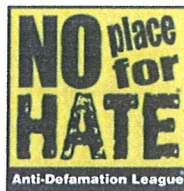




The Complete Testimony
on the
City of Salem's
Proposed
Non-Discrimination
Ordinance



Committee on Ordinances, Licenses

& Legal Affairs

February 6, 2014

City Council Chambers

Salem City Hall



The Complete Testimony on the City of Salem's Proposed Non-Discrimination Ordinance



Salem No Place for Hate Committee

Mayor Kimberley Driscoll

City Councillor David W. Eppley

State Senator Joan B. Lovely & State Representative John D. Keenan

Governor's Councilor Eileen R. Duff

Salem Police Chief Paul F. Tucker

Reverend Jeffrey Barz-Snell, The First Church in Salem, Unitarian

Salem Chamber of Commerce

Go Out Loud

Salem State University

Parents United of Salem

Proud Parents of the North Shore (PPNS)

North Shore Alliance of LGBT Youth (nAGLY)

Alexander Hayward, Salem Resident

Maricela Georgilakis, Salem Resident

North Shore Pride

Salem Award Foundation

Jeffrey Cohen, Hate Crimes Victims Advocate

Latino Leadership Coalition

North Shore Community Development Coalition (North Shore CDC)

North Shore Elder Services & Over the Rainbow Coalition

Salem Commission on Disabilities

Northeast Arc

Independent Living Center of the North Shore & Cape Ann (ILCNSCA)

North East Transwomens Alliance (NETA)

Healing Abuse, Working for Change (HAWC)

Reverend Laura Biddle, Salem State University Chaplain

Pastor Phil Wyman, The Gathering at Salem

City of Salem

In the year Two Thousand and Fourteen

An Ordinance relative to non-discrimination

Be it ordained by the City Council of the City of Salem, as follows:

Section 1.

Chapter 2. Administration is hereby amended by adding a new Article as follows:

“ARTICLE XVI. Non-Discrimination Policy

Sec. 2-2055. Purpose and Intent

It is the finding of the City of Salem that no individual should be denied equal treatment or opportunity as a result of his or her age, ancestry, color, disability, family status, gender identity or expression, military status, marital status, national origin, race, religion, sex or sexual orientation.

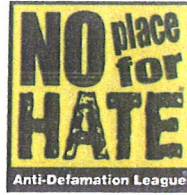
Sec. 2056. Policy

It is the policy of the City of Salem to uphold the human rights of all persons in Salem and the free exercise and enjoyment of any and all rights and privileges secured by the Constitutions, Laws, Ordinances and Regulations of the United States, the Commonwealth of Massachusetts and the City of Salem. As such, actions that may deny or tend to deny to an individual equal access or opportunity in matters of housing, employment, education, municipal services, contracts, purchasing or public accommodations on the basis of: age, ancestry, color, disability, family status, gender identity or expression, military status, marital status, national origin, race, religion, sex or sexual orientation, are hereby prohibited.

Sec. 2057. Enforcement

The Licensing Board shall hear and determine a complaint of a violation by a private individual of this section as it relates to public accommodations and may issue fines for a violation of this section as it relates to public accommodations pursuant to Chapter 1 § 1-10 of the City of Salem Code of Ordinances; provided, however, that nothing set forth herein is intended to alter or limit the authority of the Licensing Board or any other municipal employee, officer, board, commission, authority or agent pursuant to any federal, state or local statute, regulation or ordinance.”

Section 11. This Ordinance shall take effect as provided by City Charter



CITY OF SALEM, MASSACHUSETTS

Kimberley Driscoll
Mayor

February 6, 2014

To the Honorable Salem City Council:

My name is Scott Weisberg and I am the Chair of the Salem No Place for Hate Committee. I would like to thank The Mayor and the City Council for hearing our testimony tonight.

The mission of our committee is to promote the acceptance of diversity and combat discrimination through educational and public awareness initiatives throughout the Salem community. Many of you have had the opportunity to attend our monthly meetings and our events, and we thank you for your support in our efforts to promote diversity throughout Salem.

