

Meeting Agenda
LGBTQ Advisory Committee
October 16, 2018
12 p.m./Room 241

- I. Call to Order**
- II. Roll Call**
- III. Public Hour**
- IV. Approve Meeting Minutes**
- V. Advisory Committee Membership, Terms and Charge**
- VI. Annual Report to Council**
- VII. 2018 Human Rights Campaign Update**
- VIII. Draft a 2019 Work Plan**
- IX. 2019 Pride Month Events**
- X. Proposed 2019 Meeting Schedule**
- XI. Adjournment**

Documents:

[Complete LGBTQ Advisory Committee Agenda - October 16, 2018.pdf](#)

Meeting Agenda
Borough of State College
LGBTQ Advisory Committee
October 16, 2018

I. Call to Order

II. Roll Call

Greg Brauser
Kirsten Burkhart
Borja Gutierrez, Vice Chairman
Mark Hayes
Monica Himes
Susan Marshall, Secretary
Karen Elizabeth Moroski, Chairman
Michele Hamilton
Brian Patchcoski

III. Public Hour

IV. Approve Meeting Minutes – April 17, 2018 [Page 3]

Meeting notes from the July 17 meeting are attached to the agenda, but do not require approval since there was not a quorum in attendance.

V. Advisory Committee Membership, Terms and Charge

Borough Council approved the extension of current membership terms to December 31, 2018. After that, future appointments will be made on staggered terms. The Committee should determine what current members plan to continue serving (for reappointment), as well as put forth the names of possible new members for Council appointment. To achieve staggered 3-year terms, we will discuss which members wish to serve a 1-year, 2-year, and 3-year terms. We need three members for each term.

A copy of the LGBTQ Advisory Committee's mission, composition, and charge is included with the agenda [Page 9]. Membership appointments and affiliations should be confirmed for staff and a review of the Committee's charge is also requested.

VI. Annual Report to Council

Council has on their Monday, November 5, 2018 agenda an annual report from the Committee providing a brief overview of the work completed during the past year. Staff will assist in preparing the report. The Committee should identify the member who will attend the Borough Council meeting to give this report.

VII. 2018 Human Rights Campaign Update

Staff will provide an update on the submitted Human Rights Campaign's Municipal Equality Index Scorecard *[Page 11]*, as well as information on a recent Supreme Court decision - Masterpiece Cakeshop vs Colorado Civil Rights Commission *[Page 13]*.

VIII. Draft a 2019 Work Plan

Staff has been requested by Borough Council to have the Authorities, Boards, Commissions, and Committees work plans developed and approved prior to yearend. Tentatively, Council has this scheduled for review, discussion, and approval during November, which requires this Committee to discuss and develop their work plan for 2019.

IX. 2019 Pride Month Events

If consistent with the Committee's tentative 2019 Work Plan, the Committee should start planning activities for the April (Pennsylvania State University) and the June 2019 (National) Pride month events.

X. Proposed 2019 Meeting Schedule

The Committee should firm up their 2019 meeting schedule. Because Tuesdays are busy meeting days for multiple Authorities, Boards and Commissions, staff would like to suggest meeting on the third Wednesday or Thursday of each quarter as follows: January 16 or 17, April 17 or 18, July 17 or 18, and October 16 or 17, 2019.

XI. Adjournment

Meeting Minutes
Borough of State College
LGBTQ Advisory Committee
April 17, 2018

The State College Borough's LGBTQ Advisory Committee met on Wednesday, April 18, 2018, in the Municipal Building, 243 South Allen Street, State College, PA. Chairman Moroski called the meeting to order at 12:08 p.m.

Members Present

Greg Brauser
Borja Gutierrez, Vice Chairman
Monica Himes
Karen Elizabeth Moroski, Chairman
Brian Patchcoski
Alexis Scott

Absent

Kirsten Burkhart
Michele Hamilton
Susan Marshall, Secretary

Other Attendees

Kevin Kassab, Community Engagement Manager; Thomas R. King, Assistant Borough Manager of Public Safety; and Judy Altieri, Office Manager

Public Hour

There was no one that spoke during the public hour.

Approve Meeting Minutes

Mr. Patchcoski motioned to approve the meeting minutes from January 16, 2018. Ms. Himes seconded the motion, which was unanimously approved.

2018 Human Rights Campaign

Mr. Kassab stated the committee's next task was to finish gathering the information and support letters for the 2018 Human Rights Campaign. He highlighted several Borough ordinances, resolutions and policies that had been put into place.

