



**Cambridge Human Rights Commission  
Thursday, December 7, 2017**

Present: Commissioners Chair Chanta Bhan, Vice Chair Nadia Davila, Olinda Marshall, Cynthia Orellana, Joshua Stadlan, Mercedes Evans, and CHRC Staff Nancy Schlacter, Crystal Rosa, and Attorney/Investigator Acloque.

Absent: Commissioners Sabrina Selk, Bonita Cox, Amanda Savage, Katie Stack and Chara Itoka.

Documents Used:

- November Minutes

**1. Call to order**

Chair Bhan called the meeting to order at 7:35 p.m. No one was recording the meeting.

**2. Public Comment**

No public comment

**3. Presentation of demographics in Cambridge**

Cliff Cook, Senior Planning Information Manager for the Community Development Department provided a comprehensive summary emphasizing the diversity of the population in Cambridge. He provided information on household makeup, ethnicity, race, migration, education, income distribution, poverty, and market rate rental costs using data from 2010 Census, and 2011-2015 American Community Survey. Members of the commission asked Cliff Cook additional clarifying questions regarding the data discussed during the presentation.

**4. Review and approval of November Minutes**

The Commission reviewed the minutes from the June meeting and approved them on a motion from Commissioner Evans, seconded by Commissioner Orellana, Commissioner Marshall abstained, and accepted by the members present.

**5. Executive Director's Report**

ED Schlacter updated the Commission on cases, staff activities and outreach. Since the November meeting, 2 cases have opened, 7 cases are pending, 0 case closed. The first open case involves a housing complaint alleging: discrimination against a person with a disability, and retaliation. The second open case involves a public accommodation complaint case alleging discrimination against a person with a disability. ED Schlacter also announced that Commissioner Itoka has resigned her position with commission because of new travel requirements for her job.

**6. November meeting follow up:**

- **Feedback of recent training**

CDSC Mediation - Commissioners who attended the mediation training stated it was engaging and they believed the training was effective and enjoyable.

Determination Training – Commissioners found the Determination Training informative. Commissioner Stanland expressed interest in shadowing an experienced member during their review of an investigation determination.

- **HUD Updates**

The Fair Housing Ordinance is still under review by the City Law Dept. to prepare for Home Rule petition to Massachusetts Legislature.

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

- Interest in Implicit Bias training open to city residents. - Chair Bhan provided an update regarding her efforts in galvanizing interest for an Implicit Bias training with another city body, Civic Unity Committee. Chair Bhan is attempting to raise \$10,000 to have Mahzarin Banaji, one of the research authors of Blind Spot, speak at a city event. ED Schlacter reminded the Commission that Attorney/Investigator Acloque is developing a training for city employees of the Diversity Committee and more broadly for the city’s Food for Thought brown bag lunch series. Due to limited meeting time, Chair Bhan asked that this topic be discussed at the January meeting.
- Interest in public accommodations regarding breast feeding, possible collaboration with the Women’s Commission. – Moved to next month’s agenda when Commissioner Selk is available to speak on her research.

- **Transgender Rights & Public Accommodation**

The trainers for a business outreach/training regarding transgender rights in public accommodations are set. There is ongoing coordination with LGBTQ+ Cmsn and License Cmsn, with projected rollouts on Thursday, February 22, 2017, and Thursday, March 1, 2018, at the Main Library from 2-3 pm.

## **7. New Business:**

- The Commission will meet on Thursday, January 4, 2018 and it can decide to elect a new Chairperson then.

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

**Next Commission meeting will be on Thursday, January 4, 2018 in the Large Conference Rm on the 2<sup>nd</sup> Flr at 6 pm.**