In line with our mission over the last year, the No Place for Hate Committee conducted research and came to discover that the City of Salem did not have a local non-discrimination ordinance on the books like other communities in Massachusetts. But not only that, we came to realize that our statewide non-discrimination law was missing a key provision with regard to protections for the transgender community in the matter of public accommodations.

In response, our Committee brought these items to the attention of Mayor Driscoll who also saw this as an opportunity to not only establish the values of fairness and equality in our City's ordinances, but also extend a critical protection for the transgender community.

Salem is a community that strives to stand up against hate, rejects intolerance, and embraces diversity.

Salem is a community that makes up for our infamous history, by dedicating ourselves to the cause of human rights and social justice.

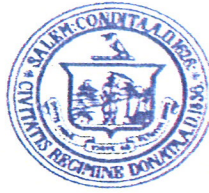
And the No Place for Hate Committee believes Salem is a community that beholds a City Council who recognizes these guiding values and principals of our City.

Thus, in the spirit of our mission, the Salem No Place for Hate Committee strongly encourages this Council to unanimously pass this ordinance of non-discrimination as a formal declaration that the City of Salem, Massachusetts is in fact, No Place for Hate.

Thank you.

Sincerely,

Scott Weisberg
Chair
Salem No Place for Hate Committee



CITY OF SALEM, MASSACHUSETTS

Kimberley Driscoll
Mayor

February 6, 2014

RE: Testimony Delivered before the Salem City Council's Committee on Ordinances, Licenses and Legal Affairs on February 6, 2014

Ladies & Gentleman of the City Council:

First, thank you to the members of the Salem No Place for Hate Committee, staff in the Solicitor's and Mayor's Office for their help initiating and drafting the proposed non-discrimination ordinance.

Tonight, you will hear from a broad and impressive coalition of Salem organizations and individuals in support of this non-discrimination ordinance.

From for-profits to non-profits, from public commissions to private groups, from elected officials to proud Salem residents, the testimony you are about to hear encompasses what Salem is all about: Diversity. Equality. Dignity. Respect.

Salem has always been a diverse patchwork of neighborhoods and nationalities. It's ingrained in our history. We have a proud history of being home to Polish families, Irish families, Italians, French-Canadians, Dominicans, and Puerto-Ricans – all living within our 8 square miles. And, these days, all manner of combinations of these ethnicities – and others - in the same family.

From the Wiccan community, to the LGBT community; from residents who practice a religion, to those who do not – we embrace everyone the same.

From the newest student at Salem State, to the centuries-old family who still call Salem home, we traverse generations.

We've stood at the No Place for Hate Rock and talked about our support for tolerance and social justice.

We've stood at Riley Plaza and raised a flag to commemorate diversity and equality.

And today we now have the opportunity to codify those values into our City's laws.

A declaration that Salem – in the face of our infamous history – places tremendous value in ensuring that everyone enjoy equal protection under the law.

We are now known for our leadership on issues related to human rights and social justice. We know that denying equal treatment to anyone because of who they are, where they are from, or who they are perceived to be is fundamentally wrong and we are willing to stand up and speak out against such activity. When the rights of just one person are infringed upon, that is an infringement upon the rights of us all.

Robert Kennedy once rightly observed the following: “We must recognize the full human equality of all our people – before God, before the Law, and in the Councils of our government. We do this not because it is economically advantageous – although it is; and not because the laws of God or Man command it – although they do; we do this because it is the simple and fundamental right thing to do.”

Today, adopting this non-discrimination ordinance is the right thing to do.

We now have the opportunity to establish these values in our City laws, so that they may remain as a clear guidepost for future administrations, future City Councillors, and future Salem generations to come.

. I urge you to vote this favorably out of Committee so that it may receive first passage by the full Council at your next meeting.

Very Truly Yours,

Kimberley Driscoll
Mayor
City of Salem



City of Salem, Massachusetts

Office of the City Council City Hall

COUNCILLORS-AT-LARGE

2014

THOMAS H. FUREY
WILLIAM H. LEGAULT
ELAINE F. MILO
ARTHUR C. SARGENT, III

ROBERT K. MCCARTHY
PRESIDENT

CHERYL A. LAPOINTE
CITY CLERK

WARD COUNCILLORS

2014

ROBERT K. MCCARTHY
HEATHER E. FAMICO
TODD A. SIEGEL
DAVID W. EPPLEY
JOSH H. TURIEL
BETH GERARD
JOSEPH A. O'KEEFE, SR.

