

To carry out these purposes, North Shore Pride, Inc. engages in activities designed to promote greater understanding of LGBT issues, educates the members of the LGBT community on issues of importance to them and partners with individuals and organizations in furtherance of its stated purpose. One way in which North Shore Pride, Inc. accomplishes it's mission is by providing a day of networking, education and celebration known as the North Shore Pride Parade and Festival.

During this day of education and celebration thousands of individuals, families and businesses join together to celebrate their differences and build relationships and bridges with a goal of "Unity in our Community". North Shore Pride, Inc. selected the city of Salem from all other North Shore towns and cities as the host city for the event these past two years, and again in 2014, due to the consistent strides made by the city of Salem, under the leadership of Mayor Kim Driscoll, towards equality for all residents of this city. .

North Shore Pride, Inc. is proud to support and join MTPC and the 108 members of Transgender Equal Rights Coalition in getting full civil rights for transgender youth, adults, and families. North Shore Pride, Inc. respectfully asks this Council to take the step tonight to distinguish yourselves and this city by joining the 17 other states across this nation as well as Boston, Cambridge, Northampton and Amherst and extend protections for the transgender community at this local level.

In conclusion, Mayor Kimberley Driscoll proclaimed June 29, 2013 North Shore Pride Day proclaiming the day as a "celebration of strides toward full equality for the LGBT community with a recommitment of our continued support for equality for all Salem and North Shore residents". Tonight, North Shore Pride and all of those before you ask you to join your Mayor and the great people of Salem and prove that your city is indeed a leader making strides for full equality of all of its citizens through your passage of this ordinance tonight. I ask you to consider this one thought before you vote to institute the Non-Discrimination ordinance this evening; Can we ever truly celebrate liberties when even one class, one group or one person is left to stand alone.

Respectfully submitted,



Hope Watt-Bucci, Ph.D.

Founder and President, North Shore Pride, Inc.



February 6, 2014

City of Salem Massachusetts  
Office of the City Council

Dear Members of the Salem City Council,

The Salem Award Foundation was established more than 20 years ago with the task of keeping alive the lessons of the Salem Witch Trials, ensuring that the infamous period of injustice of 1692 that plagued Salem and surrounding communities will never be forgotten. In so doing, we strive to raise awareness within our region of human rights and social justice in contemporary society. We foster tolerance and compassion. We develop and broaden the community's understanding of current inequities. And most notably, we publicly recognize individuals or organizations working to help those who suffer discrimination and injustice, through our annual award.

The proposed non-discrimination ordinance currently before the Salem City Council is an important step for the City of Salem to further itself as a beacon of equality and acceptance on the North Shore and in the Commonwealth of Massachusetts. The passage of this legislation will be a confirmation that Salem is indeed the City of Peace and recognition that discrimination of any kind will not be tolerated in our vibrantly diverse and inclusive community. This legislation is an opportunity for this body and the city to emphasize their leadership and commitment to inclusion, diversity, and acceptance of ALL people regardless of race, color, religion, national origin, ancestry, sexual orientation, or gender identity and expression.

We ask the members of the Committee of Ordinances, Licenses, & Legal Affairs to vote the ordinance favorably out of Committee, and pass the ordinance unanimously before the City Council.

Sincerely,

Tyson J. Lynch, Esq.  
Salem Award Foundation

Testimony for Salem's Non-Discrimination Ordinance

Jeff Cohen  
12 Hancock Street  
Salem, MA 01970

Hate crime victim's perspective. (Salem News, October 28, 2011. See Attached Article.)

To the Honorable Salem City Council:

I am proud to be a Salem resident and will be prouder when the City Council passes the Non-Discrimination Ordinance, unanimously.

I don't know what it's like to be brown or black.

I don't know what it's like to be gay or transgender.

I don't know what it's like to be deaf or blind.

I don't even know what it's like to be as smart as most everyone here today.

...but I do know this...PREJUDICE HURTS, IT HURTS A LOT!

I was a victim of a hate crime and someone hurt me, not because of who I am, but what I symbolized to him. PREJUDICE HURTS, IT HURTS A LOT!

No one in this room is asking for any favors. I don't believe in equal opportunity...I believe in giving people the opportunity to BE equal. You all can do that by passing this ordinance.

Martin Luther King said great things, but what made him great was his knowing that TOGETHER, WE'RE BETTER! He preached that change is NOT inevitable, SO...

PASS THIS ORDINANCE, not JUST because it's fair.

