



## Full Commission Meeting Minutes

Monday, April 3, 2017, from 4:00 PM to 5:30 PM

Metro Office Building, 800 Second Avenue South, 2nd Floor, Nashville Room

*The mission of the Metro Human Relations Commission is to protect and promote the personal dignity, peace, safety, security, health, and general welfare of all people in Nashville and Davidson County.*

**Commissioner Attendees:** Jeremy Davis, Marcela Gomez, Phyllis Hildreth, Aisha Lbhalla, Lethia Mann, Oscar Miller, Abdishakur Mohamed, Avi Poster, Ellen Register, Marisa Richmond, Janice Rodriguez, Frank Trew, Peter Woolfolk

**Commissioner Absentees:** Samar Ali, Dave Garrison, Jeff Gibson, Erin Pryor

**Others:** Mel Fowler-Green (Ex. Dir., MHRC), Barbara R. Gunn Lartey (Dir. of Community Engagement, MHRC), Josh Lee (Metro Legal), Samantha Perez (Dir. of Policy and Research), Michelle Hernandez-Lane (Mayor's Office)

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### I. **CALL TO ORDER:**

Meeting was called to order at 4:05p by Commission Board Chair Frank Trew ("CBC Trew").

### II. **CONFIRM QUOROM** (Share regrets from Commissioners not in attendance; introduce guests) Quorum was met.

### III. **REVIEW AND APPROVAL OF MINUTES**

Comm. Hildreth moved to approved minutes. Comm. Miller seconded. Motion passed to approve minutes with the caveat to incorporate revisions—if there are any.

### IV. **FINANCIAL REPORT**

E.D. Fowler-Green referenced the Financial Report in meeting packets and said we're on task and using the budget efficiently.

### V. **COMMITTEE REPORTS**

- **Nominating Committee:** Select Members and set timeline  
CBC Trew requested volunteers for Nominating Committee. Commissioners Abdishakur Mohamed, Lethia Mann, Oscar Miller and Peter Woolfolk volunteered to serve. CBC Trew thanked them for volunteering and said that E.D. Fowler-Green will assist them with how to proceed. He also invited other Commissioners to send her an email if they're interested in serving on the Executive Committee.
- **Executive Committee**  
No report for this Meeting.
- **Due Process Committee:** Recommendations regarding possible response and action following Metro Council request for community engagement.  
Commissioner Hildreth noted that on behalf of this Ad-Hoc Committee, we don't want to be episodically reactionary. On the contrary, our goal is to address systemic, structural issues.

Commissioner Miller asked if there are any budget ramifications. Commissioner and Ad hoc Committee Chair Hildreth responded that she's not sure. And to Commissioner Richmond's question, Commissioner Hildreth said we will not have subpoena power.

## VI. **NEW BUSINESS**

- **Discussion and Call for Vote:** Response to Audit Recommendations  
E.D. Fowler-Green proposed creating a comprehensive manual that would, by design, address many of the issues identified by the audit. Commissioner Hildreth asked if this will be created as a template for Human Resources, or if it will incorporate aspects of IncluCivics. E.D. Fowler-Green responded that the manual would be created internally and would be shared with the Mayor's Office and other departments.

After reviewing and discussing the auditor's recommendations and MHRC's Concurrence and Corrective Action Plan, Commissioner Gonzalez moved that the proposed Corrective Action Plan be adopted; Commissioner Register seconded.

## VII. **DIRECTOR'S REPORT:** Executive Director, Mel Fowler-Green

- **Language Access Plan**—we've conferred with the Mayor's Office of New Americans. E.D. Fowler-Green noted Sam Perez's early recognition and foresight to include the deaf and hard of hearing community. Commissioner Gonzalez asked about other cities. Sam referenced Seattle and their experience with influencing the culture, including television reporting.
- **Oasis Center**—Sam's working with the Oasis Center to assess homeless population of the LGBTQ community. The goal is to secure anonymous information, preferably by Survey Monkey, for a white paper. Commissioner Poster asked about who would receive the final report. Sam did not know at this time.
- **Cultural Competency/Cultural Humility Training**—E.D. Fowler-Green received very encouraging feedback from Renee Pratt, E.D. of Metro Social Services. We will internally develop a more comprehensive curriculum to offer Metro and area organizations. Will include Title VI component. Barbara Gunn Lartey will take the lead on these trainings.
- **Vice Mayor Briley's Meeting w/Latinos**—Commissioner Gonzalez said Vice Mayor is seeking practical solutions to issues facing the Latino Community by creating a dialogue with leaders and community members. Wants to know how Metro can help residents feel safe.

## VIII. **OLD BUSINESS**

- **Sam Perez:** Policy Discussion re Post Retreat Follow-Up, *continued*  
This item was reserved until the next meeting.

## IX. **PUBLIC COMMENT**

There was no public comment.

X. **ANNOUNCEMENTS**

- **April 19<sup>th</sup>—Walk in Love, 6:30p**
- **April 19<sup>th</sup>—Fair Housing Conference.** E.D. Fowler-Green serves, as did her predecessor, Fred Cloud, on the Board of the Fair Housing Commission. Assists MDHA with conducting Fair Housing Assessment
- **April 26<sup>th</sup>—Mayor’s Budget Hearing.** E.D. Fowler-Green will send information
- **April 27<sup>th</sup>—Standing Against Racism.** We’re a co-sponsor. Public Square.
- **June 5<sup>th</sup>—Music City Iftar.** Music City Center. Commissioner Lbhalla noted that this is the same day as our Commission Meeting and asked if we can meet there. E.D. Fowler-Green will confirm if there’s a room in which we can convene.
- **June 12<sup>th</sup>—MNPD Mobile Diversity Seminar.**

Commissioner Gonzalez referenced a culturally incompetent situation experienced by a young man alleged to be a gangbanger in an MNPS (Stem Prep) video. Very upsetting. E.D. Fowler-Green will follow up.

XI. **ADJOURN**

Comm. Poster moved for the meeting to be adjourned. Comm. Davis seconded. Meeting was adjourned at 5:31pm.

**Appeal of Decisions From the Metro Human Relations Commission**

If you are not satisfied with a decision of the Metropolitan Human Relations Commission, you may appeal the decision by petitioning for a writ of certiorari with the Davidson County Chancery or Circuit Court. Your appeal must be filed within 60 days of the date of the entry of the Human Relations Commission’s decision. We advise that you seek your own independent legal advice to ensure that your appeal is filed in a timely manner and that all procedural requirements have been met.