February 6, 2014

Robert K. McCarthy, City Council President
City Hall
93 Washington Street
Salem, MA 01970

RE: Non-Discrimination Ordinance, Chapter 2, Sections 2-2055 through 2-2057 (inclusive)

Dear Mr. President and Colleagues:

I write in strong support of Mayor Driscoll's proposed Ordinance related to non-discrimination.

Salem's 1692 Witch Trials are infamous – known around the world. Individuals who were perceived and accused of being different were torn from their families, ruined financially and socially, tried in kangaroo courts, and many were executed for those perceived differences.

322 years later, thankfully, we have moved beyond hysteria and have embraced individuals from all walks of life. As long as you are honest, hardworking, and earnest, you belong in Salem. My husband and I came to Salem just six years ago. We have felt welcomed since day one. We are a boring, middle-aged, same-sex married couple that came from elsewhere but now live in an historic Salem home and are now contemplating placing solar panels on our roof. What can be more Salem than that? Chad and I represent the past, present, and the future all within our very regular Salem existence.

Similarly, this proposed Non-Discrimination Ordinance pays homage to the past, addresses today's concerns, and prepares us for the future by making the circle bigger. Obviously, we can help atone for our sins of the past of the religious and racial persecution highlighted in the Witch Trials 322 years ago. We are living in the present, but recognizing all of the protected classes under state and federal law, but we are also making our circle larger, by having Salem stand with four other Massachusetts communities (but the first in Essex County) in making Salem a city

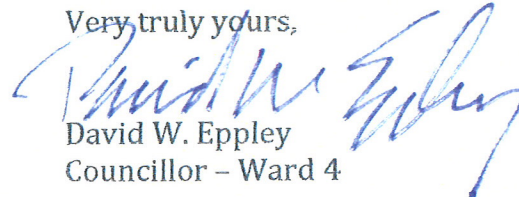
that welcomes all persons – regardless of their gender identity or expression – to enjoy all of the public accommodations that our wonderful city has to offer.

We truly are a “city of peace” and this Non-Discrimination Ordinance codifies that very real value already held in our hearts and minds.

On a personal level, I am truly humbled and honored to vote on this measure. While I am the only openly LGBT elected official in Salem and one of very few LGBT elected officials in Essex County, the fact that I may play a very small part in Salem’s long and storied past making Salem a more inclusive and welcoming place for all – past, present, and future - truly gives me chills.

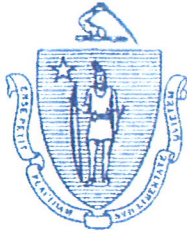
I ask my colleagues to vote in favor of this Ordinance like my colleague from Ward 7 often exclaims, “UNANIMOUSLY!”

Very truly yours,

A handwritten signature in blue ink, appearing to read "David W. Eppley", is written over the typed name and title.

David W. Eppley
Councillor – Ward 4

cc: Mayor Kimberley Driscoll
Councillor Thomas H. Furey
Councillor William H. Legault
Councillor Elaine F. Milo
Councillor Arthur C. Sargent, III
Councillor Heather E. Famico
Councillor Todd A. Siegel
Councillor Josh H. Turiel
Councillor Beth Gerard
Councillor Joseph A. O’Keefe, Sr.



COMMONWEALTH OF MASSACHUSETTS
THE GENERAL COURT
STATE HOUSE, BOSTON 02133 1053

February 6, 2014

Dear Members of the Salem City Council,

Today we write to express our support of the Salem Non-Discrimination Ordinance proposed by Mayor Kimberley Driscoll and the Salem No Place for Hate Committee. We agree with the Mayor and the Committee that discrimination on any basis should not be tolerated. By passing this ordinance, Salem will be in a better position to protect the rights of every resident by prohibiting discrimination based on gender identity or expression in the matter of public accommodations.

