



**Metro Arts Commission**  
**Minutes of the Committee for Anti-Racism and Equity**  
**September 2, 2020**

This meeting took place via teleconference.

A recording of the meeting can be found here:

<https://www.youtube.com/watch?v=Al-0kx9857I>

\*\*\*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, Megan Kelley, Paula Roberts (Co-chair, Commissioner), Jon Royal, Marielena Ramos (Ex-Officio, Commissioner)

**Absent Members:** Alandis Brassel, Jonathan Marx (ART Co-Chair), and Teree McCormick (ARTt Co-Chair)

**Staff:** Janine Christiano, Tré Hardin, Grace Wright, Caroline Vincent

**Guests:** Council Member Joy Styles; Charda Johnson (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 4:15 p.m.

b. Roll Call and Group Norms

Co-Chair Roberts did a roll call and recognized the CARE group norms.

c. Recognize Council Member Joy Styles

Co-Chair Roberts recognized Council Member Joy Styles.

CM Styles expressed that she was looking forward to working with the Committee and Arts Commission.

d. 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 Megan Kelley, Ellen Gilbert seconded and the motion passed.***

Roll call vote was taken, all members present voted, and all votes were affirmative.

- B. Review agenda and guide discussion/facilitation as a group on the following or new topics

Co-Chair Roberts open the meeting to the Committee to review the agenda, facilitate the proposed items, and bring up additional topics of discussion.

- a. Discussion of shared analysis/learning model and present works for consideration – Facilitator: Aaron Hoke Doenges

Aaron Hoke Doenges introduced the previously proposed structure for the information session and opened discussion to logistical consideration

The point was made that structural racism and white supremacy fluctuates and so proposed that the Committee would leave room to pivot and adjust expectations to address timely issues and news. It was offered that a workable structure might be to nominate a member of the Committee each month to choose the reading and facilitate discussion. Jon and Ellen agreed.

The Committee clarified further that this would be to build a shared understanding for discussion, not necessarily agreement, and build a strong team life.

***Janine Christiano offered to present the first piece for discussion in collaborating with Megan Kelley.***

- b. ART team regarding best structure practices and clarifying the work of driving agendas, facilitating meetings, and continuing momentum

***The Committee came to the consensus to table this discussion until all members could be present.***

- c. Potential caucus model for CARE – Facilitator: Jon Royal

Jon introduced the discussion regarding the Committee's caucusing procedures and the logistics of inviting Commissioners and staff.

There was discussion of how the procedure would work in terms of the personal nature of caucusing and the requirements of Sunshine Laws. There was also discussion of how the two caucuses would interact and continue the work and supporting team life.

CM Styles asked for clarification regarding the separate nature of the caucus and the Committee explained their perspective.

***The Committee came to the consensus that the White and POC Caucuses would reach out to Commissioners and staff regarding participation.***

- d. Restorative Practice Working Group check-in – Facilitators: Tré Hardin and Megan Kelley

Tré Hardin introduced the staff update on the Restorative Practice working group and noted that Nichole Robinson, the staff Restorative Arts Coordinator, would be interested in supporting this work when she has capacity.

Megan Kelley introduced questions that had come up including:

- What restorative practice meant for and within Metro Arts?
- What work does Metro HR already do in this context?
- What can the CARE Committee do to support this work?
- What is the Metro Arts' caucusing practice and how can CARE help support and guide that?

***The Restorative Practice working group came to the consensus that they would meet to further explore these topics and report out at the October CARE meeting.***

- e. Staff update: Information requested by the CARE

Grace Wright updated the Committee on the status of requested information including an overview of Metro Arts programs and the department's Employee Handbook.

- f. Staff update: request CARE to consider forming a working group to review Public Art guidelines

Tré Hardin opened up a discussion regarding updating the Metro Arts Public Art Guidelines and potentially including CARE in that review process.

- g. Staff update: Nashville chapter of Arts Administrators of Color and White Arts Administrators Accountability Group

Janine Christiano updated the Committee on the REAL program and the process for the ongoing evaluation year.

Metro Arts is also working with The Porch and Crossroads on an antiracism training/writing workshop hybrid course.

Caroline Vincent and Janine Christiano also updated the Committee on an initiative to start an Arts Administrators of Color chapter in Nashville as well as a white accountability group for Nashville arts leaders in partnership with Arts & Business Council. Initially, the white accountability group will include executive-level arts leadership from organizations of all sizes and hopefully will grow as

The Committee brought up discussion around which organizations would be involved and how this would interact with other programs, especially REAL as a substitute or supplement. Caroline clarified that the white accountability group will include executive-level arts leadership from organizations of all sizes and hopefully will grow as capacity allows. Also, that this program would interact with our other equity initiatives and hopefully at some point work in direct accountability with the AAC chapter.

The Committee also requested that CARE be kept in the loop as the program evolves and that the group facilitation make sure to include all groups and intersectionality.

h. Additional points of discussion

It was clarified that staff would be invited to the caucusing process.

Committee asked for clarification regarding the scoring metric for what is considered a BIPOC-led organization and how that effects scoring and awards. Further, the need to clarify guidelines that are consistent and fair but also with explanations based in equity.

***The Committee came to the consensus to develop a working group to review the current grant guidelines and make recommendations to the Grants & Funding Committee.***

C. Set next meeting – Facilitator: Paula Roberts

The next meeting was set for October 7 from 5-6:30 p.m. barring an in-person meeting.

D. Adjourn meeting– Facilitator: Paula Roberts

The meeting was adjourned at 5:41 p.m.