



METRO ARTS

NASHVILLE OFFICE OF ARTS + CULTURE

Metro Arts Commission

Minutes of the Committee for Anti-Racism and Equity
August 5, 2020

This meeting took place via teleconference.

A recording of the meeting can be found here:

<https://www.youtube.com/watch?v=FuTaQwUkkrc&feature=youtu.be>

It is recommended to view this recording for the full context of the meeting

Facilitators: Administrative – Paula Roberts (sections A and D); Meeting Body – TBD (sections B-E)

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

Staff: Janine Christiano, Tré Hardin, Grace Wright

Guests: Charda Johnson (Metro ITS)

METRO ARTS MISSION:

Drive an Equitable and Vibrant Community through the Arts

A. Administrative:

- CALL TO ORDER & WELCOME
Commissioner Robert called the meeting to order at 7:40 a.m.
- VOTE ON GOVERNOR'S EXECUTIVE ORDER NO.16

A motion that the meeting agenda constitutes essential business of this body and meeting electronically is necessary to protect the health, safety, and welfare of Tennesseans considering the COVID-19 outbreak and is permitted under the Governor's Executive Order number 16 was offered by Commissioner Cheek, Megan Kelley seconded and the motion passed.

Roll call vote was taken, all members present voted, and all votes were affirmative.

B. REVIEW OF WORK GROUPS

a. WORKING PROCESS & STRUCTURE

Working Group: Alandis Brassel, Will Cheek, Tre Hardin, and Janine Christiano

Alandis Brassel presented on the working group's codification of the CARE working structures and processes.

It was agreed by CARE and staff consensus that the CARE Meeting Norms would entail:

- ***Arts Commission Co-Chair: facilitates call to order, executive order meetings, and close***
- ***Facilitator: one ART team members is designated to lead and facilitate discussion***
- ***CARES is governed by consensus, with a rollcall vote on major action items to confirm that there is a consensus, if Co-Chair believes helpful for the record***
- ***Agenda to be formulated with input during meetings. Any committee member may email Grace to request an item for the next agenda. Agenda to be finalized by staff and approved by Co-Chair. The meeting agenda is always subject to discussion and, where appropriate, revision, at meetings.***
 - ***Later updated: CARE will send Grace a proposed agenda 10 days before the meeting.***
- ***Breakout sessions and caucus - CARES to have standing POC caucus and white caucus, which do not trigger public meetings. Breakout sessions are encouraged for specific work and can either function as a public meeting or in a manner that does not trigger public meetings.***

b. REVIEW CONCERNS & PRIORITIES

Working Group: Jon Royal and Ellen Gilbert

Jon Royal presented on his and Ellen's work to analyze and synthesize the Committee's suggested priorities. He noted that while COVID-19 concerns would not specifically be addressed, they were acknowledged.

There was a question of if this could also include a look at the internal operations and relationships of Metro Arts' as an agency. It was proposed that a Restorative Justice/Practice could be integrated to help with staff conflict, decision making, etc.

There was a question of how Metro Arts staff currently resolves conflict. Department is currently managed by the department guidelines based on civil service guidelines. There was further discussion and clarification of the procedures.

Staff requested CARE support in instituting policies to help address harm, conflict, and power-sharing both internally and within the Nashville/Davidson County communities.

It was clarified that the work on the priorities should start with analysis but that as the work progresses different aspects could be continued synchronously. It was emphasized that a shared analysis was vital for creating sustained change.

It was agreed by CARE and staff consensus that:

- ***The priorities could coalesce into five main areas: Analysis, Training to support analysis, Committee Health (team life – internal functioning), Community Outreach & Communication, and Institutional Approaches.***
- ***The Committee would start with “Analysis” and then move onto the ensuing priority areas synchronously as needed.***
- ***With the acknowledgement that these are living documents.***

C. CHECK-IN ON ADDITIONAL POINTS OF DISCUSSION

There was a discussion about including supplemental information on the CARE agenda. The section would be about 10-15 minutes and explore a piece of learning that has been viewed by the Committee and staff. It was noted that this would allow the Committee to stay connected and current. This item would take place at the beginning of the meeting.

ART team members will further discuss the best structure for and clarify the work of driving agendas, facilitating meetings, and continuing momentum. If there is need for formalization, they will bring that back to the Committee at large.

Committee requested staff provide materials detailing HR processes and Metro employee handbook.

There was discussion of what the integration of restorative practices would look like in terms of the Commission and the agency.

Committee requested staff to provide any insights they have into particular needs and potential practices. There was also acknowledgement that the Committee recognizes the importance of making sure staff is supported and protected.

D. SET NEXT MEETING ACTION STEPS (either facilitator)

The next meeting was set for September 2, 2020 at 4 p.m.

Committee addressed work to take place over the next month. They established the following goals:

- Focus on relationship building between Arts Commission, CARE, and Metro Arts staff
- Each member will find a piece of supplemental information to build a list to help target shared analysis
- CARE POC Caucus is working on a caucus plan that they hope to present at the next meeting
- Megan Kelley, Jon Royal, Aaron Hoke Doenges, Tré Hardin, and Teree McCormick volunteered to form a working group to discuss restorative practices and strategies for analysis.
- Committee will send proposed agenda to Metro Arts staff 10 days before the meeting with the understanding that changes can be made.

Commissioner Roberts brought up the potential return to in-person meetings in September. Staff requested that Committee members share their concerns or necessary safety precautions in case the next meeting takes place in person by August 17th.

E. ADJOURN MEETING

Commissioner Robert adjourned the meeting at 8:55 a.m.