Under Massachusetts' Transgender Equal Rights statute, signed into law in 2012, a safeguard against discrimination based on gender identity or expression in the matter of public accommodations does not currently exist. The lack of such a safeguard puts individuals at risk of being treated unfairly in many public settings where all should feel safe and secure. The lack of this protection also sets Massachusetts behind other states that have already passed trans-inclusive non-discrimination laws. Reaffirming its commitment to equality on all levels and its record of civic leadership, Salem would be just the fifth community to pass such a non-discrimination ordinance. Through your support, Salem will send the important message that communities in our Commonwealth do not stand for intolerance predicated on one's gender identity.

Due to the aforementioned reasons, we hope that the Salem City Council will look upon this ordinance favorably. We are pleased that the City has prioritized this issue and is taking a leadership role in addressing it. As representatives of Salem in the state legislature, we stand ready to support you and your colleagues in local government in any way possible.

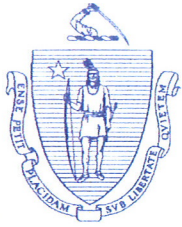
Sincerely,

A handwritten signature in blue ink, appearing to read "John D. Keenan".

John D. Keenan
Representative, Seventh Essex District

A handwritten signature in blue ink, appearing to read "Joan B. Lovely".

Joan B. Lovely
Senator, Second Essex District



THE COMMONWEALTH OF MASSACHUSETTS

GOVERNOR'S COUNCIL

ROOM 184 • STATE HOUSE • BOSTON, MA 02133

(617) 725-4015

EILEEN R. DUFF
GOVERNOR'S COUNCILLOR
FIFTH DISTRICT

February 6, 2014

Dear Madam Mayor and City Council,

I speak to you today as your Governor's Councillor and the highest ranking out LGBT person currently holding state office. I am so proud to represent Salem in my District. Salem has worked so successfully and with so much thought and dedication thus far to becoming the "City of Peace" that it is today. You have all done outstanding work to make both the citizens who live here, as well as the many thousands who visit feel the peace and safety that so many take for granted. Yet, there is one hurdle that still needs to be overcome and that is providing public accommodation to our transgendered brothers and sisters, so they know they are safe and protected while in Salem. After all, this is a simple human right.

I ask you tonight as leaders of this community to be clear that all are welcome in Salem, and all will be protected and feel safe. It is vital to our identity as a civil people that we stand up and let all know that Salem is trans-inclusive and repels the notion of any discrimination towards a community that has for much too long been marginalized.

Thank you for your consideration.

Sincerely,

A handwritten signature in dark ink, appearing to read "Eileen R. Duff", with a long horizontal flourish extending to the right.

Eileen R. Duff



City of Salem, Massachusetts Police Department Headquarters

CHIEF OF POLICE
PAUL F. TUCKER

February 6, 2014

Salem City Council
Ordinances, Licenses and Legal Affairs
Salem City Hall
93 Washington Street
Salem, MA 01970

As a representative of the Salem Police Department I am here to speak on behalf of the proposed non-discrimination ordinance and urge City Council support and approval.

One of the most important functions of municipal government is to ensure public safety and fair treatment for all of its residents. The most visible representatives of this mission is the local police department.

I am proud to stand before you this evening knowing that the Salem Police department is committed to fair treatment and upholding the human rights of all persons in Salem.

As evidence of our commitment, I am here this evening with Lt. Conrad Prosiniewski who is a member of the No Place For Hate Committee, our department Civil Rights Officer and liaison to the LGBT community.

People who reside in our historic city, or come here to visit, should feel safe, accepted and welcome amongst a vibrant and diverse population.

If I may, I would like to leave you with a quote from Hubert Humphrey that has a great deal of meaning to me and I think speaks to tonight's proposed ordinance. "It was once said that the moral test of government is how that government treats those who are in the dawn of life, the children; those who are in the twilight of life, the elderly; and those who are in the shadows of life, the sick, the needy and the handicapped."

I would add that moral test of government includes making sure that our fellow citizens covered in this ordinance enjoy all the rights and privileges secured by federal, state and local law. The language of this non-discrimination policy is more than just words on paper. They represent fundamental fairness.

This evening, the Salem City Council has an opportunity to affirm our city's commitment to fairness and equity and I urge you to support this important initiative.

Thank you.

Sincerely,

A handwritten signature in cursive script that reads "Paul F. Tucker". The signature is written in dark ink and is positioned above the printed name.

