

Cambridge LGBTQ+ Commission

MINUTES: March 23, 2023

Tonight's Chair: Frank Arce

Attendance (X = Here, LOA = Leave of Absence, Blank = Absent):

COMMISSIONERS	Pre-sent?	COMMISSIONERS	Pre-sent?	STAFF	Pre-sent?
Badriyyah Alsabah	X	Lesley Phillips		Jennifer Mathews	
Bill Barnert	X	Linden Huhmann		Amelia Joselow	X
Bob Bordone		Noelani Kamelamela	X	Phoebe Hallahan	X
Frank Arce	x	Olivia Sevey		Sarah Binney	X
Gregory MacDonough	x	Warner Santiago	X	GUESTS	
Kat Long	x			Jennifer Murphy	
Lauryn McNair	X			Sarah Lincoln	

Agenda

Co-Chairs: Bill Barnert and Frank Arce

Tonight's meeting chaired by: Frank Arce

1. Welcome
2. Assign Minute Taker

- Lauryn McNair
- 3. Approve / Modify Agenda**
 - Approved
- 4. Approve Previous Minutes: [January Minutes](#)**
 - January minutes, approved
- 5. Introductions**
- 6. Guest: Cambridge Public Health Department - Sarah Lincoln, Jennifer Murphy, and Amarah Gonsalves.**
 - Give a general overview of work of department
 - i. Massachusetts Collaborative for Action, Leadership, and Learning 3 (prevent and/or reduce misuse of alcohol and other drugs) among youth
 1. Supporting of culture of wellness for middle school highschool youth in city
 2. Identifying needs and assets > strategic planning > plan execution
 3. Chart of current substance use among Cambridge high school students
 - a. Trending down 2012 - 2020, up in 2021
 4. LGBTQ+ Students more at risk and students with financial hardships
 5. Why not use (peer pressure, relationships, sports, family responsibility) or why use (peer pressure, academic pressure, financial insecurity, etc.)
 6. Increase in students experiencing anxiety
 7. Highlighted quotes from impacted youth
 8. Cambridge asset map (community members were asked what places in the city are resources)
 - a. Researchers went to community events and talked to community engagement team
 - b. Example questions: where do you go to spend time with friends, where do they work, do you consider it to be an asset/resource, etc.
 9. Can't do what they do without community buy-in and partnership
 10. Recent community outreach
 - a. Success: Talking with the following orgs/resources for youth: Art Center, First Church, East End House, Cambridge Local First
 - b. Challenges: Alignment of work with interests of local businesses, wider range of faith orgs, orgs in surrounding towns serve Cambridge residents
 11. Future goals in outreach efforts
 - a. Connect with diverse groups of **parents and caregivers** of Cambridge youth
 - b. Develop more relationships with more **local businesses** rooted in shared interests

- c. Gather perspectives from folks currently or previously involved in **substance use disorder treatment**
 - Questions: What are next steps to involve impacted community members. Comments? Questions?
 - i. How can the commission collab with the group?
 - ii. What are some of the action items/strategic plan ideas?
 - 1. They do have plans for priority areas to focus on to shape the future of their work
 - 2. Do you have a breakdown of the intersection between Cambridge youth and religious institution attendance because of the ongoing trend of people not following in their (youth) parents footsteps.
 - a. Answer: No. Youth groups are very small, not a lot of data.
 - 3. What do these numbers look like compared to other local areas?
 - a. Answer: We're trying to create an executive summary to share it more widely. In that, there are comparisons at state level (and national level). Would be interesting to compare it to other towns who have the same grant, but not something that has been done. Compared to state level, Cambridge is actually lower for Marijuana, alcohol, and nicotine Note: Data is self-reported.
7. **Project Updates** (current actions, and plans) including reports from Amelia, Phoebe, & Sarah
 - Amelia:
 - i. Survey intended to go out to people who are living in co-op situation/intentional housing community. 3+ unrelated people living in a single unit in Cambridge. City is not imposed in any way or enforce it (and as far as Cambridge knows has never enforced it) but the group would like that Cambridge is explicit and co-op situation is protected.
 - 1. Housing one can go out first.
 - ii. Ongoing working on the healthcare report and surveys for that.
 - Phoebe:
 - i. Received pride flags to distributing to youth and senior centers
 - 1. Week of April 12th first usage and intro to youth centers and become of recurring presence
 - ii. Coffee and conversations with senior center on Tuesdays
 - 1. Went to Cape Cafe to promote a little bit (might have gotten a few engaged)
 - a. Bill local celebrity
 - Sarah:
 - i. LGBTQ+ fair housing event with MTPC, 6-7:30pm March 29th.
 - 1. A lot of logistical stuff (refreshments, tables and chairs, etc.) outreach to a lot of property managers (would be good to include in future conversations)

- a. Sent around a flyer for the program, would be good to send it around to our own networks and reach as many people as possible
 - b. Does not have to be just advertised to LGBTQ+, could go out to anyone
 - c. Flyer: <https://www.cambridgema.gov/-/media/Files/glbtccommission/2023/fairhousingflyercredits.pdf>
 - d. Website: <https://www.cambridgema.gov/citycalendar/view.aspx?guid=dc9a33af0c344ad18e781ca6af268d4d>
- ii. Fair housing for all day, daytime event in the public library on Saturday in April. Just in person. Bigger event with bigger space and will be a lot of orgs tabling, panels, interpreters, etc.

