



Metro Arts Commission

Minutes of the Committee for Anti-Racism and Equity Meeting

October 7, 2020

This meeting took place via teleconference.

A recording of the meeting can be found here:

<https://www.youtube.com/watch?v=xHX6pyt68Xc&t=15s>

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

Attending Members:

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: Sarah Bounse, Aaron Hoke Doenges

Staff: Janine Christiano, Tré Hardin, Grace Wright

Guests: 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 Megan Kelley, Ellen Gilbert 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 introduced the discussion piece for the informational session, [SURJ: THE CHARACTERISTICS OF WHITE SUPREMACY CULTURE](#).

The Committee discussed the reading and ways that these characteristics 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

a. Grant Guidelines Working Group – Facilitator: Ellen Gilbert

The group plans to meet the next week to review and make recommendations for FY22 Grant Guidelines.

b. Restorative Practice Working Group – Facilitator: Tré Hardin

The group met the previous week to discuss HR processes and ways CARE could positively impact. The next steps are to review HR policies and explore existing or future protection policies for staff.

c. Update & call for assistance on BIPOC Arts Administrators of Nashville group – Facilitator: Janine Christiano

Janine has been working with the AAC organization to explore the possibility of creating a Nashville chapter. There is also the possibility of creating an independent BIPOC Arts Administrators of Nashville group. Staff requested the help and insight of CARE in this endeavor.

d. THRIVE/Black Lives Matter mural – Facilitator: Janine Christiano

The BLM Coalition successfully completed all steps for Thrive funding and public arts permissions in line with the processes created by Metro Arts. The next step is approval

by the Arts Commission. There has been more media attention than usual given the context.

Janine updated the committee on the use of a Cultural Equity Scoring criteria for the first time in the Thrive process in the hopes of encouraging projects to move towards active, genuine involvement of underrepresented communities as opposed to simply representation.

e. Update on Metro Arts Public Art Guidelines – Facilitator: Tré Hardin

Tré updated the Committee on the intention to update the Public Art Guidelines in 2021 as well as a few changes that will be presented to the Public Art Committee for review and approval in October.

f. Update on white arts administrator accountability group – Facilitator: Grace Wright

Grace updated Committee on the first meeting of the white arts administrators accountability group, currently open to executive directors of local arts organizations of all sizes, and future considerations for the group.

The Committee recommended considering the importance of opening the group to all levels of administration and considering how that might impact the work and accountability structure as well as how this might impact the relationship with the BIPOC arts administrators group. There was the suggestion that executive directors still attend but are encouraged to bring colleagues with them.

Discussion will continue as the group moves forward.

g. Discussion of public comment: how it works and how it is accommodated and encouraged –

Facilitator: Teree McCormick

The Committee asked for clarification regarding the Arts Commission process for public comment, and staff shared the in-person and virtual processes.

The Committee recommended a wider distribution of the public notice as well as a review of the process of sending in public comments via e-mail. Additionally, focusing in on how the public comment can be made further inclusive.

There was further discussion on how CARE could support and inform this work, the potential for inappropriate or harmful comment, access/oversight of the comments, the idea of working with the Public Art Committee as well, and the necessity of pairing with a community outreach initiative.

The overarching goal of making it as easy as possible for the public to comment at public meetings.

Staff will explore options and report back to the Committee at the next meeting for continued discussion. Public Comment will become a recurring item on the agenda.

The Committee decided by consensus to move forward with this initiative.

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

The next meeting was set for November 4th from 5:00 – 6:30 p.m.

- E. Adjourn meeting– Facilitator: Paula Roberts

The meeting was adjourned at 6:45 p.m.