



Cambridge Human Rights Commission
Thursday, February 1, 2018

Present: Commissioners Chair Chanta Bhan, Vice Chair Nadia Davila, Sabrina Selk, Bonita Cox, Amanda Savage, Cynthia Orellana, Mercedes Evans, and CHRC Staff Nancy Schlacter, Crystal Rosa, and Attorney/Investigator Acloque.

Absent: Commissioners Katie Stack, Olinda Marshall, and Joshua Stadlan on a conference call.

Documents Used:

- December Minutes

1. Call to order

Chair Bhan called the meeting to order at 6:06 p.m. No one was recording the meeting.

2. Public Comment

No public comment

3. Review and approval of December Minutes

The Commission reviewed the minutes from the December meeting and approved them on a motion from Commissioner Evans, seconded by Commissioner Cox, Commissioner Savage abstained, and accepted by the members present. January meeting was canceled due to snow.

4. Executive Director's Report

ED Schlacter updated the Commission on cases, staff activities and outreach. Since the December meeting, 2 cases have opened, 5 cases are pending, 4 cases closed. The first open case involves a housing complaint alleging: discrimination against a person with a disability. The second open case involves a housing complaint alleging discrimination against a person with a disability and based on their sexual orientation. ED Schlacter also distributed the Sexual Orientation Gender Identity employee training booklets to the Commission.

5. December meeting follow up:

- **Demographics presentation from Cliff Cook**

Hard copies of December's presentation were distributed to the commission.

- **Transgender Rights & Public Accommodation Training**

Thursday, February 22, 2017, and Thursday, March 1, 2018 are scheduled dates for the Transgender Rights & Public Accommodation trainings, at the Main Library from 2-3 pm. There are approximately 700 business licensees invited to the training. Attorney/Investigator Acloque and LGBTQ+ Commissioner Topping conducted a pilot training with city staff to fine tune the presentation. Commissioners may volunteer to help with survey collection and attendee check-in. The training has been sent to the Law Department for review. Commissioner Stadlan suggested that the City showcase which licensees have taken the training and if any licensees already have gender inclusive restrooms, to serve as a resource for residents.

- **All-Gender Restroom Poster Contest at RSTA**

The students at CRLS technology and design school will be competing for best design of an all-gender restroom sign. These designs will be shown as part of the training to demonstrate different ways licensees can create an inclusive environment. The students will incorporate text and a version without text to help people who do not read English.

- **Brainstorm ideas from October's gathering**

- **Implicit Bias Training**

Commission Stadlan expressed interest in helping Chair Bhan's efforts in organizing an Implicit Bias training that would be open to city residents. Chair Bhan updated the Commission that Mahzarin Banaji, one of the research authors of Blind Spot, agreed to speak at a city event for free. Chair Bhan projected that the event would occur sometime between May and October. The members of the Commission provided Chair Bhan with a series of questions that would need to be addressed before they could decide if the Commission would collaborate or sponsor the event with the Civic Unity Committee. Chair Bhan also expressed interest in having Cambridge Police Department present at the event to hear the speaker.

- **Nursing Women**

Commissioner Selk explained that this suggestion came up during the brain storming as a topic that has a State law similar to discrimination practices toward transgender individuals and the use of public accommodations. Commissioner Selk suggested Attorney/Investigator Acloque share her process of developing a training around Gender Identity and Restrooms with the Women's Commission who may be the entity interested in developing a training for Nursing Women and their rights in Public Accommodations.

6. New Business:

The Commission discussed the election of a new Chairperson, determining that anyone who has served for a least one year can be considered. Commissioners discussed holding nominations discussions in November or December 2018 in preparation for the January 2109 chairperson vote. The Commission will next meet on Thursday, March 1, 2018 and it can decide to elect a new Chairperson then or wait until the April mtg.

7. Outreach

- **CLC Discrimination Trainings**

ED Schlacter is coordinating spring trainings at the Community Learning Center. Three trainings in March and one in May. ED Schlacter will introduce the teacher to the commissioner for them to coordinate their efforts and discuss expectations.

- **Other possible places for outreach**

Baby U. – Commissioner Davila volunteered to reach out to Baby U. regarding housing and lead paint poisoning information.

- **Cambridge Hospital – Chair Bhan volunteered to send CHRC outreach materials to social worker friend for her review and discuss how CHRC can provide more information.**

Commissioner Bonita moved to adjourn the meeting at 8:00 p.m., seconded by Commissioner Davila.

Next Commission meeting will be on Thursday, March 1, 2018 in the Large Conference Rm on the 2nd Flr at 6 pm.