



One City for All People

Metro Human Relations Commission

Full Commission Meeting

Monday, July 1, 2019, from 4:00 PM to 5:30 PM

Lentz Public Health Center

2500 Charlotte Ave, Nashville, TN 37209

The mission of the Metro Human Relations Commission is to protect and promote the personal dignity, peace, safety, security, health, and general welfare of all people in Nashville and Davidson County.

I. **CALL TO ORDER:** MHRC Board Chair, Dr. Janice Rodriguez

This meeting was called to order at 4:05p.

Commissioners in Attendance: *Jeremy Davis, Marcela Gomez, Lethia Mann, Oscar Miller, Issa Mohamed, Marisa Richmond, Janice Rodriguez, Irwin Venick, Chuck Yezbak*

Commissioners Not in Attendance: *Maryam Abolfazli, Samar Ali, Jeff Gibson, Erin Pryor, Linda Robinson, Kobie Pretorius, Davie Tucker, Jr.*

Others in Attendance: *Alex Dickerson (Metro Legal), Barbara Gunn Lartey, Mel Fowler-Green, Sarah Imran, Vanessa Lazón*

II. **CONFIRM QUOROM**

(Share regrets from Commissioners not in attendance; introduce guests and new Commissioner)

A quorum was present.

III. **REVIEW AND APPROVAL OF MINUTES**

The minutes will be revised to reflect the correct spelling of Janice Rodriguez. Comm. Richmond moved to approve with revision. Comm. Mann seconded. The minutes were approved as amended and adopted.

IV. **FINANCIAL REPORT:** Executive Director, Mel Fowler-Green

ED Fowler-Green recognized Mark MHRC Dir. of Operations and Special Projects, for his fiscal attentiveness regarding the Commission's budget. She also noted that the budget submitted in the packet is the last one for the 2019 fiscal year.

V. **COMMITTEE REPORTS**

- Executive Committee

- Executive Director Performance Evaluation

- Comm. Chair Rodriguez reviewed the process of evaluating ED Fowler-Green. The rubric for evaluating the Executive Director was discussed by the entire board. There was considerable discussion about the value of developing a more robust social media / publication presence. Delegating this task to an intern was explored as an option to accomplish.

- Recommendation regarding Executive Compensation

- Executive Committee approved 2% open range increase for ED Fowler-Green.

VI. **OLD BUSINESS**

- Event Sponsorship process

ED Fowler-Green noted that staff will work with Comm. Venick (MHRC Treasurer) to develop policy for programs, projects and initiatives that the Commission sponsors. Comm. Gómez offered to assist.

- Internship Program

ED Fowler-Green suggested that the Commission defer this item until there is more clarity in the budget. There will be a more formalized application process for intern(s) if a stipend is offered.

VII. **NEW BUSINESS**

- Consideration of “Statement of Principles” from Nashville Rising

ED Fowler-Green reviewed the statement developed out of the Nashville Rising program that was included in the packet. Sarah Imran (MHRC Dir. of Policy and Research) and Comm. Venick also offered insights. There was a discussion about whether MHRC should endorse the “Statement of Principles. It was agreed that any decision will be tabled until the August meeting.

- *State of Black Nashville* Report

ED Fowler-Green presented this initiative which will be in partnership with community stakeholders, including coordinating focus groups to develop metrics for addressing this topic.

Comm. Venick expressed interest in a kaleidoscope project that addresses issues and concerns for communities of color.

Comm. Miller will assist with developing an outline.

VIII. **DIRECTOR'S REPORT:** (Submitted by Executive Director, Mel Fowler-Green)

- Mobile Diversity Seminar—Commissioners should contact Barbara Gunn Lartey if they are interested in attending the Seminar.
- Sarah Imran described the fellowship she’s attending
- Sarah Imran attended *Women Delivered* – the largest women’s rights conference in the world

IX. **PUBLIC COMMENT**

There were on public comments.

X. **ANNOUNCEMENTS**

- Comm. Venick expressed concern regarding discriminatory remarks regarding a candidate for Metro Council because of her nationality and religion.
- Comm. Richmond will participate on a panel on Wednesday, July 17 at the—Belcourt Theater to discuss the film: *Before Stonewall*.

XI. **ADJOURN**

Comm. Miller moved to adjourn; Comm. Yezbak seconded. The meeting was adjourned at 5:32p.