Paul F. Tucker



265 Essex Street
Salem, MA 01970
978-744-0004
www.salem-chamber.org

Re: Proposed Anti-Discrimination Ordinance

February 6, 2014

Executive Committee

Robert DeRosier, President
NAES Footprint Salem Harbor Station
Paul Van Ness, 1st Vice President
CinemaSalem
Patrick Delulis, Treasurer
Delulis Brothers Construction
Sandy Heaphy, Past President
Kensington Stobart Gallery
Beth Anne Bower
Salem State University
Mike Kapnis, At Large
Eastern Benefits Group
Mark Leavitt, At Large
Salem Car Wash
Mike Wheeler, At Large
Beverly Cooperative Bank

Directors

Susan Babine
Finz Seafood Restaurant
Ruth Bitchell
Eastern Bank
David Bowie
The Picklepot
Claudia Chuber
Peabody Essex Museum
Jason Consalvo
Salem Five
Gina Deschamps
Deschamps Printing
Tom Dexter
Wells Fargo Advisors
Brandi Dion
B&S Fitness
Rose Fisher
North Shore Medical Center
Nancy Furnari
Meridian Construction
Andy Goldberg
Goldberg Properties
Scott Grover
Tinb, Quinn, Grover & Frey
Tina Jordan
Salem Witch Museum
Juli Lederhaus
Hawthorne Hotel
Rob Liani
Coffee Time Bake Shop
Anna Kulakowski
East Boston Savings Bank
David McKillop
Rockafellas
Jamie Metsch
Roost/Beehive
Matt Picarsic
RCG
Jason Silva
Salem YMCA
Ann Sousa
Body & Soul Massage
Patricia Zaido
Salem Partnership

Dear members of the City Council:

The Salem Chamber of Commerce, on behalf of its 600 member businesses, endorses and supports your efforts to establish a non-discrimination ordinance for the City of Salem.

Originally established as the Salem Chamber of Commerce & Civics, we believe the proposed non-discrimination ordinance is a positive step towards equality for all. Discrimination of any kind should not be tolerated and this legislation once again will position Salem as the inclusive and caring community it is.

We appreciate the Council's leadership in this regard and urge you to pass this ordinance.

Kind regards,

Rinus Oosthoek
Executive Director



THURSDAY, FEBRUARY 6TH, 2014

To: Salem City Council; Salem City Clerk; Mayor Kim Driscoll

Greetings,

On behalf of the entire Go Out Loud team, we proudly endorse the Salem Non-Discrimination Ordinance proposed by the various officials and community members that worked diligently toward these equality efforts and more.

Go Out Loud was born here in Salem with the aim to help connect communities, especially - but not exclusively - LGBT, through meaningful engagements devoid of clichés and stereotypes, offering refreshing and new experiences. From the very beginning, it was clear that Salem showcased what we call 'modern equality;' the idea that we don't want to be denied any equality, but we don't want to be afforded special privileges. To that, we have created a fun, engaging, dynamic space that has helped countless non-profits, connected new people and businesses together, and gained support from national leaders while making international headlines. But we are mindful of the fact that it was started here in Salem, where our people know all too well that justice is always an on-going battle.

Going forward, Go Out Loud will continue to find new ways of supporting equality, but we go on that path knowing full well that our community, our leaders and our vision remain strongly in alliance of human rights. The proposed ordinance at stake is a poignant effort of said intersections, and I gladly endorse this effort, offering full support, as it is in alignment with our audience's expectations and Go Out Loud's mission.

I implore the Salem City Council to unanimously adopt this measure, so that our bright candle of truth can shed light in the darkest areas of hurt, confusion, and worst of all, hate. Let this ordinance remind all that we, Salem, Massachusetts, will celebrate every individual, every person, for who they are and what they do, and that we shall never allow hateful acts to be associated with this historical city. Instead, let us become the beacon to which other cities, the entire Commonwealth, the whole nation and the world itself can observe and hopefully reflect themselves, uniting our shining efforts to progressing love, always.

On behalf of Go Out Loud founders Thomas Mac Donald, Kevin Letourneau, the Go Out Loud team and volunteers, I thank Mayor Kim Driscoll, Salem City Council and the No Place for Hate Committee for this opportunity and remain confident that our city will continue toward true equality.