He indicated he was working with Dan Murphy, a member of the LGBTQ community and an elected Borough Council representative, who had agreed to write a campaign support letter for the committee's work within the Borough. He also indicated a letter was coming from the Women's Resource Center. He suggested the Committee review the items in the scorecard to help determine what other items should be gathered. Lastly, he reminded the committee that the scorecard was for the municipality (not the University) and the deadline for submission was early July.

The committee discussed each of the categories and agreed to collect additional support items as follows:

Municipality as Employer

- Mr. Gutierrez noted the University had a vendor equity policy in place and perhaps the Borough could adopt that practice. He noted he gave that information to the Borough Manager several months ago. Mr. Kassab indicated he would investigate the matter.

Municipal Services

- The Borough will secure a Memorandum of Understanding (MOU) with the AIDS Resource Alliance. Mr. Kassab suggested the Borough may be able to provide a donation towards the Alliance project.
- Mr. Kassab noted a support letter was coming from the Hearts for the Homeless program.

- The Borough will investigate updating the MOU for the Centre Region Council of Governments Senior Center.
- Mr. Patchcoski indicated he would canvas some of the local churches for support letters.

Law Enforcement

- Check marks were already in place for municipal government and police department appointed positions to the committee. Mr. Kassab asked both Ms. Himes and Mr. Brauser to secure letters from their respective employers indicating they were liaisons on the committee.
- Ms. Himes noted the University's website included a link for their Uniform Crime Reporting (UCR) statistics. She indicated she could print the 2016 report for submission.

Leadership on LGBTQ Equality

- Mr. Gutierrez indicated he would seek a letter of support from the University.
- Mr. King suggested the committee provide language for a Borough Council resolution taking a public position on LGBTQ equality. Mr. Gutierrez noted he would contact the organization for sample language.

Mr. Gutierrez noted the Borough was another municipality encouraging the state to put non-discrimination laws in place to support and protect the LGBTQ community.

The Committee agreed that they were on the right track to improve the Borough's scorecard for 2018.

Mr. Kassab asked committee members to forward the information to him for submission with the scorecard.

Other Business Matters

Mr. Kassab indicated the Borough was in the process of purchasing signage, which would include pictures and brail, for several gender-neutral restrooms within Borough facilities. He noted staff would be educated before they were put into place.

The committee discussed several options for the pictures. Mr. Kassab indicated he would have to check on the status of the order.

Mr. Patchcoski noted New York State was staying away from pictures and just noting "restroom" for their gender-neutral restrooms. He also noted the change at Borough facilities may influence the community to adopt as well.

Mr. Patchcoski then stated he had recently received the State College Borough Survey. He noted that sexual orientation was not asked. Mr. King indicated that the Borough had some municipal specific questions they could add and perhaps the Borough could include that question with the next survey. He suggested the committee send a letter to the National Citizens Survey organization requesting the change for the next round of national demographic surveys.

Mr. King continued stating that most residents received the survey and it was important to complete. He noted there was an option to complete it online as well.

Ms. Himes noted the University, along with the Borough and several other State College municipalities, had recently purchased a new shared record management system. She noted she would like to have sex/gender (male, female and transgender) data fields included in the records.

The Committee briefly discussed "intersex" as a possible definition.

Mr. Patchcoski stated that more and more places were removing those types of markers.

Ms. Scott noted the inclusion of intersex might help to make additional resources available to parents in the future. She also suggested the local hospital does provide some services and support.

Mr. Gutierrez indicated Pride month was coming and the committee should get something in motion for that. Mr. Kassab suggested the committee generate a letter to Mayor Hahn asking for recognition and a proclamation in June for Pride Week. Mr. King suggested the letter should come from the LGBTQ Committee's chair or vice chair, and the Borough had staff resources to help write the proclamation, but the letter should provide a sample.

Next Meeting(s)

July 17 and October 16, 2018 at 12 p.m.

Adjournment

As there was no further business to discuss, Chairman Moroski adjourned the meeting at 1:01 p.m.

Respectfully submitted,

Judith Altieri
Office Manager

Meeting Minutes
Borough of State College
LGBTQ Advisory Committee
Tuesday, July 17, 2018

The LGBTQ Advisory Committee met on Tuesday, July 17, 2018, in the State College Borough Municipal Building, 234 S. Allen Street, Room 241, State College, PA. Vice-Chairman Gutierrez called the meeting to order at 12:05 p.m.

