



METRO ARTS

NASHVILLE OFFICE OF ARTS + CULTURE

Metro Arts Commission

Minutes of the Committee for Antiracism and Equity

July 23, 2020

This meeting took place via teleconference.

A recording of the meeting can be found here:

https://www.youtube.com/watch?v=0DcSy_Rq00A&t=2162s

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

Attending Members: Sarah Bounce, Alandis Brassel, Will Cheek (Co-chair, Commissioner), Ellen Gilbert, Megan Kelley, Jonathan Marx (ART Co-Chair), Teree McCormick (ARTt Co-Chair), Paula Roberts (Co-chair, Commissioner), Jon Royal, Marielena Ramos (Ex-Officio, Commissioner)

Absent Members: Aaron Doenges

Staff: Janine Christiano, Tré Hardin, Grace Wright

Guests: Stephanie Judd (Metro ITS)

METRO ARTS MISSION:

Drive an Equitable and Vibrant Community through the Arts

A. CALL TO ORDER & WELCOME

Commissioner Roberts called the meeting to order at 4:11 p.m.

Committee reviewed agreed upon Group Norms Visual.

B. 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, Teree McCormick seconded and the motion passed.

Roll call vote was taken, all members present voted, and all votes were affirmative with the exception of Will Cheek who was experiencing technical difficulties.

C. DISCUSS COMMITTEE PRIORITIES AND GOALS FOR FY21

Committee members and staff reviewed the priorities previously suggested.

It was proposed that the priorities be put on a work list so that more granular conversations do not stop process. Additionally, since the working structure and process of the Committee would greatly affect the priorities, it would be better to focus on those processes, particularly in terms of having foundational norms, similar analysis, and communications tools in terms of equity.

D. CHECK-IN ON ADDITIONAL POINTS OF DISCUSSION

Community committee members proposed a discussion of the Committee working structures and processes to better service the Committee's goal to promote equity in the Arts Commission and Metro Arts given concerns about group dynamics and how to function with gaps in training and analysis. Teree McCormick presented several points for discussion and resolution

1. Regarding the Arts Commission's expectations of CARE

After discussion, the Committee came to consensus that the Committee's role would be guided by the following excerpts:

Section 1.4 of the CARE Guidelines, which covers scope states: "To achieve its purpose, the Committee for Antiracism and Equity will do the following:

- Work to identify and transform policies and practices that perpetuate structural racism within its work as it impacts the larger arts ecosystem;
- Support and clarify the work of the agency that leans toward antiracism;
- Identify opportunities for antiracism education within the Nashville arts ecosystem;
- Identify partnership opportunities within the arts ecosystem to work toward racial equity;
- Make recommendations to the board that interrupt and eliminate racism and support race-based equity and inclusion in the arts ecosystem that impacts the community at large;
- Regularly report action in progress to Metro Arts Board of Commissioners."

Commissioner Cheek referenced the initial Arts Commission motion to create the Committee for Antiracism and Equity which reads: “A motion to establish a standing committee of the Arts Commission to set goals and work toward accomplishing items outlined in the ARTt report; establish policies and procedures for internal operations; advance the purpose of equity; work toward new ideas and work with existing ARTt to transition their work; and include members of existing ARTt in the new standing committee was offered by Commissioner Cheek, seconded by Commissioner Whitney, and the motion passed.”

2. Groups Norms of CARE

The Committee discussed concepts of shared leadership, engagement in the work of the Committee, evaluating who is taking on what, keep agency with all members of the Committee, and recognizing the work and structures previously put in place by the ART team.

Commissioner Cheek suggested that the Commissioners act as the chair but that each item is facilitated by a community Committee member. Agenda has group input.

There was additionally the suggestion that the Committee transition from Robert’s Rules of Order to a consensus model.

The Committee reviewed both ART team and CARE group norms. The Committee highlighted section & of the ART team Working Structures and Processes, which reads:

“Vision and Practices of the ARTt:

- Be accountable to people of color by viewing questions, issues and topics of discussion through an antiracist lens.
- Identify connections between systemic racism and other forms of marginalization, exclusion and oppression, including those related to gender, sexuality and ability.
- Be able to name and define systemic racism and its roots.
- Recognize our shared complicity in an unjust society.”

These models can help facilitate analysis of the interrelation of the Arts Commission, Metro Arts staff, and CARE and well as creating a relationship that allows wholistic functioning.

3. Communication

The Committee discussed the need and ability to meet in various formats to continue the work of CARE. There was an expression that there is a need to be able to communicate and share resources to dig into the work and bridge the analysis gap between members.

Meetings, Caucusing, teams/work groups

The Committee decided to work with the model of discussion and work groups including community member(s), staff, a Commissioner to examine specific items to research and report out on in the public meeting.

4. Leadership

The Commissioners govern the meeting formally/administratively and the community members facilitate the discussion. Everyone takes part in the agenda creation.

E. SET NEXT MEETING ACTION STEPS

Alandis Brassel, Commissioner Cheek, Janine Christiano, and Tré Hardin volunteered to form a working group to codify the working processes and structures discussed in the meeting for review at the next meeting.

Jon Royal and Ellen Gilbert volunteered to form a working group to review and synthesized the CARE priorities document and report out at the next meeting.

It was decided to send out a survey to reschedule the August CARE meeting due to conflicts.

F. ADJOURN MEETING

Commissioner Roberts called for the meeting to adjourn at 5:31 p.m.