

**Meeting Agenda
State College Borough
LGBTQ Advisory Committee
October 17, 2019
Room 241 / 12 p.m.**

- I. Call to Order**
- II. Roll Call**
- III. Public Hour**
- IV. Approve Meeting Minutes**
- V. Annual Report to Council - November 18, 2019**
- VI. 2020 Pride Month**
 - A. Additional Activities
 - B. Banners
- VII. 2019 Human Rights Campaign Scorecard**
 - A. 2019 Scorecard
 - B. Human Rights Campaign Newsletter
- VIII. Draft a 2020 Work Plan**
- IX. Proposed 2020 Meeting Schedule**
- X. Other Business Matters**
 - A. Proclamation – LGBT History Month
 - B. Proclamation – Transgender Day of Remembrance
 - C. 2020 Census – State College Complete Count Committee
 - D. Vacancies – LGBTQ Advisory Committee
 - E. Office of Aging
- XI. Adjournment**

Documents:

[Complete LGBTQ Advisory Committee Agenda - October 17, 2019.pdf](#)

**Meeting Agenda
State College Borough
LGBTQ Advisory Committee
October 17, 2019
Room 241 / 12 p.m.**

I. Call to Order

II. Roll Call

Greg Brauser	Kirsten Burkhart
Borja Guterrez, Vice-Chairperson	Mark Hayes
Monica Himes	Lane LaBelle
Susan Marshall	Michele Hamilton
Brian Patchcoski	Barbara Welshofer

III. Public Hour – Hearing of Citizens

IV. Approval of Minutes

V. Annual Report to Council – November 18, 2019

VI. 2020 Pride Month

A. Additional Activities

Discuss looking into connecting with State Theatre to screen LGBTQ movies and documentaries.

B. Banners

Discuss purchasing 10 banners more inclusive for Pride Month (April – June) to add to the current banner supply and look into possible funding.

VII. 2019 Human Rights Campaign Scorecard

A. 2019 Scorecard

Review and discussion.

B. Human Rights Campaign Newsletter

Review the request for inclusion of the Borough's achievements to be in the spotlight of their newsletter.

VIII. Draft a 2020 Work Plan

IX. Proposed 2020 Meeting Schedule

X. Other Business Matters

A. Proclamation – LGBT History Month

B. Proclamation – Transgender Day of Remembrance

C. 2020 Census – State College Complete Count Committee:
<https://2020census.gov/en/partners/outreach-materials.html>

Report from Autumn Busbee, State College Borough, on the State College Complete Count Committee for the 2020 Census regarding the LGBTQ community.

D. Vacancies – LGBTQ Advisory Committee

Three vacancies need to be filled.

E. Office of Aging

Report – Meeting to be rescheduled.

XI. Adjournment

**Meeting Minutes
Borough of State College
LGBTQ Advisory Committee
July 18, 2019**

The LGBTQ Advisory Committee met on Thursday, July 18, 2019, in the State College Borough Municipal Building, 234 S. Allen Street, State College, PA. Kevin Kassab, Community Engagement Manager, called the meeting to order at 12:10 p.m.

Members Present

Greg Brauser, Michele Hamilton, Lane LaBelle, Mark Hayes, Susan Marshall, Brian Patchcoski, and Barbara Welshofer

Members Absent

Kirsten Burkhart, Jessica Diplan, Secretary; Borja Gutierrez, Vice-Chairman; Monica Himes, Stacy Jarvis, and Karen-Elizabeth Moroski, Chairman

Others Present

Kevin Kassab, Community Engagement Manager; Thomas R. King, Assistant Borough Manager for Public Safety; and Sandra M. Lieb, Administrative Assistant

Public Hour

No members of the public were present.

Approve Meeting Minutes

Mr. Patchcoski motioned to approve the meeting minutes from the April 18, 2019 meeting as submitted. Ms. LaBelle seconded the motion, which was unanimously approved.

