

**May 28, 2015 meeting minutes
Cambridge GLBT Commission**

THE NEXT MEETING WILL BE HELD ON THURSDAY, JUNE 25, 2015

Call to Order.

Kevin Shpritzer recorded these minutes.

Agenda for the May 28 meeting was accepted.

The minutes of the April 23 meeting were approved.

Commissioners Present: Jessica Daniels, Mal Malme, Maya Escobar, Kevin Shpritzer, Aren Stone, Bob Parlin, Steven Lee, Bill Barnert, Lesley Phillips, John Gintell, Neil MacInnes-Barker

Commissioners Absent: (excused) –LaTayna Purnell, Mike McKenna, Anna Weick, Kristina Mastropasqua, Maggie Giles – (unexcused) – Paul Miller, Rachel Oppenheimer, Kara Smith

Guests: Elysia Chandler (Commission Intern), Chris Burke (Superintendent of Cambridge Police)

I. Police Report

- a. The police department is undergoing some staffing changes among the superintendents.
- b. 10 new student police officers are going into the police academy.
 - i. 6 of 10 grew up in Cambridge and went through the City school system.
 - ii. 4 of 10 are student-officers of color.
 - iii. 3 of 10 speak at least one language other than English.
- c. Chris is looking for a good speaker/trainer to present to/run LGBTQ cultural competency trainings for the Cambridge municipal workforce, as requested by the Commission.

II. Senior Healthcare Project

- a. Elysia presented and overview of the Commission report, “The Need for LGBTQ-Inclusive Health Care for Seniors in the City of Cambridge.
- b. 71 staff members across all healthcare organizations participated in the survey.
- c. Best practices for creating a welcoming atmosphere for LGBTQ seniors was given and compared to actual practices.
- d. Many recommendations for healthcare organizations were offered in the report. Some of those include:
 - i. Make sexual orientation and gender identity options available on intake forms/health records.
 - ii. Clarify confidentiality policies among staff and patients/residents.
 - iii. Provide LGBTQ educational materials (e.g. brochures) in public and private spaces for patients, families and staff to access.
 - iv. Display an LGBTQ-friendly symbol/sign in a visible place.
 - v. Allow patients/residents to confidentially disclose their sexual orientation and gender identities on patient care surveys to possibly improve services.
 - vi. Adopt the terms “sexual orientation” and “gender identity and expression” into both patient and employee non-discrimination policies.
 - vii. Medical decision-making policies should explicitly be LGBTQ inclusive.

- viii. Provide explicit options for patients/residents to specify their preferred name and pronoun on intake forms or health records.
- ix. Train and designate at least one employee to serve as a navigator, advisor and/or support for transgender patients
- x. Provide gender neutral bathrooms.
- xi. All healthcare organizations in the City should provide expert training in LGBTQ inclusive, patient-centered care to all of their staff members.
- e. Recommended next steps
 - i. Present findings to the City Manager, then to the participating organizations
 - ii. Provide recommendations and resources to the participating organizations
 - iii. Meet with participating organizations to provide support and resources
 - iv. Make the report available to non-participating healthcare organizations and the public
- f. Bill suggested revising the recommendations to specify “gender identity or expression”.
- g. Lesley suggested being consistent with the use of the term “LGBTQ” or “LGBT” throughout the report.
- h. Mal suggested adding the LGBT Aging Project to the resources section.
- i. More next steps
 - i. Need to present these finding to the organizations.
 - ii. Need to talk to seniors about their experiences.

III. **Future Events**

- a. River Festival – June 6 – noon to 6pm
 - i. Kevin is organizing. Commissioners should contact him about staffing the Commission table.
- b. Pride Brunch – June 13, 9am-11am
 - i. Bayard Rustin Award
 - 1. Neil gave details about the nominees for the award, and the Commission discussed and voted on the recipient. Steven abstained from the vote and asked it to be on the record. The rest of the Commission voted unanimously for one recipient.
 - ii. Details of the event were fleshed out.
 - iii. Members of the Commission’s Pride Brunch Committee will meet with Ed Byrne to review and finalize the schedule for the event.

IV. **Meeting Time**

- a. We voted to keep our official meeting time 6-7:30pm.

Meeting was adjourned at 7:45pm