

## Cambridge LGBTQ+ Commission Meeting Minutes - April 22, 2021 – On Zoom

Commissioners Present:	Aren Stone, Bill Barnert, Bob Bordone, Cameron Van Fossen, Jessica Daniels, John Gintell, Kate Grams, Katy Harrison, Linden Huhmann, Nefyn Meissner (chairing tonight), Noelani Gabriel, Rachel Oppenheimer, Steven Lee, Susan Bernstein, Lesley Phillips
Commissioners Absent:	Gregory MacDonough, Lauryn McNair, Soltan Bryce, Warner Santiago
Commissioners on Leave:	Noelani Kamelamela
Staff Present:	Amelia Joselow
Guests:	Police Commissioner Branville Bard

### 1. Welcome

### 2. Minutes Taker – Bill Barnert

### 3. Introductions

### 4. Approve Minutes from March – Approved.

### 5. Approve / Modify Agenda – Approved.

### 6. Conversation with Dr. Branville G. Bard, Jr., Cambridge Police Department

We sent some questions to Comm. Bard & he responded. Attached are the questions & answers.

The Commission is very thankful for Comm. Bard's honesty, openness, and willingness to meet with us, and we are proud of our city.

Susan told us about Cambridge Rise (Recurring Income for Success and Empowerment: <http://www.CambridgeRise.org/>), an organization that "aims to address the growing economic divide and racial inequities in Cambridge, while also maintaining its diverse population and continuing to be a place families thrive.

"Beginning June 2021, Cambridge and its key partners will conduct an 18-month Guaranteed Income Pilot Project for single caretaker households. The pilot will provide \$500 recurring monthly payments to 120 residents within the participant group to increase financial stability, and show what is possible on the federal level."

### 7. Report from Amelia Joselow

#### o LGBTQ+ Community Center

The LGBTQ+ Community Center working group (which contains both Commissioners & non-Commissioners) has met, and is coming along. We are recruiting for focus groups to get community feedback.

#### o All-Gender Bathrooms

The City reports that the All-Gender Bathroom project is on hold, and wont be happening until after COVID.

#### o Events Working Group - (See below.)

## 8. Reports from Working Groups

### ○ **Communications**

We have not spent any money on swag, etc. for a while, because the city did not want us to spend money in a COVID year that would not be used that year. Now that we are in a year that we expect to be able to table at events, it's time to look at the inventory & start ordering. Bill Barnert will call a meeting soon to discuss this & other things, like our social media.

All Commissioners are invited to join the Communications Working Group.

Contact Bill ([TheBilby@gmail.com](mailto:TheBilby@gmail.com)) for more information.

### ○ **Diversity**

Met a few weeks ago, have a wonderful draft of an internal survey. Another meeting to be scheduled to finalize the survey.

### ○ **Events**

Starlight Square is a temporary-during-COVID outdoor venue in Central Square. For 2021, we applied for five monthly events from June to October. We were granted two, one on what would have been Pride Day (Sat. June 12th, in the afternoon), and one evening TBD. We are working with many other groups to make this happen, including Mayor Siddiqui's office, The Museum of Science, The Arlington Rainbow Commission, Arlington Center for the Arts, & LexPride (Lexington).

If you have ideas about this, send them to Bill Barnert and/or Amelia Joselow ([TheBilby@gmail.com](mailto:TheBilby@gmail.com), [AJoselow@CambridgeMA.gov](mailto:AJoselow@CambridgeMA.gov)).

### ○ **Strategic Planning**

No update this month. Plan to meet this month.

### ○ **City Forms**

More to report after meeting next week with Scott Walker, Data Analyst/Project Planner, Community Development Department.

## 9. Public Comment / Announcements

Katy H: In contact with someone with 5 kids & is homeless. Does anyone have any additional resources besides Cambridge Rise? Aren had some suggestions if there is a very young child. Nefyn has suggestions if they are non-citizens. Nefyn suggested she use the email list to ask additional Commissioners who aren't here. Aren: One of the Mayor's aides is dedicated to housing issues.

Jessica: If you have additional questions to ask Comm. Bard, send them to Jessica.