Members Present

Borja Gutierrez, Vice Chairman (via phone); Monica Himes, and Brian Patchcoski

Members Absent

Greg Brauser
Kirsten Burkhart
Susan Marshall
Karen Elizabeth Moroski, Chairman
Michele Hamilton

Others Present

Kevin Kassab, Community Engagement Manager; Thomas R. King, Assistant Borough Manager for Public Safety; and Judy Altieri, Office Manager

Mr. King spoke briefly about the current committee membership, noting all terms were due to expire on August 31, 2018. He indicated he and the Borough Manager had discussed the possibility of staggering the terms, but they would have to see what the Resolution specified for membership. He asked about continuing the three at-large positions, and several appointments from area organizations. He noted Council would still make the appointments, but it would be several weeks before the item could be presented. In the meantime, he asked the current members to make some recommendations.

Mr. Gutierrez suggested allowing the current membership to continue until December 31, 2018, and then start the staggered term representation.

Mr. King noted he would share the recommendation with the Borough Manager.

Public Hour

There was no one that spoke during the public hour.

Approval of Meeting Minutes

Mr. Kassab noted since there was not a committee quorum, they would not be voting to approve on the April 17, 2018 meeting minutes.

2018 Human Rights Campaign

Mr. Kassab indicated the Borough's Human Rights Campaign Municipal Equality Index Scorecard had been submitted. He passed around a copy for the committee members but noted they should not share any of the information. He suggested because the submission was ahead of schedule, the campaign could technically reach back for further clarification, etc. He continued, stating he expected the Borough's score to increase because this year's submission included gender neutral restrooms, the enacted ordinance, the memorandum of understanding with the Aids Resources organization, etc.

Mr. Gutierrez asked about submissions regarding elder care and the homeless.

Mr. Kassab noted he had made several calls to the homeless shelters, but he did not get a response. He noted during the process, the Borough had learned Bellaire Court (income-based housing for the elderly)

was also open to the LGBTQ community.

Mr. Gutierrez then asked about the Borough's gender-neutral bathroom signage. Mr. Kassab indicated he was not able to incorporate the committee's recommendation as the signs (with pictures) had already been ordered.

Lastly, Mr. Kassab noted the results may be back sometime in August and he would distribute the information via email once it was received.

June 2019 Pride Month

Mr. Kassab indicated he wanted to start the discussion, ideas, etc. Would like some events planned in June, but it would be tough because classes would not be in session. He reminded the members present the University held their Pride month in April.

Mr. Gutierrez noted the scope of the Borough June event would be quite narrow unless we try to make it a Centre County activity.

Mr. Patchcoski asked if there was a budget for the event. Mr. Kassab noted the committee did not have a budget that would be supported by the Borough.

Mr. Gutierrez indicated it was important to find sponsors for the parade. He suggested getting some involvement from campus employees, i.e., Sarah Oliver Carter and Ameil Cunningham (both from HR).

Mr. Kassab noted the discussion could continue at the next meeting since nobody was in attendance.

Mr. King asked if the plan was to continue Pride Month in June vs. April when the student population was still in State College.

Mr. Kassab noted the national recognition month was June and the University had the manpower to help with the Borough's efforts.

Mr. Gutierrez indicated he would reconsider April, but he did not know how that might conflict with other Borough and State College activities (PSU Blue/White game, Autism Speaks Walk, ABC Dinner, etc.).

Mr. King suggested two events, one in April geared toward the student population, followed by a countywide opportunity in June.

Ms. Himes noted the potential for conflicts with other larger parades in Philadelphia, Pittsburgh, etc.

Mr. Gutierrez suggested the topic be addressed at the October meeting and asked that Ms. Oliver be invited to the meeting.

Next Meeting

Mr. Kassab noted the next meeting was scheduled for October 16, 2018 at noon.

He continued, noting the Community Diversity Group planned to hold a multi-cultural & Unity Fair on September 22, 2018. The plan was to bring different ethnic groups together and he asked if LGBTQ Advisory Committee wanted to participate. Those present agreed the advisory committee should participate in the fair.

Mr. King asked if there was an argument why they should not participate. Mr. Kassab indicated the majority believe we should be included, since the premise is about inclusion and unity. He added we need a strong presence from the committee, reminding them the Mayor had recently presented a proclamation that specifically talked about sexual orientation. He noted the groups plans to attend and

indicated he would provide additional information via email.

Mr. Kassab continued, noting the Borough had decided to do the crosswalks at Allen Street and Calder Way. He noted the paint was water-based and already fading, but asked if anyone had heard anything (positive or negative) about the crosswalks. He noted the Borough was looking for feedback prior to moving forward with a more permanent fixture.