2020 Pride Month

Mr. Kassab asked the members for suggestions for Pride Month in 2020:

- Mr. Kassab stated the banners would be utilized next year. He added they would look at banners that are more inclusive. They would also have add-on banners.
- Mr. Kassab asked if they thought the community was ready for a pride parade.
- Mr. Hayes stated there were some protests because there was not one already.
- Mr. Kassab said he was not worried about attendance. He added the parade would need to be in April, but he did not want to leave out students. He stated a committee would be required to organize the event.
- Mr. Patchcoski stated there was a march on campus which finished at Old Main for a rally. Mr. Patchcoski suggested the parade could start in the Borough and finish on campus.
- Officer Brauser stated there was a lot involved to use College Avenue. He added that the use of Borough streets was fine, but when state roads were involved, it made it more difficult. He said crossing a state road was easier than to close the road completely.

- Mr. Kassab stated the LGBTQ community would like them to do more. Mr. Hayes reported he had gotten the same feedback.
- Ms. Hamilton suggested giving an award for a friendly LGBTQ organization.
- Mr. Kassab stated the Diversity Conference had done the same thing, and it was a good idea and very doable.
- Mr. Kassab asked the members to think of ideas for next year. He wanted them to be aware that money for security was limited. He added the parklet would work well for a drag show.

2019 Human Rights Campaign

Mr. Kassab gave an update on the Human Rights Scorecard:

- He noted most of what was on the score card was related to municipal government and what they do.
- Mr. Kassab stated there was one more submission which was Domestic Partner. He added the score was 98 but with two more items that need to be submitted the score would be 100. He said 100 points was the most you could receive, but the extra effort of what was done would be shown.
- Ms. Welshofer asked what the two items were that would bring the total to 100. Mr. Kassab answered the gender-neutral restrooms, and the Borough advertised job opportunities on the LGBTQ posts.

Domestic Partner Policy – Draft

Mr. Kassab asked the members to review the draft of the Domestic Partner Policy:

- Mr. Kassab would like the to have suggestions back by Wednesday, July 24, so it can be submitted.
- Mr. Patchcoski questioned the use of different sex instead of gender. He suggested changing sex to gender.
- Mr. Hayes asked if the affidavit would be a one-time requirement.
- Mr. Kassab stated Human Resources would need to be notified in the event of a divorce.
- Mr. Kassab said they talked about including this in the Centre Daily Times ads. There was an issue about the use of this in ads because they do not want to discriminate against other groups.

Other Business Matters

- Mr. Hayes asked what LGBTQ training the State College Police Department received.
- Mr. Kassab stated Tom King and Tom Fontaine were working with the League of Cities for training to work with the LGBTQ communities.
- Officer Brauser stated the training was more general and not just LGBTQ and minorities. He added if everyone was treated the same there would not be an issue. There was no reason for discrimination.
- Officer Brauser said the biggest issue was finding someone who would do this. He added the training in State College was way far ahead, and they were limited on how much training you can do. He stated training happened before they walk in the door.
- Mr. Kassab stated they were working with a group to hold a training for transgender nursing care and the Office of Aging.
- Mr. Kassab stated there should not be different needs just different comfort levels.

- Ms. Hamilton said she was glad Mr. Kassab was working with them.

Next Meetings

Thursday, October 17, 2019 at Noon

Adjournment

With no further business to discuss, Ms. Hamilton made a motion to adjourn the meeting at 12:45 p.m. and it was seconded by Ms. LaBelle.

Respectfully submitted,

Sandra M. Lieb
Administrative Assistant

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2019 MEI Scorecard - State College, Pennsylvania

	Max Pts. (SO/GI)	State		County		Municipal		Earned Pts.
		SO	GI	SO	GI	SO	GI	
Part I. Non-Discrimination Laws								
A. Employment	10 (5/5)	0	0	0	0	5	5	10
B. Housing	10 (5/5)	0	0	0	0	5	5	10
C. Public Accommodations	10 (5/5)	0	0	0	0	5	5	10
Bonus: All-Gender Single Occupancy Facilities	2	0		0		1		1
Bonus: Protects Youth From Conversion Therapy	2	0		0		2		2
30 (15/15)		Part I. Standard Points						30
4		Part I. Bonus Points						3

	Max Pts. (SO/GI)	State		County		Municipal		Earned Pts.
		SO	GI	SO	GI	SO	GI	
Part II. Municipality As Employer								
A. Non-Discrimination in City Employment	14 (7/7)					7	7	14
B. Transgender-Inclusive Healthcare Benefits	6					0	0	0
C. City Contractor Non-Discrimination Ordinance	6 (3/3)					3	3	6
D. Inclusive Workplace	2					2	2	2
BONUS: City Employee Domestic Partner Benefits	1					1	1	1
28		Part II. Standard Points						22
1		Part II. Bonus Points						1