## 10. Next Meeting: Thursday May 27, 2021

**ADDENDUM: Questions for Comm. Bard & his answers.**

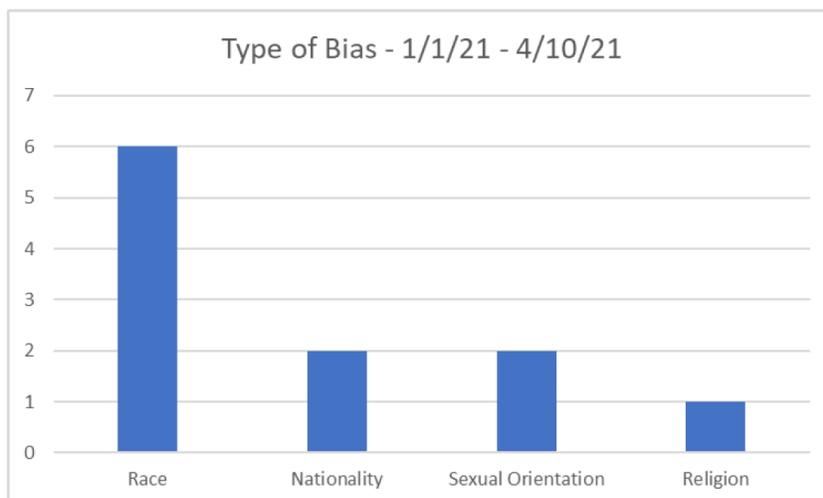
When CPD deals with transgender individuals:

Q	A
--What are the conventions with regard to pronouns and gender ID usage in conversations and records?	CPD uses the preferred name whenever possible, but sometimes they must use the legal name. People are put in cells that match their stated gender, and transgender persons are transported separately.
--What are the conditions associated with jail cells? For example, bathroom access and showers? How many cells are there, and are they single occupancy? How long do people routinely stay there?	All cells are single occupancy. It is rare to have more than one prisoner at a time in Cambridge.
--When individuals are transferred to a state/county prison, how is that done and is the gender ID respected and passed on and recorded?	
In addition, you had previously said that commission members would be able to attend a training session. Can we make those arrangements now?	Yes. Caveat: we haven't had in-person training during the pandemic, so everything is currently in virtual, and in order to be logged in, you have to be a municipal policeman. Comm. Bard may be able to let us access them.  GOAL training has been suspended as requested by LGBTQ+ Commission.  New 2-hour video is available.  Commission is welcome to view any training, not just LGBTQ+ training.,
<b>Questions asked at meeting:</b>	
What is your perception of how Cambridge compares to other cities?	The State of Massachusetts seems to do much better than other states. It is not "all rainbows & butterflies", but we are doing very well.
On undergraduate campuses, there is a hesitancy among students & staff about calling Cambridge Police or 911. Do you have any tips for advising students & staff on what they should do.	CPD is working on a non-police response. CPD started a multi-disciplinary response team that looks for homeless people at risk.  PATH program = People Assisting The Homeless.
Students are coming from all over the country, so there are many narratives. Could we do something pro-actively every year to educate the students on the CPD's policy on LGBTQ+ & mental health issues.	Yes, no matter how good a job you do telling your story, you could tell it better.
Aside from arresting/prosecuting folks for hate crimes, are there any diversion or educational efforts to address the root of the hate crime that your department sponsors?	Middlesex County is working on hiring someone to lead a program to work on anti-bias training.

## Comm. Bard's office also sent us this 2021 Hate Crime Analysis Report

### 2021 Hate Crime Analysis

Through 4/10/21, there have been 11 hate crimes reported in Cambridge. The bar graph below features the breakdown of each hate crime in 2021 by bias type. The 11 incidents thus far in 2021 break down into the following categories: six incidents motivated by race (55%), two incidents motivated by nationality (18%), two incidents motivated by sexual orientation (18%), and one incident motivated by religion (9%).



Note, there were 15 hate crimes reported throughout the entire year in 2020, while 11 have already been reported through less than 1/3 of 2021.

The following is a preliminary breakdown of the 2021 hate crime incidents through 4/10/21:

1. In mid-January, inflammatory statements based on nationality were found written in permanent marker on two vehicles.
2. In late January, a homeless male was trespassed from a shelter after using a racial slur and threatening an employee.
3. Also in late January, warrants were issued for a homeless female after she made disparaging religious remarks while attempting to stab a victim with a needle.
4. In mid-February, a resident of an apartment building threatened another resident, using a derogatory term referring to his sexual orientation.
5. One of the victims of the incident in mid-January (#1 above) reported another similar incident in mid-February, stating that hateful stickers were found affixed to his vehicle.
6. In early March, a resident of an apartment building reported that her neighbor assaulted her and made an insulting comment to her based on her race.
7. In mid-March, a victim reported that an unknown male harassed her and mocked her race as she walked by him on the street.
8. Also in mid-March, a homeless woman yelled at and called a victim a racial slur as she passed her on the sidewalk.
9. In late March, the mural of a black shooting victim was defaced with a racially charged statement written in permanent marker.
10. Also in late March, the window of a local business was smashed, likely because of the rainbow pride flag supporting the LGBTQ+ community that was hanging in the window.
11. A homeless male was summonsed to court after he repeatedly called an employee of a drug store a racial slur and then assaulted and threatened him before fleeing.

### 2021 Hate Crime Map (through 4/10/21)