8. Working Group Reports

- All-Gender Bathrooms
 - No updates
- Budget
 - No updates
- City Forms
 - No updates
- Communications
 - Please direct all LGBTQ+ Commission inquiries to LGBTQPlusCommission@CambridgeMA.gov.
 - Checked instagram password, does work. There might be a device issue not a password issue.
- Community Center
 - No updates
- Diversity
 - No updates
- Events
 - Starlight Square Update - On hold!
 - Trans Day of Visibility is coming up on Fri, Mar 31, 2023.
 - Rainbows Across Communities Group spearheaded by Belmont has put together posters that can be put up for TdoV
 - Bill- will send an email to comms team and staff
- Handbook
 - Review updated Commission Resource Handbook and By-Laws in preparation for Commission approval voting at April 27, 2023 meeting. Frank will forward PDFs of both documents.
- Housing
 - New LGBTQ+ Friendly Housing Task Force meeting Wednesday, March 29, 2023. Topic: Sexual Orientation & Gender Identity Protections

- Virtual and In-Person
- Public Health & Safety
 - CPD Connection with Commission: Cadence and Ask. Frank will discuss.
 - Should CPD continue to come? Would they be in uniform or not?
 - Previous times: Pre-2018 did have a commissioner who attended but there are vulnerable members and did not feel comfortable with policy with them there
 - Commissioner meetings much better at communicating when police will be at meetings or not so people can make informed decisions
 - Is more sensitive to make it available (even though we are virtual at the moment). How do we include people in meetings?
 - Original plan: invite the police liaison once a quarter for every agenda to state at the top if the police will be there. Plan the dates a month in advance to modify the agenda to say that.
 - Historical context: each of the commissions have a police liaison (we kicked ours out for a while), and when Commissioner Bard came on board he specifically asked to be the point person for this group.
 - Our main goal was to create questions before, hold them accountable, Bard would give hate crime report, and he was really interested because LGBTQ+ is not a subject he knows much about. Bard wanted to learn so he could share the information within the police department as a whole. So it was a way for each of us to learn from one another.
 - How handled was doing it quarterly. We did put on the top each meeting date there will be police officer in attendance at this meeting, if you want to take that into consideration if you want to join. Plainclothes positive and police willing to do that.
 - Is important to have a positive relationship with CPD, and some ideas of the table for collectively vote for implement what strategy was in place
 - Quarterly invitation, plainclothes, information up at the top of the agenda so people are aware, and also Commission creating questions and framework for police to come into space and present accordingly
 - **VOTE: DO WE IMPLEMENT THIS PROCEDURE FOR THE FUTURE?**
 - **PASSED.**
- Pride Brunch

- We NEED to form a Working Group to work on Pride Brunch 2023. Frank will discuss.
 - Frank will be sending around a Doodle
 - Opt out system for volunteering
 - Should we include Cambridge community members as well
 - Handing out snacks, pride flags out, snacks, etc. Being mindful that people have other commitments
 - The sign-up form will have individual volunteer lists (spreadsheet) so people know what they can volunteer/sign-up for without it being a mystery
- Recruitment
 - Update from Working Group. New Commissioner application deadline closed Monday, February 6, 2023.
 - No recruitment because very little movement
 - Crystal, meeting with staff later today. New guidance on who needs to be on the interview panel. Still in limbo. Hope people who applied a long time ago are still interested. More to come.
- Strategic Planning
 - No updates.
- Youth
 - Cambridge Community Pride Day - Friday, June 2, 2023
 - Working group kicked-off Monday, March 20, 2023.
 - Frank, Bill, Phoebe there. ideas welcome.
 - Last year a lot of planning effort went into it because everything was figured out from scratch. This year a lot less work but should be just as good.

9. Old Business

- LGBTQ+ Commission Attendance and Participation
 - i. FYI: Encourage all commissioner members to active engagement. Minimum attendance so we can move forward with business for the group.

10. New Business

- Boston Pride - Saturday, June 10, 2023. Commission participation discussion.
 - Like to propose that Cambridge as a city march in the Boston Pride Parade
 - Any group, the mayor's office if we want to march, etc. Having signs up and flags.
 - Can put idea into pride brunch working group for it to come to fruition.
 - One year at the end of the brunch the mayor has already registered but wasn't going to march (but community members went instead). Would be good to plan ahead.

11. Report from Rainbows Across Communities

- We discussed the idea of having a bigger-than-usual Pride event in each town, as it does not seem that Boston will be having a parade. (Update: looks like they might!) Inviting groups to table, vendors to sell food, and a rain location were put forward as ideas. North Shore Pride does a big Pride celebration on Salem Common (with a parade before). We may be able to use them as a resource on logistics. Bill has invited them to join Rainbows Across Communities.
- The Belmont LGBTQ Alliance is planning on showing the documentary "No Ordinary Man" about jazz musician Billy Tipton for TDOV, Belmont Library in person, March 31, 6:30 PM.

Registration Required:

<https://belmontpubliclibrary.assabetinteractive.com/calendar/trans-day-of-visibility-i-no-ordinary-man-i-screening/>

- We're keeping a list of known Pride events at <https://docs.google.com/spreadsheets/d/16eDIYJpiSsgsEBqVBk-UccL2E8VKPz5LMVoUZmWE54s/>. If you hear of any not in this list, please pass the info on to LGBTQPlusCommission@CambridgeMA.gov.

12. Public Comments / Announcements

- None

13. Next Commission Meeting: Thursday, April 27, 2023 at 6pm, Zoom