

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

- I. Call to Order**
- II. Roll Call**
- III. Public Hour**
- IV. Approve Meeting Minutes**
- V. 2020 Pride Month**
- VI. 2019 Human Rights Campaign**
- VII. Domestic Partner Policy – Draft**
- VIII. Next Meeting(s)**
- IX. Other Business Matters**
- X. Adjournment**

Documents:

[Complete LGBTQ Advisory Committee Agenda - July 18, 2019.pdf](#)

Meeting Agenda
Borough of State College
LGBTQ Advisory Committee
July 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 – April 18, 2019

V. 2020 Pride Month

Discussion and suggestions for next year.

VI. 2019 Human Rights Campaign

Staff will give an update on the Human Rights Scorecard

VII. Domestic Partner Policy – Draft

The Committee will review and discuss the proposed Domestic Partner Policy.

VIII. Next Meetings

Thursday, October 17, 2019 at Noon

IX. Other Business Matters

X. Adjournment

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

The LGBTQ Advisory Committee met on Thursday, April 18, 2019, in the State College Borough Municipal Building, 234 S. Allen Street, State College, PA. Borja Gutierrez, Vice-Chairperson, called the meeting to order at 12:09 p.m.

Members Present

Jessica Diplan, Borja Gutierrez, Vice-Chairperson; Mark Hayes, Monica Himes, Lane LaBelle, Brian Patchcoski, and Barbara Welshofer

Members Absent

Greg Brauser, Kirsten Burkhart, Michele Hamilton, Susan Marshall, Karen-Elizabeth Moroski, and Stacy Jarvis

Others Present

Kevin Kassab, Community Engagement Manager; Thomas R. King, Assistant Borough Manager for Public Safety; Cathi Alloway, Director of Schlow Centre Region Library; Cole Maternick, guest of Brian Patchcoski; and Denise L. Rhoads, Administrative Assistant

Public Hour

No members of the public were present.

Approve Meeting Minutes

Mr. Patchcoski motioned to approve the meeting minutes from the January 17, 2019 meeting as submitted. Ms. Welshofer seconded the motion, which was unanimously approved.

Schlow Centre Region Library

Ms. Alloway reported on the library's recent Drag Queen Story Hour event which included:

- The history of this type of event began in San Francisco. It began as a movement to share with families of gender diversity. It provided a supportive environment for those involved in the LGBTQ community.
- She noted there was great support in some areas, but some threats in others.
- When she was approached by a community member about sponsoring the event, she stated the library did not sponsor it. An outside group booked one of the event spaces in the library. They met all the criteria for reserving a room. Groups are responsible for doing all their own marketing.
- 150 people were present for story time and 75 were children.
- Prior to this event, the local police department were notified for safety reasons. They wanted to take a proactive step forward to make sure everyone was safe.
- Community response was mixed. Ms. Alloway shared comments the library received and

stated she would email the comments to Mr. Kassab to share with everyone.

- Some complaints came in email versions, some were from out-of-state, and many were local. The majority of input was religious based, and a lot of the emails were not signed.
- Ms. Alloway stated, Library Board President, Casey McClain, composed a wonderful letter to address these emails with the official library boards position on the issue.
- They would continue to monitor the situation for any further events.
- She stated it was an overall great event which the Borough and community gave a lot of support to.
- Nothing negative came from local elected officials nor from the local commissioners.

LGBTQ comments included:

- Mr. Patchcoski stated he recognized many of the emails.
- Ms. Welshofer asked if anyone stated political issues. Ms. Alloway stated no one had.
- Mr. Gutierrez asked who scheduled the event. Ms. Alloway stated Tamra Fatemi-Bodi, a Penn State University (PSU) World Campus employee, sponsored the event as a class project. Mr. Kassab stated she had reached out to him in regard to LION Bash events as well.
- Mr. Gutierrez suggested if the event occurred next year, schedule it several times a day instead of just once.

Ms. Alloway stated the event surpassed her expectations.

2019 Pride Month(s)

Mr. Kassab's presentation included:

- He noted the proclamation was presented to Mr. Hayes at a Borough Council meeting. Mr. Patchcoski and Ms. Burkhart both worked on the proclamation.
- Mr. Kassab thanked everyone for their help with the Pride banners. They would be displayed throughout downtown and the lobby through end of June. He noted there were many compliments on them. Mr. Kassab stated they were good quality flags and the focus would be on adding more banners to the downtown in the future.
- He thanked the AIDS Resource for paying for them. He also thanked Mr. Hayes for his contribution of the descriptive posters explaining each group.

LGBTQ comments included:

- Mr. Patchcoski stated the flags looked "awesome"! If more were ordered, he asked that black and brown stripes be added representing the Philadelphia Pride rainbow flag.
- Mr. King noted there were predominately positive comments. One strong opponent was someone who wanted 50 American flags put up instead.
- Mr. Patchcoski stated alumni that returned for the Blue/White game were impressed.