PASS THIS ORDINANCE, not JUST because it's the right thing to do, but...

PASS THIS ORDINANCE, because WHEN you do, we will ALL TOGETHER make Salem a better place. WE know PREJUDICE HURTS.

# SalemNews.com, Salem, MA

*October 28, 2011*

## **Aspiring teacher admits to anti-Semitic threats**

*By Julie Manganis*  
**Staff writer**

SALEM — A former student teacher at Danvers High, described by a prosecutor as an "ignorant bully," admitted yesterday to sending threatening, anti-Semitic text messages to his former landlord last fall.

Michael McIver, 24, who until last month was an education major at Salem State University, will now spend the next year on probation, required to perform 100 hours of community service at an agency that deals with civil rights issues, after he was found guilty of a threats charge by a Salem District Court judge.

"Until I was confronted by the acts of Michael McIver, I never truly understood what hatred is," said Jeffrey Cohen, McIver's former landlord.

"He's ignorant, and he's a bully," said prosecutor Kim Faitella, who is also preparing to present rape allegations against McIver to a grand jury in an unrelated incident in his Summit Street apartment last month.

Faitella told Judge Robert Brennan that McIver, Cohen's former tenant in a Hancock Street home once owned by Holocaust survivors, had acted in an intimidating manner while living there, apparently angered that Cohen denied him permission to hold parties.

"From the first day Mr. McIver moved in, he seemed intent on intimidating others in the house," Faitella said.

Cohen said outside court that McIver would even stare down Cohen's 73-year-old mother while she worked in the garden, his arms folded across his chest. Cohen said he was so fearful for her safety, as well as the safety of his fiancée, that he would not let them work outside unless he was with them.

Two months after McIver moved out, Cohen received a pair of text messages around midnight on Sept. 6, 2010.

The first one was a threat, the prosecutor said. "Stop talking (expletive) about me," it read. "We will have a problem, and that's a threat."



Less than 15 minutes later, it was followed by a second message in which McIver called his landlord several unprintable names, referred to Cohen's Jewish heritage and then said, "I wish ur family was killed by Hitler."

At the time, McIver was teaching at Danvers High School, he acknowledged yesterday in court.

"I felt vulnerable and unprotected in a way I've never felt before," Cohen told the judge.

Cohen said others who knew McIver suggested that he not further enrage him by reporting the messages to police.

However, Cohen eventually did, after speaking with the Anti-Defamation League. He also obtained a criminal harassment order barring McIver from any contact with him or his family, something that's also a condition of McIver's probation.

Cohen said the home on Hancock Street, which he purchased several years ago, has a security gate in the rear, something installed by former owners who, like some of Cohen's own relatives, survived the Holocaust.

He tells his tenants about that aspect of the home's history, which he learned about from late Salem Mayor and Judge Samuel Zoll, he said.

Faitella, the prosecutor, also told Brennan that McIver appears to refer to others who are Jewish in pejorative terms, pointing to a contact list from his cellphone, which is now evidence in the pending rape case. Two entries refer to individuals as "Jew" and a first name, and several other use terms like "slut" and a first name, Faitella said.

When McIver's lawyer, Patrick Regan, told the judge his client insists that "Jew" is actually the last name of two friends, Brennan was skeptical.

"I'd be awfully surprised," the judge said.

None of McIver's 716 Facebook "friends" has that last name, a check yesterday confirmed.

Regan acknowledged that the messages were "despicable" but chalked them up to a difficult landlord-tenant relationship.

Regan urged the judge to spare McIver a record of a conviction, citing his future career plans and the problems he will have completing his education without financial aid.

"This is something he can grow from and regret and move on," Regan said, urging the judge to continue the case without a finding.

Brennan said he typically would consider such a disposition for someone who is relatively young and has no record. But, the judge said, "he's a grown man, and he made threats that had a particularly harmful effect on the victim."

"I'm also of a mind that people need to accept responsibility and be held accountable for their actions, and when someone's actions hurt someone in a manner that Mr. Cohen has been, I think the district attorney's recommendation is fair and appropriate," Brennan said.

McIver has spent more than a month in custody after his bail in the threats case was revoked following his rape arrest last month.

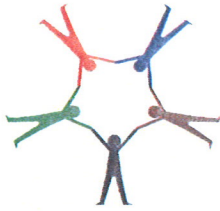
Yesterday, his parents, who last month described him as a "wonderful son" whom they've never seen angry, posted his \$5,000 bail in the rape case, and he was released to start serving his probation in the threats case.