	Max Pts. (SO/GI)	State		County		Municipal		Earned Pts.
		SO	GI	SO	GI	SO	GI	
Part III. Municipal Services								
A. Human Rights Commission	5					5	5	5
B. Enforcement Mechanism in Human Rights Commission	2					2	2	2
C. LGBTQ Liaison in City Executive's Office	5					5	5	5
BONUS: Youth Bullying Prevention Policy for City Services	2 (1/1)					0	0	0
BONUS: City Provides Services to LGBTQ Youth	2					0	0	0
BONUS: City Provides Services to LGBTQ Homeless People	2					0	0	0
BONUS: City Provides Services to LGBTQ Elders	2					0	0	0
BONUS: City Provides Services to People Living With HIV or AIDS	2					2	2	2
BONUS: City Provides Services to the Transgender Community	2					0	0	0
12						Part III. Standard Points		
12		Part III. Bonus Points						2

Part IV. Law Enforcement								
A. LGBTQ Police Liaison or Task Force	10					10	10	10
B. Reported 2017 Hate Crimes Statistics to the FBI	12					12	12	12
22		Part IV. Standard Points						22

Part V. Leadership on LGBTQ Equality								
A. Leadership's Public Position on LGBTQ Equality	0-5					5	5	5
B. Leadership's Pro-Equality Legislative or Policy Efforts	0-3					3	3	3
BONUS: Openly LGBTQ Elected or Appointed Municipal Leaders	2					2	2	2
BONUS: City Tests Limits of Restrictive State Law	3					0	0	0
8		Part V. Standard Points						8
5		Part V. Bonus Points						2

Key
SO = Sexual Orientation
GI = Gender Identity

Standard Points Total	94
Bonus Points Total	8
Total Raw Score	102
Final Score	100

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2018 MEI Scorecard - State College, Pennsylvania

	Max Pts. (SO/GI)	State		County		Municipal		Earned Pts.
		SO	GI	SO	GI	SO	GI	
Part I. Non-Discrimination Laws								
A. Employment	10 (5/5)	0	0	0	0	5	5	10
B. Housing	10 (5/5)	0	0	0	0	5	5	10
C. Public Accommodations	10 (5/5)	0	0	0	0	5	5	10
Bonus: All-Gender Single Occupancy Facilities	2	0		0		0		0
Bonus: Protects Youth From Conversion Therapy	2	0		0		2		2
30 (15/15) Part I. Standard Points								30
4 Part I. Bonus Points								2

	Max Pts. (SO/GI)	Municipality As Employer						Earned Pts.
		SO			GI			
A. Non-Discrimination in City Employment	14 (7/7)	7			7			14
B. Trans-Inclusive Healthcare Benefits	6	0			0			0
C. City Contractor Non-Discrimination Ordinance	6 (3/3)	3			3			6
D. Inclusive Workplace	2	0			0			0
BONUS: City Employee Domestic Partner Benefits	1	0			0			0
28 Part II. Standard Points								20
1 Part II. Bonus Points								0


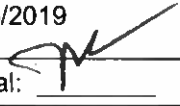
	Max Pts. (SO/GI)	SO		GI		SO		GI		Earned Pts.
		SO	GI	SO	GI	SO	GI			
A. Human Rights Commission	5	5		5		5		5		5
B. Enforcement Mechanism in Human Rights Commission	2	2		2		2		2		2
C. LGBTQ Liaison in City Executive's Office	5	5		5		5		5		5
Bonus: Youth Bullying Prevention Policy for City Services	2 (1/1)	0		0		0		0		0
BONUS: City Provides Services to LGBTQ Youth	2	0		0		0		0		0
BONUS: City Provides Services to LGBTQ Homeless	2	0		0		0		0		0
BONUS: City Provides Services to LGBTQ Elders	2	0		0		0		0		0
BONUS: City Provides Services to People Living With HIV or AIDS	2	2		2		2		2		2
BONUS: City Provides Services to the Transgender Community	2	0		0		0		0		0
12 Part III. Standard Points										12
12 Part III. Bonus Points										2

