



LGBTQIA+ Rainbow Commission Minutes

Date: Thursday January 19, 2023

Time: 6:30 pm

Location: Conducted by Hybrid Participation -Arlington Community Center 2nd Floor HHS Conference Room and via Zoom

This will be a hybrid meeting. Individuals may choose one of the following in-person or virtual options:

1. Attend in person in the 2nd Floor HHS Conference Room at the Community Center (Senior Center), 20 Academy Street/27 Maple Street. Registration not required for in-person attendance.
2. ***Notice to the Public on meeting privacy*** In the interests of preventing abuse of videoconferencing technology (i.e. Zoom Bombing) all participants, including members of the public, wishing to engage via the Zoom App must register for each meeting and will notice multi-step authentication protocols. Further, members of the public who wish to participate without providing their name may still do so by registering to receive the meeting info and using the telephone dial in information provided.

Please read Governor Baker's Executive Order Suspending Certain Provision of Open Meeting Law for more information regarding virtual public hearings and meetings: <https://www.mass.gov/doc/open-meeting-law-order-march-12-2020/download>

Present: In-Person: Co-chairs Susan Ryan-Vollmar and Helene Newberg, Commissioners Andy Rubinson, Molly Gillis, Lisa Krinsky. Online: Laura Gitelson, Paloma Cotton-Herman, Kym Goldsmith, Kari Sasportas

Guests: Jill Harvey (DEI), Teresa Marzilli (DEI) , Julie Flaherty (APD), Len Diggins (SB), Dana Pacheco (AHS GSA), Julia Starkey (Library), Courtney Horowitz

Minutes

Meeting called to order at 6:34pm

1. Remote Participation Statement and Guidelines
 - a. HN- recited
2. Welcome
 - a. HN

3. Review and approval of December 2022 Minutes
 - a. SRV motioned to approve, MG seconded, unanimous approval
4. Review and discussion of 2023 Goals and Actions document
 - a. SRV- Document captures vision and mission, relied heavily on MG, the working group leads will be organizing the work of their groups
 - b. Work is taking place within working groups, and are capped at 4 members any more violates Open Meeting Law
 - c. Organized community liaisons and their contacts
 - d. Overarching goal for 2023 is to capture work- develop list of what the commission will be doing, aligning liaisons to the correct working groups, improve efficiency of monthly meeting time, and calendar of events for the year.
 - e. Events will have two lead commissioners
 - f. LK- intersections of working groups, example events and budget need to communicate
 - g. MG- there is difference in co-sponsoring events/programs versus hosting, and communicating clearly
 - h. SRV- budget should be established this month, also a process of deciding how to co-host events, based on timing and if appropriate
 - i. KS- asked for commissioners in room to speak louder and announce name, and when and where can we provide input on this document? Will discussion be taking place?
 - j. Discussion about feedback
 - i. KS- appears events are already laid out for the year, can suggestions be made to add or remove, or attend community engagement working group?
 - ii. SRV- working group creates calendar, will meet and present a list for full commission to vote on, document just lays out what has been done
 - iii. KS- also addition to communication- Instagram account is now live
 - iv. AR- calendar, events, cross walk painting 3 sets is a lot
 - v. HN- if further questions reach out to co-chairs
5. Working Group Updates
 - a. Education
 - i. MG-convened heads of all rainbow alliances in elementary schools, create channels of collab and communication; and work with Rainbow Task Force to have large Pride Event at the end of May. Next community conversation is on 1/25 at discourse Lab at AHS, panel of 5-6 folks. Data and youth risk behavior survey was reviewed at Rainbow Task Kim Visco
 - ii. Goals- ensure work we do is repeatable and sustainable, MG & Dr. MacNeal will go before SC to share work and request replacement when Dr. MacNeal leaves in July
 - iii. SRV- reflected on MG's successful advocacy for systems change by implementing staff-wide LGBTQIA+-focused professional development and training versus one-off efforts such as a video on

pronouns that the Commission did a few years ago. Much can be accomplished by focusing on strategic long-term goals and by forming important working relationships with town employees and facilitating community involvement.

- iv. MG would like to have commission acknowledge Dr. MacNeal before he leaves, MG was on the interview committee for next Assistant Superintendent and thinks each finalist is a strong candidate.
- b. Community Engagement
 - i. AR- working with Paloma, worked on document, reviewed history and plan to do a call out to all volunteers for planning and day of assistance. Looking to consider new engagement.
 - ii. PCH- looking to do a refresh as well to events, and new opportunities to build community.
- c. Communications
 - i. SRV- KS set up Instagram account with Joan, PIO. Looking to find a way to make sure all events are covered on all social media channels. Will be mapping out editorial calendar and 2022 Annual Report was completed.
 - ii. PCH- are there other events not by commission to promote? SRV- yes send and will be determined by working group.
- d. Town Systems & Policies
 - i. KS- would like to convene meeting to get started and setting goals and start on the MEI
- e. Finance
 - i. LG-looked at draft of calendar of events, when calendar is solidified, working group will do an overlay of past expenditures of past events and make recommendations of how to allocate for year versus each event one off. After each event, there should be a process for evaluating the event- how it was tied to commission's mission, and how many people were served. Goals will be centered around the mission of the commission. Plan to formulate categories on how to spend funds, will depend on larger goals and working groups, and set up recommendation on how to evaluate sponsorship requests.
 - ii. JH-reminder that fiscal year is not the same as events calendar year.
 - iii. LK- working groups should consider their own budgetary needs
 - iv. LG- By February Meeting, have
- 6. Liaison Updates
 - a. HN- new method of collecting updates beforehand to use meeting time more efficiently, and ask questions if there are any or to clear up questions.
 - b. Diversity, Equity & Inclusion (DEI)
 - i. SRV- how many other municipalities are doing this work at this scale and what is the communication about it to the community

