



**Metro Arts Commission  
Minutes of the Committee for Anti-Racism and Equity  
December 2, 2020**

**This meeting took place via teleconference.**

You can find a recording of the meeting here:

<https://www.youtube.com/watch?v=UHMLUxpUZbQ>

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

**Attending Members:** Sarah Bounce, 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

**Absent Members:** Alandis Brassel

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

**Guests:** Dontrai Buchanan (Metro ITS)

**METRO ARTS MISSION:  
Drive an Equitable and Vibrant Community through the Arts**

**A. Administrative – Facilitator: Paula Roberts**

**a. Call to Order & Welcome**

The meeting was called to order at 5:05 p.m.

**b. Roll Call and Group Norms**

Co-Chair Roberts did a roll call and recognized the CARE group norms.

**c. Vote on Governor’s Executive Order No. 65**

***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 65 was offered by Teree McCormick, Megan Kelley seconded.***

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

**B. Informational Session**

The Committee decided by consensus to forgo the informational session in favor of the agenda items.

- C. Review agenda and guide discussion/facilitation as a group on the following or new topics:

#### Review Working Group Assignments

Tre Hardin brought up the Working Group spreadsheet to review assignments and review the group and meeting organization. Additionally, he opened up the space for discussion of capacity and frequency of meetings.

A bi-weekly meeting structure was proposed based on workload per working group.

Discussion was also brought up regarding capacity and well as the bounds of staff involvement especially in terms of sensitive subjects. It was proposed that staff involvement develop alongside the working groups.

There was a proposal to consolidate the meetings so as to meet the capacity of all Committee members. It was proposed that there could be a base line monthly check-in meeting and that additional meetings would be scheduled as needed.

It was additionally proposed that there be a half-day Saturday 2021 retreat day in January to focus on work group development, organization, and priorities. The Committee decided by consensus to review and confirm those questions.

Staff committed to finding a time for the retreat and setting up the retreat.

#### CARE Public Comment Policies

Grace Wright asked the comment for their preference on public comment policies for the Committee on the form and function.

It was proposed that a call-in procedure with an open forum would be ideal. There was also some emphasis placed on the fact that a lengthy discussion would not be possible at that moment. It was additionally proposed that with this decision, there should be further discussion of how to deploy this message to a broad audience.

Staff will explore the possibility of a call-in procedure and bring back to the Committee.

The Committee additionally proposed exploring having e-mail and call-in available before the meeting.

### Term Limits

Grace Wright brought up the previously discussed idea of term limits and opened the discussion for the Committee.

The Committee expressed that given the work to create this team and Committee as well as a shared analysis it would be beneficial to have a structure that includes training with the Committee to do this work. It was additionally suggested that this topic should be considered as term limits as well as succession planning.

It was offered that the REAL program and The Porch/Crossroads partnership could provide a connection with the community.

Additionally, it was offered that term limits would be useful to make sure that the work was sustainable in the long term and that there was active seeking of people to step into these roles eventually. However, it was also suggested that this group stay together for a to-be-determined significant period of time to solidify the foundation of the work. There was also discussion of bringing in more community members to help with the workload as well as start training.

It was suggested that this conversation be tabled until next year and that there be consideration of increasing the length of term limits from the default 1, 2, and 3 years.

It was clarified that terms limits are typically different lengths to prevent everyone rolling off at once, but that this may be unnecessary given the necessary overlap of training/succession planning.

It was decided to re-review at the June 2021 meeting of the Committee.

### Discussion of 360 Review of Metro Arts/Arts Commission

There was discussion around using 2021 as a planning year to understand what this review might entail and how it could be a useful way to track progress of Metro Arts and the Arts Commission. Given that racial equity is a stated priority of Metro Arts, this Committee would be uniquely situated to provide analysis from multiple perspectives.

It was clarified that this process would be an annual review of the progress and challenges of Metro Arts as well as a source of strategic planning for the year upcoming. The recommendations would be formalized and sent to the Commission as part of defining the work of Metro Arts.

It was also introduced that Metro Arts is entering into a strategic planning year. It was suggested that CARE could provide an analysis pre-Strategic Planning so that it could inform the process.

It was decided that staff would report back about the timeline and process in January so that the Committee could plan any input or reporting. Staff will also send documents from the past strategic plan on to the Committee.

#### Update on The Porch/Crossroad Antiracism program

Janine Christiano gave the Committee an update on The Porch/Crossroads anti-racism writing program regarding the content, timeline, funding, and instructor details.

#### Discuss Communications Plan

It was decided that this item should be reviewed at the 2021 Planning Retreat.

#### Update to Arts Commission

Grace Wright opened the meeting for discussion of updating the Arts Commission and to confirm that the Committee felt comfortable with that process.

The Committee felt comfortable with the process but did not currently have anything to report to the Commission.

#### Additional Topics of Discussion

Commissioner Roberts offered that it would help the efficacy of the meetings to have a report sent to the Committee with updates and information before the meeting so that there can be more focus on discussion and the working groups.

It was decided by consensus to pursue this.

There was discussion around the arts administrator's affinity groups. It was proposed that the topic be further discussed at the 2021 planning retreat.

The Committee requested a report on each group to help identify goals and major points of discussion or discomfort. It was suggested that given the different experiences levels of the white arts administrators accountability group that the conversation might start with surveying ART team members that could support the work and formulating a plan based on that to present to the full Committee.

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

The next meeting was set for January 6<sup>th</sup> from 5:00-6:30pm contingent on the renewal of the virtual meeting order. The Committee also agreed to start planning a date for a 2021 planning retreat.

E. Adjourn meeting– Facilitator: Paula Roberts

The meeting was adjourned at 6:30 p.m.