McIver has pleaded not guilty to the rape charges and yelled, "I didn't (expletive) touch that girl," as he was being led out of the courtroom after a hearing last month.

Besides attending classes and working part time at Danvers High, he manages a valet parking service, he said in court yesterday. McIver also claims in an online profile to have been an extra in the 2008 movie "My Best Friend's Girl," on a site that solicits participants for reality television shows.

"Mike told me once he wants to be a teacher," Cohen told the judge during his victim-impact statement yesterday, "and I believe it would be a mistake for him to be allowed to teach children."

Courts reporter Julie Manganis may be reached at 978-338-2521 or [jmanganis@salemnews.com](mailto:jmanganis@salemnews.com).



**SALEM LATINO LEADERSHIP COALITION**  
**COALICIÓN DE LÍDERES LATINOS DE SALEM**

February 6, 2014

Members of the Ordinances, Licenses and Legal Affairs Committee and the Committee of the Whole:

The Latino Leadership Coalition wishes to express support for passage of Salem's first Non-Discrimination Ordinance before the City Council. In keeping with the Coalition's mission of advocating for the inclusion of the Latino community in all matters related to civic life, we consider that this ordinance will ensure the inclusion of all people who make up Salem's ever growing diverse population. We believe it is important that all forms of discrimination be prohibited in the City of Salem, including discrimination based on gender identity or expression with regard to public accommodations.

Salem can transcend its tragic history by moving into the future with the specific intention of protecting all its residents, including the most vulnerable. The non-discrimination ordinance provides the necessary wording to prohibit all forms of discrimination in our city.

We applaud the City's efforts in protecting and preserving its diverse environment and ask for a favorable passage by the City Council.

Respectfully,

Members of the Salem Latino Leadership Coalition



North Shore Community Development Coalition  
102 Lafayette Street, Salem, MA 01970  
ph: 978.745.8071 fax: 978.745.4345  
[www.northshorecdc.org](http://www.northshorecdc.org)  
[info@northshorecdc.org](mailto:info@northshorecdc.org)

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February 6, 2014

Mayor Kimberley Driscoll  
City of Salem  
93 Washington Street  
Salem, MA 01970

Re: Proposed Anti-Discrimination Ordinance

Dear Mayor Driscoll:

North Shore CDC's Board of Directors voted at our January board meeting to endorse and fully support your administration's efforts to expand the City of Salem's non-discrimination ordinance. We fully support the effort to create a more welcoming community free from discrimination. We have taken the opportunity to update our own non-discrimination policy.

We appreciate your leadership in this regard and urge the City Council to pass this ordinance.

Sincerely,

Mickey Northcutt  
CEO



## North Shore Elder Services

February 6, 2014

*Life. Made Easier.*

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

Re: Non-Discrimination Policy

Dear Salem City Councilors,

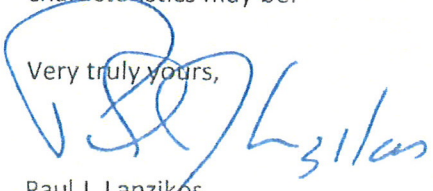
North Shore Elder Services applauds and supports the commitment of the City of Salem "to uphold the human rights of all persons in Salem and the free exercise and enjoyment of any and all rights and privileges secured by the Constitutions, Laws, Ordinances and Regulations of the United States, the Commonwealth of Massachusetts and the City of Salem". We take particular note that, among a number of human characteristics that cannot be used to discriminate, the City has enumerated these: "age", "disability", "sexual orientation", and "gender identity or expression".

For the thirty-eight years of its existence, North Shore Elder Services has been a strong advocate, with an unwavering voice, regarding the interests of older persons and people with disabilities. Since 2007, following an intense educational process conducted by the Boston-based LGBT Aging Project (now a program of the Fenway Institute), North Shore Elder Services has been actively committed to understanding and responding to the needs and well-being of older persons who are lesbian, gay, bisexual, or transgender.

Under North Shore Elder Services' sponsorship and support, the Over the Rainbow LGBT Coalition was organized in 2009 (initially called the Old & Bold LGBT Coalition). The Coalition has brought together older LGBT persons and representatives from an array of community organizations. One of the most prominent and popular ongoing activities is the monthly gathering of the Over the Rainbow Dinner Club at the House of the Seven Gables which typically attracts thirty to forty-five participants. Additionally, North Shore Elder Services, through the Over the Rainbow Coalition, has been actively involved in the North Shore Pride Parade and many other events in the City regarding the LGBT community.

