



One City for All People

Metro Human Relations Commission

Full Commission Meeting Minutes

February 3, 2020 -- 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.

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

This meeting was called to order at 4:03 p.m.

Commissioners in Attendance: *Lethia Mann, Oscar Miller, Kobie Pretorius, Erin Pryor, Marisa Richmond, Linda Robinson, Janice Rodriguez, Davie Tucker, Irwin Venick, Chuck Yezbak*

Commissioners Not in Attendance: *Maryam Abolfazli, Samar Ali, Jeremy Davis, Jeff Gibson, Marcela Gomez, Paula Martinez, Issa Y. Mohamed*

Others in Attendance: Mel-Fowler-Green, Derrick Smith (Metro Legal), Abram Siegel-Rivers

II. **CONFIRM QUOROM**

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

A quorum was achieved at 4:13p.

III. **REVIEW AND APPROVAL OF MINUTES**

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

E.G. Fowler-Green reported that our budget request must be submitted through Metro Finance. The deadline will be one month earlier this year, primarily because of the State review. She clarified that Metro is not under receivership. Metro Council has issued performance metrics, so the Mayor's Office has hired someone to undertake those metrics.

We will request additional staff again - a compliance specialist - to be the principal administrator of the compliance program for Title VI.

We also requested Savings Restoration of \$13,000. We will get a Rent increase from Parkway Towers of \$600 (total for the year).

Professional Services. We will produce an annual report on the State of Human Relations. We need more resources to produce that report. We try to publish one research piece annually. We are now working on the State of Black Nashville. We have asked for an additional \$7,000 for such a report.

We should advocate with the Mayor's Office and Council members for our Budget request.

Performance Metrics. Each department must propose seven to 10 metrics for its respective department. These will be narrowed down after meeting with the Mayor's Office. We do much of that already. We can use current performance to advocate for a bigger budget. We have not been tracking community engagement events led by others in which MHRC participates and attends, to hear

community priorities.

Our cost per capita (\$0.74) is about half of that of the Louisville Commission.

Commissioner Tucker said we should be the “conscience of the city” in pushing for Title VI compliance,

V. Commissioner Pretorius recommended a form where we report on outreach. It could also be used to assist with planning for public events like *Stand Against Racism* or *LGBTQ Pride*. Commissioner Pryor supported the idea.

VI. **OLD BUSINESS:**

- Implementing Goals expressed in the Community Covenant.

There are lots of community advocates are interested in the conversation. We should build equity into the budgeting process. The Performance Metrics can aid in that process.

Commissioner Venick moved to continue the research with Policy Link in which other cities have incorporated equity goals into their budget process. E.D. Fowler-Green will submit policy recommendations to the Commission.

Commissioner Miller seconded. The motion was approved.

VII. **DIRECTOR'S REPORT**

- Including updates on the progress of policy and research projects, recent and upcoming events, and staffing challenges

- Nashville Rising Coalition led to the drafting and passage of the Community Covenant. Sarah Imran has written an article looking at community engagement, and is looking to see the best place to publish it. There may be another convening.
- The IncluCivics Report is now 5 years old. It propelled discussion about how Metro Government functions from the perspectives of demography, diversity, equity and inclusion. Work has begun to update the report and the goal to produce it is late spring.
- Barbara Gunn Lartrey and Sarah Imran are absent today due to working on the State of Black Nashville project. They are working in collaboration with several other organizations. They are specifically engaged in focus group leadership training.
- E.D. Fowler-Green and Commissioner Richmond are working on the Metro Health Benefit Plan to make sure it is inclusive of transgender employees. We may not see as many as post-law school fellows. Law firms are hiring again straight out of law school. We currently have Arlie Christian who is doing state level ID work and legal clinics. She is leaving at the end of August. We are trying to get funding to help employees. E.D. Fowler-Green spoke in January to the new LGBT Caucus.

Barbara Gunn Lartrey represented the Commission at MLK day events and the recent Mobile Diversity Seminar held on January 29. Social Services has requested her to customize for additional trainings for their staff February 26.

The Budget discussion with the Mayor is scheduled for Tuesday, February 11, at 8:00 am.

VIII. **PUBLIC COMMENT**

Abram Siegel-Rivers is encouraged as a citizen to for the work of MHRC. *One Day* is getting a 501(c)3 status. They will launch on Saturday, May 23, to celebrate unity in diversity. He is requesting a written endorsement from MHRC. The Commission will discuss and follow up with Mr. Siegel Rivers.

IX. **ANNOUNCEMENTS**

Commissioner Venick reported Rabbi Jeffrey Myers, Tree of Life Synagogue (Pittsburgh), will be at the Temple on Monday, February 10. YWCA will also a presentation about History of Racial Justice on February 27 as part of its Stand Against Racism series.

Commissioner Tucker reported a lawsuit on Rule 10B, with a press conference at American Baptist Seminary. He also expressed concerns of lack of pay for construction workers, many of whom are immigrants. Metro needs to do something to protect workers. It was recommended inviting Workers' Dignity to attend an MHRC Board meeting and provide an update.

X. **ADJOURN**

The meeting was adjourned at 5:39 pm.

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.

Ongoing Projects and Programs

<i>Project</i>	<i>Comments</i>	<i>Relevant Dates</i>
Calendar Year 2019 Annual Report	<p>An annual report summarizing the issues, trainings, events, and projects from the 2019 calendar year is in draft form. We expect to release it in two to three weeks.</p> <p>While a bit late into the new year, this is a new publication and will serve as a model for the future, allowing us to release it more promptly.</p>	February 17, 2020
Sharepoint Site	<p>We will soon launch our Sharepoint site for the Commission. This will allow us to maintain a shared calendar and to share documents with you. Delay has been experienced due to being short staffed.</p>	In Process
Nashville Rising	<p>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.</p>	On-going
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. Need to meet with the Mayor's Office post-transition.</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: Spring 2020</p>

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 . Work on the 5-year update to the original IncluCivics report has begun. Release is expected late Spring/early Summer.	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 / Trainings

<i>Event</i>	<i>Comments</i>	<i>Relevant Dates</i>	
Election 2020 Think Tank	Co-Facilitator: Barbara Gunn Lartey	January 8, 2020	
MLK Day Labor Breakfast	Co-Lead Sponsor	January 15, 2020	
MLK Day Social Justice Panel	Co-Lead Sponsor	January 16, 2020	
MLK Day Youth Symposium	Co-Lead Lead Sponsor	January 18, 2020	
MLK Day Convocation	Co-Lead Lead Sponsor	January 20, 2020	Joy Reid, <i>Keynote</i>
MLK Day Community Reception	Lead Sponsor	January 20, 2020	
Mobile Diversity Seminar	Sponsor / Facilitator	January 29, 2020	
Metro Social Services Training	Facilitator	February 5, 2020	
Budget Discussion with Mayor	In Mayor's Media Room	February 11, 2020 – 8:00am	

Housing Discrimination History Presentation to the Barnes Fund Board	Facilitator	February 25, 2020
Equity and Inclusion Training at Prevent Child Abuse Tennessee	Facilitator	February 26, 2020
Metro Social Services Training	Facilitator	February 26, 2020
Music City Iftar	Co-Lead Sponsor	TBD

NEXT MEETING: March 2, 2020 at Lentz