



METRO ARTS

NASHVILLE OFFICE OF ARTS + CULTURE

Metro Arts Commission

Minutes of the Committee for Anti-Racism and Equity

June 12, 2021

East Park Community Center

700 Woodland St.

Nashville, TN 37206

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

Committee Members Absent: Ellen Angelico (Commissioner), Sarah Bounse, Alandis Brassel

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

METRO ARTS MISSION:

Drive an Equitable and Vibrant Community through the Arts

A. Administrative – Facilitator: Paula Roberts

1. Call to Order & Welcome

The meeting was called to order at 9:20 a.m. Co-Chair Roberts recognized the CARE group norms.

B. Metro Arts Equity Statement & Discussion

The Committee took turns reading the Metro Arts Equity Statement and discussed the phrases that stood out or impacted them.

It was noted that the statement is a vision that should be turned into practice.

Staff asked if there were any changes or revisions the Committee would like to undertake given the age of the statement. The Committee suggested further in-depth review in the upcoming agenda. Specifically, additions regarding the following should be considered:

- a commitment to community outreach and creating space for all communities;
- a more specific structure regarding honest conversation;
- an explicit mention of power structures;
- an acknowledgement of both the personal-professional nature of this work;
- an additional section about how to get info about Metro Arts' equity work or the work of the Arts Commission;
- an explicit statement that Metro Arts Staff, Commissioners, and Committee members agree to this statement and undertaking the work outlined in it.

The Committee also noted that the Equity Statement should be paired with the Equity Lens as an example of vision to practice. In addition, sharing progress with the statement's goal publicly would show sustainable involved equity work.

It was noted that in the past the emphasis has been on training and that it was perhaps time for a shift. It was further clarified that training helps with shared language and that visions help with decision making. By integrating the Equity Lens into the work of the Equity Statement, it would help not only guide decision making but also help identify mistakes and how to fix them.

It was noted that there is time to be made up in this work and these measures are how we do it.

A motion to recommend that the Arts Commission read the Equity Statement at the beginning of their next meeting on June 17th was offered by Commissioner Cheek, Teree McCormick seconded, and the motion passed.

C. Committee Review

The Committee suggested reviewing the alignment of the CARE Guidelines and the Arts Commission Bylaws and clarifying the relationship between the two. The Committee reviewed the Arts Commission bylaws. It was clarified that the Committee could decide their own guidelines as long as they aligned with what was set out in the Arts Commission Bylaws.

It was proposed that in this case less might be more and allow for adaptation to new circumstances. Additionally, aspects such as terms limits allow for goal setting and segments for transformation.

The Committee decided to add a review of the CARE Guidelines to the upcoming discussion of action items. Staff will send copies of relevant documents.

The Committee asked if the meeting was being recording like the virtual meetings. Staff explained that currently they were not but that there had been discussion of trying to implement that into the Arts Commission and Committee meetings. Currently, there are limitations of technology and potential legalities. The Committee proposed trialing meeting in-person while also having WebEx running in order to overcome so of the boundaries. Staff will investigate those possibilities.

The Committee discussed the idea of additional members, term limits and succession planning for the Committee. The Committee proposed that the previous process for the Antiracism Transformation Team could be instrumental in this. It was also suggested that there be an auxiliary team of community members with backgrounds in equity work and a similar equity lens established that could support the work of the committee. It was acknowledged that the current Committee had four years of established relationships and learning, which must be addressed in bringing in new members. Staff offered that the Racial Equity in Arts Leadership (REAL) cadre/alumni could be a potential group to work with.

Staff will follow-up with information about REAL and potential ways to partner. The Committee will review onboarding process for new members to bring them into the work. They will also self-identify to staff the term limit that they would like to commit to currently.

The Committee discussed the current meeting structure and scheduling. It was proposed that when a planning retreat takes place that that month's regularly scheduled meeting is removed. Additionally, it was brought up that caucusing is vital to antiracism work, and it feels like that exchange has not been happening. The Committee and staff will explore how to integrate that practice without violating open meeting requirements.

The Committee also proposed keeping the currently scheduled public meetings but putting them on a 3-month rotation:

- 1st month: Caucusing/training
- 2nd month: Working Groups report out
- 3rd month: Planning retreat and actions meeting

In this structure, working groups would schedule their own meetings based on member availability.

D. Set next meeting and action steps

The next meeting will be Wednesday July 7th from 5-6:30 p.m. and will be a caucusing/training meeting.

The Committee discussed the following focuses and priorities for Committee Working Groups:

External Analysis & Development Working Group:

- Continued review of Equity Lens
 - Cultural and Relationship mapping
- Review Crisis Communications Plan with Emily Waltenbaugh

Internal Analysis & Development Working Group:

- Review Metro Arts Department Guidelines
- Discussion Diversity in Arts Leadership (DIAL) Internship for Summer 2022

Training and Inclusion:

- Process for training and onboarding new Committee members
- Discuss upcoming hiring process

Staff

- Schedule meeting with Head of Metro HR and Derrick Smith from Metro Legal
- Update Committee on Strategic Plan
- Update on Racial Equity in Arts Leadership (REAL) Relaunch
- Update on Public Comment Procedures
- Review FY23 Grant Guidelines

E. Adjourn meeting

The meeting was adjourned at 12:00 p.m.