We look forward to working with the leadership of the City of Salem in all efforts to make the community a safe and desirable place for people to live and grow older no matter what their personal characteristics may be.

Very truly yours,



Paul J. Lanzikos  
Executive Director



KIMBERLEY DRISCOLL  
MAYOR

# COMMISSION ON DISABILITIES CITY OF SALEM, MASSACHUSETTS

120 WASHINGTON STREET  
SALEM, MASSACHUSETTS 01970  
978-619-5630

February 3, 2014

Honorable Salem City Council  
City of Salem  
93 Washington Street  
Salem, Massachusetts 01970

RE: City of Salem Non-Discrimination Ordinance

Dear Salem City Council Members:

The City of Salem's Commission on Disabilities is pleased to offer full support of the City of Salem's Non-Discrimination Ordinance.

We are committed to ensuring that Salem continues to be on the cutting edge of addressing accessibility issues for not only our residents, but also to people who chose Salem as a destination for day trips and extended vacations. We have been fortunate to have an administration that is invested in our endeavors and are proud of our accomplishments for the disabled community.

However, while our focus as a Commission is to individuals with disabilities, we would be remiss if we were to stop at that population. Ensuring accessibility to us also means ensuring a welcome mat is at our door, for anyone who wants to live, visit or play in our community. We want Salem to be accessible for all persons, regardless of age, ancestry, color, disability, family status, gender identity or expression, military status, marital status, national origin, race, religion, sex or sexual orientation. We urge passage of this ordinance by this legislative body.

We wholeheartedly and without reservation endorse this Non-Discrimination Ordinance.

Very truly yours,

  
Lisa B. Cammarata, ADA Coordinator, on behalf of the Salem Commission on Disabilities

cc: Commission members

# NortheastArc

Life-Long Support for People with Disabilities

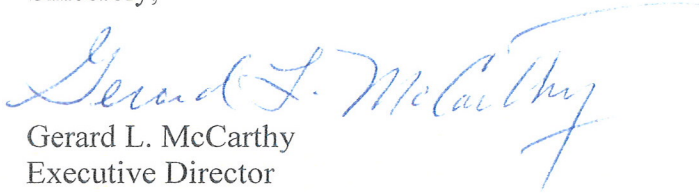
February 5, 2014

Kristian Hoysradt  
Director of Constituent Services & Special Projects  
Lesbian, Gay, Bisexual & Transgender Community Liaison  
Office of Mayor Kimberley Driscoll  
93 Washington Street  
Salem, MA 01970

Dear Kristian:

Please add Northeast Arc's name to the list of organizations standing up against hate. As advocates for people with disabilities, we know we must stand with each of our neighbors. Discrimination against any person, for whatever reason, hurts us all.

Sincerely,

  
Gerard L. McCarthy  
Executive Director





## INDEPENDENT LIVING CENTER of the North Shore and Cape Ann, Inc.

27 CONGRESS STREET, SUITE 107 • SALEM, MA 01970  
(978) 741-0077 v/tty • TOLL FREE: (888) 751-0077 v/tty  
FAX: (978) 741-1133 • WEB ADDRESS: [www.ilcnscsca.org](http://www.ilcnscsca.org)

Member: Aging & Disability Resource Consortium of the Greater North Shore

### SERVING:

Beverly February 6, 2014  
To the Honorable Salem City Council:

Danvers

Essex The Independent Living Center of the North Shore and Cape Ann (ILCNCSA) wholeheartedly endorses Mayor Kim Driscoll's proposed Non-Discrimination Ordinance.

Gloucester ILCNSCA is a non-profit service and advocacy center run by and for people who have all types of

Hamilton disabilities to live independently and participate fully in community life. We pursue this mission

Ipswich through a combination of self-advocacy services and community action, while supporting collective

Lynn action by people with disabilities aimed at positive social change, the elimination of discriminatory

Lynnfield barriers, and the creation of a supportive and fully accessible community environment. We work

Manchester collaboratively and closely with our aging services partners to serve seniors through the Aging and

By-The-Sea Disability Resource Consortium of the Greater North Shore, Inc.

Marblehead ILCNSCA was founded in 1987 and currently operates out of Shetland Park with many of the

Melrose members and clients we serve living in Salem. One of our "Core Principles" is self-determination.

Middleton "ILCNCSA ensures that individuals are supported in a way that builds on our strengths, promotes

Nahant community life, and honors each individual's preferences, choices, and abilities."

