



METRO ARTS

NASHVILLE OFFICE OF ARTS + CULTURE

Metro Arts Commission

Minutes of the Committee for Anti-Racism and Equity

February 3, 2021

This meeting took place via teleconference.

You can find a recording of the meeting here:

<https://www.youtube.com/watch?v=dSHJFg1fniM>

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

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

Absent Committee Members: Alandis Brassel

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

Guests: Keenya Gilchrist (Metro ITS)

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 Teree McCormick, Jonathan Marx seconded.

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

B. Informational Session

Sarah Bounce suggested the Committee review a video clip from the “The Forty-Year-Old Version.” Due to technical difficulties, the conversation was postponed until the March meeting.

C. Arts Commission Orientation: Facilitator: Caroline Vincent (15mins)

Caroline Vincent showed the Committee the Arts Commission orientation that gives an overview of the Metro Arts and Arts Commission structure and current programs and initiatives.

D. Review agenda

a. Recap of CARE Retreat (Group)

The Committee set next Working Group meetings for the 3rd Wednesday of the month (Feb. 17th) and discussed logistics of time commitment and reporting out at the Committee.

b. Equity Lens tool (Group)

The Committee continued discussion of creating a set of Equity Lens questions for Metro Arts and the Arts Commission to use through all processes and discussions using the the Maryland Association of Boards of Education “Looking Through the Equity Lens,” which includes the following questions:

1. Who are the under-represented groups affected by this policy, program, practice, decision, or action? What are the potential impacts on these groups?
2. Does this policy, program, practice, decision, or action worsen existing disparities or produce other unintended consequences?
3. How have you intentionally involved stakeholders who are also members of the communities affected by this policy, program, practice, decision, or action? Can you validate your assessments in #1 and #2, having considered this stakeholder reaction?
4. What are the barriers to more equitable outcomes (e.g. mandated, political, emotional, financial, programmatic, or managerial)
5. How will you (a) mitigate the negative impacts and (b) address the barriers identified above?

After discussion the Committee reframed the following questions:

1. Who are the co-cultures affected by this policy, program, practice, decision, or action that have been historically included and excluded? What are the potential impacts on these groups?

2. Does this policy, program, practice, decision, or action cause or repair harm and/or worsen existing inequities and injustices, or produce unintended consequences such as trauma related to mandated, political, emotional, financial, programmatic, or managerial)?

In terms of involving stakeholders, the Committee further discussion ideas of making sure that stakeholders were involved through the entire process as well as the importance of building relationships before offering assistance to avoid unintentionally harming a community.

Given the time, the Committee decided to continue to review the questions and reconvene in March to finalize.

It was also discussed that the Equity Lens could be tested against a current Metro Arts project to see if any changes or additions are needed once it was put into practice. Staff will work to identify specific projects that might work for this project.

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

Commissioner Roberts will update the Board about the CARE planning retreat on February 18th. She will send an outline to the Committee for review beforehand in case there is anything to add.

The next meeting will be March 3, 2021 from 5:00-6:30 p.m.

F. **Adjourn meeting** – Facilitator: Paula Roberts

The meeting was adjourned at 6:37 p.m.