



# METRO ARTS

NASHVILLE OFFICE OF ARTS + CULTURE

## Equity Committee Meeting Notes

March 4, 2020, 4 p.m. – 5:30 p.m.  
Metro Office Building – Nashville Room  
800 Second Ave South

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

Absent Committee Members: Alandis Brassel, Megan Kelley, Sarah Bounce

Staff: Janine Christiano, Lauren Fitzgerald, Caroline Vincent, Grace Wright

### **A. CALL TO ORDER**

Paula Roberts called meeting to order at 4:10 p.m.

### **B. REVIEW MEETING NOTES**

*A motion to approve the January meeting notes was offered by Jonathan Marx, Teree McCormick seconded and the motion passed.*

### **C. REVIEW TODAY'S AGENDA & ACTION STEPS SET AT PREVIOUS MEETING**

The committee reviewed the meeting agenda and action steps set at previous meeting.

### **D. EXAMINE GROUP NORMS/GROUP AGREEMENTS**

The committee examined Crossroad's "Norms for Creating Courageous Space" as well as group norms and procedures created by ART team from their charter and scope.

- The committee clarified "calling out" versus "calling in."
- Discussed "confidentiality" in Crossroads norms and decided to promote "transparency" for this body instead.
- The committee discussion the importance of "taking responsibility."

- The committee expressed that this entailed active listening, responsibility for actively sharing/“sharing out”, accepting being “called in,” leaving room for other opinions, listening to statements, creating courageous space, and considering impact as well as intention.
- It was clarified that as part of this committee members represent themselves but are accountable to their communities.

Committee proposed to apply the following changes to section 3.0 of the proposed Equity Committee guidelines:

- Add a visual representation of discussed group norms modeled on Crossroads diagram with the section “confidentiality” changed to “transparency.”
- Add additional bullet points to section 3.1 “Accountability and Process” regarding personal responsibility and impact versus intent.

***A motion to approve these changes was offered by Will Cheek, Ellen Gilbert seconded, and the motion passed.***

The draft will be updated and sent to the committee for review before the next meeting.

#### **E. EXAMINE GUIDELINES AND DISCUSS**

The committee discussed section 1.0 “Purpose & Scope of the Board Equity Committee”

- The committee clarified that as an antiracist body the way that the committee operates acknowledges all kinds of oppression and oppressive structures, and that while the work of the committee come from a place of dismantling racist structures, the hope is that this work will also dismantle other oppressive structures.

The committee recommended making the following changes to the proposed guidelines:

- In section 1.1, recognizing inclusion and updating language to reflect that
- Reorganizing Section 1.0 to include history in chronological order, a simple purpose with additional phrase, the relocation of section 3.5 “Vision and Practices of the Board Equity Committee,” and the scope.
- Motion delayed until changes can be reviewed.

The committee discussed the scope of the committee’s relationship to the arts ecosystem as well as the internal structure of the board.

- Update first bullet of section 1.2 to read “identify and transform”
- Take out phrase “supported by Metro Arts” in third bullet of section 1.2 in order to imply a broader scope for the committee

The committee discussed section 2.0 “The Board Equity Committee Membership”

- The committee proposed updating section 2.1 “Appointments” to read co-chairs
- The committee proposed updating section 2.1 “Appointments” to have the Board Chair appoint Equity Committee members based on the recommendations of the body itself.
  - Also clarified that the board acts as a body in consensus and not as individuals
- It was proposed that section 2.2 “Terms” be reviewed at a later meeting to apply term staggering
- The committee clarified leadership structure in section 2.3 and proposed the election of co-chairs – one commissioner and one community member – at the next meeting
- The committee discussed attendance regulations and members of the ART team offered to call in members that were not present regarding the Equity Committee.

#### **F. SET NEXT MEETING AND ACTION STEPS**

Next meeting set for April 1, 2020 from 4:00-5:30 p.m. The committee proposed making this a recurring monthly meeting on the first Wednesday of the month.

The committee proposed the following action steps for the next meeting:

- Consider the official title of the committee and come prepared with suggestions
- Examine the updated draft guidelines
- Each committee member should present three goals for the committee to accomplish in the next 12 months
- Elect co-chairs
- Will Cheek and Paula Roberts will report on their meeting with the Board.

Commissioners Paula Roberts and Will Cheek will be taking the following to the Metro Arts Board of Commissioners at their next meeting on March 26<sup>th</sup>:

- A recommended slate of members for the equity committee which includes all the current ART team members
- The update that the ART team and the equity committee have merged into a single body

#### **G. ADJOURN MEETING**

The meeting was adjourned at 5:45 p.m.