



AGENDA

Committee for Anti-Racism and Equity Meeting

November 18, 2020 5-6:30 p.m.

Please find meeting information and public comment instructions on Nashville.gov or the [Metro Arts Events Calendar](#).

If you have any questions, please e-mail grace.wright@nashville.gov.

Committee: Sarah Bounce, Alandis Brassel, Will Cheek (Co-chair, Commissioner), Aaron Doenges, Ellen Gilbert, Megan Kelley, Jonathan Marx (ART Co-Chair), Teree McCormick (ARTt Co-Chair), Paula Roberts (Co-chair, Commissioner), Jon Royal

Staff: Janine Christiano, Tré Hardin, Grace Wright, Ian Myers

METRO ARTS MISSION:

Drive an Equitable and Vibrant Community through the Arts

- A. Administrative – Facilitator: Paula Roberts
 - a. Call to Order & Welcome
 - b. Roll Call and Group Norms
 - c. Vote on Governor’s Executive Order No. 65
- B. Informational Session – Facilitator: Janine Christiano/Megan Kelly
 - a. Reading: SURJ: THE CHARACTERISTICS OF WHITE SUPREMACY CULTURE con’t
 - Individualism, Progress is bigger/more, Objectivity, Right to Comfort
 - b. Proposed discussion questions:
 - Which of these characteristics are at play in your life? In the life of your organization or community?
 - How do they stand in the way of racial justice?
 - What can you and your community do to shift the belief(s) and behavior(s) to ones that support racial justice?
 - c. Optional (for current context): NY Times, “At Theaters, Push for Racial Equity Leads to Resignations and Restructuring”
- C. Review agenda and guide discussion/facilitation as a group on the following or new topics:
 - a. Review data organization and workflow changes
 - b. Discuss Work Group Organization
 - Working group for policy creation about staff and CARE interaction/consultation
 - Working groups for WAAAG & BIPOCAAN
 - Work Group Spreadsheet
 - c. Grant guidelines update (if needed)
 - d. HR Issues: opening files of ex-employees
 - e. Public comment and notice policies
 - f. Update on Equity Related Programming and Initiatives – Facilitator: Janine Christiano
 - g. Staff Updates – Facilitators: Janine Christiano, Tré Hardin, Grace Wright

h. Additional topics of discussion

D. Set next meeting and action steps – Facilitator: Paula Roberts

E. Adjourn meeting– Facilitator: Paula Roberts