

## **February 2018 MHRC Director's report**

### Diversity Advisory Committee:

- Review history quickly...
- Met this month with representatives from the Kaleidoscope Group (consulting firm) to review results from employee survey and high level recommendations
- Once the results from the survey are shared with Metro employees broadly, I will share them with you. In the meantime, one of their recommendations is for the Mayor's Office to backfill the CDO position and to create a workforce diversity expert position in HR.
- We don't know yet what recommendations the Mayor's Office is going to implement.
- Budgeting issues may have an impact on that this coming fiscal year.

### Budget update:

- Heard today that departments will receive budget instructions this week.
- No confirmation that there will be budget reductions, but I suspect that will be the case.
- Finding places to reduce our budget is tough -- The total budget for programming is about \$80,000. That's 15.7% of our total budget. This amount includes everything but payroll, benefits, internal service fees, and rent.

### Title VI Compliance:

- I am the Title VI officer for the city, and generally speaking, this Commission and my office are viewed as the Title VI experts
- That means we assist departments with Title VI compliance surveys that they receive from state and federal funders, provide training to department Title VI Coordinators, accept and investigate Title VI complaints from the community, and provide policy advice regarding Title VI compliance.
- By ordinance, we also assist with an annual Title VI report ... review ordinance
- HR director Shannon Hall has suggested, and I agree, that the ordinance should be amended to shift the responsibility from HR to our office – with continued support from HR.

### Mobile Diversity Seminar for MNPd Police Academy:

- December 13
  - o Went very well; the evaluations are overwhelmingly positive. A full post-seminar report was emailed last week to all of you.
  - o As usual, we learned some valuable lessons and will make some scheduling and content changes – but generally speaking, we now have a good formula.
  - o MNPd is running overlapping classes this year and asked us to host an additional one this FY (March and June). We have the funds to accommodate that request.

### MNPS Equity Summit:

- Had to be postponed. MNPS had to make up a snow day, so they lost the professional development day.

Affordable Housing educational series:

- Our three part educational pamphlet series on Nashville's affordable housing crisis will be launched last month. We do have a limited number of printed copies available, and electronic versions available for download at: <https://www.housing101.us/>
- We are starting work on part 2,
- As we craft the final two, we will include Adriane Harris, the head of the Mayor's Office of Housing, in the conversations.
- I will be seeking funding from our Support fund at the Community Foundation ... For those who may not be familiar ... (explain it)

Stand Against Racism:

- We are again co-sponsoring this event; April 27 and 28
- Theme: "Is Tolerance Enough?"
- Organizers are considering making it a two day event? Perhaps with a Saturday youth focus
- We will work with the YWCA on programming (conflict resolution and courageous conversations)

We are currently working on revisions to our website – updating old language, adding more information about recent programming, and restructuring our Title VI information. Once we are done, we will be sure to announce it.

Reminder that we will move the April meeting from April 2 to April 9