



Metro Arts Commission

Minutes of the Committee for Anti-Racism and Equity Meeting

November 18, 2020

You can find a recording of the meeting here:

<https://www.youtube.com/watch?v=nXWwt8843UY>

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), Aaron Doenges, Ellen Gilbert, Jonathan Marx (ART Co-Chair), Teree McCormick (ARTt Co-Chair), Paula Roberts (Co-chair, Commissioner), Jon Royal

Absent Members: Megan Kelley

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

Guests: Keenya Gilchrist (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, Jonathan Marx 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:
 - a. Review data organization and workflow changes/Work Group Spreadsheet

Tre Hardin presented an excel document for tracking priorities, working groups, and long/short-term goals based on previous priorities presentations from the Committee.

There was discussion regarding how the document could help with monitoring work group progress and updating before meetings. There was also the suggestion that there could be a CARE meeting report for updates before meetings and that the goals columns should be paired with timeframe columns.

It was also suggested that room should be left for working groups to expand the categories and that there should be further discussion of how working groups fit into the priority sections.

- b. Update on Equity Related Programming and Initiatives – Facilitator: Janine Christiano

Janine Christiano gave the Committee brief updates on Metro Arts equity programs and initiatives including an initiative with The Porch Writers Collective and Crossroads and a need for facilitation help, a recommendation for an approval of funding for an NEA grant for REAL, and a potential collaboration with Metro Arts, CURB, and NAIANTN.

There was also discussion of the process and timing for Metro Arts staff and CARE to connect on upcoming initiatives.

- c. Discuss Work Group Organization

Grace Wright updated the Committee regarding staff discussions about how working groups might integrate into the formulation and progress of Metro Arts initiatives and what working groups staff was interested in seeing.

There was the suggestion of CARE enacting a 360-review of Metro Arts staff and Arts Commission to help track goals, initiatives, community engagement, and environmental. It was specifically noted that the review should additionally include recommendations for the future.

The Committee brought up a concern about the number of working groups potentially being formulated between program-specific and priority-specific groups. It was suggested that the groups could be consolidated and that the work could be focused around desired outcomes, namely the outlined short-term and long-term goals.

The Committee decided by consensus to self-assign to working groups and review at the next meeting once the document has been shared. Additionally, already established working groups could be integrated into this new formulation.

The Committee took a moment to make sure that documents were accessible on the current platform.

d. Grant guidelines update

Janine Christiano gave a brief updated on the Grants & Funding Committee meeting regarding the FY22 Grants Guidelines. The Committee appreciated the CARE recommendations and integrated them into their discussions. There will be a follow-up meeting to continue discussing the guidelines.

e. HR Issues: opening files of ex-employees

Grace Wright presented the Committee with a question from staff regarding how best to transfer and discuss records of past employees without unintentionally causing them harm.

After discussion, the Committee came to the consensus to that the exit interview materials would be partially de-identified to focus on cultural trends and issues in Metro Arts. There was also the commitment for further discussion of department HR procedures and processes and needed.

Staff committed to sending employee exit interviews from the past three years and additional information demographic information.

The Committee also brought up the concern of potential name bias when reviewing these interviews and discussed what information would be need and what could be redacted. At the committee's request, staff will redact personal information excluding race and gender.

Staff will deliver documents to the CARE working group and staff will recuse themselves from those discussions to prevent bias.

f. Public comment and notice policies

Grace Wright opened discussion for both public comment in regard to CARE meetings and expanding public notice for Arts Commission and Committee meetings.

The Committee suggested that public notice be tied to all Metro Arts communications and that further development could be a community engagement and communication plan.

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

The next meeting was set for December 2nd from 5:00-6:30pm.

E. Adjourn meeting– Facilitator: Paula Roberts

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