

Meeting Agenda
Borough of State College
LGBTQ Advisory Committee
April 18, 2019
Room 241 / Noon

I. Call to Order

II. Roll Call

Greg Brauser
Jessica Diplan, Secretary
Mark Hayes
Stacy Jarvis
Susan Marshall
Michele Hamilton
Barbara Welshofer

Kirsten Burkhart
Borja Gutierrez, Vice-Chairman
Monica Himes
Lane LaBelle
Karen Elizabeth Moroski, Chairman
Brian Patchcoski

III. Public Hour

IV. Approve Meeting Minutes – January 17, 2019 (Page 2-4)

V. Schlow Centre Region Library

Cathi Alloway, Director of the Schlow Centre Region Library, will update the Committee on the recent Drag Queen Story Hour event.

VI. 2019 Pride Month(s)

Both Ms. Moroski and Mr. Kassab will provide updates on this subject matter.

VII. 2019 Human Rights Campaign

Staff has gathered information on current Borough ordinances, resolutions and policies that are already in place, that help to ensure the protection of State College's LGBTQ community and visitors.

The Committee will review the campaign scorecard (*Page 6-7*), as well as documentation that will be submitted for this year's process. The deadline for submission is early July.

VIII. Next Meetings

Thursdays, July 18 and October 17, 2019 at Noon

IX. Other Business Matters

X. Adjournment

Meeting Minutes
Borough of State College
LGBTQ Advisory Committee
January 17, 2019

The LGBTQ Advisory Committee met on Thursday, January 17, 2019, in the State College Borough Municipal Building, 234 S. Allen Street, State College, PA. Mr. King called the meeting to order at 12:06 p.m.

Members Present

Greg Brauser, Jessica Diplan, Borja Gutierrez, Michele Hamilton, Mark Hayes; Monica Himes, Stacy Jarvis, Lane LaBelle, Susan Marshall; Karen Elizabeth Moroski, Brian Patchcoski, and Barbara Welshofer

Members Absent

Kirstein Burkhart

Others Present

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

Introductions

Mr. King welcomed the new committee members. Mr. Kassab noted the committee was making great strides and thanked everyone for their service.

Election of Officers

Mr. Kassab called for nominations for the Chairman, Vice-Chairman, and Secretary positions.

- Ms. Moroski nominated herself for Chairman.
- Mr. Gutierrez nominated himself for Vice-Chairman.
- Ms. Diplan nominated herself for Secretary.

Ms. Hamilton motioned to approve all the nominees for the respective office positions; Lieutenant Brauser seconded the motion, which was unanimously approved.

Public Hour

There was no one that spoke during the public hour.

Approve Meeting Minutes

Ms. Welshofer motioned to approve the meeting minutes from the October 16, 2018 meeting. Mr. Gutierrez seconded the motion, which was unanimously approved.

LGBTQ Mission, Charge & Membership

Mr. King stated the committee's mission, charge and membership document was included for review by the new members. He noted members were always welcome to submit suggestions for work projects throughout the year to be sure the committee was addressing relevant issues for the community.

Approved 2019 Work Plan

Mr. Kassab noted Borough Council had approved their work plan at a recent meeting. A copy of the approved work plan was distributed. Mr. King added the work plan activities were just that, an approved plan for the year, but there could be other items or work goals that came up throughout the year that could also be addressed.

Approved Resolution 1223

Mr. King noted the approved resolution was another informational item, which was also recently approved by Borough Council. He added initially, the LGBTQ Advisory Committee was created as a pilot. He noted the resolution now permanently established the LGBTQ Advisory Committee.

2019 Pride Month(s)

Mr. Kassab indicated the committee had previously determined they would provide support and plan events for both the April (PSU Campus) and June (National) Pride Months.

Mr. Gutierrez stated AIDS Resource (AR) approved the funding for the street banners. Mr. Kassab suggested the Borough place the order for the street banners (to be sure to get the correct specifications needed for the streetlight poles) and then submit for reimbursement through AR. Mr. King suggested a letter acknowledging the funding support be sent to the Borough. Mr. Kassab indicated a larger order (90 banners) recently cost the Borough \$4,200. He indicated that number may be somewhat excessive. Mr. King stated staff would get the particulars together for the street banner order and run the details of the order by Ms. Burkhart prior to ordering.