North Reading ILCNSCA has sponsored the North East Transwomens Alliance, Inc. (NETA) for the past few years

Peabody with meeting space and advertising. ILCNSCA has been a supporter and hosted information tables

Reading at the largest transgender fair First Event for the past few years. ILCNSCA was the facilitator of the

Rockport LGBTQI workshop last July in Washington, DC at the National Council on Independent Living,

Rowley (NCIL). ILCNSCA is committed to insuring that all of our brothers and sisters including those who

Salem self-disclose they are transgender are included in all aspects of community life and can live as

Saugus independently as they choose. ILCNSCA recognizes that when one person is the victim of

Stoneham discrimination, we all then share in that exclusion and violation of our human and civil rights.

Swampscott Thus in accordance with our core principles, we believe that the Salem City Council should promote

Topsfield community life, honor its residents' and visitors' preferences, choices and abilities, and declare a

Wakefield policy of non-discrimination across the board with the unanimous passage of this non-

Wenham discrimination ordinance. Lastly, as a Salem resident and homeowner, I ask the Salem City Council

Sincerely,

Mary Margaret Moore

Mary Margaret Moore  
Executive Director, Independent Living Center of North Shore & Cape Ann, Inc. (ILCNCSA)  
President, Aging and Disability Resource Consortium of the Greater North Shore, Inc. (ILCNCSA)  
Board Member, North East Transwomens Alliance, Inc. (NETA)  
Board Member, National Council on Independent Living (NCIL)  
Salem, MA resident and homeowner

CC: file; Advocacy;

**"SERVICES AND ADVOCACY FOR AN INDEPENDENT LIFE"**



North East Transwomens Alliance Inc.  
27 Congress Street  
Suite 107  
Salem, MA 01970  
1-978-712-0144  
<http://netahealth.org>

To: City Council of the City of Salem, honorable Mayor Kim Driscoll,  
Constituents,

I am drafting this endorsement of support in reference to Section 1; Article XVI;  
Non-Discrimination Policy.

My name is Lillith Ponticelli and I am the President and Founder of North East Transwomens Alliance Inc. (NETA INC.) My non-profit 501(c) 3 organization first started conducting business in Salem, MA in 2009 and serves as a health and support organization founded by Transgender people to improve the health and well-being of our community. We provide a safe and friendly place at our office in Shetland Park for Transgender people to meet, receive support and information while working to empower themselves wherever they are in their transition and identity.

I felt that the atmosphere and climate in Salem was congruent to NETA Inc.'s core values that ALL people regardless of age, ancestry, color, disability, family status, gender identity or expression, military status, marital status, national origin, sex or sexual orientation have a GOD given right to exist and thrive without the fear and stigma of hate and discrimination.

I have experienced and seen through the years that Mayor Kim Driscoll is a valuable and key forerunner with the tenacity to "take the "reigns" and relentlessly forge forward to achieve this in the city of Salem with fire and compassion!

With the addition of North Shore Pride's annual celebration every June, to the adopting of the yearly ceremony to remember World Aids Day, to honoring and remembering those in the LGBTIQ community who have so tragically lost their lives simply because they "seem" different or odd, Salem has moved forward openly and publicly as a City that will not conform to the norm that it is ok to do nothing.

I will continue to call Salem home for NETA Inc. and ally with the City of Salem, elected officials and the citizens in supporting this Ordinance relative to non-discrimination. I urge the City Council to unanimously pass this critically important addition to Salem's Ordinances.

Sincerely,

*Lillith Ann Ponticelli* 

Lillith Ponticelli... President



February 6, 2014

Dear Committee members,

HAWC, Healing Abuse, Working for Change Inc., is a social justice and domestic violence agency with a 35-year history in Salem and serving 23 cities and towns on the North Shore. Our mission is to create social change by taking action against personal and societal patterns of violence and oppression. HAWC's programs, services and support are designed to empower clients, helping them make informed, independent decisions about their futures.

HAWC enthusiastically supports the proposed non-discrimination ordinance. We see the ordinance as a reflection of our agency's mission.

HAWC changed its name in 2009 from Help for Abused Women and their Children, to reflect several realities. The agency serves all survivors of abuse; abuse doesn't happen only to women and children, but people of all genders and sexual orientations; and furthermore, it is a community issue that affects all of us. Making that change required a culture shift in our organization and how we see our work. We must be truly inclusive of LGBTQ people, people of color, people with disabilities, and people at all income levels – no matter how they identify.

