



One City for All People

Full Commission Meeting Minutes

Monday, August 3, 4:00-5:30pm

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: Jeremy Davis, MHRC First Vice-Chair

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

Commissioners in Attendance: *Maryam Abolfazli, Samar Ali, Jeremy Davis, Oscar Miller, Erin Pryor, Marisa Richmond, Linda Robinson, Janice Rodriguez, Davie Tucker, Irwin Venick, Chuck Yezbak*

Commissioners Not in Attendance: *Pratik Dash, Jeff Gibson, Lethia Mann, Paula Martinez, Issa Y. Mohamed, Kobie Pretorius*

Others in Attendance: *Eric Brown (Mayor's Office), Keenya Gilchrist (Metro ITS), Mel-Fowler-Green (Metro Human Relations Commission), Sarah Imran (Metro Human Relations Commission), Avi Poster (Former Vice-Chair, Metro Human Relations Commission), Derrick Smith (Metro Legal)*

II. CONFIRM QUORUM (Share regrets from Commissioners not in attendance; introduce guests)

A quorum was achieved at the beginning of the meeting.

III. APPROVAL TO CONDUCT MEETING BY ELECTRONIC MEANS (motion)

Comm. Venick moved that the items on the Meeting Agenda constitute essential business of the board and that the meeting shall proceed electronically as necessary to protect the public health, safety and welfare of all Tennesseans considering the COVID-19 outbreak and any Rule that conflicts with the Governor's Executive Order 16 not permitting electronic meetings be suspended.

Comm. Miller seconded the motion to approve conducting the meeting by electronic means in compliance of the Governor's Executive Order.

This motion was unanimously adopted by verbal vote of Commissioners.

IV. REVIEW AND APPROVAL OF MINUTES

Comm. Venick moved to approve. **Comm. Rodriguez** seconded. The July minutes were unanimously approved by Commissioners' verbal vote.

V. FINANCIAL UPDATE

- Fiscal year 2020 review and 2021 priorities
 - **E.D. Fowler-Green** reviewed the budget breakdown sent in the meeting packet.
 - She noted that sponsorships, in era of COVID, will be modified.
 - In response to **Comm. Abolfazli's** question, **E.D. Fowler-Green** explained that sponsorship amounts are determined by request on a case-by-case basis.
 - She also invited Commissioners to consider priorities and options for strategic budget allocation. **Comm. Venick** recommended developing a more robust approach / training experience to address equity in Metro, including Metro Council and the Mayor's Office.
- Performance Metrics
 - **E.D. Fowler-Green** reviewed MHRC's compliance with the Mayor's mandate to measure education, trainings, and constituency assistance.

VI. OLD BUSINESS

- The Mayor's Roadmap for selecting new Chief of Police: Request for assistance
Eric Brown

Coordinator of Economic Opportunities and Empowerment / Youth Empowerment (Mayor's Office)

Mr. Brown reviewed the Mayor's vision and roadmap for selecting the next Chief of Police, including conducting a national search, securing the community's views through an on-line survey, and connecting with advocacy organizations, and neighborhood associations through one-on-one conversations. Highlights of his thoughts include:

- Mayor seeks insight from Metro Council and their constituents
- Mayor also wants community's perspective on public or community safety
- HR will produce a job description as a basis for a nationwide search
- The plan to vet the prospective Chief will include a review committee and an interview committee.
- Mr. Brown expressed regrets on behalf of John Buntin, Director of Policy / Community Safety (*Mayor's Office*). He was unable to attend this meeting.

In response to Mr. Brown's remarks, Commissioners pursued more insight regarding community engagement.

- Consulting firm, lead by former Police Chief from San Francisco, CA, has been engaged to provide non-voting technical assistance
- Expressed frustration regarding transparency and confirmation that Chief Anderson will not be engaged in this process
- There is no specific deadline for when the review and interview committees will be chosen, nor an established process for how participants will be chosen.
- **E.D. Fowler-Green** emphasized the essentiality of data being publicly and timely disseminated. MHRC willing to assist with data assessment. Eric Brown agreed to make open-source data immediately available.

Public Comments:

- Former Commissioner Avi Poster inquired about incorporating the voices and perspectives of youth activists.
- Mr. Brown responded that Mayor's process designed to be intentional to include concerns of the youth.

Several responses from **Commissioners Abolfazli, Pryor, Tucker** and **Venick** expressed wants more details regarding a robust, innovative process for selecting Police Chief.

- **E.D. Fowler-Green** referenced *Public Disputes* as a resource for specifying the process for this endeavor. She also referenced that social science supports interim leadership as more effective and advisable than rushing to select a Police Chief
- **Comm. Yezbak** made a motion for an event where community stakeholders convene and discuss their opinion regarding the Mayor's process for selecting a new Chief of Police.
- **Comm. Venick** amended **Comm. Yezbak's** motion to be a meeting between three Commissioners and the public. Derrick Smith (*Metro Legal*) reminded the Commission that such a meeting would have to be publicly noticed.
- **Commissioners Abolfazli, Rodriguez, and Tucker** agreed to service on this special committee. **Comm. Pryor** offered to serve as an alternate.
- **Comm. Tucker** seconded.
- The motion carried by voice vote.
- **E.D. Fowler-Green** will convene and publicly notice this special meeting.

VII. DIRECTOR'S REPORT: E.D. Mel Fowler-Green

- In accordance with Mayor's decision for Nashville to roll back to COVID Phase 2, staff continues to work remotely.
- MHRC has received increased requests for equity training, including the Chamber of Commerce, Legal Aid Society, and other several other agencies and organizations.
- Title VI and Language Access Plans are being refined and prepared for rollout. An Executive Order and / or Metro Council advocacy are being considered.
- Barbara Gunn Lartey is not on this call because she is preparing to facilitate modified, in-person Mobile Diversity Seminar for MNPD lateral hires.

VIII. ANNOUNCEMENTS

There were no announcements.

IX. ADJOURN

Comm. Pryor motioned to adjourn. **Comm. Yezbak** seconded. Meeting was adjourned at 5:30p.

A recording of the proceedings is posted at:

<https://www.nashville.gov/Government/Boards-and-Committees/Committee-Information/ID/20/Human-Relations-Commission.aspx>

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.

August 2020-- MHRC Director's Report

Ongoing Projects and Programs

Project	Comments	Relevant Dates
Sharepoint Site	We are launching our Sharepoint site for the Commission. This will allow us to maintain a shared calendar and to share documents with you. You will receive an invitation in the next week.	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 and performance measurement. This is in line with your recent policy recommendation related to performance metrics.	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	In the next few months we will update our website and make a simple training video for new employees for use by department Title VI Coordinators. We will also create some information to share with residents about their Title VI rights. We are working with an intern on this project from June 15-August 31	September launch
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 is near completion. We have a draft and expect the report to be published in about two weeks.	Ongoing August 15, 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. This project has been on hold for a few months during the pandemic.	Ongoing
Commissioner Spotlight	Marketing project introducing each Commissioner on website, in social media and newsletters.	Ongoing
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	Ongoing

	plan. The goal is to ensure that the plan is inclusive of all health needs of transgender employees and family members.	

Events / Trainings

<i>Event</i>	<i>Comments</i>	<i>Relevant Dates</i>
Mobile Diversity Seminar	Sponsor / Facilitator	July 27
CNM Equity Workshop	Lead trainers	July 23

NEXT MEETING: September 7 (in person unless Governor’s Executive Order 16 is continued)