The committee agreed the standard "rainbow" design would be used on the banners.

Mr. Patchcoski indicated the committee had previously discussed a ceremonial kick-off event with a flag raising at the municipal building. He also suggested another awareness event in November for transgender awareness.

Ms. Marshall wondered if any banners could be displayed inside the municipal building's lobby. Mr. Gutierrez suggested one flag be displayed for each of the LGBTQ communities. Mr. Kassab indicated that was a doable request.

Mr. Patchcoski suggested a proclamation be issued by Borough Council shortly after the flag raising. Mr. Kassab asked the committee to take the lead on the proclamation wording and submit it to him for review by Administration. Mr. King suggested the proclamation and flag raising be scheduled for the first meeting in April, which was April 1. Mr. Gutierrez stated it would be nice to have a large presence by the community at that meeting. Mr. Patchcoski suggested with help from Officer Himes and Ms. Diplan, they could get some campus folks involved. He also noted the proclamation should address all the LGBTQ communities. Ms. Jarvis indicated the campus student organizations should be invited, along with the Centre LGBTQ Support Network youth group.

Mr. King suggested the committee flush out the details for the ceremony and proclamation and get back to Mr. Kassab with their suggestions. He also noted the Borough would assist with some social media promotion. Ms. Moroski indicated she would take the lead on the structure for the ceremony. Mr. Kassab indicated Borough staff would take the lead on notifying Borough residents about the ceremony through the neighborhood associations.

Mr. Gutierrez stated he and Ms. Burkhart had discussed the option of placing the AR logo on the banners. They shared some concern the general public may associate the Pride Month celebration with AIDs. He said he would discuss the option with Ms. Burkhart again before making a final decision.

2019 Quarterly Meetings

Mr. King confirmed the previously approved meeting schedule with the new committee members.

Mr. Kassab noted there had been some discussion about showcasing a drag show in the Sidney Friedman Park sometime in April. He asked if the committee would be interested in working on that event. Mr. Patchcoski noted another group had reached out to him and planned to have a similar activity in one of the local bars.

Mr. King noted the event in the park would not support alcohol. Mr. Kassab indicated the Borough may not be able to sponsor an event on private property, i.e., a local bar or restaurant.

Other Business Matters

2019 Conflict of Interest Statement

Mr. King explained the 2019 Conflict of Interest Statement (which was a Housing and Urban Development requirement) was distributed to every ABC. He noted the relevance came into play during financial discussions and other issues which might require a vote.

Mr. Patchcoski indicated he was now sitting on the Governor's LGBTQ Commission. He noted the meetings were typically held in the larger cities, but he was doing his best to convince the commission to schedule one of their monthly meetings in the State College area. He added the committee's work on the Human Rights Campaign Municipal Equality Index, along with the Centre LGBTQ Support Network, may help him to convince the commission to come to the area.

Mr. Kassab suggested reaching out to Mayor Hahn for a letter of support.

Adjournment

With no further business to discuss, Chairman Moroski adjourned the meeting at 12:53 p.m.

Respectfully submitted,

Judy Altieri
Office Manager

Proclamation

LGBTQ PRIDE MONTH June 2019

- WHEREAS, the Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ) Pride movement has three main premises:
- That all people should be proud of their sexual orientation and expressions of gender identity,
 - That our diverse sexualities and intersectional, unique gender identities are gifts to our community,
 - That both sexual orientation and gender identity are inherent and cannot be intentionally altered; 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, equality, mutual respect, and a celebration of diversity as fundamental aspects of maintaining a healthy 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, Penn State celebrates LGBTQ Pride Month in April while the majority of student residents are in the area. The Municipality of State College will celebrate during the nationally designated month of June. We are proud to fly the Pride banners from April through June in celebration of these two events.

Now, therefore, I, Mayor Donald Hahn, do hereby proclaim June as Lesbian, Gay, Bisexual, Transgender and Queer Pride Month in the Municipality of State College. I encourage everyone to join me in this celebration and reaffirm our community commitment to diversity, equality, 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 1st day of April 2019.