This is particularly important because these marginalized groups face additional barriers in seeking services. There are risks that they may not be believed by police or the courts. They may face discrimination in a hospital setting. The incidence of hate crimes and violence are extremely high for transgender people in particular.

Through our partnerships with law enforcement, the medical community, and other service providers, as well as our own experience of learning to be an inclusive organization, we have seen best practices and we have seen bad practices in place – practices that cause more harm to victims of crime, domestic violence, and sexual assault. Therefore, we see this ordinance as a step in the right direction, reflecting our vision of a society that recognizes every individual's human dignity, and strives for equity for all, and eliminates violence and oppression.

We applaud the City of Salem for taking this step in eliminating discrimination in hiring, housing, contracting, and public accommodations. We would be proud to see our home city become the 5<sup>th</sup> community in the Commonwealth to extend protections to Transgender people. We encourage all municipalities to be truly inclusive with laws and ordinances that protect individual rights, for Transgender people and all oppressed, targeted or marginalized individuals. We urge you to vote this ordinance favorably out of Committee, and pass the ordinance unanimously before the City Council.

Sincerely,

Anthony DiPietro  
Executive Director



Dean of Students



### In Support of the February 6, 2014 "The City of Salem's Non-Discrimination Ordinance"

Good evening and thank you Mayor Driscoll for inviting me to be here in support of this Ordinance for Equal Rights for the Transgender Community. I am the Protestant Chaplain for Spiritual Life at Salem State University. Our Spiritual Life Mission includes fostering an atmosphere of acceptance and affirmation so that everyone in the University Community may freely express their religion, spirituality, and faith. We are committed to creating an environment that encourages all people to trust that they are loved by God and have an equal right to participate in every aspect of community life at both the University and in the City of Salem.

As an ordained minister in the United Church of Christ, I claim Jesus Christ as the cornerstone of my faith. He was a healer, a teacher and a seeker of justice and peace for all people. He accepted and affirmed people JUST AS THEY ARE. His three year public ministry was a tireless movement to shift the outdated cultural laws and beliefs of his time from exclusive to inclusive; from discriminatory to non-discriminatory; from unjust to just.

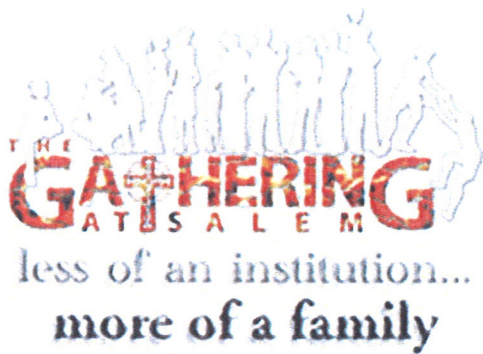
Last week at Salem State University, the Diversity and Multi-Cultural Center, in collaboration with the Spiritual Life Center, honored the life of Rev. Dr. Martin Luther King. Our speakers included elementary, middle and high school, as well as University students. The Dean Elmore, of Boston University was our keynote speaker. During the event, Mayor Kim Driscoll spoke passionately about the significance of tonight's Ordinance and received a standing ovation for her message. The University's MLK Convocation reminded us that Dr. King was a man who unapologetically led the Civil Rights movement with his faith at the center of his work. *His work for justice for all people went from pulpits, to streets, to national memorials, to prisons, to City Halls, to sanitation routes, to busses and trains, to public bathrooms and water fountains.*

Tonight, I am here carrying the spiritual light of the same tradition as Dr. King. As the University Chaplain, I stand with President Meservey in support of this "Non-Discrimination Ordinance" for the City of Salem, Massachusetts.

In the words of Rev. Dr. Martin Luther King: *"Now is a time to make justice a reality for all of God's children."*

Thank you  
 Rev. Laura Biddle  
 University Chaplain





Dear Salem City Council,

The Gathering joins the support for Salem's non-discrimination ordinance. All people regardless of age, sex, ethnicity or religious preference are protected by our constitution from bias and discrimination. When the issues of need and support for basic needs come into the picture, it is all the more important that we as a city, a state, and a nation learn to navigate the unselfish waters of helping those who are in need. It is an unfortunate thing that there should be a need to separate one group out and say that "all people" includes them as well, but that is the nature of problem of prejudice, and so we as a local church agree that the LGBTQ community has the same rights as "all people." Please vote this ordinance favorably out of committee.

Blessings and Peace upon our City,

Pastor Phil Wyman  
The Gathering at Salem