Mr. Patchcoski indicated the painted crosswalks had been shared on social media, making it one of their most shared posts (over 100,000 likes). He noted they had received great comments from alumni around the word. He added the good comments outweighed the bad comments.

Mr. Kassab talked about an experience he had with a mother and her three children. She told him the crosswalks was one of the greatest things the Borough had ever done and it provided her with an opportunity to teach her kids to be accepting of everyone, no matter what their differences were.

Mr. King noted there was a discussion during a recent Council meeting about trying to make them permanent. He noted the Borough Engineer would have to get involved with the PennDOT discussion if the Borough continues to move in that direction.

Mr. Kassab asked if the committee should make a recommendation to Council. Mr. King noted that would be a good idea. He also suggested the Committee start to develop their work plan for the next few years (items that will keep the group focused throughout the year).

Mr. Gutierrez suggested some of the items could take quite a bit of time to be implemented; he suggested looking at their original charge to start the discussion.

Mr. King noted the information would be sent to the committee prior to the next meeting and the development of the work plan would be an agenda item at the next meeting.

Adjournment

With no further business to discuss, Vice-Chairman Gutierrez adjourned the meeting at 12:42 p.m.

Respectfully submitted,

Judy Altieri
Office Manager

State College LGBTQ Advisory Committee May 1, 2017

Mission

The State College LGBTQ Advisory Committee will advise the Council, Mayor and Manager on LGBTQ matters to enhance access and inclusion for lesbian, gay bisexual, transgender, and queer communities to participate and engage fully in the State College community.

Composition

The LGBTQ Advisory Committee shall be comprised of individuals from the following organizations:

- State College Human Relations Commission Chair
- Penn State's Commission on LGBTQ Equity
- Centre County LGBTQ Support Network
- Penn State's LGBTQA Student Resource Center
- The State College Area School District
- State College Police Department
- Penn State's Police Department
- Penn State's LGBTQA Student Roundtable
- Penn State's Queer and Trans People of Color
- AIDS Resource Alliance, Inc.
- 3 At-Large Members

Charge

The State College LGBTQ Advisory Committee shall meet quarterly. The Committee will provide an opportunity to exchange information and discuss issues with the lesbian, gay, bisexual, transgender, and queer communities and the general public about relevant programs and matters of interest.

- engage in outreach to the LGBTQ communities to disseminate information and encourage participation and engagement in community and civic life
- work co-operatively with other civic agencies whose activities affect LGBTQ communities, including initiating and developing the Borough of State College's Pride event and establishing and supporting the Borough of State College's Pride events and other relevant projects

The Committee will provide input and advise the Borough Council, Mayor, Borough Manager and other Borough staff about issues of concern, including matters that require action by the Borough.

- Assist with the annual Human Rights Campaign's Municipal Equity Index
- Provide LGBTQ cultural competency training for Borough staff;
- Provide assistance to ensure vendor equity in contracting
- Provide assistance to institute a visible LGBTQ-affirming/welcoming business program and training for local vendor and their employees Acts as a resource for staff doing public involvement processes
- Act as a resource for Borough staff doing public involvement processes

- Work with Borough staff to ensure that City facilities and events are accessible for people who identify as outside the gender binary
- Work with other municipalities who are interested in taking part in the abovementioned activities and in advancing sexual orientation- and gender identity-inclusive nondiscrimination ordinances in their localities.

Meetings

The Committee shall meet quarterly or as required to complete its work.

Reporting

The Committee shall provide an annual report to the Borough Council. The annual report shall provide an overview the Committee's work over the previous year and the work plan for the coming year. The Committee may provide interim reports and recommendations to Council as required.

The Committee shall provide a report to the Mayor and Manager following each meeting. The Committee may provide advice and recommendations to the Mayor and the Manager at any time. The Committee Chair may request the Mayor and Manager attend meetings when appropriate based on the Committee's agenda.

Governance

The Committee shall be formally appointed by Council based on recommendations from the constituent groups identified for membership on the Committee. Each term shall be for a one-year period, beginning in September and continuing through the following August. Members may be reappointed for an unlimited number of terms.

The Committee shall elect a Chair, Vice -Chair and Secretary from its membership at the first meeting of each newly appointed Committee. The Borough Manager's Office shall provide staff support for the Committee, including note taking, minutes, public notices and correspondence.

I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	MUNICIPAL	AVAILABLE
Employment	0/0	0/0	5/5	5/5
Housing	0/0	0/0	5/5	5/5
Public Accommodations	0/0	0/0	5/5	5/5
SCORE	30 out of 30			
BONUS Single-Occupancy All-Gender Facilities	+0	+0	+0	+2
BONUS Protects Youth from Conversion Therapy	+0	+0	+2	+2

II. Municipality as Employer

By offering equivalent benefits and protections to LGBTQ employees, awarding contracts to fair-minded businesses, and taking steps to ensure an inclusive workplace, municipalities commit themselves to treating LGBTQ employees equally.

