



One City for All People

## **Metro Human Relations Commission Full Commission Meeting Minutes**

**Monday, January 6, 2020, from 4:00 PM to 5:30 PM**

**Lentz Health Department**

**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.*

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

This meeting was called to order at 4:00 p.m.

**Commissioners in Attendance:** *Maryam Abolfazli, Samar Ali, Lethia Mann, Oscar Miller, Issa Y. Mohamed, Kobie Pretorius, Erin Pryor, Marisa Richmond, Linda Robinson, Janice Rodriguez, Davie Tucker, Irwin Venick, Chuck Yezbak*

**Commissioners Not in Attendance:** *Jeff Gibson, Marcela Gomez, Paula Martinez*

**Others in Attendance:** *NaaDzaria Ashby, Fabian Bedne, Allison Buchignani, Jeremy Davis, Mary Falls, Barbara Gunn Lartey, Jill Fitchard, Mel Fowler-Green, Jim Hawk, Sarah Imran, Adair Kaiser, Abram Siegel-Rivers, Derrick Smith (Metro Legal)*

II. **CONFIRM QUOROM**

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

A quorum was achieved at the beginning of the meeting.

III. **REVIEW AND APPROVAL OF MINUTES**

Commissioner Miller moved to approve the minutes. Commissioner Tucker seconded.

The Minutes were reviewed, approved and adopted.

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

- Budget requests and Proposed Performance Metrics  
E.D. Fowler-Green noted that the Procurement migration remains in progress but she was able to give an abbreviated description of the current status of our budget.

V. **NEW BUSINESS**

- Welcome guests from the Mayor's Office and 2020 Census to discuss how MHRC can support the local impact of this initiative  
Fabian Bedne and Mary Falls described their roles with Mayor John Cooper's office and shared that they look forward to continuing the diversity and inclusion work with MHRC.

- Chair Rodriguez asked to add “Commissioners requested information on the status of the Office of New Americans from Mr. Bedne” under *New Business*.
- Welcome Community Oversight Board Director Jill Fitchard to discuss the Memorandum of Understanding between the COB and the Metro Police Department  
Executive Director Jill Fitchard provided an update on the COB. She specified that she has hired two policy researchers to assess data.
- Welcome Representatives from the 2020 Census  
NaaDzaria Ashby presented that the 2020 Census is seeking census takers—an opportunity that pays \$23/hr. In response to Commissioner Tucker’s question regarding the results, she said that Census data is 99% accurate.

VI. **DIRECTOR'S REPORT**

E.D. Fowler-Green reviewed the Report included in the Board meeting packet.

VII. **PUBLIC COMMENT**

As a follow-up to the comments expressed at the December Board Meeting. Abram Siegel-Rivers reiterated his interest in collaborating with MHRC, specifically to create a *Coalition and Holiday: One Day Nashville*. Text, oneday to 615-800-3122, for more information.

VIII. **ANNOUNCEMENTS**

There were no announcements.

IX. **ADJOURN**

The meeting was adjourned at 5:40p.

**MHRC Priorities**

<b>Racial/Social Inequity</b>	<b>Affordable and Fair Housing</b>	<b>Law Enforcement/Policing</b>	<b>Title VI</b>
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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](mailto: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.

**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: Spring 2020
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: <a href="http://www.codefornashville.org/inclucivics">www.codefornashville.org/inclucivics</a> .  The 5-year update to the original IncluCivics report is currently being contemplated for 2020 release.	Ongoing  Spring/Summer 2020
State of Black Nashville	Collaborative initiative with various community stakeholders to address the well-being and quality of life for the Black community in Nashville.	Ongoing

Commissioner Spotlight	Marketing project introducing each Commissioner on website, in social media and newsletters.	Ongoing
Consumer Protection Initiative	Funded by a grant managed through the Mayor's Office. We will provide support by evaluating complaints and initiating requests for conciliation with parties.	Anticipate announcement soon
Inclusive Health Insurance Policy for Metro	Comm. Marisa Richmond and M. Fowler-Green are working with the Mayor's Office and Metro Human Resources on policy recommendations for improvements to the health insurance plan. The goal is to ensure that the plan is inclusive of all health needs of transgender employees and family members.	Ongoing

## Events

<i>Event</i>	<i>Comments</i>	<i>Relevant Dates</i>	
Affordable Housing Workshop/Presentation	Led by M. Fowler-Green; at American Baptist College	December 7	
World AIDS Day Annual Luncheon	Co-Sponsor; Remarks by B. Gunn-Lartey; Fisk Jubilee Hall	December 5, 2019 – 12noon	
Human Rights Day Celebration	Co-Lead Sponsor; First Amendment Center	December 10, 2019 – 6:00pm	
Election 2020 Think Tank	Facilitation by B. Gunn-Lartey	December 16, 2019 – 9:00am	
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>