MHRC Priorities

Racial/Social Inequity

Affordable and Fair Housing

Law Enforcement/Policing

Title VI

Appeal of Decisions From the Metro Human Relations Commission

If you are not satisfied with a decision of the Metropolitan Human Relations Commission, you may appeal the decision by petitioning for a writ of certiorari with the Davidson County Chancery or Circuit Court. Your appeal must be filed within 60 days of the date of the entry of the Human Relations Commission's decision. We advise that you seek your own independent legal advice to ensure that your appeal is filed in a timely manner and that all procedural requirements have been met.



If any accommodations are needed for individuals with disabilities who wish to be present at the meeting, please contact MHRC at 615-880-3370 or MHRC@nashville.gov. Requests should be made as soon as possible but at least 24 hours prior to the scheduled meeting in order for the entity to provide such needed aid or service.

July 2019 -- MHRC Director's report

Nashville PRIDE – June 22-23

Thank You Commissioners Richmond and Pretorius for braving the tornado (warnings) and heat to staff our table!

Fisk Food and Music Fest – June 29

MHRC was the co-lead sponsor for this family-centered community event that featured a children's plaza, vendors, and local, regional, and international. Award-winning jazz artists.

Budget Update

The Mayor's proposed budget was put in place after Metro Council failed to adopt a substitute budget. This budget has austerity measures that may significantly affect MHRC.

However, with the savings from last year's budget (for the fiscal year that ended June 30) we are sponsoring events that are aligned with MHRC mission. We are also able to provide a graduate student a modest stipend to assist with ongoing research and projects.

Ongoing Projects and Programs

<i>Project</i>	<i>Comments</i>	<i>Relevant Dates</i>
Sharepoint Site	We will launch our Sharepoint site for the Commission this month. This will allow us to maintain a shared calendar and to share documents with you.	July, 2019
Juvenile Court Training (Judge and Clerk staff)	Barbara Gunn Lartey and her team of co-facilitators offered a customized implicit bias/cultural sensitivity training for at least 140 staff members of the Juvenile Court team. The experience was well-received and MHRC has been invited back to offer the training to the magistrates and case managers.	June 7, 2019
Affordable housing educational series	The third (and final) in the series investigates the civil rights impact of market-based displacement and the demographic changes in Nashville, placing it in historical context. It will be available before the end of the month. We have received encouraging compliments and responses to the first two, and expect a lot of interest in the final publication.	In production, July, 2019

	<p>Please share these! Also be sure to share the website where the information can be downloaded:</p> <p>www.housing101.us</p>	
Maddox Diversity Equity & Inclusion Taskforce	<p>Sarah is serving on the Dan and Margaret Maddox Foundation's Equity taskforce, to participate in developing a strategy for the organization to implement DEI practices.</p>	Yearlong project
Title VI	<p>Still working on a Metro-wide Language Access Plan and Resource Guide; met in June with the Mayor's office, HR, and General Services.</p> <p>Restructuring Title VI reporting and training in collaboration with HR.</p> <p>In the next few months we will also update our website and make a simple training video for new employees for use by department Title VI Coordinators.</p>	<p>Meeting: to be rescheduled with Mayor's Office</p> <p>Website update and Video anticipated release: August</p>
IncluCivics	<p>The IncluCivics platform is up and running again. Our partners at Code for Nashville have recommitted to the project and are working to update it now. You can visit the page at: www.codefornashville.org/inclucivics.</p> <p>Over the summer, we will start working on the 5 year update to the original Inclusivics report. Expected release in early Spring 2020.</p>	<p>Ongoing</p> <p>Spring 2020</p>
Training for MNPD employees	<p>Several MNPD employees (and other public employees) were recently disciplined after shaming and harassing a transgender woman on social media. As part of the discipline from the department, these employees have agreed to remedial training provided by MHRC. Vice Chair Richmond will lead the training.</p>	July-August, 2019
State of Black Nashville	<p>Collaborative initiative with various community stakeholders to address the well-being and quality of life for the African American community.</p>	Embryonic Stages of Development

Urban Leaders Fellowship	Sarah is taking part in a 7-week policy fellowship this summer during which she will be working on a policy project on teacher diversity and language access.	June & July
Public Relations	Project introducing each Commissioner on website, in social media and newsletters.	Ongoing

Events

<i>Event</i>	<i>Comments</i>	<i>Relevant Dates</i>
Mobile Diversity Seminar (MNPD)	Lead Sponsor	July 17, 2019
African Street Festival	Co-Sponsor	September 20-22
Celebrate Nashville	Co-Lead Sponsor	October, 2019
Equity Workshop at Center for Nonprofit Management	Lead Trainers	October 22
Human Rights Day Celebration	Co-Lead Sponsor	December, 2019
World AIDS Day	Co-Sponsor	December, 2019
Citywide Kwanzaa Celebration	Co-Lead Sponsor	December, 2019