	MUNICIPAL	AVAILABLE
Non-Discrimination in City Employment	7/7	7/7
Transgender-Inclusive Healthcare Benefits	0	6
City Contractor Non-Discrimination Ordinance	3/3	3/3
Inclusive Workplace	0	2
SCORE	20 out of 28	
BONUS City Employee Domestic Partner Benefits	+0	+1

III. Municipal Services

This section assesses the efforts of the city to ensure LGBTQ constituents are included in city services and programs.

	COUNTY	CITY	AVAILABLE
Human Rights Commission	5	5	5
NDO Enforcement by Human Rights Commission	2	2	2
LGBTQ Liaison in City Executive's Office		5	5
SCORE	12 out of 12		
BONUS Youth Bullying Prevention Policy for City Services	+0/+0	+1/+1	
BONUS City Provides Services to LGBTQ Youth	+0	+2	
BONUS City Provides Services to LGBTQ Homeless	+0	+2	
BONUS City Provides Services to LGBTQ Elders	+0	+2	
BONUS City Provides Services HIV/AIDS Population	+2	+2	
BONUS City Provides Services to the Transgender Community	+0	+2	

IV. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBTQ community in a thoughtful and respectful way.

	MUNICIPAL	AVAILABLE
LGBTQ Police Liaison or Task Force	10	10
Reported 2016 Hate Crimes Statistics to the FBI	12	12
SCORE	22 out of 22	

V. Leadership on LGBTQ Equality

This category measures the city leadership's commitment to fully include the LGBTQ community and to advocate for full equality.

	MUNICIPAL	AVAILABLE
Leadership's Public Position on LGBTQ Equality	5	5
Leadership's Pro-Equality Legislative or Policy Efforts	3	3
SCORE	8 out of 8	
BONUS Openly LGBTQ Elected or Appointed Municipal Leaders	+2	+2
BONUS City Tests Limits of Restrictive State Law	+0	+3

TOTAL SCORE 92 + TOTAL BONUS 6 = Final Score 98
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY BONUS PTS for criteria not accessible to all cities at this time.

FOR MORE INFORMATION ABOUT CITY SELECTION, CRITERIA OR THE MEI SCORING SYSTEM, PLEASE VISIT HRC.ORG/MEI. All cities rated were provided their scorecard in advance of publication and given the opportunity to submit revisions. For feedback regarding a particular city's scorecard, please email mei@hrc.org.

Altieri, Judith

From: Altieri, Judith
Sent: Thursday, October 11, 2018 12:19 PM
To: Altieri, Judith
Subject: FW: Masterpiece Call Follow-Up

Begin forwarded message:

From: The HRC Municipal Equality Index Team <mei@hrc.org>
Date: June 11, 2018 at 11:39:41 AM EDT
To: kkassab@statecollegepa.us
Subject: Masterpiece Call Follow-Up
Reply-To: mei@hrc.org

Hi City Leader,

We wanted to follow-up with the Human Rights Campaign's (HRC) press release and talking points regarding the *Masterpiece Cakeshop vs. Colorado Civil Rights Commission* decision after last week's call.

In addition, HRC launched the [Open To All Toolkit](#) which will provide you further resources for demonstrating why you believe businesses should be open to all.

[Press Release](#)

Talking Points

- Anti-LGBTQ extremists did not win the sweeping 'license to discriminate' they have been hoping for -- and today's ruling does not change our nation's longstanding civil rights laws.
- Today, the Supreme Court narrowly ruled that the state of Colorado's enforcement of its civil rights law was flawed, while acknowledging that LGBTQ people are equal and have a right to live free from the indignity of discrimination.
- Yet, the fact remains that LGBTQ people face alarming levels of discrimination all across the country and HRC's efforts to advance equality are as urgent as ever.
- With LGBTQ people remain at risk of being fired, evicted or denied services in 31 states, HRC continues to build momentum for the Equality Act, to elect pro-equality candidates up and down the ballot, and to fight in every corner of our country to advance policies that protect LGBTQ people from being targeted for who they are or whom they love.
- With our allies, HRC will continue to fight against discrimination in all its forms -- in communities across the country, at the ballot box, and in court.

As always, thank you for your commitment to LGBTQ equality!

Sincerely,

The HRC Municipal Equality Index Team