2019 Human Rights Campaign

Mr. Kassab's updated included:

- He presented a score card on what can and cannot be done.
- He stated the data that was currently collected would be sent to the Human Rights Campaign.
- He noted the score card was only short two points to make the required 100 points. He stated he could obtain the two points in time.

- The healthcare issue had been a little tough. Blue Cross Blue Shield would not list the specifics for the gender surgery even though they covered it.
- Memorandum's of Understanding needed to be updated for the AIDS Resource, the PSU Police Department and the State College Borough Police Department.

LGBTQ's comments:

- Mr. Gutierrez stated it would be increasingly more difficult to make the 100 points as time went on. Mr. Kassab stated he checked for any current changes and stated the score card had not change.
- Mr. Hayes asked what the bonus points were. Mr. Kassab stated those were items one did not have to do but could to help accomplish the 100 points needed.
- Ms. Welshofer asked if the score was up from last year. Mr. Kassab stated it was and put the Borough in the fourth position in the state.
- Mr. Gutierrez stated after this scorecard was approved, the group should look at other communities to prepare for the next one.

Next Meetings

Thursdays, July 18 and October 17, 2019 at Noon

Mr. Kassab asked if any thought was given to events for Pride month in June. Mr. Gutierrez stated these types of things should be planned a year in advance. Mr. Kassab agreed.

Mr. Kassab suggested holding a drag queen event during Arts Festival. Mr. Patchcoski asked if the group could be involved with the diversity conference and Mr. Kassab stated there currently was not any space. He did note there could be space next year.

Mr. Patchcoski and Mr. Gutierrez noted they would like to change the term "Chairman" to "Chairperson". Mr. Kassab stated he had spoken to the Borough Manager, and those changes were starting to be implemented. He noted, moving forward, staff would implement the change in the minutes.

Adjournment

With no further business to discuss, Mr. Hayes adjourned the meeting at 12:45 p.m. and it was seconded by Mr. Patchcoski.

Respectfully submitted,

Denise L. Rhoads
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		0		0	
Bonus: Protects Youth From Conversion Therapy	2	0		0		2		2	
		30 (15/15)						Part I. Standard Points	
								Part I. Bonus Points	
								2	

	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	
C. City Contractor Non-Discrimination Ordinance	6 (3/3)					3	3	6	
D. Inclusive Workplace	2					0		0	
BONUS: City Employee Domestic Partner Benefits	1					0		0	
		28						Part II. Standard Points	
								20	
								Part II. Bonus Points	
								0	

	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	
Bonus: Youth Bullying Prevention Policy for City Services	2 (1/1)					0	0	0	
BONUS: City Provides Services to LGBTQ Youth	2					0		0	
BONUS: City Provides Services to LGBTQ Homeless People	2					0		0	
BONUS: City Provides Services to LGBTQ Elders	2					0		0	
BONUS: City Provides Services to People Living With HIV or AIDS	2					2		2	
BONUS: City Provides Services to the Transgender Community	2					0		0	
		12						Part III. Standard Points	
								12	
								Part III. Bonus Points	
								2	

	Max Pts. (SO/GI)	State		County		Municipal		Earned Pts.	
		SO	GI	SO	GI	SO	GI		
Part IV. Law Enforcement									
A. LGBTQ Police Liaison or Task Force	10					10		10	
B. Reported 2017 Hate Crimes Statistics to the FBI	12					12		12	
		22						Part IV. Standard Points	
								22	

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

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PennState
Student Affairs

**Center for Sexual
& Gender Diversity**

Attn: State College LGBTQ Advisory Committee
Borough of State College
243 South Allen Street
State College, PA 16801

July 1, 2019

Dear members of the LGBTQ Advisory Committee,

We hope this note finds you each doing well and enjoying your summer. This correspondence serves as a note of agreement that we, the Center for Sexual and Gender Diversity at The Pennsylvania State University, have agreed to display Borough of State College position openings in our community space and within our Center newsletter which connects to sexually and gender diverse students, staff, faculty, and community members.

We are happy to support the work of our partner organizations in the community and look forward to many more years of collaboration and engagement.



Thank you for working to make State College, Pennsylvania an affirming and inclusive home for the queer community – today and in future generations.

Sincerely,

A handwritten signature in black ink, appearing to read "Brian Patchcoski".

Brian J. Patchcoski
Director | Pronouns: He/Him/His


Center for Sexual and Gender Diversity
Student Affairs
The Pennsylvania State University
101 Boucke Building
University Park, PA 16802
Phone: (814) 863-1248 | Fax: (814) 865-0790

 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.

 <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-sex 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).

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."