



Metro Human Relations Commission

Full Commission Meeting Minutes

Monday, October 7, 2019, from 4:00 PM to 5:30 PM

Metro Office Building

800 Second Avenue South, 2nd Floor, Nashville Room

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 4:04 p.m.

Commissioners In Attendance: *Maryam Abolfazli, Samar Ali, Jeremy Davis, Jeff Gibson, Lethia Mann, Oscar Miller, Issa Y. Mohamed, Erin Pryor, Marisa Richmond, Linda Robinson, Janice Rodriguez, Davie Tucker, Irwin Venick*

Commissioners Not In Attendance: *Marcela Gomez, Kobie Pretorius, Chuck Yezbak*

Others In Attendance: *Alex Dickerson, Mel Fowler-Green, Barbara Gunn-Lartey, Ashford Hughes, Sarah Imran, Nancy Holmes*

II. **CONFIRM QUOROM**

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

III. **REVIEW AND APPROVAL OF MINUTES**

Commissioner Miller moved to approve the Minutes. Commissioner Richmond seconded. The Minutes were approved and adopted.

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

There was no financial report because of Metro's IT Migration process. E.D. Fowler-Green noted that MHRC has not current extraordinary expenses.

V. **OLD BUSINESS**

- **Recommendation for Equity Roadmap:** Ashford Hughes

- Ashford presented and discussed the Equity Pledge, noting that it was based on the Metro Employee Satisfaction Survey
- He expressed interest in Departments and Commissions, such as MHRC, ensure that equity is a priority for new administration and the importance of Metro adopting an equity lens.
- Commissioner Venick asked if Ashford seeks Commission endorsement of this pledge.
- Commissioner Tucker expressed skepticism in the efficacy of a pledge.

VI. **NEW BUSINESS**

- Community Bail Fund status and recommendations
 - Comm. Davie Tucker shared an update regarding the inequity of the money bail system and said that the issue remains zealously pursued by activists and advocates.
- Commission Strategic Planning
 - E.D. Fowler-Green announced that the Commissioner Retreat will be revisited after the Mayoral transition. She added that she is specifically interested in the Commissioners' goals and priorities.

VII. **DIRECTOR'S REPORT**

E.D. Fowler-Green reviewed the report that was included in the meeting packet.

VIII. **PUBLIC COMMENT**

Public comments were offered by constituent Nancy Holmes. She noted that she learned about MHRC through one of the housing booklets. Ms. Holmes expressed interest in the Commission's advocacy regarding affordable housing. The Commissioners welcomed her insights and invited her to attend the meetings as often as she'd like.

IX. **ANNOUNCEMENTS**

- 10/14: *Free Trip to Egypt*, Belcourt Theater; Comm. Ali will facilitate the post screening discussion.
- 10/18: *Pathways to Economic Justice*, Vanderbilt Divinity School. Comm. Venick announced this event.
- 10/25: *Pipeline!*, TPAC. Comm. Robinson will be a panelist on the post production Community Takeback and Barbara Gunn Lartey will facilitate.

X. **ADJOURN**


Comm. Davis moved to adjourn. Comm. Miller seconded. The meeting was adjourned at 5:36 p.m.

MHRC Priorities

Racial/Social Inequity	Affordable and Fair Housing	Law Enforcement/Policing	Title VI
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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.

Budget Update

The budget migration is still evolving. We have not had any significant expenditures in the last month,

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.	In Process
Nashville Rising	The Nashville Rising Coalition was successful in getting the "Community Covenant" passed unanimously in Metro Council. Now we will continue to work with our partners in operationalizing the commitments in the covenant. Of greatest interest is the adoption if an equity lens for city budgeting, particularly the capital improvement plan.	On-going
Maddox Diversity Equity & Inclusion Taskforce	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.	Yearlong project
Title VI	Still working on a Metro-wide Language Access Plan and Resource Guide. Need to meet with the Mayor's Office post-transition. Restructuring Title VI reporting and training in collaboration with HR. 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.	Meeting: to be rescheduled with Mayor's Office Website update and Video anticipated release: December
IncluCivics	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 . The 5-year update to the original IncluCivics report is currently being contemplated.	Ongoing Spring 2020

State of Black Nashville	Collaborative initiative with various community stakeholders to address the well-being and quality of life for the African American community. Please see attached summary.	Seminal meetings with co-facilitators have begun.
Commissioner Spotlight	Marketing project introducing each Commissioner on website, in social media and newsletters.	Ongoing
Nashville Rising	Sarah Imran was featured in a News Conference on October 2 nd at Public Square to discuss this initiative. It was introduced by Council man Mendes and passed on the first reading!	Ongoing

Events

<i>Event</i>	<i>Comments</i>	<i>Relevant Dates</i>	
Celebrate Nashville	Co-Lead Sponsor	October 5, 2019	
Equity Workshop at Center for Nonprofit Management	Lead Trainers	October 22, 2019	
<i>Pipeline!</i> , a play that addresses the intersectionality of primary/secondary education and the criminal justice system	MHRC participating in Community Talkback post-production conversation	October 25, 2019	Nashville Reparatory Theater
Human Rights Day Celebration	Co-Lead Sponsor	December 10, 2019	Meetings have begun.
World AIDS Day	Co-Sponsor	December, 2019	
Citywide Kwanzaa Celebration	Co-Lead Sponsor	December 26, 2019 – January 1, 2020	
MLK Day 2020	Co-Sponsor	January 20, 2020	Joy Reid, <i>Keynote</i>