Thank you,

Christopher Sicuranza

Co-Founder, VP of Go Out Loud

February 6, 2014

Patricia Maguire Meservey, *President*

The Honorable Salem City Council
Salem City Hall
93 Washington Street
Salem, MA 01970

Dear Members of the City Council:

On behalf of Salem State University, I am writing to you in support of the non-discrimination ordinance submitted to the City Council by Mayor Kimberley Driscoll.

Salem State University is proud to be the most diverse state university in Massachusetts. We take great pride in our long tradition of creating an inclusive and affirming community in which all students, staff, faculty, administrators, alumni, and friends of the University feel welcomed, valued, and appreciated for their unique contributions and talents.

Diversity is an important aspect of our mission, vision and strategic plan. Our mission strives to prepare a diverse community of learners to contribute responsibly and creatively to a global society, and serve as a resource to advance the region's cultural, social and economic development. Our vision acknowledges that we serve the communities of the North Shore while creating an ever more globally aware and culturally diverse campus environment. Our strategic plan is driven by a diversity principle that recognizes that one of our greatest strengths is the diversity of our student body. At Salem State University, students are exposed to an incredible breadth of cultural, ethnic, social, and intellectual diversity. To build on and expand that strength, diversity cannot be a singular goal unto itself. It is considered in all that we do.

Salem State has dedicated resources to building our diversity efforts on campus. We have two full-time professional staff committed to building and strengthening diverse and inclusive relationships on and off campus. We also have a GLBT liaison that works to create a safe, inclusive, and positive educational environment for the entire Salem State University community, regardless of sexual orientation, gender identity, or gender expression. We are optimistic about the work taking place on our campus around the topic of non-discrimination. For example, colleagues have worked diligently on increasing the number of

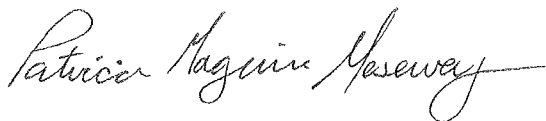
gender-inclusive residential housing options that are available to our students, and we are creating task forces this spring that will assist us in moving our diversity agenda forward. Moreover, our connection with the city's No Place for Hate Committee has further assisted us in cultivating meaningful partnerships that keep non-discrimination and inclusion at the forefront of our efforts in the Salem community.

The non-discrimination ordinance before you protects our campus community and preserves the diverse environment we value in the highest regard. The state has made strides with its non-discrimination statute, but this ordinance takes the extra, and important, provision to prohibit discrimination on the basis of gender identity or expression in the matter of public accommodations. It is my hope that Salem will join Boston, Cambridge, Northampton and Amherst as the fifth community in Massachusetts to extend these protections for the transgender community at the local level.

As president of Salem State University, I see how important it is to a student's academic success and personal growth to feel connected to and supported by their community. I ask that you consider the members of the Salem community in the same regard and vote the ordinance favorably out of Committee, and pass the ordinance unanimously before the City Council.

Thank you for your consideration of this request.

Sincerely,

A handwritten signature in cursive script, reading "Patricia Maguire Meservey". The signature is fluid and elegant, with the first name "Patricia" being the most prominent.

Patricia Maguire Meservey
President

cc: The Honorable Kimberley Driscoll, City of Salem
No Place for Hate Committee



February 6, 2014

Parents United of Salem

1 Turner St. Unit 1
Salem, MA 01970

PHONE
978-968-4888

EMAIL
melzwilson@hotmail.com

To the Salem City Council:

Parents United of Salem is proud to support Mayor Kim Driscoll in endorsing this non-discrimination ordinance which specifically extends protections from discrimination on the basis of gender identity or expression in the matter of public accommodations.

Parents United of Salem is an organization of local parents who are dedicated to helping Salem's families and creating a great community in which all children can play, grow and learn. In addition to on-going resources such as the Meals For Growing Families program and annual charity drives, Parents United of Salem worked with the City of Salem and Salem community to build a new playground on The Salem Common in 2009.

Our mission states that "Parents United of Salem is a non-profit organization dedicated to enriching our children's lives through community service, community building activities, recreation, and education with respect to our culturally diverse population in Salem."