Part IV. Law Enforcement										
A. LGBTQ Police Liaison or Task Force	10	10						10		10
B. Reported 2016 Hate Crimes Statistics to the FBI	12	12						12		12
22 Part IV. Standard Points										22

Part V. Leadership on LGBTQ Equality										
A. Leadership's Public Position on LGBTQ Equality	0-5	5						5		5
B. Leadership's Pro-Equality Legislative or Policy Efforts	0-3	3						3		3
BONUS: Openly LGBTQ Elected or Appointed Municipal Leaders	2	2						2		2
BONUS: City Tests Limits of Restrictive State Law	3	0						0		0
8 Part V. Standard Points										8
5 Part V. Bonus Points										2

Key
SO = Sexual Orientation
GI = Gender Identity

Standard Points Total	92
Bonus Points Total	6
Total Raw Score	98
Final Score	98

 <p>BOROUGH OF STATE COLLEGE PENNSYLVANIA</p>	APPROVED BY: THOMAS J. FOUNTAINE, III	PAGE 1 OF 2
DOMESTIC PARTNER POLICY	HR-03-06	EFFECTIVE DATE: 07/16/2019
Revision: <u>Original</u>	Revision Date _____	Revision Approval: 

Purpose:

Benefit-eligible Borough employees can extend all benefits entitled to employee spouses and legal dependents of employee spouses to their same- or different-gender domestic partner and the legal dependents of their domestic partner. These benefits shall include but not be limited to medical, prescription drug, dental, and vision insurance.

Definitions:

A **domestic Partner** of a Borough employee shall be defined as an individual who:

1. Is at least 18 years of age and mentally competent to consent to a contract;
2. Is not legally married or domestically partnered to any person other than the Borough employee;
3. Is not related to the Borough employee by blood closer than would bar marriage in the State in which the individual resides; and
4. Shares a committed relationship and responsibility for a significant measure of financial obligations with the Borough employee.

Policy:

Attestation of a Domestic Partner

In order for a Borough employee to designate a domestic partnership and obtain health and other benefits for their domestic partner and their domestic partner's legal dependents, the Borough employee must complete an Affidavit of Domestic Partnership (Attachment A) and complete documents necessary to be registered under Ordinance 1971, "Domestic Partner Registry".



Upon receipt of a properly completed and notarized Affidavit of Domestic Partnership, Human Resources will consider the domestic partnership attested to as of the date of the signature on the affidavit. The attestation of a domestic partnership represents a qualifying life event for the purposes of enrolling in or changing employee benefits.

The estimated value of the employer's financial contribution towards a Non-dependent individual health insurance coverage must be reported as taxable wages earned according to tax laws. Therefore, the Borough's contribution to the health, dental and/or vision insurance for your non-dependent individual covered under the Borough's health insurance will be considered as taxable income. The additional amount will be added to your bi-weekly pay and the additional taxes will be taken. This amount will show up on your payroll advice as "excess."

Termination of Domestic Partnership

If there is a termination of the domestic partnership due to no longer meeting the definition of a domestic partnership or due to death, the Borough employee shall notify the Human Resources Department in writing within thirty (30) days of the effective date of such change. The domestic partnership status will be terminated as of the date of the terminating event. Benefits will cease in accordance with applicable insurance contracts and Borough employee benefits policies. Failure to report the termination of the domestic partnership within thirty (30) days will result in the employee having to wait until open enrollment to make changes to employee benefits.

[Attachment A] - Affidavit of Domestic Partnership

 BOROUGH OF STATE COLLEGE PENNSYLVANIA	APPROVED BY: THOMAS J. FOUNTAINE, II	PAGE 1 OF 1
ALL-GENDER SINGLE- OCCUPANCY FACILITIES	HR-06-11	EFFECTIVE DATE: July 8, 2019
Revision: <u>Original</u>	Revision Date: _____	Approval: 

Purpose

All single-occupancy restrooms in any Borough-owned building or facility shall be designated as all-gender for individual, family, or assisted use. This includes single-occupancy restrooms intended for use by Borough employees or public accommodation.

For the purposes of this section, "single-occupancy facility" and "single-occupancy restroom" means a toilet facility with no more than one water closet and one urinal with a locking mechanism controlled by the user.

