



METRO ARTS

NASHVILLE OFFICE OF ARTS + CULTURE

Metro Arts Commission

Minutes of the Committee for Anti-Racism and Equity

March 3, 2021

This meeting took place via teleconference.

You can find a recording of the meeting here:

<https://www.youtube.com/watch?v=kXTqSIU5gQs&t=159s>

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

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

Absent Committee Members: Alandis Brassel, Will Cheek (Co-chair, Commissioner)

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 5:10 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. 78

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, Aaron Doenges seconded.

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

- d. Approve Minutes: March 4, 2020 – February 3, 2021

A motion to approve the CARE Minutes from March 4, 2020 – February 3, 2021 was offered by Jon Royal, Teree McCormick seconded.

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

- e. Vote on Training/On boarding for Commissioners

The Training Working Group recommended that the Beyond Feminism/Crossroads' training video "Beyond Diversity" would be a good first training resource for the Arts Commission, Committees, and Agency. This would not be comprehensive but a starting point for a standard practice with the goal of being unified in training and using the same language in equity discussions. The training is open to future development but at the moment, this would be the most accessible.

Motion to approve the Beyond Diversity video as the first resource for training and onboarding Commissioners, Committee Members, and individuals within the agency as a standard practice going forward and all current Commissioners would be strongly encouraged to view this training 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

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 April meeting.

C. Review agenda

- a. Strategic Plan

The Committee asked for clarification about the different between the Strategic Planning Consultant Overview and the official RFQ document from procurement. Staff clarified that the official RFQ document was still with procurement and would be a technical version of the overview sent to the Committee. Once that is available, staff will send to Committee.

The Committee asked for clarification regarding how equity-related requirements were built into the RFQ. Staff clarified that in the RFQ equity experience was woven throughout and also included in the qualifications and scoring criteria. The RFQ will also be overseen by the Office of Minority Businesses.

The Committee asked for clarification regarding how long the RFQ would be open. Once it is approved, staff estimated that the bid would be open for 3-4 weeks. There are a number of factors, however, so staff will send more solidified dates to the Committee when they are available.

The Committee asked for clarification regarding timeline. Staff let them know that they hope to have a consultant team in the next 3-4 months but that the longer timeline will depend on the processes discussed and agreed upon with that consultant team once they are able to plan with Metro Arts.

The Committee decided by consensus to table the discussion until the official RFQ document is accessible for review.

Staff requested that if any Committee members know of consultant groups that would be a good fit, to let staff know so that can add them to the system.

b. Update on CARE Report to Commission:

Commissioner Roberts updated the Committee on her report out to the Arts Commission during their February meeting. The report covered the planning retreat, the equity lens discussion with Thrive as a proposed test program, internal training, and the potential upcoming tasks of an organizational assessment and communications plan.

c. Quarterly CARE Retreat

The Committee discussed scheduling and availability for the upcoming quarterly CARE retreat as previously discussed.

Staff will send out a poll with available dates to schedule the meeting in April/May.

d. Additional topics of discussion – (ad hoc)

There were no additional topics of discussion proposed.

D. **Staff Update**

Staff opened the floor to discussion and/or questions regarding the staff report.

Staff also highlighted a particular ask in the report regarding help forming an accountability structure for the white arts administrators accountability/learning group. The Committee asked for a proposal from staff for further consideration.

Staff also updated the Committee on the call to artists for Kossie Gardner Sr. Park, which opened on March 1, 2021 and an overview of the project to date.

The Committee asked for more clarification about the all staff conflict resolution training that the staff went through in terms of what prompted it, what were the goals, and what was the staff reaction. The staff let the Committee know that the training was a result of an all staff survey in Fall 2020 part of which highlighted a need for training like this. The training covered a dense range including staff strengths and conflict resolution styles. Staff highlighted that they hoped to use this as part of a suite of trainings to inform both internal and external work.

The Committee asked for further clarification about whether there would be a report from the consultant for the Committee to review. Staff offered to look into the possibility of this and further clarified that this training sparked an interest in staff having similar training recommendations for the Committee for current staff and on boarding new staff.

The Committee requested that staff give a further report out at the April meeting and provide summary documents from the staff survey.

Staff also updated the Committee on the initial process of applying the modified Equity Lens to the FY22 Thrive program and plans to report back to the Committee.

E. **Old Business**

a. Working Group Report-Out

There were no additional reports at that time.

F. **Set next meeting and action steps**

The next meeting will be April 7, 2021 from 5:00-6:30 p.m.

G. **Adjourn meeting**

The meeting was adjourned at 6:19 p.m.