

**Arlington Human Rights Commission**  
Minutes Wednesday, July 19, 2017, 8:00 pm  
Jefferson Cutter House Gallery  
Christine Carney and Mel Goldsipe, Co-chairs

**Present:** Chairs Christine Carney and Mel Goldsipe. Commissioners Ghanda DiFiglia, Sharon Grossman, Christopher Huvos, David Swanson, Naomi Greenfield, Gary Horowitz, William Logan, Kristina Fontanez

**Absent:** Commissioners Sheri Baron, Wendy Bell, Nick Minton

**Guests:** Juna and Ryan

Meeting was convened at 8:05 pm.

1. Citizen Open Forum – no discussion
2. Review and Acceptance of Minutes – Motion to accept minutes from the June 2017 meeting was made, seconded, and approved.
3. Correspondence Received – none
4. Incidents & Complaints  
APD Incident #17016502 – Homophobic hate speech by unapproved solicitors from out of town to a town resident. Commissioner Carney will reach out to Complainant to thank them for reporting the incident and to offer AHRC's support.
5. Municipal Equality Index - Awaiting draft score from the Human Rights Campaign. Commissioner Goldsipe met with Health and Human Services Director Christine Bongiorno about ways we can make the town better for LGBTQ community. Steps in progress:
  - Town employee handbook being updated to include sexual orientation (SO) & gender identity (GI) in nondiscrimination statement
  - Looking at procedure for updating Town Contractor agreement to include nondiscrimination requirement that includes SO & GI
  - Job descriptions to include nondiscrimination statement also listing SO & GI
  - Compiling a list of places to place job ads to encourage LGBTQ applicants
  - Possibly offering HIV, Hep B, HepC testing & BP screenings at Town Day at Robbins House. Fliers to be available at Pride Commission Table and/or AHRC table.
  - Recommended internal survey for the Police Department. Possible questions: Have you had a conversation with an LGBTQ? Do you identify as LGBT? Are you out? Are there reasons related to APD atmosphere/policies that have affected why you have chosen to be/not be out?
  - Finding vendors for a half-day competency training on LGBTQ issues and one on trans issues.
  - Commissioner Goldsipe to take the lead on hosting coffees in Arlington to help LGBTQ community learn more about the AHRC and the new Rainbow Commission.

- Suggestion to go to other events and make presentation about AHRC and Rainbow Commission.

#### 6. Draft Guidelines For Responding to Hate Incidents in APS

- Working group continues to revise the guidelines
- Will include high-level pieces from Teaching Tolerance Curriculum with link to whole thing
- Format to fit on two sides of a page

#### 7. Budget for upcoming fiscal year – tabled

#### 8. Logo Contest

- Tree logo submission selected for revision and adoption for new AHRC logo. Full color, grayscale, and 2-color versions needed
- Motion to select the text logo as the #Arl4All logo contest winner with the puzzle-piece design as the runner-up was made, seconded, and passed.
- Commissioner Goldsipe will reach out to David Ardito and the students.

#### 9. Subcommittee reports

##### School liaisons

- Feedback was that the schools/School Committee didn't understand what we want.
- School Committee suggested AHRC come to its Community Relations Subcommittee meeting.
- Two new hires: Dir. of Social Emotional Learning and Assistant Supt.
- AHRC should have a conversation prior to the CR Subcommittee meeting to hash out how AHRC envisions working with the SC & schools as a resource going forward.

Superintendent's Diversity Advisory Committee – Commissioner Greenfield to contact Miriam Stein of the Diversity Task Group about status of Cultural Competency Training.

#### 10. Town Day – Saturday, September 16

Commissioner Carney will create a sign up sheet for set-up and table shifts that day.

#### 11. Commission Opening update

Submission deadline updated to 4PM on Monday, August 21

#### 12. Community Events & Info

Commissioner Greenfield got approval from the Harvard Graduate School of Education to do the Storytelling Event with their structure.

- Commissioner Greenfield will secure the whole toolkit and documents for implementation.
- Commissioner Carney will help with contact at ACMi for interviews
- Commissioner Greenfield to look into booking Town Hall for November and reach out to subcommittee to help plan. David & Juna are interested.

At 9:30 pm a motion to adjourn was made, seconded, and passed unanimously.

Minutes submitted by Naomi Greenfield, Commissioner