



Metro Arts Commission

Minutes of the Committee for Anti-Racism and Equity Meeting

November 4, 2020

You can find a recording of the meeting here:

<https://www.youtube.com/watch?v=iYFrrCz10z4>

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

Absent Members: Alandis Brassel, Megan Kelley

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 5:03 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. 60

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 60 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 – Facilitator: Janine Christiano/Megan Kelly

Janine Christiano facilitated continued discussion of [SURJ: THE CHARACTERISTICS OF WHITE SUPREMACY CULTURE](#).

The Committee discussed the reading and ways that the characteristics of “Only one right way,” “Paternalism,” “Either/Or thinking,” “Power hoarding,” and “Fear of open conflict” showed up in their own lives and work. For more details of the discussion, please listen to the recording of the meeting.

It was proposed that discussion of this piece continue into the next meeting and was confirmed by consensus.

- C. Review agenda and guide discussion/facilitation as a group on the following or new topics:
 - a. Review Priorities from August Meeting – Facilitator: Aaron Hoke Doenges

Aaron Doenges gave a presentation regarding checking-on the progress of those priorities as well as revisiting the practice of pursuing those priorities. The main categories of the presentation were organizing the committee to accomplish priorities, reevaluating the exchange of information in relation to priorities, and enhancing the relationship between Metro Arts and CARE. Aaron covered questions, possible strategies, and ways local artists could be involved for the priorities of: Training and Inclusion, Communications and Public Relations, Externally focused analysis and development, Internally focused analysis and development, and how to better organize this work.

The Committee reviewed platforms for sharing information as well as how to best direct that work in terms of additional working groups or other avenues. Staff offered to reorganize documents for better accessibility as an initial step forward.

Additionally, the Committee discussed how they could become more interconnected with the work of Metro Arts to the best effect especially in terms of equity work. A possible solution was that CARE followed the practices of other Arts Commission Committees where there was an institutionalized policy that equity-related initiatives are routed through the committee. Staff also committed to exploring options regarding tools for sharing information and keeping the committee in the loop of ongoing Metro initiatives.

There was also discussion of tracking objectives, facilitating transformation, and continuing to challenge processes.

- b. Grant Guidelines Working Group

Ellen presented on the work of the grant guidelines working group. In reviewing the FY21 grant guidelines for suggested changes for FY22, the group suggested the following changes/considerations:

- Suggestions to separate guidelines by category for ease of access
- Support regarding GivingMatters.com profile and preparing a guide/coaching contact information
- Better explanation of expected standards
- Ask for proof or make stronger suggestions about community involvement
- Challenging the ideas of reflecting the community – either everyone should reflect the community under the same standards or establish appropriate language expressing that BIPOC organizations may have different demographic standards as part of our goal of creating equity within the process.
- Exploring and clarifying how is leadership defined in the guidelines
- Better explain how artistic excellence is applied and who determines how is it applied with the idea of not falling into Eurocentric patterns of excellence
- Consider providing community panelists with equity-based training
- Adjust Financial Health Assessment to account for the trials of the past year
- Increase communication regarding rankings, awards, and payments to help organizations plan and understand how the process will work.

A fuller discussion of these suggestions can be found during the November 12 Grants and Funding Committee meeting. [link to be added]

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

Since the Committee was not able to cover all the agenda items, it was suggested that the Committee schedule a second November meeting to continue the discussions.

The Committee came to consensus to hold another meeting on November 18th from 5:00-6:30pm.

E. Adjourn meeting– Facilitator: Paula Roberts