



MEETING NOTES
Committee for Anti-Racism and Equity Meeting
August 4, 2021 5-6:30 p.m.
East Park Community Center Theater
700 Woodland St.
Nashville, TN 37206

If you have any questions, please e-mail arts@nashville.gov.

Committee Members: Ellen Angelico, Ellen Gilbert, Teree McCormick (ARTt Co-Chair), Jon Royal

Committee Members Absent: Will Cheek (Co-chair, Commissioner), Sarah Bounse, Alandis Brassel, Aaron Doenges, Megan Kelley, Paula Roberts (Co-chair, Commissioner)

Staff: Janine Christiano, Tré Hardin, Grace Wright, Ian Myers

Community Members: Angel Adams, Jay Jenkins

METRO ARTS MISSION:
Drive an Equitable and Vibrant Community through the Arts

A. Call to Order & Recognize Group Norms

The meeting was called to order 5:13

B. Caucus Report Out

The BIPOC and White Caucuses reported out about their discussions

Commissioner Angelico asked if there was further discussion.

Teree McCormick reminded the Committee to go through the Committee's group norms and agreements.

C. Staff Report & CARE Administration

a. CARE Term Limits

This discussion was tabled in favor of being discussed during working group report outs.

b. September Scheduling

Commissioner Angelico asked members present to review the scheduling options for the September meeting. Due to the members absent, the discussion was postponed until the whole Committee could be consulted.

c. September meeting agenda planning

This discussion was tabled until the whole Committee could be consulted.

D. Working Groups Report Out

Commissioner Angelico opened the floor to working group report outs.

a. Internal Analysis & Development

Tré Hardin reported out for the Internal Analysis & Development group and the discussions that they have been having about the Metro Arts Employee Policy.

The Committee asked for clarification regarding the policy and the process for its adoption. Staff confirmed that the Committee had the most up-to-date document and that the document was still an active draft. After the Committee has made their suggestions and updates have been made, then the document will then be reviewed by Legal and the Arts Commission.

Staff clarified that once the date for the September meeting was confirmed, staff would reach to HR representatives regarding their availability to answer questions about the policy, and in the event of a conflict, would arrange another time to meet.

b. External Analysis & Development

The External Analysis & Development working group reported out on their work reviewing the proposed Metro Art Crisis Communications policy. The policy would be intended to be an element of addressing equity in Metro Arts' overall communications. The policy proposes ways to address incidents of hate and oppression through the use of art, resource sharing, and solidarity that is supported by ongoing recognition in times of non-crisis.

In reviewing the policy, the External Analysis & Development working group discussed and advised Metro Arts on additional considerations and modifications:

The next steps for this policy will be for staff to incorporate the changes and adopt at the staff level.

c. Training & Inclusion

The Training & Inclusion working group reported out on their work and discussion of Metro Arts and Arts Commission training programs.

Regarding the upcoming end of Metro Arts' contract with Crossroads, the working group presented their concerns and underlined their support and the value of continuing Metro Arts equity work with Crossroads.

The Committee asked for clarification about the procurement process and how the process currently works.

The Committee noted for the record that the partnership with Crossroads should not necessarily be framed as a vendor/product relationship but rather an ongoing, necessary process. This could be an opportunity for Metro Arts to discover a new path forward.

The Committee asked staff to explore the possibilities and options for keeping Crossroads as the Metro Arts equity facilitator/training organization and report back on the options available to the department and Arts Commission.

It was proposed that discussion of term limits be tabled until the question of Crossroads training model had been settled.

E. Discussion & Q&A

Commissioner Angelico asked if there were any further questions or points of discussion for the meeting.

The Committee asked for clarification about upcoming jobs that Metro Arts would be hiring for, specifically a proposed position for an Equity and Restorative Arts Manager.

The Committee asked about the status of the draft and who had created it. Staff explained that the draft was still in progress.

Staff conversations are still ongoing, but staff confirmed that the Committee would have the opportunity to review before the initial hiring process began.

There was a question asked about Metro Arts restorative arts program and restorative practice specifically in terms of the programs purpose and what it seeks to restore. Staff gave an overview of the evolution of the program and noted that as the program has evolved and in different situations there have been different understandings of restoration. Currently, Metro Arts is seeking to build an overarching, unified program that focuses on clarifying that question and the restorative practice.

F. Adjourn meeting

The meeting was adjourned at 6:15 p.m.