



One City for All People

Full Commission Meeting Minutes

Monday, July 10 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, Dave Garrison, Jeff Gibson, Phyllis Hildreth, Lethia Mann, Avi Poster, Marisa Richmond, Janice Rodriguez,

Commissioner Absentees: Samar Ali, Aisha Lbhalla, Marcela Gomez, William Leavitt, Oscar Miller, Abdishakur Mohamed, Erin Pryor, Ellen Register, Peter Woolfolk

Others: Mel Fowler-Green (Ex. Dir., MHRC), Barbara R. Gunn Lartey (Dir. of Community Engagement, MHRC), Josh Lee (Metro Legal), Sam Perez (Dir. of Policy and Research, MHRC), Brett Withers (Councilperson, District 6)

- I. **CALL TO ORDER:** MHRC Board Chair, Phyllis Hildreth
The meeting was called to order at 4:13pm.
- II. **CONFIRM QUOROM** (Share regrets from Commissioners not in attendance; introduce guests)
Though the meeting was delayed until a quorum could be met, a quorum was never met.
- III. **REVIEW AND APPROVAL OF MINUTES**
Commissioners could not complete this action because a quorum was not met.
- IV. **FINANCIAL REPORT**
E.D. Fowler Green reported that we completed all but 2% our budget.
No significant discussion ensued.
- V. **COMMITTEE REPORTS**
CBC Hildreth requested that we proceed to the Director's Report before discussing the business of the Executive Committee.
- VI. **DIRECTOR'S REPORT:** Executive Director, Mel Fowler-Green
E.D. Fowler-Green initiated her report by summarizing the end of fiscal year events, programs and activities.
 - Overview of Suggestions and Recommendations from DOL Community Relations Service
This item was held until the New Business report.
 - End of Fiscal Year Summary of Events, Programs, Activities
 - Metro Council adopted our proposed budget of \$6,000 for the Mobile Diversity Seminar.

- MHRC has facilitated several cultural humility and cultural readiness trainings for several organizations, including Metro Social Services, Title VI, and Neighborhood Resource Center, among others.

We will expand our current offerings to include additional entities, including the Office of the Public Defender, Metro Human Resources (with new HR Director Shannon Hall), Juvenile Court, and Neighborhood Resource Center.

- MHRC has completed Metro's first large-scale Language Access Report. Launching in August, it will offer technical support to assist Metro by implementing mandated Title VI criteria by collaborating with the ADA, linguistic minorities, LEP, deaf and hard-of-hearing communities.
- IncluCivics: We will be revising this seminal report in response to press and several Metro Dept. Heads. Updated IncluCivics is expected to be published in January 2018.

IncluCivics recommended a hiring a Chief Diversity Officer to address the diversity and equity issues in Metro's workforce. The CDO position will not be refilled; relevant duties will be incorporated into the responsibilities of other staffers, including Human Resources.

- Data from the REAL Dialogue will guide MHRC's on addressing constituent priorities.

As an appendage to the Director's Report, CBC Hildreth offered the following rubric as context for the Board's work for the next year:

- **We Serve the City.** To enhance our ability to educate and advocate, we will commit to a program of education, specifically regarding the role of civic engagement in government. For example, *How does government work? What is the budgeting process? How do we address compliance issues? Whom do we hold accountable—and how?*
- CBC Hildreth asked the Board how they want to address these matters.
 - For the Executive Committee to address?
 - Formal presentation from Metro official?
 - Conversation with the Mayor?
- After a brief brainstorming session, the following items were identified as issues of interest
 - Native Americans
 - African Americans
 - Immigration
 - Gender
 - LGBTQ
 - Immigration/Welcoming-Civic Access
 - Housing
 - ICE Ordinances

- Criminal Justice/Policing (COB)/Increasing Homicides
- Race
- Income Disparity/Wage Theft

VII. New Business

- Executive Compensation, Open Range Increase:
 - CBC Hildreth explained the Open Range measure for E.D. Fowler-Green, which includes a two percent salary increase with Commission approval.
 - Initially, the Board was unable to move forward because there was no quorum. However, though there was no quorum, Comm. Gibson moved that the Board adopt the recommendation of the Executive Committee.
 - Approval of Policy for Posting Electronic Public Meeting Documents (ACTION NEEDED)
This item was held until the August meeting.
- Overview of Suggestions and Recommendations from DOJ Community Relations Service Before discussing this item E.D. Fowler-Green recognized Councilperson Brett Withers (District Six).

E.D. Fowler-Green summarized the five major recommendations from DOJ:

1. Working Groups/Task Forces—some form of extensive community engagement
2. Neutral Identity
3. Citizen Police Advisory Board—Robust, Comprehensive Public Safety Plan
4. MNPD—Community Training
5. Mediation—Using DOJ Community Relations Service as a last resort

CBC Hildreth noted that Commissioner Richmond, Chair of the Due Process Committee, will address these issues, including looking at pattern and practice.

VIII. PUBLIC COMMENT

There was no Public Comment.

IX. ANNOUNCEMENTS

- Commissioner Rodriguez inquired about the regarding Commission meeting attendance. E.D. Fowler-Green said she we create a mechanism to keep track of attendance. CBC Hildreth said she would like to a standing attendance report at the Executive Committee.

X. ADJOURN

Meeting was adjourned at meeting at 5:40p.

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.