



METRO ARTS

NASHVILLE OFFICE OF ARTS + CULTURE

Metro Arts Commission

Minutes of the Committee for Anti-Racism and Equity

January 20, 2021

This meeting took place via teleconference.

You can find a recording of the meeting here:

<https://www.youtube.com/watch?v=ftUOOPMdJ50>

It is recommended to view this recording for the full context of the meeting

Attending Committee Members: Sarah Bounce, Will Cheek (Co-chair, Commissioner), Megan Kelley, Ellen Gilbert, Jonathan Marx, Teree McCormick, Paula Roberts (Co-chair, Commissioner), Jon Royal, Jim Schmidt

Absent Committee Members: Aaron Doenges, Alandis Brassel

Staff: Janine Christiano, Tré Hardin, Grace Wright, Caroline Vincent

Guests: Brandon Ward (Metro ITS); Council Member Nancy VanReese

METRO ARTS MISSION:

Drive an Equitable and Vibrant Community through the Arts

A. Administrative – Facilitator: Paula Roberts

a. Call to Order & Welcome

The meeting was called to order at 5:05 p.m.

b. Roll Call and Group Norms

Co-Chair Roberts did a roll call and recognized the CARE group norms.

c. Vote on Governor’s Executive Order No. 71

A motion that the meeting agenda constitutes essential business of this body and meeting electronically is necessary to protect the health, safety, and welfare of Tennesseans considering the COVID-19 outbreak and is permitted under the Governor's Executive Order number 71 was offered by Sarah Bounce, Ellen Gilbert seconded.

Roll call vote was taken, all members present voted, and all votes were affirmative

B. Informational Session

Jon Royal introduced the discussion piece for the informational session [“Let’s Be Real: These Programs Won’t End Racism at Your Theatre”](#) By Michael J. Bobbit

The Committee discussed the reading and ways that these characteristics showed up in their own lives and work. For more details of the discussion, please listen to the recording of the meeting.

C. Review agenda

1. Progress Report - Working Groups

Internal Analysis & Development (Restorative Practices) working group focused discussion on:

- Building structures to support staff in terms of external/internal pressures and developing a metric by which this can be gauged
- Tools for building internal communication
- Areas to address in the Metro Arts HR Guidance
- Researching effective internal team building methodology

External Analysis & Development (Metro Arts Funding, Programs & Initiatives) and Communications / Equity Programs and Projects Policy working groups jointly focused discussion on:

- Internal and external communication regarding CARE particularly in terms of communicating the work of CARE and acting as a facilitative body between artists/community organizations and the Arts Commission
- The integral relationship between communication and building external partnerships
- Working on similar language and similar messaging

Training (Jon/Sarah)

- Designing a training module for on-boarding new Arts Commissioners
- It was suggested that Crossroads Antiracism materials could be used in the process but there was a question of access
 - Staff will follow-up with Crossroads to see what the possibilities would be
 - The Training working group will pause development until there is an answer

2. Commissioner Recommendations – Review of Process

Commissioner Roberts gave an overview of the process for nominating new Commissioners to the Arts Commission. The Mayor/Mayor’s Office makes nominations for new members of the Arts Commission. Those nominations are then approved by the Metro Council. There is a mechanism for making recommendations, but the authority is with the Mayor and Metro Council.

3. CARE Retreat – Planning (Tre)

The Committee reviewed the proposed agendas and meeting logistics for the CARE planning retreat on January 30, 2021. The Committee also reviewed pre-meeting materials including the MABE Equity Lens and the Metro Arts strategic plan.

The Committee requested that the technical details of the day be clarified for working groups. Staff will coordinate with Teree McCorkmick.

The Committee suggested that the review of the strategic plan and 360 organizational assessment be discussed in tandem.

Staff asked the Committee if they would like to bring communications and external affinity groups to the agenda. It was decided that the Communications working group would discuss priorities at the retreat.

There was discussion about the composition of the working groups. It was suggested that the working groups could be staggered so that Committee members who are a part of multiple groups can meet. The agenda will be updated to reflect that. It was also clarified that staff would also be joining the working groups.

It was suggested that the Equity Lens should be discussed in terms of matching Arts Commission/CARE work as well as the specific work and discussions of the working groups.

The Committee can to consensus that Teree McCormick and Commissioner Roberts would review the agenda with this input and updated the Committee.

4. Staff Reports – Summary (Staff)

Staff gave updates on the following project and programs:

- Integration of CARE work into staff conversation and Metro Arts teams
- Feedback on CARE Report from staff and request for guidance on contents
- DIAL (Diversity in Arts Leadership) partnership with AFTA
- The Porch/Crossroads “Power of the Pen” Antiracist Writing program
- BIPOC/White Arts Administrators Affinity Groups
- Technical aspects of public comment for CARE

D. Set next meeting and action steps – Facilitator: Paula Roberts

The next meeting will be the Planning Retreat on January 30, 2021 from 9:00am-12:30pm.

The Committee decided to keep their regularly scheduled meeting on February 3, 2021 from 5:00-6:30pm.

E. Adjourn meeting– Facilitator: Paula Roberts

The meeting was adjourned at 6:25 p.m.