubled its efforts to become more visible in the community. We are working to increase our presence at community events, have outreach materials in different languages, and we are continuing our work with the Department of Human Services' Community Learning Center and their Community Engagement Team.

Our review of the Cambridge Public Schools' School Choice Program enhanced our knowledge of the process and we will continue to work with parents and school administrators in the spirit of keeping an open dialogue.

The Commission continues to conduct thorough and unbiased investigations of discrimination complaints that occur in Cambridge. Please feel free to contact us if you have questions about the Commission's work, or would like to join our mailing list.



# 2013 FAIR HOUSING AWARD CEREMONY PHOTO GALLERY

*Fair Housing in Cambridge:  
Let's Make It Happen*



# 2013 FAIR HOUSING MONTH CONTEST WINNERS



**First Prize Poster**  
**Sophie Pelletier**  
Amigos School



**Second Prize Poster**  
**Deirdre Keane**  
Amigos School

## TOP PRIZE POSTER WINNERS – AMIGOS SCHOOL

- |                 |                       |                 |                  |
|-----------------|-----------------------|-----------------|------------------|
| 1 <sup>st</sup> | Sophie Pelletier      | 4 <sup>th</sup> | Katie Melendez   |
| 2 <sup>nd</sup> | Deirdre Keane         | 5 <sup>th</sup> | Grace Ramsdell   |
| 3 <sup>rd</sup> | Marina Pineda Shokooh | 6 <sup>th</sup> | Julian Baxandall |

## HONORABLE MENTION

- |                    |                             |
|--------------------|-----------------------------|
| Liz Rosado Carrión | Sanji Harrison              |
| Jon Fitzgerald II  | Marileisy Ramirez Jejeda    |
| Yazmeen Gedeon     | Marc Leroux-Parra           |
| Ana Gonzalez       | Eleanore Winchell           |
| Federick Gould     | Alfonso Cruz-DeJesus Xolotl |



**CONGRATULATIONS  
TO ALL THE  
WINNERS**



## KEYNOTE SPEAKER



### JULIAN T. TYNES, ESQ. MCAD Chairman

On September 20, 2010, Governor Deval Patrick appointed Julian T. Tynes as Chairman of the Massachusetts Commission Against Discrimination (MCAD). In this capacity, Chairman Tynes is responsible for overseeing the MCAD's role in the administration and adjudication of, and education about, civil rights matters within the Commonwealth of Massachusetts. Mr. Tynes is a former educator who began his career in the legal field as a Staff Attorney for the Connecticut Independent Labor Union/Police Union.

The Cambridge Human Rights Commission (CHRC) was pleased to have MCAD Chairman Tynes speak at our annual Fair Housing event and support CHRC's outreach to Cambridge families. We look forward to continued collaboration with Chairman Tynes and the MCAD in our mutual efforts to combat discrimination in Cambridge.



## CAMBRIDGE HUMAN RIGHTS COMMISSION'S 20<sup>TH</sup> ANNUAL FAIR HOUSING MONTH

The awards ceremony for the Cambridge Human Rights Commission's Annual Fair Housing Month Poster and Essay Contest was held on Tuesday, April 23, 2013 in the Sullivan Chamber at City Hall. Acting Executive Director Vali Buland emceed this year's ceremony and Julian T. Tynes, Esq., Chairman of the Massachusetts Commission Against Discrimination, delivered the keynote address. Sixteen students were awarded prizes for their poster entries on the theme "**Fair Housing In Cambridge: Let's Make It Happen**". Sophie Pelletier of the Amigos School was awarded first prize for her winning poster. Top prize winners were awarded gift checks donated by *Cambridge Savings Bank, East Cambridge Savings Bank and Cambridge Trust Co.* These banks have been donating for the last 20 years. All contest participants were given t-shirts generously donated by these banks. **Many thanks** to the banks and the following businesses for their support and generous donations: *Boston Duck Tours, MIT Credit Union, Picante Mexican Grill, Cinderella's Restaurant, Harvard Coop, Redbones and Izzy's Restaurant.* **Thanks** also to Amigos School teacher Lydia Garcia for encouraging her students to participate in the contest. And last but not least, **thanks** to contest judges Kensley Barrett, FaruQah A. Rushdan and Carmen S. Negrón.

