



Metro Arts Commission

Minutes of the Committee for Anti-Racism and Equity
April 7, 2021

This meeting took place via teleconference.
You can find a recording of the meeting here:
<https://youtu.be/1GRXm5BVKVI>

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, Ian Myers

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 Cheek 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 Aaron Doenges, Sarah Bounse seconded.

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

- d. Approve Minutes: March 3, 2021

A motion to approve the CARE Minutes from March 3, 2021 was offered by Aaron Doenges, Megan Kelley seconded.

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

B. Informational Session

Jon Royal presented on the topic of 'Liberatory Consciousness' as theorized by Barbara J Love.

The Committee discussion questions of barriers to developing this consciousness and how this would apply to change in the municipal government. Please see recording for full discussion.

C. Review agenda

1. Update on CARE Board Training Recommendation

Commissioner Cheek reported back to the Committee the recommendation regarding Arts Commissioner training was passed unanimously by the Commission and committed to continuing to support equity training for the Commission. Staff gave updates on training implementation.

2. Quarterly CARE Retreat: Discuss Date and Agenda

Tré Hardin gave updates on planning the quarterly CARE retreat including potential dates and the possibility that the meeting would be in-person.

After discussion, the Committee asked staff to see if it would be feasible to hold a public meeting outside and to see what dates were available for everyone in ideally mid-late May.

The agenda was also briefly discussed. Staff will suggest topics along with Committee input with a goal of having clearly stated goals coming out of the retreat.

3. Communications Policy Planning: Input on Agency response to racial violence

Janine Christiano updated the Committee on Staff discussions regarding the agency's response to racial violence and trauma, particularly considering the recent racially targeted shooting in Atlanta, and particularly, how the agency can show up in response for our communities. Staff asked the Committee for help with a guiding set of principles and community input.

The Committee and staff discussed the importance of including community voice without burdening those dealing with trauma, the impact of silence, and how to be authentic community partners.

After discussion the Committee decided to take up the issue during working group meetings to discuss ways CARE could help with or inform Metro Arts' strategy.

4. Strategic Plan: Update on Strategic Planning Process

Caroline Vincent gave the Committee an update on the Metro Arts Strategic Planning process. The RFQ is live on the Procurement website, and Caroline has asked if there is precedent for having non-staff members on the evaluation committee for the selection process. If so, she asked if the Committee would nominate one person to serve as a representative of CARE.

5. Additional topics of discussion – (ad hoc)

The Committee working groups reported out on their work.

The Internal Analysis & Development Working Group reported out on their discussion about staff affinity groups and recommended practices. The group also discussed creating structure to support staff in equity discussions and conflict beyond HR policies.

The External Analysis & Development Working Group discussed plan for exploring Metro Arts community relationships, how to evaluate those relationships, and starting to make a cultural map of Nashville. The group would like to review initial research done by the ART team as well as new data presented as part of Metro Arts partnership with 2Sigma.

The Training Working Group had mainly been focused on the implementation of the previously discussed training as a baseline training but also encouraged other trainings to be pursued in addition.

D. **Staff Update**

The Committee asked for an update about the test implementation of the Equity Lens on the FY22 Thrive guidelines. Staff updated the Committee that initial implementation has started in coordination with all Metro Arts teams. Staff is hoping to report back more in May before the FY22 Thrive guidelines are approved.

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

The next meeting will be May 5, 2021 from 5:00-6:30 p.m. Staff will keep the Committee updated about whether the meeting will be in-person or virtual.

F. **Adjourn meeting**

The meeting was adjourned at 6:03 p.m.