2020 LGBTQ Meeting Calendar-Draft

JANUARY						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

New Years/MLK Holiday

FEBRUARY						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

President's Day

MARCH						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

PSU Spring Break

APRIL						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

MAY						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31	Memorial Day					

JUNE						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

JULY						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Independence Day/ Arts Fest-Tentative

AUGUST						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

SEPTEMBER						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Labor Day

OCTOBER						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

NOVEMBER						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

Veteran's Day/Thanksgiving/Floating

DECEMBER						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Winter Holiday

- Holiday
 - Arts Fest

Noon LGBTQ

PSU Spring Break

Proclamation


LGBTQ HISTORY MONTH October 2019

- WHEREAS, Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ) History Month provides role models, builds community and makes a civil rights statement about our extraordinary local, national, and international contributions; and
- WHEREAS, our vibrant LGBTQ community members are integral contributors to widespread academic, economic, artistic and social influence in the State College area; and.
- WHEREAS, the Municipality of State College is committed to social justice, equity, mutual respect, and a celebration of identity as fundamental aspects of fostering a vibrant and engaged community; and
- WHEREAS, the celebration of diverse families, histories, identities, and pride builds understanding, deepens empathy, and strengthens the fibers of our communities; and
- WHEREAS, the Municipality of State College is committed to protecting the civil rights of our LGBTQ residents and visitors and remains dedicated to the pursuit of creating an increasingly equitable and safe community; and
- WHEREAS, the Municipality of State College will honor the lives, experiences, and histories of LGBTQ community members and leaders during the full month of October 2019 for LGBTQ History Month, which also encompasses the following recognitions:
- International Lesbian Day (October 8)
 - National Coming Out Day (October 11)
 - International Pronouns Day (October 16)
 - Spirit Day (October 17)
 - LGBTQ Center Awareness Day (October 19)
 - Asexual Awareness Week (October 20-26)
 - Intersex Day of Awareness (October 26)

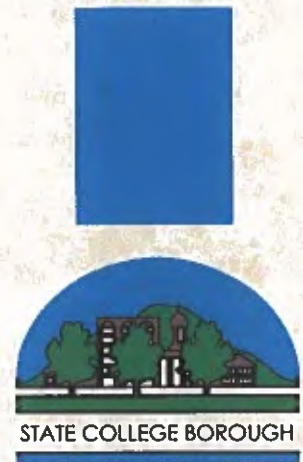
NOW, THEREFORE, I, Mayor Donald Hahn, do hereby proclaim October as Lesbian, Gay, Bisexual, Transgender and Queer History Month in the Municipality of State College and encourage everyone to join me in this celebration and reaffirm our community commitment to diversity, equity, and mutual respect.

IN TESTIMONY WHEREOF, I have hereunto set my hand and caused to be affixed, the great seal of the Borough of State College, this 2nd day of October 2019.



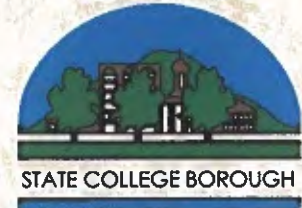


Mayor Donald M. Hahn
October 2, 2019



Proclamation

TRANSGENDER DAY OF REMEMBRANCE November 20, 2019



- WHEREAS, Transgender Day of Remembrance will be observed on November 20, 2019, to honor the memory of those whose lives were lost during the last year in acts of violence and hate against transgender, non-binary, and gender diverse communities; and
- WHEREAS, 2019 has already seen at least 20 transgender people fatally shot or killed by other violent means in the United States alone; and
- WHEREAS, our entire community is diminished when we lose the talents and contributions of any of our members prematurely, whether due to direct violence against transgender, non-binary, and gender diverse person, suicide, or other health effects resulting from trauma or discrimination; and
- WHEREAS, State College honors the bravery and resilience of all transgender, non-binary, and gender diverse individuals who live, work, study and play in State College in their known gender and sense of self; and
- WHEREAS, State College is committed to diversity, social justice, equity and mutual respect and safety.

NOW, THEREFORE, I, Mayor Donald Hahn, do hereby proclaim November 20, 2019, to be Transgender Day of Remembrance in the Borough of State College.

IN TESTIMONY WHEREOF, I have hereunto set my hand and caused to be affixed, the great seal of the Borough of State College, this 7th day of October 2019.



Handwritten signature of Donald M. Hahn in blue ink.

Mayor Donald M. Hahn
October 7, 2019