- ii. JH- workshop series will be wrapping up on 1/26 for employees this will be the transition point from training to how to think about the community equity audit and prepare to accept the recommendations and implementation. Public presentation will be happening in February to share audit and have discussion and answer questions, as this will be a
- c. Police Department (APD)
 - i. JF- The entire department attended the fourth Strategy Matters Workshop last week. There is one final workshop that we will all attend at the end of this month. I have received good feedback and the department members were very engaged.
 - ii. Next month we will start our Narrative 4 Workshops with students of color and police officers. I had a planning meeting with Jill and Margaret and people from Narrative Four. It's an exciting project that will bring officers and students together to share stories and do a civic engagement project at the end.
 - iii. The Civil Service Police Test for entry level officers is in March. I checked in with Civil Service and we only have one person registered to take the test. Other Civil Service Departments are experiencing this also. The Town is engaged in discussion with police unions about leaving civil service.
 - iv. shared discussion that is ongoing with AHRC, about police presence, and reassure the rainbow commission that if anyone feels unsafe or uncomfortable to let her know and will not attend.
 - v. SRV- appreciate that sharing, and the continued relationship, and very much appreciate the opportunity to partner and work on updating APD policy on interacting with transgender/gender diverse residents, made such a huge difference.
- d. GSA/QSA-AHS/Ottoson/Gibbs
 - i. DP- young feminist alliance, intersectionality, speaker come in to talk about rep in STEM. Fundraiser is GLAAD
- e. Library
 - i. JS: The Children's Department at Robbins has a new book group called "Rainbow Readers," a fun book club for kids that falls under the LGBTQ+ Rainbow umbrella. It is open to readers of all genders in 3rd through 5th grade. We'll read a graphic novel with an LGBTQ+ main character and then meet up to chat and make a craft. Books are available for checkout in the Children's Room. We meet on the third Thursday of the month at 3:30pm at Robbins library. Sign up is required. Sign up is held at the beginning of the series (Jan). Watch for our next 3-month registration in early September 2023. <https://rainbowreadersbookclub.eventbrite.com>
 - ii. For teens there is an update on the Pride Prom. It will be on May 19th in the Arlington Community Center. Teen Librarian Stephen Toropov is working with a teen librarian in Belmont to provide some second hand prom dresses for the event. All planning beyond that

is currently in elemental stages. Stephen will update us when they're ready to reach out to other partners.

- iii. For adults, the next event is Reel Queer, an intergenerational LGBTQIA+ movie night. On Thursday, February 9 we'll be watching "Bros" (2022). It's a romantic comedy featuring two gay men. Come to the Robbins Library Community Room at 6:30 p.m. to watch this fun movie. "Bros" is rated R and is 1 hour and 55 minutes long.
 - iv. The next Queer Book Group will be on Wednesday March 29th at 7pm. The book has not yet been selected. Email jstarkey@minlib.net to get on the announcement list.
 - v. SRV- Does library have a plan for folks who may come in and complain or troll?
 - vi. JS- Yes we have a plan, registrations help to limit disruption; if a material complaint- form needs to be completed by a resident who has read and answered certain questions. In person disruption, not happened, other staff are present and can intervene, and are empowered to make the necessary calls.
- f. Select Board
 - i. LD- no real updates, happy to be here.
 - g. Council on Aging
 - i. MSI: The Arlington and Beyond LGBTQ+ seniors and friends group is meeting /co hosting the Karaoke and Pizza party on Thursday, January 19 from 5-7, and meeting via zoom on January 24 and 31, and Feb 7 and 28th. We will meet in person with the international AHS students Feb 14, and in person at the library for the movie BROS on 2/9 at 6:30.
7. Public Engagement and Open Commentary
- a. KG- would like to introduce Courtney Horwitz, who is interested in learning more about volunteer opportunities and the commission.
 - b. CH- expressed to KG last year interest in being more involved and present in town organizations, would like to help out and participate.

SRV- move to adjourn, MG second, all in favor. Meeting adjourned at 7:40pm.

Close and Next Meeting. Thursday, February 16, 2023. 6:30pm Hybrid.