We define "culturally diverse populations" as including anyone who wants to be involved in our organization including traditional and non-traditional families of any and all size, background, income, ethnic group, age, religion, marital status, sexual orientation, and gender identity or expression.

This ordinance aligns with our organization's mission, reflects our community's values, and we urge the City Council to pass this non-discrimination ordinance unanimously with the full support of Parents United of Salem.

Signed by,

The Parents United of Salem Executive Board of Directors

PROUD PARENTS OF THE NORTH SHORE

February 4th, 2014

Salem City Council
93 Washington Street
Salem, MA 01970

Dear Members of the Salem City Council,

Proud Parents of the North Shore is a group for LGBTQ parents or straight parents with LGBTQ kids who live, love, and are raising out and proud families in the North Shore.

Proud Parents of the North Shore offers its unwavering support to the proposed City Ordinance and we stand by the Mayor's message that all of Salem's citizens, regardless of gender identity or sexual orientation, are welcome to live freely, proudly, and openly without fear of discrimination or exclusion of any sort. So many of our Proud Parents of the North Shore members have chosen Salem as a place to safely raise their proud families and it is on behalf of those families that we make this endorsement. Salem has already bounded ahead of hundreds of other Massachusetts cities and towns in establishing a safe and welcoming community for families of all kinds and this expanded non-discrimination Ordinance is necessary to continue that work and further protect our citizens. This ordinance seeks to protect the wellbeing, dignity, and respect of the children and families of Proud Parents of the North Shore and so we join this large group of supporters to ask that you pass this ordinance with a unanimous vote.

Respectfully,

Caroline Watson-Felt

Co-Founder and Organizer, Proud Parents of the North Shore
Community Manager, Go Out Loud



Supporting GLBT youth across the North Shore of Massachusetts

February 6, 2014

Salem City Council
93 Washington Street
City of Salem, MA 01970

Dear Members of the City Council:

"Injustice anywhere is a threat to justice everywhere . . . Justice is indivisible." ~ Martin Luther King

It gives nAGLY great pleasure to stand with the Honorable Mayor Kim Driscoll, the Salem No Place for Hate Committee and the amazing City of Salem who have been leaders for decades with inclusivity. We proudly submit this letter of support to encourage the passing of Salem's first non-discrimination ordinance being submitted to you this evening.

The North Shore Alliance of LGBTQ Youth (nAGLY) which has been serving and supporting LGBTQ Youth in Salem for 22 years, clearly understands that this ordinance is critical to all of our members as well as every transgender and gender non-conforming individual in our city. Every week, 25-60 youth meet at the Universalist Unitarian Church at 211 Bridge Street in Salem. Of our members, between 10% - 15% identify as transgender or gender non-conforming youth – a statistic that has been steadily on the rise in these most recent years.

nAGLY's mission is to create, sustain and advocate for programs, policies, and services for the lesbian/gay/bisexual/transgender youth community, particularly including the establishment of regular support meetings, and to defend and enhance the human and civil rights of lesbian, gay, bisexual and transgender youth on the North Shore of Massachusetts.

As the late Senator Edward Kennedy expanded on this theme in remarks regarding ENDA submitted in November 2007 with the following observation:

"This Nation was founded on the principle of equal justice for all. That noble goal represents the best in America—that everyone should be treated fairly and should have the chance to benefit from the many opportunities of this country. . . . But progress has left some Americans out. . . . Many hard-working Americans live every day with the knowledge that, no matter what their talents and abilities, they can be denied a job simply because of who they are. Many young students grow up knowing that, no matter how hard they study, the doors of opportunity will be locked by prejudice and bigotry when they enter the workplace."

Thanks to people like Senator Kennedy and Mayor Kim Driscoll, we continue to move forward which gives transgender and gender non-conforming individuals a hopeful future. Nevertheless there is still more we need to do to not only ensure equal rights for all in Salem; we need to provide education which will help wipeout transphobia, homophobia and hate. nAGLY implores you stand on the right side of history by making history and vote yes to pass this ordinance.