Mayor Donald M. Hahn
April 1, 2019



Category	Specific policies/services we need	# of Points	Bonus?	Required Documentation
Non-Discrimination Laws	Single-Occupancy All-Gender Facilities	2	yes	Copy of relevant municipal code provision(s) or policy.
Municipality as Employer	Municipality is an inclusive workplace	2		Confirmation from city human resources department of an LGBTQ employee resource group open to all city employees; copy of LGBTQ-inclusive all-staff diversity training; or documentation of recruitment efforts directed to the LGBTQ community
	Domestic partner benefits for city employees	1	yes	Copy of relevant municipal code provision(s) or policy.
	Offer trans-inclusive health benefits for city employees	6		Copy of city employee health insurance benefits booklet
Municipal Services	Youth bullying prevention policy for city services	2	yes	Copy of relevant municipal code provision(s) or policy.
	City provides services to LGBTQ youth	2	yes	(1) A record of they city's support for the qualifying service (ex. A copy of the current city budget showing city funding for a community organization that provides the qualifying service) AND (2) Documentation of how the service qualifies (ex. A link to the city-supported community organization describing the service that is targeted to the LGBTQ youth)
	City provides services to LGBTQ homeless	2	yes	(1) A record of they city's support for the qualifying service (ex. A copy of the current city budget showing city funding for a community organization that provides the qualifying service) AND (2) Documentation of how the service qualifies (ex. A link to the city-supported community organization describing the service that is targeted to the LGBTQ homeless individuals)
	City provides services to LGBTQ elders	2	yes	(1) A record of they city's support for the qualifying service (ex. A copy of the current city budget showing city funding for a community organization that provides the qualifying service) AND (2) Documentation of how the service qualifies (ex. A link to the city-supported community organization describing the service that is targeted to the LGBTQ elders)
	City provides services to the transgender community	2	yes	(1) A record of they city's support for the qualifying service (ex. A copy of the current city budget showing city funding for a community organization that provides the qualifying service) AND (2) Documentation of how the service qualifies (ex. A link to the city-supported community organization describing the service that is targeted to transgender residents)
Leadership on LGBTQ Equality	City tests limits of restrictive state law	3	yes	Links to relevant news articles, copies of council resolutions or declarations, summaries of state-level advocacy by city officials, etc.

Category	Specific policies/services we have	# of Points	Bonus?	Required Documentation
Non-Discrimination Laws	Employment	10		Copy of relevant municipal code provision(s) or policy.
	Housing	10		Copy of relevant municipal code provision(s) or policy.
	Public Accommodations	10		Copy of relevant municipal code provision(s) or policy.
	Protects youth from conversion therapy	2	yes	Copy of relevant municipal code provision(s) or policy.
Municipality as Employer	Non-discrimination in city employment	14		Copy of relevant municipal code provision(s) or city equal employment opportunity policy.
	City contractor non-discrimination ordinance	6		Copy of relevant municipal code provision(s) or city policy.
Municipal Services	Human Rights Commission	5		Copy of relevant municipal code provision(s) or link to city human rights commission website.
	NDO enforcement by Human Rights Commission	2		Copy of relevant municipal code provision(s) or link to city human rights commission website.
	LGBTQ liaison in city executive's office	5		A link to the city website displaying the LGBTQ liaison's title and contact information.
	City provides services to/supports people living with HIV or AIDS	2	yes	(1) A record of they city's support for the qualifying service (ex. A copy of the current city budget showing city funding for a community organization that provides the qualifying service) AND (2) Documentation of how the service qualifies (ex. A link to the city-supported community organization describing the service that is targeted to people living with HIV or AIDS)
	LGBTQ police liaison or task force	10		A link to the police department website displaying the LGBTQ police liaison's title and contact information.

Law Enforcement	Reported 2017 hate crimes statistics to the FBI	12		The city must report hate crimes statistics to the FBI in all categories and either: report a positive number of hate crimes in any protected category in 2017 (i.e. report more than "0" for hate crimes reported in any one or more of the protected categories), OR report zero hate crimes in 2017 AND have reported a positive number of hate crimes in any one or more of the protected categories some year in the past five years of published reports.
Leadership on LGBTQ Equality	Leadership's public position on LGBTQ equality	5		Links to relevant news articles, photographs of city leadership at LGBTQ events, op-eds, Facebook posts, tweets, etc.
	Leadership's pro-equality legislative or policy efforts	3		Links to relevant news articles, copies of ordinances and policies, or a written summary from city officials demonstrating recent pro-equality legislative and policy efforts.
	Openly LGBTQ elected or appointed municipal leaders	2	yes	Links to relevant news articles.