



One City for All People

Metro Human Relations Commission Full Commission Meeting Minutes

Monday, August 7, 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: Samar Ali, Jeremy Davis, Dave Garrison, Jeff Gibson, Phyllis Hildreth, Aisha Lbhalla, William Leavitt, Lethia Mann, Oscar Miller, Abdishakur Mohamed, Marisa Richmond, Janice Rodriguez, Peter Woolfolk

Commissioner Absentees: Marcela Gomez, Avi Poster, Erin Pryor

Others: Mel Fowler-Green (Ex. Dir., MHRC), Barbara R. Gunn Lartey (Dir. of Community Engagement, MHRC), Carly Elliott (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 3:58p.

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

A quorum was reached at the inception of the meeting.

- Welcome New Commissioner: **Will Leavitt**
 - CBC Hildreth welcomed Commissioner Leavitt. She reminded all about the State Sunshine Law (no direct contact among Commissioners without public notice).
 - E.D. Fowler-Green initiated introductions

III. **REVIEW AND APPROVAL OF MINUTES**

The June Minutes were reviewed. Commissioner Ali moved to approve the Minutes; Commissioner Richmond seconded.

The July Minutes were reviewed. Commissioner Gibson moved to approve Minutes; Commissioner Davis seconded.

IV. **FINANCIAL REPORT**

There was no Financial Report for this meeting.

V. **COMMITTEE REPORTS**

There were Committee Reports for this meeting.

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

- Open Range salary increases have been approved by Human Resources.

- The Mayor's Office is exploring options for a policing project and has met with Barry Friedman. We will be conversing with him by phone tomorrow to discuss our work and gain more insight into the proposal he's considering. Our questions will include how the policing project will engage the community and whether a civilian review board will be contemplated.

Comm. Miller asked for an explanation of the policing project. E.D. Fowler-Green responded that it is a model that addresses law enforcement issues, including best practices. It has been successfully implemented in other cities.

Comm. Woolfolk inquired about whether there is a way to determine who the police are—aside from applications. He also asked if there are plans to create and implement a review board. E.D. Fowler-Green said there is draft legislation regarding the review oversight board that can be reviewed. CBC Hildreth added that there's a community oversight board website. Comm. Woolfolk asked about body cams. E.D. Fowler-Green said she will send a link re those discussions with the Citizen Advisory Group. CBC Hildreth encouraged Commissioners to research issues of interest to them, determine if they're being explored in other places, and bring to the MHRC Board as an agenda item.

Comm. Leavitt expressed concern about having an oversight board that is balanced with both citizens and law enforcement representatives. CBC Hildreth noted that MHRC has not taken a position on an oversight board. In fact, she offered, we don't take a stand on every social/civic issue; the Due Process Committee was created to address matters such as these. We will consistently share resources for those conversations.

- CBC Hildreth and ED Fowler-Green will meet with Mayor Barry to discuss our goals and common interests.
- Events
 - September: OMN Conference
 - October: World Music Night with Nashville Symphony in conjunction with Celebrate Nashville
 - December: Human Rights Day
 - December: Mobile Diversity Seminar
- Trainings/Technical Assistance
 - Language Access Plan with Standard Operation Procedures for all Metro Departments Will conduct joint trainings with General Services on ADA and Title VI; initial one scheduled for Spring 2018
 - Cultural Awareness trainings for community partners and Metro Departments including MSS, PD, MAC, and non-profit leaders.
 - IncluCivics Follow-up, anticipated early 2018: Regarding previous or updated research, CBC Hildreth asked if Commissioners would be interested in including opportunities to acknowledge improvements. She suggested that Commissioners review the January and May 2015 reports and identify points of interest. Sam Perez said the online IncluCivics page is now functioning with additional data points.

- Eviction Data Analysis: Coalition includes LAS, MNPS, TSU, Vanderbilt, homeless and other affordable housing advocates
- Collective Impact Training with CBC Hildreth: Addresses issues of equity. Represents the modules and tools we're developing to offer community partners, Metro and churches. CBC Hildreth asked Commissioners if they have any strengths they might have to help assist with this effort.
- Your Role as a Commissioner
 - Educate self about the Commission and the Commission's work
 - Advocate in your circles
 - Review Packet Inserts
- Moving Forward
 - E.D. Fowler-Green referenced the Commissioners' expressed interest in a shared calendar. Discussion ensued about this.
 - She will confer with IT in the coming months

VII. **New Business**

- Approval of Policy for Posting Electronic Public Meeting Documents (**ACTION NEEDED**)
 - A draft has been vetted with IT
 - Commissioner Ali asked who handed down this directive. ED Fowler Green said Metro Council, as reflected in today's meeting packet
 - ED Fowler Green asked Commissioners to review.
 - CBC Hildreth asked for a motion to promulgate a policy directive as submitted, with revisions. Commissioner Richmond moved and Commissioner Davis seconded. CBC Hildreth will sign official submission, effective August 7, 2017.
- Approval of Executive Transition Policy (**ACTION NEEDED**)
 - There is no Metro-wide Executive transition or "on-boarding" process
 - E.D. Fowler-Green asked Commissioners to review the attached draft, noting that this will be contained in our Internal Office Policy and Procedures Manual.
 - Commissioner Woolfolk offered the he designed and produced an onboarding video and happy to share it
 - CBC Hildreth asked for a motion to promulgate Executive Transition Policy. Commissioner Miller moved; motion was simultaneously seconded by Commissioners Woolfolk and Mohamed.
- Review of Attendance Expectations, reflected in the Bylaws
 - Letters sent based on attendance record based on Minutes. Asked Commissioners to review bylaws and renew commitments.
 - CBC Hildreth expressed complete gratitude, service and respect for Commissioners.
- Discussion: *We Serve the City - Charting our Course for Education and Advocacy* (facilitated by CBC Hildreth)
 - As we educate others, let us educate ourselves
 - Do we roll into Commission meeting? Starting in September, we will include a Metro-centric Education Segment
 - Reviewed whiteboard notes from July meeting

- Wants us to be mindful of the value and wisdom of crowd sourcing, particularly re issues of interest. Wants to add disability.
- For September, asked if we can use REAL Dialogue as springboard for education and discussion in September. Perhaps we can include Chief Resilience Officer, Erik Cole.
- Other ideas: Community Oversight Board, ICE Ordnance, Bail
- If you have interest in any of this, please contact Mel Fowler-Green. Be prepared to host the event. DREAM BIG. CBC Hildreth suggested we plan on using the Auditorium or other larger room for next month's meeting.

VIII. **PUBLIC COMMENT**

There was no Public Comment.

IX. **ANNOUNCEMENTS**

CBC Hildreth and E.D. Fowler-Green announced that this was Commissioner Ellen Register's final meeting. Other Commissioners shared sentiments.

X. **ADJOURN**

Meeting was adjourned at 5:32p.

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.

If any accommodations are needed for individuals with disabilities who wish to be present at the meeting, please contact MHRC at 615-880-3370 or MHRC@nashville.gov. Requests should be made as soon as possible but at least 24 hours prior to the scheduled meeting in order for the entity to provide such needed aid or service.