Respectfully yours,

Kirsten Freni
President
617-308-8565

Coco Alinsug
Executive Director
781-913-3747

Testimony on Salem's Non-Discrimination Ordinance

February 6, 2014

Alex Hayward
13 Stearns Place
Salem, MA 01970

Dear Salem City Council,

My name is Alex Hayward and I live at 13 Stearns Place in Salem, Ward 3. I am 23 years-old and have grown up and lived in Salem virtually my whole life. I am a member of the North Shore Alliance of GLBTQ Youth here in Salem and also a member of the Transgender community, and I am here tonight to urge you, the Council, to pass the non-discrimination ordinance proposed by Mayor Kim Driscoll.

As a longtime resident in Salem, I have seen my Transgender community grow and become more prominent and accepted. So far, I have not faced blatant discrimination in a restaurant or public building, but I have faced challenges and the knowledge that I can legally be denied a seat or service somewhere in Salem makes me feel insecure and at times, unsafe.

With the passing of this new ordinance, Salem would be joining Boston, Cambridge, and sixteen other states in the effort to strike down discrimination and make public accommodations an equal opportunity safe space to be.

The City of Salem has made huge strides in support of non-discrimination, and I urge you, as my City Council, to unanimously pass this critical ordinance. Thank you for your time and consideration!

Sincerely,

Alex Hayward
13 Stearns Place
Salem, MA 01970

Testimony on Salem's Non-Discrimination Ordinance

February 6, 2014

Mari Geogilakis
Ward 3
Salem, MA

To the Salem City Council:

My name is Mari Geogilakis. I am 20 years old, and am a Ward 3 Salem resident.

I write to you today as a member of Salem's LGBTQ community to urge your unanimous passage of the Non-Discrimination Ordinance proposed by Mayor Kim Driscoll.

I live my life like anyone else here in Salem. I wake up, go to work, eat at Salem's restaurants, shop in Salem's stores, drink coffee and tea at Salem's many cafes, and enjoy the everyday beauty of our community.

As a person who identifies as gender queer, I simply want to be treated equally, like everyone else. Luckily, Salem is a very welcoming community where I haven't encountered much discrimination because of who I am, but that doesn't mean it won't happen one day.

And given that possibility, it is imperative for my well-being, and the well-being of the entire LGBTQ community, that the City Council pass this ordinance which protects people from discrimination in places of public accommodation on the basis of gender identity or expression in Salem.

Because our statewide non-discrimination law omits this particular protection, a transgender person can still be treated in the following ways:

- Legally be denied a purchase at a downtown Salem store, just because of who they are;
- Legally be denied service at a Salem restaurant, just because of who they may be perceived to be;
- Legally be denied a room at a Salem inn or hotel, just because of the way they look;
- Legally be denied groceries at a Salem market, just because an employee may feel uncomfortable around them.

In the year 2014, and in the Commonwealth of Massachusetts – the one-time leader on issues of equality – this should not be the case.

But with this ordinance, Salem can join Boston, and Cambridge, and Northampton, and Amherst, and 16 other states in correcting this omission, and strike out discrimination across the board in the City of Salem.

This community always strives to stand on the forefront of equality and social justice. Now is the time for the Salem City Council to write those values forever into the laws of our City.

I urge your unanimous passage of this non-discrimination ordinance.

Sincerely,

Mari Geogilakis
Ward 3
Salem, MA



February 6, 2014

Salem City Council
Salem, MA

Re: City of Salem's Non-Discrimination Ordinance

Salem City Council,

The Massachusetts findings from the 2009 National Transgender Discrimination Survey evidenced the following:

- 22% transgender adults were denied equal treatment by a government agency or official
- 24% of transgender adults who have interacted with police reported harassment by officers
- 50% of transgender adults reported being uncomfortable seeking police assistance when needed
- 58% transgender adults were verbally harassed in a place of public accommodation, including hotels, restaurants, buses, airports and government agencies

My name is Hope Watt-Bucci and I am the founder and honored president of North Shore Pride, Inc. North Shore Pride, Inc. is a non profit organization that I founded in 2012 as a means to join our North Shore community together to combat the continued discrimination and violence against Lesbian, Gay, Bisexual and Transgender (LGBT) persons on the North Shore. The mission of North Shore Pride, Inc is to promote the general welfare, enhance the social life of the LGBT community of the North Shore, and to promote the acceptance of it's members by the broader North Shore community.