



# METRO ARTS

NASHVILLE OFFICE OF ARTS + CULTURE

## Equity Committee Meeting Notes

January 23, 2020, 4 p.m. – 5:30 p.m.  
Metro Office Building – Jackson Room  
800 Second Ave South

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

Absent Committee Members: Will Cheek (Co-chair, Commissioner), Alandis Brassel, Megan Kelley

Staff: Janine Christiano, Lauren Fitzgerald, Caroline Vincent

### **A. Call to Order**

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

### **B. PROPOSED COMMITTEE STRUCTURE: REVIEW AND DISCUSSION**

Paula introduced discussion around the ART team and Board Equity structure proposal document.

ART team reviewed the document in their last meeting and presented for discussion a different Committee structure and proposed required antiracism training for all members. The proposal included a merger of both bodies, ART team and Board Equity Committee, rather than continuing with two separate entities.

Staff clarified there are not conflicts of interest with artists or grantees serving as Committee members as long as funding decisions are not being made by the Equity Committee.

There was further discussion around the suggestion to amend charter bylaws to require new members to go through an onboarding process that mandates a 2.5 day training.

The Committee proposed setting collectively-produced 12-month goals after establishing the structure for the Committee.

ARTt members discussed the need for more visibility of the Committee and its work.

There was discussion of how the existing charter and guidelines of ARTt be sourced for this new Committee in order to build the committee's foundation, identify priority areas, and move the process forward collectively.

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

Action Items for next meeting:

- Review existing charter documents and reassess their application to current situation
  - Create new guidelines from the ARTt charter
  - Review attendance language
- Confirm participation of all Committee members going forward, particularly making sure to call in the absent members
- Discuss and confirm an official title for the Committee
- Collect updated bios for the Committee members
- Clarify how this Committee and its work is this shared publicly
- Plan to present new Charter and Scope documents to Commission at March 26<sup>th</sup> meeting

Next Meeting: March 4, 2020 @ 4:30pm [same location]

- 1<sup>st</sup> Wednesday of every month was tentatively decided for ongoing committee meetings.

### **D. Adjourn**

The meeting was adjourned at 5:04 PM.